

DİTAŞ

SUSTAINABILITY REPORT

2022



ABOUT THE REPORT

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.

Ditaş products are used all over the world, including Türkiye. The company, whose headquarters is in Niğde, also has an İstanbul office and new subsidiaries (Profil Sanayi ve Ticaret A.Ş.) in Bursa.

This report has been prepared in accordance with the GRI Standards: Core option; covering the period from January 1, 2022, to December 31, 2022. 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

Dear Stakeholders,

2022 was a year when effects of Covid-19 pandemic relatively waned off, yet adverse impacts of war between Russia and Ukraine were felt so strongly in both Turkey and across the globe.

Doğan Holding and our Group Companies which took on a pioneering role and made a difference in several sectors ranging from energy, industry, finance to tourism, automotive and real estate for over 60 years thanks to its innovative vision and its understanding of responsible investment finished this rough patch through production and development despite of all adversities. I'd like to take this opportunity to congratulate them.

Building on its deep-rooted past, Ditaş is taking steps that make us proud through its commitment to values constituting DNA of Doğan Holding and its sector leading sustainability efforts. It is also incorporating environmental, social, governance and financial factors into its strategy, keeping abreast of both global and local developments. Well, what does this mean for Ditaş?

I'd like to place particular focus on the following.

World Population Expectations Report issued by UN in 2022 estimates that world's population will increase to 8.5 billion by 2030, 9.7 billion by 2050, and 11.2 billion by 2100.

Along with a growing middle class all around the world, it is projected that numerous changes such as increase in consumption and demand in sectors of automotive, household electrical appliances, increased need for energy and demand for financial service, changing consumer habits and rise in consumer awareness will gain momentum. It is estimated that this will lead to considerable changes in employment as well as demographic changes.

Therefore, adapting itself to such changes, even leading such changes rather than adaptation, and making “transformation” happen are among crucial criteria of sustainability journey to which Ditaş attaches great importance. Ditaş, whilst doing this, makes use of its strong muscles contribution to local economy, which is one of the building blocks of its strategy ever since its foundation, supporting circular economy, fulfilling responsibilities associated with ecologic crises. We believe that Ditaş will take on a leading role in respect of sustainability in years to come. We, for sure, pledge to support Ditaş in every way possible in this process.

Sustainability Report for the year 2022, which you're reading, is a quite comprehensive work containing sustainability efforts of Ditaş which set an example for its respective sector. I'd like to take this occasion to thank all of my colleagues who put their efforts in preparation of this report and wish them continued success.

Best regards,



Çağlar GÖĞÜŞ
Chairman Of the Board

MESSAGE FROM THE MANAGING DIRECTOR

Dear Stakeholders,

After a half-century story, today, we take pride in exporting our products to over 35 countries. In this process, as a player of the ever-changing automotive industry, we are working on all cylinders and continue to work, being part of latest developments. Such changes in the automotive industry also lead to globalization of risks. It is crystal clear that global risks do not discriminate based on society, politics, economy, culture, classes and give rise to the identical threat for all walks of life anywhere in the world at the same time. The concept sustainability, defined for the first time in a report titled 'Our Common Future', issued by UN in 1987, has evolved today and become global with "Sustainable Development Goals", issued, again, by UN. When it comes to climate change, it is known that the first signal of change came, in 2004, with United Nations Framework Convention on Climate Change (UNFCCC).

Accordingly, at the UNFCCC 21st COP held in Paris in 2015, Paris Agreement was adopted and ratified by our country in 2021, and goal of carbon neutrality by 2053 was declared. In light of such changes, European Union initiated Green Deal process to fight with climate change and guarantee sustainable development. In this context, Carbon Border Adjustment Mechanism (CBAM) legislation was prepared and came into force as of May 17, 2023. CBAM process for which period from October 1 2023 to December 31, 2025 was set as transition period, covers sectors such as aluminum, cement, fertilizer, power and hydrogen, notably, iron-steel sector, one of the automotive sector's foundation stones. However, it is pointed out that, for harmonization of CBAM legislation to our country, years of 2024 to 2027 will be pilot period and it will subsequently cover the entire industry in a gradual manner.

We are observing that changes are having their impact on the automotive industry gradually. We, too, became a signatory of UN Global Compact in 2022 and accelerated our steps with a view to adapting ourselves to global risks and changes as part of such goals. Our Sustainability Committee, founded in 2020, in order to be able to manage the process more effectively and dynamically and to take relevant actions within the company creates our company's policy and action plans and closely follows up their deliverables. It is obvious that twin transformation (green transformation and digital transformation) for competitiveness and sustainable growth in all industries, notably, automotive industry, has become imperative. Automotive Industry Sustainability Action Plan of Turkey has been prepared in our country, too, and such plan has been shared with all stakeholders. The said work sheds light upon green transformation change for automotive industry of Turkey. As part of importance we attach to twin transformation process, we would like to emphasize that we have received ISO 27001 Information Security Management System Certificate and Tisax Information Security for the Automotive Industry Label.

We are pleased to share our 2022 sustainability report with you, our valued stakeholders, in order to show, once again, our more dynamic perspective for globalized changes and our sensitivity towards the issue. I take pride in sharing, with great pleasure, our 2022 Sustainability Report with all of our stakeholders, which we prepared to make a contribution to creation of a sustainability eco-system, taking necessary steps to leave a habitable world for next generations within scope of importance Ditaş attaches to the environment.



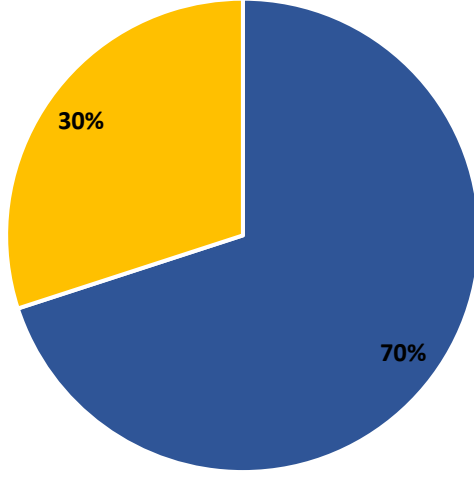
Osman SEVER
Managing Director

Best regards

ABOUT DİTAŞ GROUP

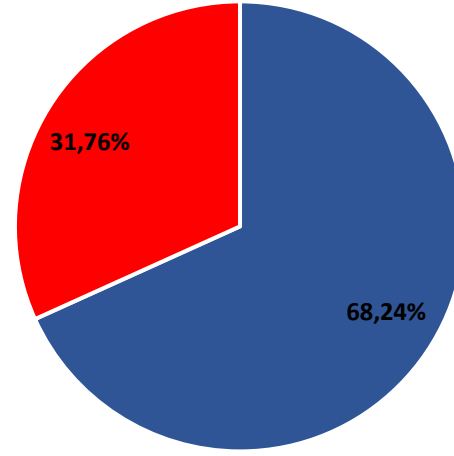
Ditaş Group, Ditaş Doğan Yedek Parça İmalat ve Teknik A.Ş. With Profil Sanayi Ticaret A.Ş. It is formed by the combination of companies.

Ditaş Group Partnership Structure



■ DITAŞ ■ PROFİL SANAYİ

Ditaş Doğan Yedek Parça İmalat ve Teknik A.Ş. Partnership Structure



■ Doğan Holding ■ Borsa İstanbul

This report includes the data of Ditaş Doğan Yedek Parça İmalat ve Teknik A.Ş.



Ditaş Grup



ABOUT DİTAŞ GROUP - DİTAŞ

Ditaş Doğan Yedek Parça İmalat ve Teknik A.Ş. It was established in 1972 to produce steering and suspension systems, started operating in 1978 and is currently Turkey's largest OEM manufacturer with an annual production capacity of 7 million 800 thousand units. DİTAŞ, which is majority owned by Doğan Şirketler Grubu Holding A.Ş., offers high quality original products to domestic and foreign vehicle manufacturers in the production of steering and suspension system parts with its successful history of more than 50 years. . As of 2022, forged parts production has also been added.



Ditaş serves sectors such as automotive, rail systems, agricultural industry and aviation-defense. In this context, it plays a critical role as a solution partner in the transportation industry.

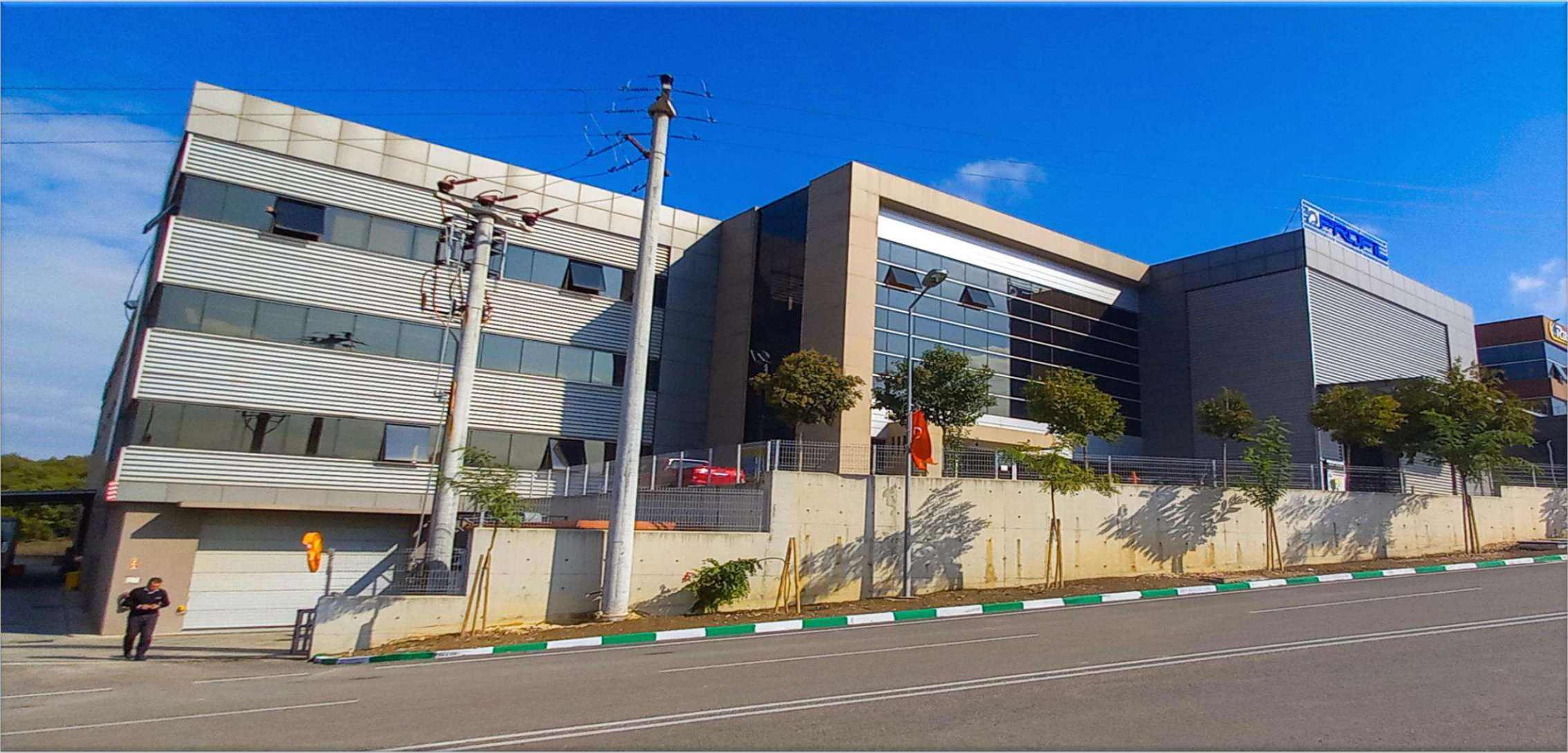
It continues its production activities with nearly 340 employees in its factory in Niğde, where the Company Headquarters is located, and produces high quality products with flexible production processes, thanks to its prototype test facilities that simulate field conditions and its modern machinery park. To meet customer demands on time. Ditaş has a sales, business development and management activities office in Istanbul.

The BIST trading code of the company, which went public in 1991 and made its first transaction in the same year, is DİTAŞ. Ditaş's turnover in 2021 reached 782.3 million TL. The company serves major automotive manufacturers using steering and suspension parts, Tier 1 suppliers and their spare parts units, as well as dealers and distributors in various countries.

ABOUT DİTAŞ GROUP – PROFİL SANAYİ VE TİCARET A.Ş.

Profil Industry and Trade Inc. It was established in Bursa - Turkey in 1966, shortly before the opening of the first original equipment manufacturing (OEM) factory of Tofaş Türk Automobile Factory Inc. in Turkey in 1969, for the purpose of manufacturing and trading metal profiles and pipes. By supplying profiles to assembly lines in 1972 and sheet metal pressing molds in 1972, it became a full system supplier of the automotive industry in the next 50 years. Since 1972, it has been shipping shaped and machined sheet metal products to many automotive OEMs in Turkey and Europe, partnering with special solutions in the production of press molds, and also exporting after-sales products to many parts of the world under the umbrella of PRS Steering. and Suspension Parts brand. Today, it is an OEM with body, chassis and assembly covering a wide fleet from light commercial to passenger vehicles, SUVs to SUVs in its factory with a workforce of more than 250 people, all located in Hasanağa Organized Industrial Zone, Bursa - Turkey. company. heavy commercial and trucks. It produces steering and suspension aftermarket parts in our factory.

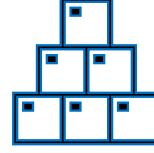
3S Kalıp Aparat Makine Sanayi ve Ticaret A.Ş., also located in Bursa Hasanağa Organized Industrial Zone, produces tandem, progressive and transfer sheet metal molds, control fixtures, welding apparatus, forging molds and special test equipment in accordance with customer demands. . It was established in 2010, by leaving Profil Sanayi ve Ticaret A.Ş., with the aim of taking a leading role in worldwide production with its factory.



DITAŞ IN 2022



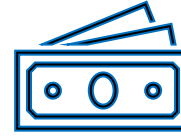
339
EMPLOYEES



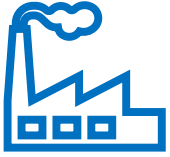
306 ADET
NEW PRODUCTS
DEVELOPED



EXPORT TO **35**
COUNTRIES



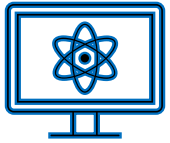
782,3 M ₺
OF TURNOVER IN
2022



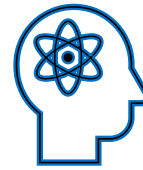
12.000 OF ANNUAL
PRODUCTION CAPACITY



ISO 27001 INFORMATION
SECURITY MANAGEMENT
SYSTEM CERTIFICATE



1 ADET
DESIGN REGISTRATION
APPLICATION



3 ADET
PATENT
APPLICATIONS

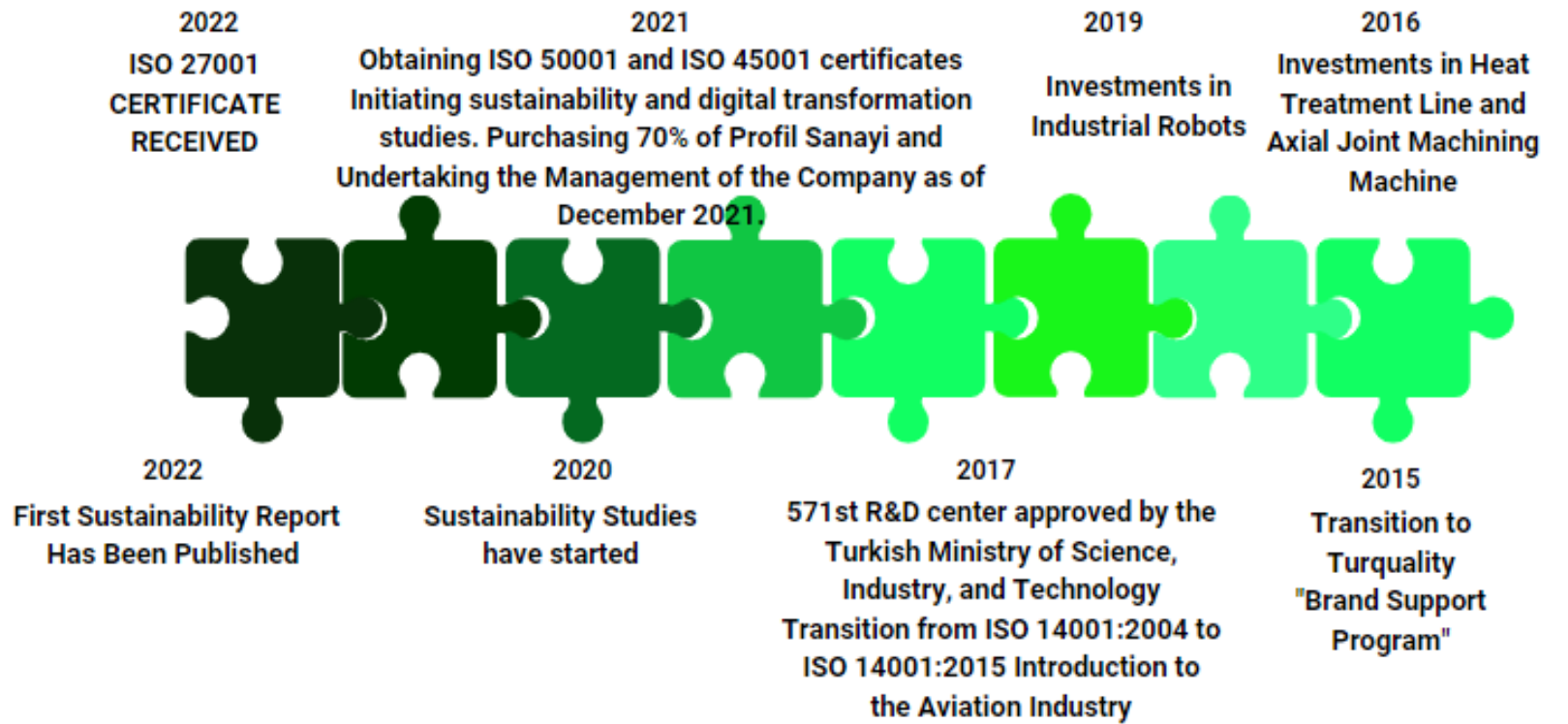
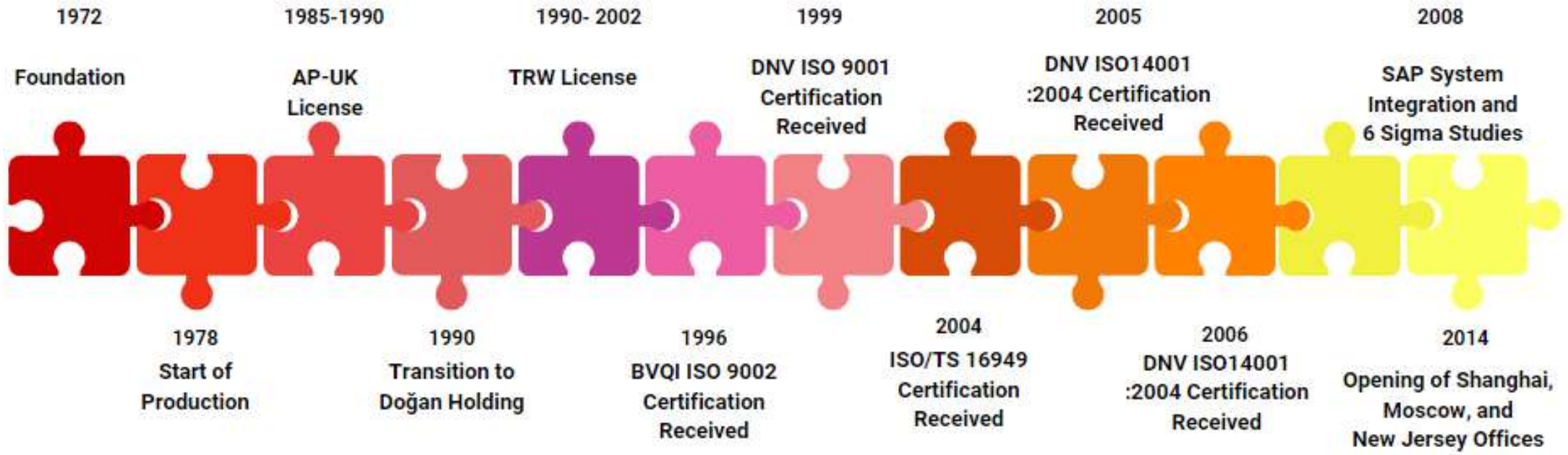


DOĞAN HOLDİNG
VALUE AWARD
IDEA
OF THE YEAR



2 ADET
USEFUL MODEL

HISTORY



OUR VALUES



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

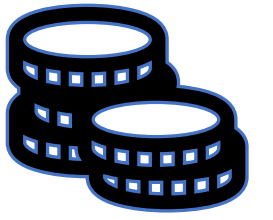
We wake up every day at our very best, motivated to make our dreams come true, work to achieve our goals and become leaders, all while approaching our work with passion.



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.

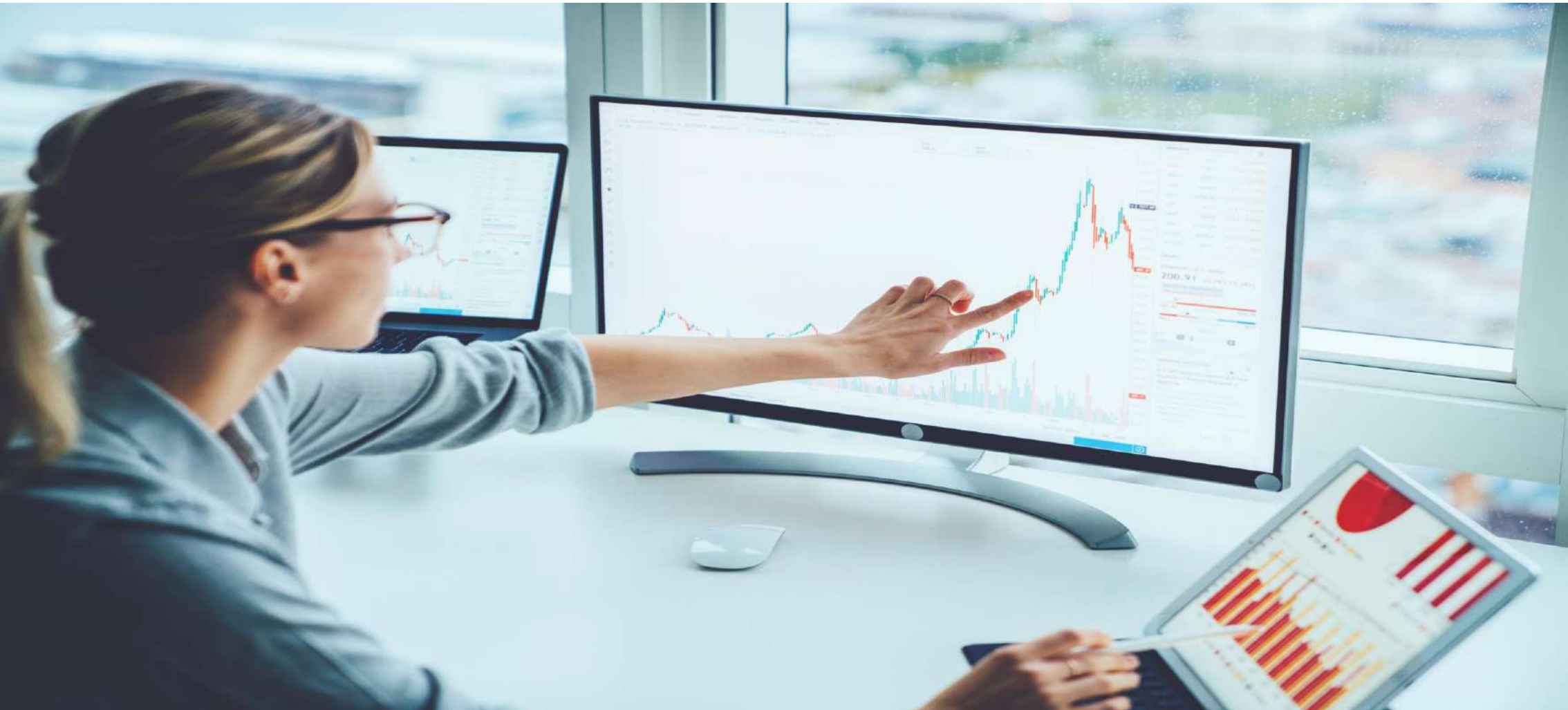
OUR ECONOMIC IMPACT



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.

With a turnover of **₺ 782,3 M in 2022** Ditaş continues its production activities with a profit of **₺ 29.165.336** in the same year while adopting an approach that focuses on its contribution to the local economy.

Employees have a crucial role in Ditaş's contribution to the local economy. Except for Sales & Business Development and Finance Management, 339 of its 329 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.



SUSTAINABILITY APPROACH

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.



SUSTAINABILITY MANAGEMENT

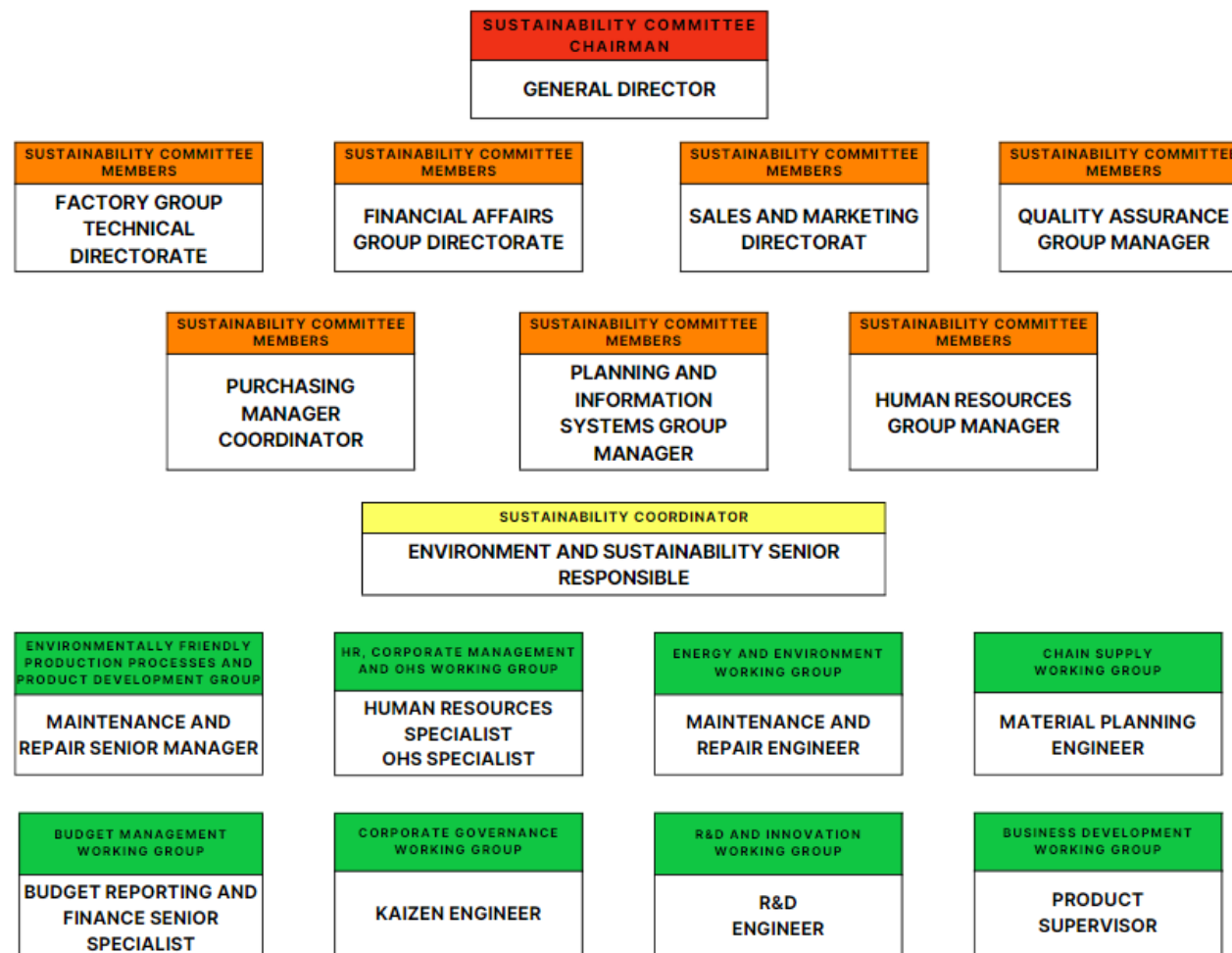
Ditaş defines all its business processes with sustainability, which it evaluates comprehensively. For this purpose, a sustainability committee was established alongside specialized working groups under this committee to ensure that sustainability activities are conducted in detail.

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.

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.



SUSTAINABILITY 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.



SUSTAINABILITY POLICY

1. Objective and Scope:

Ditaş Doğan Yedek Parça İmalat ve Teknik A.Ş. conducts its environmental, social and governance activities in the field of sustainability within the following scope. Accordingly, the following policies describe Sustainability Policy.

I. Ethical Principles and Code of Conduct

Ethical Principles and Code of Conduct of Ditaş Doğan Yedek Parça İmalat ve Teknik A.Ş. include the principles required to be respected by our company's employees while fulfilling their duties and the principles related to the working order in accordance with UN Global Compact, Universal Declaration of Human Rights, International Labor Organization (ILO) Declaration on Fundamental Principles and Rights at Work. The purpose of these principles is to outline the basic rules required to be respected during operations of the company and to prevent any disputes and conflicts of interest that may occur between the employees, suppliers, business partners, customers, and our organization.

II. Responsible Procurement Policy and Ethical Conduct Rules For Suppliers

Responsible Procurement Policy and Ethical Conduct Rules For Suppliers set out Ditaş Doğan Yedek Parça İmalat ve Teknik A.Ş.'s expectations from the suppliers and work partners with which it works for procurement of goods and service it purchases during its operations conducted in accordance with ethical principles and code of conduct as well as supply chain and procurement activities by setting forth the basic principles in line with such expectations and taking care of social, environmental, ethical and corporate management areas.

III Environment Policy

Ditaş Environment Policy includes Ditaş Doğan Yedek Parça İmalat ve Teknik A.Ş.'s undertakings on the subjects of energy and greenhouse gas management, waste management, water management and biodiversity in order to increasingly abate environmental effects of its activities and continually improve its environmental performance.

IV. Occupational Health and Safety Procedure

Occupational Health and Safety Procedure lays down internal processes and principles of practice in order to ensure that the occupational health and safety management activities of DİTAŞ Doğan Yedek Parça İmalat ve Teknik A.Ş. are carried out in compliance with all legal regulations, national and international standards, and OHS policies, objectives, systems, and applications.

SUSTAINABILITY POLICY

V. Complaint Management Procedure

Complaint Management procedure, defining the actions to be taken by DİTAŞ Doğan Yedek Parça İmalat ve Teknik A.Ş. to evaluate and finalize the complaints and applications of all personnel and stakeholders working in our organization, to evaluate the feedback of our personnel and stakeholders by means of notification, questionnaire, etc., and to define the activities to continuously improve our processes accordingly, covers the stages of identification of data related to a complaint from the start to the end of the service based on the complaint, application and feedbacks received, analysis of the relationship status and direction and improvement of internal processes with these assessments.

VI. Work Principles of Sustainability Committee

They contain roles and work principles of the Sustainability Committee, which was established to determine Ditaş Doğan Yedek Parça İmalat ve Teknik A.Ş.'s sustainability activities in the fields of environmental, social and corporate governance and report policies, targets and practices in those areas to Sustainability Committee in order to conduct, monitor and inspect.

2. Basic Principles

Ditaş Doğan Yedek Parça İmalat ve Teknik A.Ş. Sustainability Policy adopts the following principles in environmental, social and governance areas:

- Manages its relations within the framework of ethical business understanding and corporate governance principles, and does not tolerate bribery and corruption in any way; determines and carries out the necessary processes for the enforcement of these actions.
- Respects human rights and provides equal rights to its employees.
- Rejects all forms of discrimination discriminating, excluding or selecting in line with gender, religion, political idea, race, origin, sect or any belief, sexual preference, mental or physical disability, age, cultural/social class and opinion/thought differences that disrupt equality of opportunity and works to eliminate inequalities.
- Complies with national and international legal regulations and laws, statues and other obligations about the environment.
- Provides a healthy and secure work environment to its employees, inspects and monitors conditions. Continually improves these processes with preventive, corrective and protective approaches.
- Considers its environmental impacts in managerial and operational decisions; evaluates the direct and indirect environmental impacts arising from its operations and undertakes to reduce these impacts.

SUSTAINABILITY POLICY

- Takes measures against the climate crisis and aims to raise awareness of all stakeholders on this issue.
- Reduces the negative effects on the environment by implementing the most effective management practices and projects on energy efficiency, waste management, carbon emissions and water consumption.
- Undertakes to set up necessary systems and platforms to measure, monitor and improve its environmental impacts.
- Carries out studies to integrate sustainability into the corporate culture, and carries out awareness studies and projects on sustainability for employees.
- Invests in R&D and innovation activities that will improve its sustainability performance.
- Prioritizes its contribution to society and considers the public's interest in the medium and long term.
- Determines strategies that optimize customer satisfaction and protect customer rights.
- Creates awareness on sustainability issues in the value chain, monitors the environmental and social performances of its suppliers and provides guidance to increase it, and cooperates for necessary improvements.
- Undertakes to inform its stakeholders about all practices and necessary regulations related to the sustainability policy, in line with the corporate transparency principle.

3. Responsibility and Application

In Ditaş Doğan Yedek Parça İmalat ve Teknik A.Ş., sustainability practices are managed by Sustainability Committee. The Committee consists of a Committee Chairman, members of execution board, a coordinator and seven work groups. The committee is chaired by General Manager. An environmental engineer coordinates the committee. Members of execution board are committee members. General Manager is responsible for application of Ditaş Doğan Yedek Parça İmalat ve Teknik A.Ş. Sustainability Policy. All the policies and any changes in requirements and operating conditions are regularly reviewed by the Sustainability Committee at least once a year. Any changes deemed necessary are approved by the Board of Directors and take effect. The said policies are made available to all shareholders through corporate website of Ditaş Doğan Yedek Parça İmalat ve Teknik A.Ş.

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.



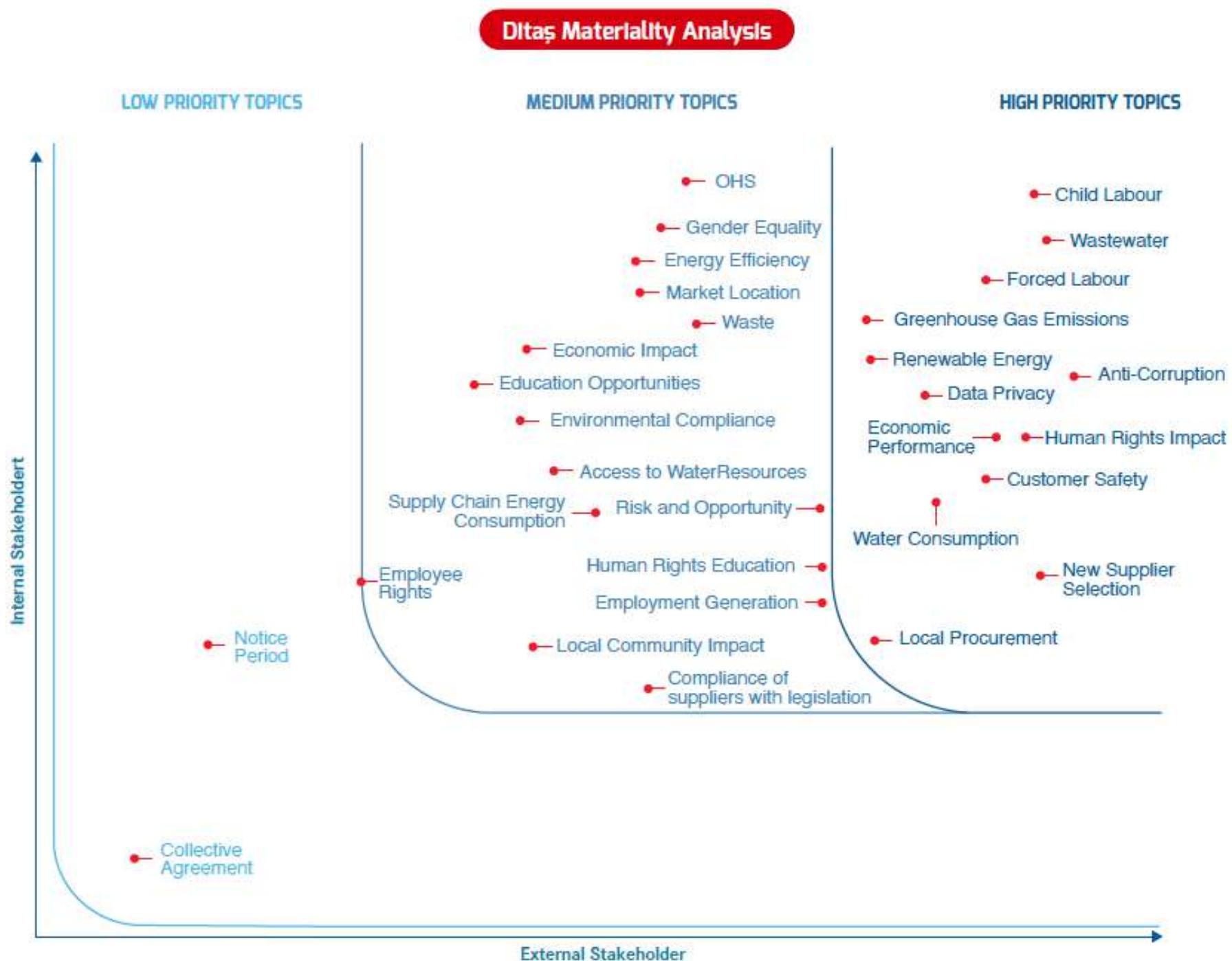
STAKEHOLDER COMMUNICATION

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. Timely completion of customer ESG surveys.	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) Field visits	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 interviews (telephone) Field visits Written interview (petition)	Periodically
End User	Use of recyclable materials. Use of lightweight materials.	E-mail One-to-one interviews (telephone) Written interview (petition)	Periodically
Neighbour Organisations	Tesisten kontrollü atık tahliyesi, (su, hava, katı atık, toz ve gürültü) Acil durumlara (yangın, sızıntı vb.) müdahale edilmesi.	E-mail One-to-one interviews (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 interviews (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.

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.



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

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

OUR GOALS AND PROGRESS

GOAL	THE CURRENT SITUATION
Carbon footprint according to 2021 ❖ to reduce by %40 by 2025 ❖ to reduce by %80 by 2030	Carbon emissions decreased by 6.12% compared to 2021.
Increasing the recycling rate of steel, the main input material of production to %75 by 2030	The rate of recycled material in steel, the main input material of production, was increased to 53%.
Reduce the amount of waste per ton of raw materials by 20% by 2030	The raw material/waste (ton) ratio was reduced from 29.22% to 28.5%. Progress has been made on the target.
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%	❖ 0% in the board of directors, 25% in the executive board ❖ White Collar rate decreased from 19% to 18%. ❖ Blue Collar rate increased from 0% to 1%.
To achieve 20% water saving by 2030	3% water saving was achieved.
Keeping above the sectoral/regional average the employee loyalty specific to the group company	❖ 2021 survey result: 72.75 ❖ 2022 survey result 79.15

UN GLOBAL COMPACT

The United Nations (UN) Global Compact is the world's largest corporate sustainability initiative, with more than 15,000 companies and more than 5,000 non-company members in more than 160 countries. The UN Global Compact, which began its work in 2000, encourages institutions to take collaborative action to create a sustainable and inclusive global economy that benefits our world and all people, communities and markets. The UN Global Compact supports companies around the world in aligning their strategies and operations with the 10 Principles on human rights, labor standards, the environment and anti-corruption, while leading business to achieve the Sustainable Development Goals. Ditaş became a signatory of the UN Global Compact in 2022.

Human Rights



Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and

Principle 2: make sure that they are not complicit in human rights abuses.

Labour



Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;

Principle 4: the elimination of all forms of forced and compulsory labour;

Principle 5: the effective abolition of child labour; and

Principle 6: the elimination of discrimination in respect of employment and occupation.



Environment



Principle 7: Businesses should support a precautionary approach to environmental challenges;

Principle 8: undertake initiatives to promote greater environmental responsibility; and

Principle 9: encourage the development and diffusion of environmentally friendly technologies.

Anti-Corruption



Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.

SUSTAINABLE GROWTH

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.



KALİTE YÖNETİMİ

Adopting the quality management philosophy, Ditaş added a new one to its work in 2022 and was entitled to receive the ISO 27001 Information Security Management System certificate.

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.



OUR QUALITY MANAGEMENT SYSTEMS

- IATF 16949 Automotive Quality Management System
- ISO 14001 Environmental Management System
- ISO 50001 Energy Management System
- ISO 45001 Occupational Health and Safety Management System
- ISO 27001 Information Security Management System

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.



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 9.967.632 TL was achieved over the years.

DIGITAL TRANSFORMATION

Automatic Data Collection

Great progress has been made in transitioning to automatic data collection in 2022. In this context, operator panels were installed on the machines to collect data at 58 points. Within the scope of the project, data is collected from the machines manually at some points and automatically at most. Work has started on OEE reports. Workshop OEE reports are automatically sent to workshop managers by e-mail on the 1st of each month, and machine OEE tracking has begun for development and improvement purposes. The MES system, which works integrated with ERP, has become the main locomotive in the digitalization of the factory. With the activation of the MMS system, the current status of the machines is also monitored. Studies such as artificial intelligence and machine learning will continue in the future.

Robot Entegrasyonları

In 2022, 3 more robots were integrated, bringing the total number of robots to 11. In 2023, 3 robots are scheduled to be integrated.

Documentation Management

Following the installation of the software, work was started to provide the necessary training and track the documents digitally in 2022. Starting from the R&D unit, cabinet structures of the units were formed and in-house trainings began to be organized.



At the same time, regular evaluation meetings were held with business analysis experts regarding the development of the project. In this way, it is aimed to both ensure the security of information and prevent paper waste. It is planned to transfer the processes digitally to the documentation management system in 2023.

Data Science Training Program

MEXT is a training application offered by the Metal Industrialists' Union (MESS) to its member companies. Data science training provided by MEXT ITU started on March 8, 2022. Before the training, the Siri Maturity Level Test was conducted based on the company's 2021 year.

DIGITAL TRANSFORMATION

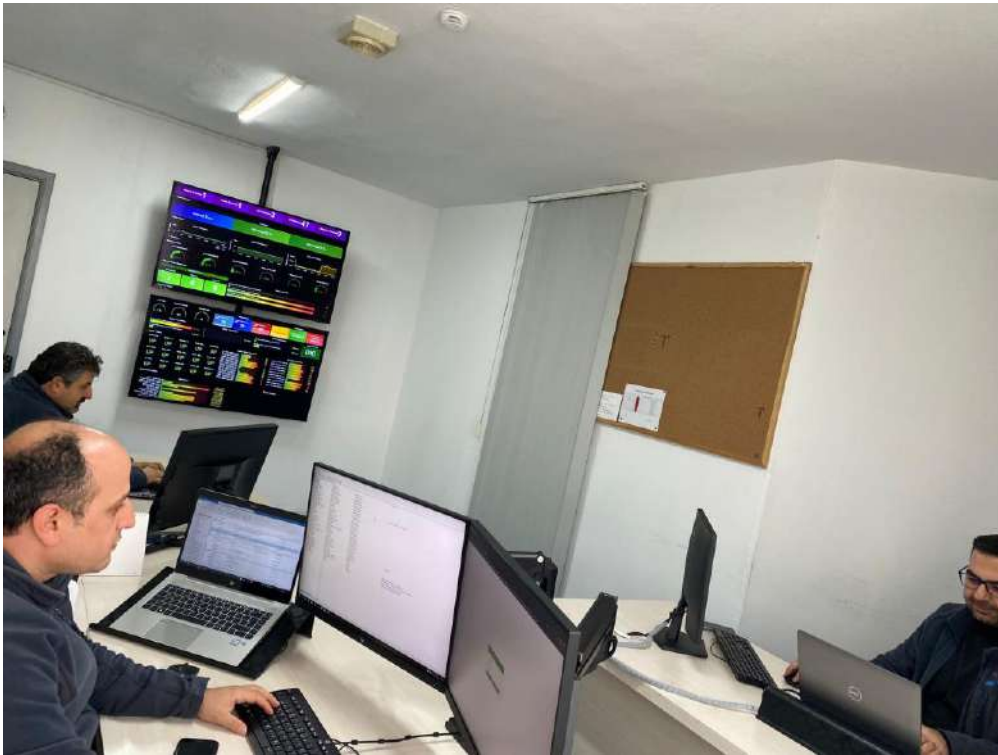
Announcement TV Projects

Currently, announcement TV screens have been placed on televisions in areas such as administrative buildings, open offices and cafeterias. Announcement to Personnel TV broadcasts topics such as agenda, birthdays, important announcements, special days, and information about customers visiting the factory.



System Room Environmental Monitoring Project

SmartPack Software was purchased for system monitoring. Thanks to the purchased software, it monitors the health and integrity of IT infrastructures such as Server, Storage, Network Devices, UPS, Air Conditioning and generates the necessary alerts. It also monitors environmental changes such as temperature, humidity and water leakage in the system room and gives warnings.



R&D CENTER

Ditaş continues to improve its competence day by day with the work it has done since receiving the R&D Center certificate in the automotive sector in which it operates. R&D Center in 2022;



24
RESEARCHERS

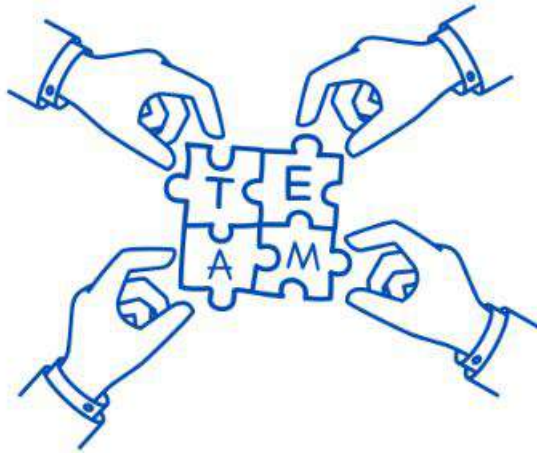


12
TECHNICIANS



2
SUPPORTING
STAFF

A TOTAL OF **38**
PERSONNEL



2
Industrial Engineers

2
Mechatronics
Electronics Engineers

14
Mechanical
Engineers

1
Environmental
Engineer

1
Automotive
Engineer

4
Metallurgical and
Materials Engineers



3 master's degree graduations in 2022

R&D CENTER

Product development studies in the R&D centre are carried out in methods: 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. 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 2022 with **3 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.

For our "Electronic (Smart) Ball Joint" project in partnership with KAREL, which we applied within the scope of technology, a total of five audit programs, one by the Ministry (Askon Consultancy) and four by TÜBİTAK, were successfully passed. Focused Industry HAMLE Program Digital Transformation TUBITAK 1511 call. In addition, the project's TUBITAK 1511 project entries have been made and this project is Ditaş's first HAMLE project.

1505 Composite Fiber Reinforced Composite Drawbar Development Project, carried out within the scope of TÜBİTAK University-Industry Cooperation, has been approved by TÜBİTAK and its work is continuing. Reports of the studies carried out for the Development of TÜBİTAK Composite Fiber Reinforced Composite Drawbar. TEYDEP has successfully completed the 2022/1, 2022/2 period. In the project, by using fiber-reinforced polymer composite material, the drawbar, which is one of the vehicle suspension components, has been significantly reduced compared to equivalent steel drawbars, and at the same time, its strength has been increased and labor and energy consumption has been reduced. In-process and fiber reinforced polymeric composite based drawbar by reducing process steps. There is development. Thanks to the composite drawbar to be developed, it is aimed to contribute to the design of new generation environmentally friendly vehicles. Within the scope of TÜBİTAK 1707 Order-Based R&D Projects Support Call, the **"Development of Vulcanization Mold Core with Effective Manufacturing Method"** R&D project was launched.

R&D CENTER

A total of 306 new products were developed in 2022, contributing to the product range. In addition, Ditaş R&D center filed 2 patent applications, 2 utility models and 1 design registration application in 2022, and has set an example with its pioneering activities in the national and international arena with the research and publications it has carried out in this context. The company published 5 papers, 6 abstracts and 1 article in 2022. Thus, it contributes to achieving the Industry, Innovation and Infrastructure target, which is the 9th of the Sustainable Development Goals.

With the impact of its pioneering activities and innovations, we were awarded the Value Adding Idea of the Year Award by Doğan Holding to Ditaş for the "Electronic (Smart) Ball Joint Development Project Containing Sensors and IoT in Automotive Steering and Suspension Systems" at the "2022 Doğan Values Awards". Participation was made in the 9th R&D and Design Centers and Technology Development Zones Summit organized by the Ministry of Industry and Technology on 22.12.2022. At the meeting attended by our Minister of Industry and Technology, Mr. Ditaş R&D center was explained to Mustafa Varank and our projects were explained. Our innovative product, ELECTRONIC (SMART) BALL ROD project, made it to the finals in the Automechanika Innovation Awards Parts and Technology Solutions category in the Innovation Awards competition held within the scope of the Automechanika Frankfurt fair. Within the scope of the "Industry and Technology Strategy" of the Ministry of Industry and Technology, in order to increase the interaction of companies by matching them with R&D and Design Centers and Science High Schools in their provinces; Within the scope of the call for science high schools to carry out joint studies with R&D and Design Centers, a protocol was signed with Niğde Provincial Directorate of National Education and the importance of R&D and innovation was explained to the students at the conference held at Bor Science High School.



R&D CENTER



7th International Mediterranean Science and Engineering Congress



Antalya OSB A&Ge ve İnovasyon Proje Pazarı



International Automotive Engineering Conference



First introductory meeting of OIB Türkiye Automotive Sustainability Action Plan (OSEP) for the sector



Global Compact Türkiye Women's Empowerment Bursa Platform's Our Power, Our Equality Summit



Akdeniz 8th International Conference On Applied Sciences

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 DİTAŞ 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.



RESPONSIBLE SUPPLY CHAIN

When determining the performance classes of suppliers, the scores given are used to evaluate the relevant decrease. Ditaş has 37 active and regular level 1 standard suppliers, 25 level 2 standard suppliers and 68 level 3 standard suppliers. While 124 of these parts consist of domestic suppliers, 6 of them consist of foreign parts. "Supplier Summit" was organized, which is a platform where Ditaş will come together with its suppliers and share all issues and details transparently, starting from 2022. At the Supplier Summits, the activities carried out by the Ditaş Group were explained and information was given about the worldwide and sustainability departments. It is planned to take over your supplier name starting from 2023. The purpose of this organization is to provide information about Ditaş Group, introduce the group teams, exchange ideas and reveal the sustainable supply chain. With this potential energy, the mid-day satisfaction survey was shared and the results were transparently announced at the end of the day.

**BİRLİKTE
DAHA İLERİYE**



Siz değerli iş ortaklarımızla geleceğe yönelik hedeflerimizi paylaşacağımız etkinliğimizde sizlerle birlikte olmaktan büyük mutluluk duyuyoruz.

Program	Tarih:	Yer:
9.00-9.30 Hoş Geldiniz	16.06.2022	Bursa Sheraton Otel
9.30-10.30 Ditaş Grup Sunumu 1		
10.30-10.45 Coffee Break		
10.45-12.00 Ditaş Grup Sunumu 2		
12.00-12.15 Soru & Cevap		
12.15-13.00 Öğle Yemeği		
13.00-13.15 Kapanış		



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.



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.

For your complaints;



etik@ditas.com.tr

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.

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.

EMPLOYEE DEVELOPMENT

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**.



EMPLOYEE DEVELOPMENT

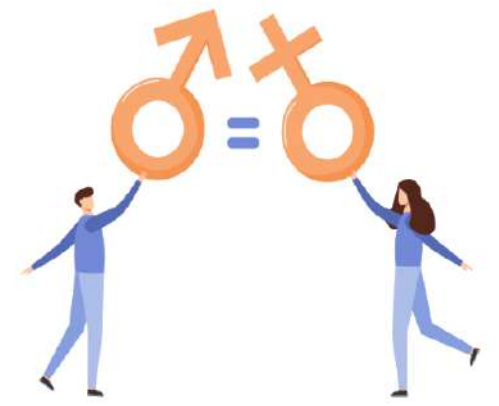


Table: Number of employees by gender

	2020	2021	2022
Woman	26	26	22
Man	313	318	317

Table: Number of Employees by Contract Type in Sectors

	2020	2021	2022
Full Term	339	344	339
Short-term	0	0	0

Table: Number of Employees by Age

	2020		2021		2022	
	Woman	Man	Woman	Man	Woman	Man
under 30 years old	13	41	11	45	9	45
30-50 years old	12	263	12	250	10	252
over 50 years old	1	9	3	23	3	20

Table: Number of Subcontractors by Gender

	2020	2021	2022
Woman	5	4	4
Man	32	26	25

Table: Employees Benefitting from Parental Leave

	2020	2021	2022
Woman	0	2	2
Man	19	15	12

Table: Number of employees benefiting from parental leave

	2020	2021	2022
Woman	0	1*	2
Man	19	15	12

* In 2021, one of our colleagues left the job at her own request after parental leave.

Table: Education related data

	2020	2021	2022
Total training hours given to employees	3764	8728	7635
Training hours per employee	23,0	67,9	53,1
Training hours given to subcontractors	164	360	264

Table: OHS Data

	2020	2021	2022
Number of accidents	3	6	8
Number of Occupational Diseases	0	0	0
Accident frequency rate	4,47	8,1	10,6
Number of Lost Days Due to Accidents	83	103	46
OHS Trainings (hours)	2967	3446	2725

EMPLOYEE DEVELOPMENT

Staff-Management Relations

In order to prevent employees from being adversely affected by operational changes, employees and their representatives are informed that 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.

EMPLOYEE DEVELOPMENT

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 one 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 five days for newly recruited white-collar employees and three days for blue-collar employees. In order to ensure adaptation to the working environment, new employees are not assigned any tasks for the first five days. .

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.

	2020	2021	2022
Total Training Hours	3.764	8.728	7.635
Training Hours Per Employee	23	67,88	53,13
Training hours given to subcontractors	164	360	264

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.

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.

In 2022, a total of 7 near-miss notifications, a total of 8 hazard notifications were made and a total of 8 occupational accidents occurred. The related accidents were evaluated as part of the risk assessment process and the necessary measures were taken.

	2020	2021	2022
Number of Accidents	3	6	8
Number of Occupational Diseases	0	0	0
Accident Frequency Rate	4,47	8,1	10,6
Lost Workday Rate	83	103	46
OHS Training (hour)	2.967	3.446	2.725

OCCUPATIONAL HEALTH AND SAFETY



The installation of the leakage current relay, which is a system that instantly detects, detects and opens the leakage current in the circuit, protects people or the installation and prevents possible dangers, has been completed.

Detection system installation for early intervention measurements of possible risks in 3 areas within the factory. Fire Detection and Alert System flame and smoke detectors are used and are actively working in all 3 regions. The locations are connected to a terminal and a telephone module is available. In case of possible smoke or flame detection, both the siren and the telephone system make phone calls to registered persons. Our purpose in this system is to detect and notify the system in case of flammable smoke or flame.



The hydrant system has a generator and an electric pump. In case of power outage, the generator pump comes into play and provides sufficient pressure. The fire department continues to be reserved for support teams.

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.

2021 The result of the employee satisfaction survey we conducted: %72
2022 The result of the employee satisfaction survey we conducted: %79



CUSTOMER SATISFACTION

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.

Our 2021 customer satisfaction survey result: 4,32
Our 2022 customer satisfaction survey result: 4,21

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.

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.

OUR ENVIRONMENTAL IMPACT

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.



OUR ENVIRONMENTAL IMPACT

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.

As Ditaş, we carry out activities and awareness activities by taking into account the environmental impacts of our stakeholders with the environmental management system that we have shaped in line with the value we give to the environment, and we aim to increase the environmental awareness of all our employees. By encouraging stakeholders to participate in these activities .Ditaş evaluates its suppliers with an environmental survey form in order to integrate the holistic approach in the environmental dimension into its supply chain. Within the scope of this evaluation, it questions the existence of waste management, emission measurements, environmental permits and quality certificates, and takes into account the documents and data of suppliers regarding energy consumption.

Within the scope of the Environmental Management System, Ditaş shares its environmental performance transparently with all its stakeholders through its website and the sustainability report it publishes. This intermittent direction, which is environmentally friendly and aims to minimize resource transfer, produced 53% of its steel raw material from recycled scrap in 2022, within the framework of the stellar circular economy approach. Within the scope of the Environmental Management System, Ditaş shares its environmental performance transparently with all its stakeholders through its website and the sustainability report it publishes.

In 2022, the environmental impact of 20 of 37 (level 1) suppliers was evaluated. In general supplier evaluations, it was concluded that there were no suppliers with negative effects on the environment.

OUR ENVIRONMENTAL IMPACT

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.

Some energy wellness practices;



Smart heating 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.



Efficient compressor replacement with VAP project



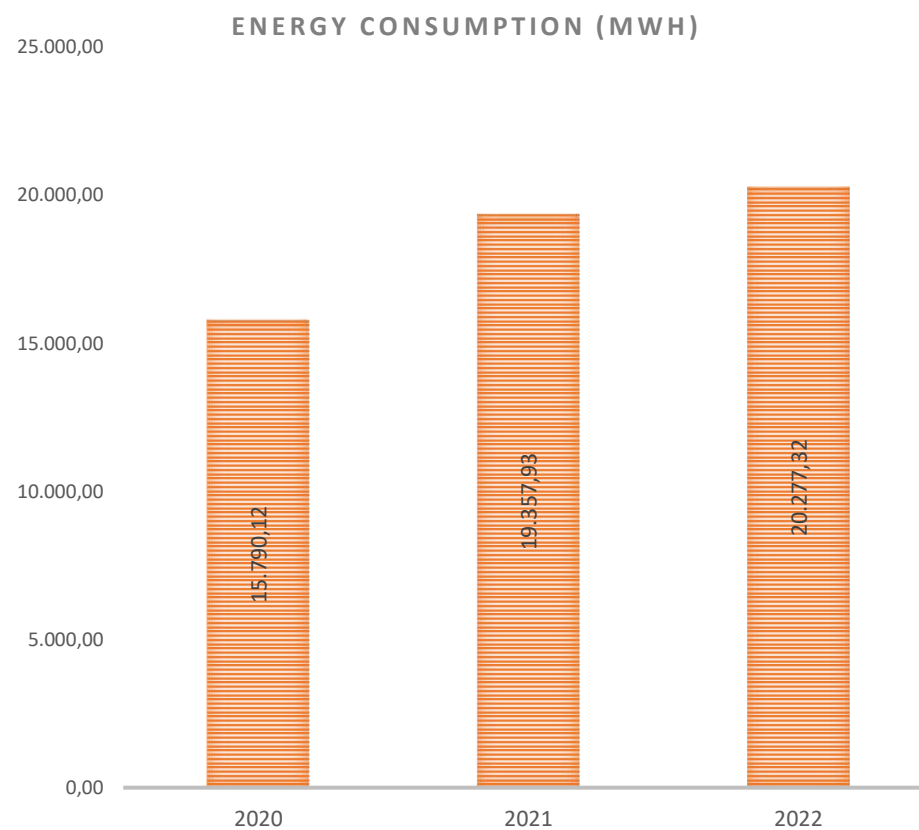
Periodic leakage control with compressed air leak measuring device

OUR ENVIRONMENTAL IMPACT

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.

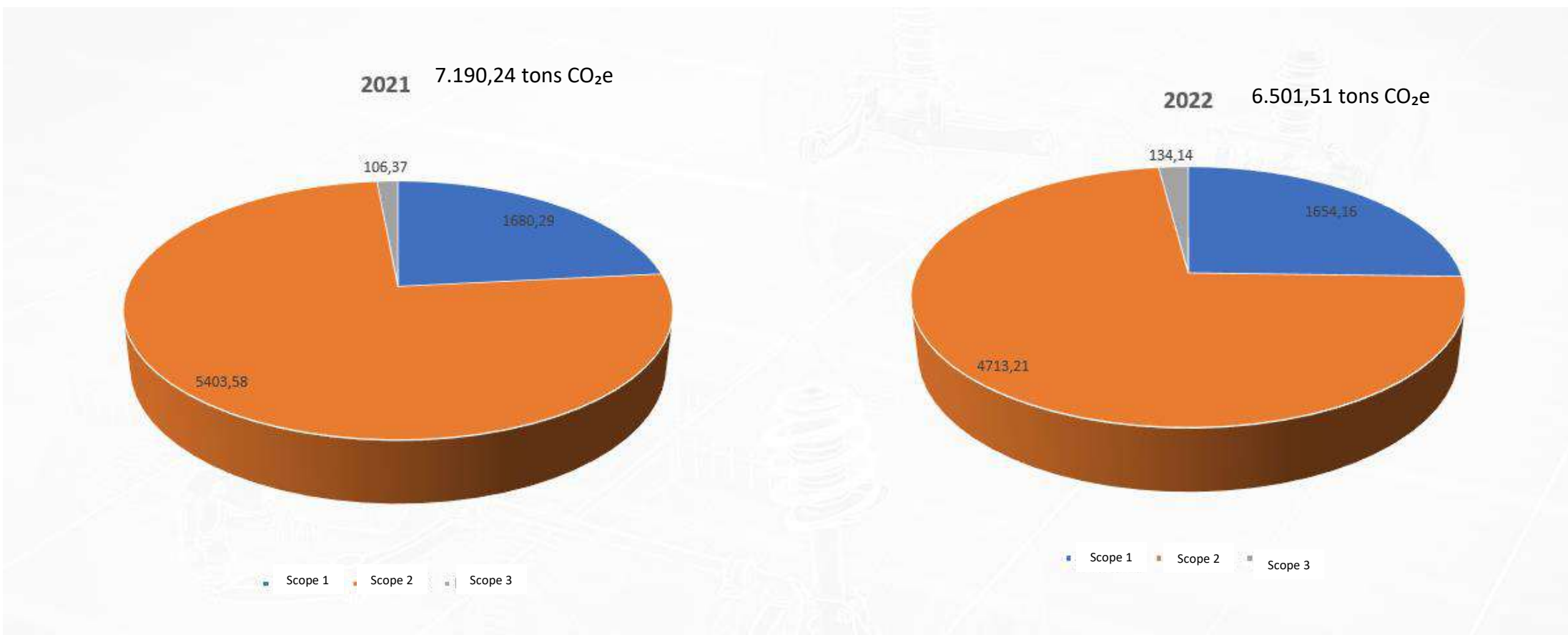
Renewable energy is in demand as an alternative resource that is inexhaustible and does not harm the environment with its ability of natural regeneration. Solar energy, which is among these resources, is considered as a very important opportunity to achieve a cleaner future compared to fossil fuels.

Ditaş 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.

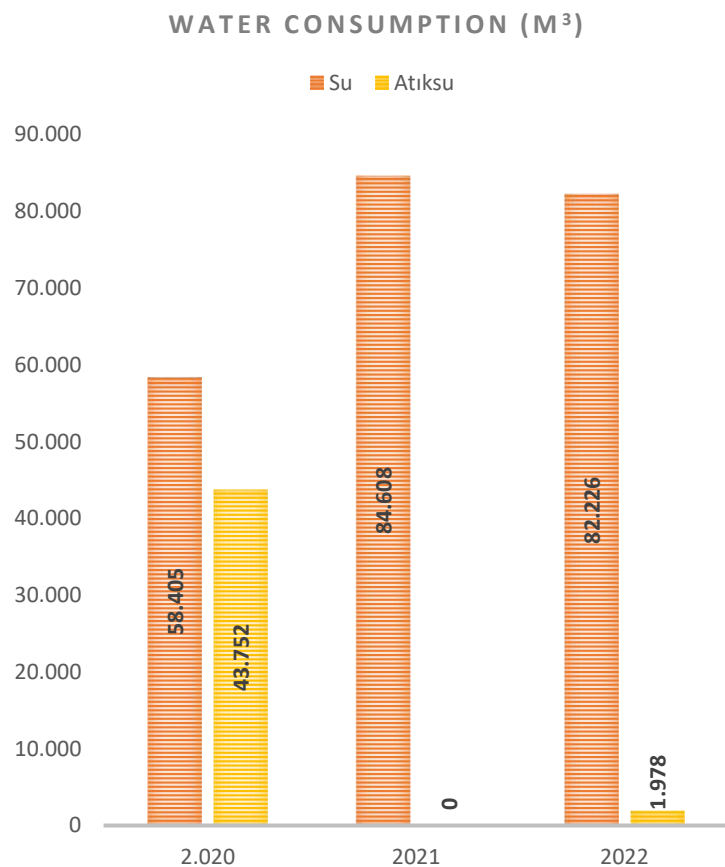


OUR ENVIRONMENTAL IMPACT

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.



OUR ENVIRONMENTAL IMPACT



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.

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.

*In order to measure our impact on water and improve our water management, more reliable results were obtained by installing meters in discharge areas in 2021. For this reason, the amount of wastewater for 2021 is not given.

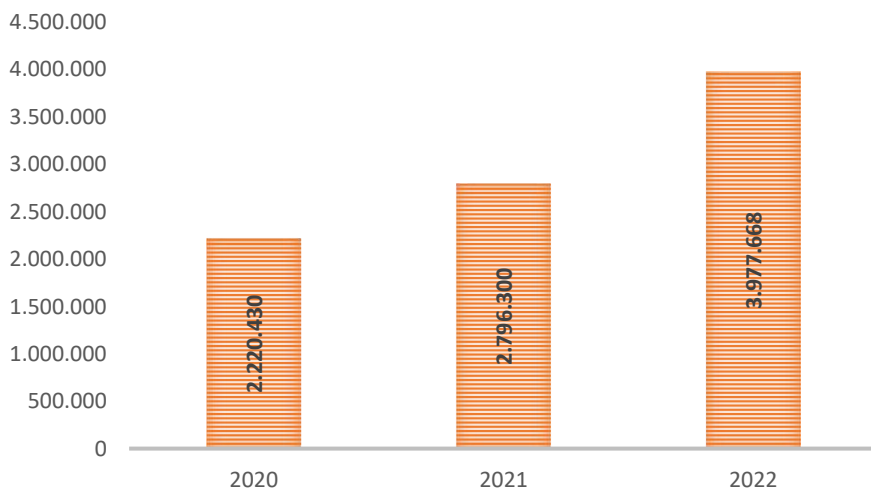
OUR ENVIRONMENTAL IMPACT

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.

TOTAL WASTE (KG)



Waste (Kg)	2020	2021	2022
Hazardous waste	41.915	32.678	39.123
Non-hazardous waste	2.178.515	2.763.622	3.938.545
Total Waste	2.220.430	2.796.300	3.977.668

OUR SOCIAL IMPACT

Ditaş believes in finding assets based on the universal values of a strong and modern society, combining social and economic solutions, by raising modern generations, and in this sense, it attaches importance to taking part in social responsibility in order to increase the awareness of savings and create positive effects on the society. Ditaş also strives for sustainable development by fulfilling our social and activity responsibilities.





Family Picnic

A summer picnic was organized with our factory employees and their families. Our colleagues had the opportunity to show and explain their work areas to their families.

Focus Meetings

Focus meetings were held under the leadership of the human resources manager, and the problems and solution suggestions of our colleagues were discussed.



Our Dog Devriye

A new friend joined us in the process of protecting and adopting stray animals.

Career Days

Our Human Resources Group Manager Ms. Sibel Öztürk attended the Career Days organized within the scope of Niğde Ömer Halisdemir University. Sibel Öztürk also participated and explained Ditaş's working conditions and activities to university students.





Nature Walks

Nature walks were organized to increase motivation within the factory and draw attention to special days.

Logic Questions Competition

Daily logic questions were shared via e-mail to reduce workplace stress and increase motivation during the day. As a result of the answers, surprise gifts were given to our colleagues.



Women's Hand in Industry

With the Women's Hand in Industry Project, we started our project with 5 female trainees within the scope of the İşkur on-the-job training program in order to increase women's employment in the automotive industry. At the end of the course, we employed 3 of our female trainees in the production assembly unit.

Social Support Project – Coat and Boot Support

To our children studying at Murtaza Aynur Filibeli Primary School We provided coat and boot support.





Plastic Cap Collection Campaign

Awareness raising was carried out for the Plastic Cap Collection Campaign carried out by the Turkish Spinal Cord Paralytics Association.

World Cleanup Day

We contributed to the awareness campaign organized by Niğde Municipality for World Cleaning Day by distributing cloth bags.



Sustainability Education

Niğde Ömer Halisdemir University Faculty of Education Sustainable Development Goals lecture by Mr. We attended as guests upon the invitation of Faculty Member Nuray Kısa. In the lesson, we explained the development goals to the senior candidate teachers and talked about our good practice examples

Doğan Holding Sustainability Workshop

Participation in the ongoing Doğan Impact Team meeting within the scope of the Doğan Impact Plan participation was achieved.



50th Anniversary Celebration

Continuing to support both the Turkish economy and the development of Niğde since the day it was founded; Ditaş, which stands out with the importance it attaches to quality, design, R&D, technology investments and sustainability, celebrated its 50th anniversary with its employees in its factory in Niğde. At the 50th anniversary celebration of the company, which has crowned its 50-year long history with many successes, Niğde Governor Mustafa Koç, Niğde Deputy Ömer Fethi Güler, Niğde Provincial Gendarmerie Commander Colonel Nihat Özkök, Niğde University Rector Prof. Dr. Hasan Uslu, Niğde Provincial Police Chief Adnan Özdemir, Niğde SGK Provincial Director Nail Van, Niğde İş Kur Provincial Director Ali Bingül Türk-İş Aksaray Provincial Representative and Türkmatal Union Aksaray Branch President Muhterem Taşdemir, MESS Government and Member Relations Director Ozan Mimaroglu as well as Doğan Holding CEO and Ditaş Chairman Çağlar Göğüş, Doğan Holding Management, Ditaş Board Members and Ditaş General Manager Osman Sever were also present.

Niğde Governor Mustafa Koç, Türk-İş Aksaray Provincial Representative and Türkmatal Union Aksaray Branch President Muhterem Taşdemir, Doğan Holding Chairman of the Board Begüm Doğan Faralyalı, Doğan Holding CEO and Ditaş Chairman Çağlar Göğüş, Ditaş General Manager Osman Sever 50th Anniversary He made private speeches.

Folloand made valuable contributions. After the raffle for 50 special gifts for the 50th anniversary, the 50th anniversary cake was cut with the employees and then they had dinner with the employees.wing the speeches, flowers were presented to the employees who have served Ditaş for many years



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
- UN Global Compact



GRI CONTENT INDEX

GRI Standard	Disclosure	Relevant Sections	Notes
		General Disclosures	
GRI 2: General Disclosures 2021	2-1 Organizational details	About the Report Corporate Governance	
	2-2 Entities included in the organization's sustainability reporting	About the Report	
	2-3 Reporting period, frequency and contact point	About the Report	
	2-4 Restatements of information	Social KPIs Environmental KPIs	Ditaş acquired 70% of Profil Sanayi A.Ş. in 2021. But this report includes data belonging to Ditaş Doğan Yedek Parça İmalat ve Teknik A.Ş.
	2-5 External assurance	Social KPIs	Limited assurance was obtained from the independent audit firm PwC Independent Auditing and Serbest Muhasebeci Mali Müşavirlik A.Ş. (PwC Turkey) for selected environmental indicators included in the report. This assurance service is provided by Doğan Holding, to which we are affiliated.
	2-6 Activities, value chain, and other business relationships	About the Report Overview of the Group and Industries	
	2-7 Employees	Social KPIs	
	2-8 Workers who are not employees	Social KPIs	
	2-9 Governance structure and composition	Corporate Governance	
	2-10 Nomination and selection of the highest governance body	Corporate Governance	
	2-11 Chair of the highest governance body	Corporate Governance	
	2-12 Role of the highest governance body in overseeing the management of impacts	Corporate Governance	
	2-13 Delegation of responsibility for managing impacts	Corporate Governance	
	2-14 Role of the highest governance body in sustainability reporting	Corporate Governance	
	2-15 Conflicts of interest	Code of Ethics	
	2-16 Communication of critical concerns	Code of Ethics	
	2-17 Collective knowledge of the highest governance body	Corporate Governance	
	2-22 Statement on sustainable development strategy	Sustainability Approach	
	2-23 Policy commitments	Sustainability Report 2022	Our Policies are included under relevant headings in the report. It is also possible to access the details of the Policies on the Ditaş corporate website. https://www.ditas.com.tr/corporate-governance-policies
	2-24 Embedding policy commitments	Sustainability Report 2022	Our Policies are included under relevant headings in the report. It is also possible to access the details of the Policies on the Ditaş corporate website. https://www.ditas.com.tr/corporate-governance-policies
2-25 Processes to remediate negative impacts	Risk Management		
2-26 Mechanisms for seeking advice and raising concerns	Code of Ethics		
2-28 Membership associations	Corporate Memberships		
2-29 Approach to stakeholder engagement	Stakeholder Dialog		
2-30 Collective bargaining agreements	Equal Opportunity and Diversity		

GRI CONTENT INDEX

GRI Standard	Disclosure	Relevant Sections
Material Sustainability Topics		
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Material Sustainability Topics
	3-2 List of material topics	Material Sustainability Topics
Digitalization and Technology/Innovation		
Economic Performance		
GRI 3: Material Topics 2021	3-3 Management of material topics	Material Sustainability Topics
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Economic Performance
Anti-corruption		
GRI 3: Material Topics 2021	3-3 Management of material topics	Material Sustainability Topics
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	Anti-bribery and Anti-corruption
	205-2 Communication and training about anti-corruption policies and procedures	Anti-bribery and Anti-corruption
	205-3 Confirmed incidents of corruption and actions taken	Anti-bribery and Anti-corruption
Water Management		
Water and Effluents		
GRI 3: Material Topics 2021	3-3 Management of material topics	Material Sustainability Topics
	303-1 Interactions with water as a shared resource	Water Management
	303-2 Management of water discharge related impacts	Water Management
	303-3 Water withdrawal	Environmental KPIs
	303-4 Water discharge	Environmental KPIs
	303-5 Water consumption	Environmental KPIs
Biodiversity		
Biodiversity		
GRI 3: Material Topics 2021	3-3 Management of material topics	Material Sustainability Topics
GRI 304: Biodiversity 2016	304-3 Habitats protected or restored	Biodiversity
Climate Change and Energy		
Emissions		
GRI 305: Emissions 2016	3-3 Management of material topics	Material Sustainability Topics
	305-1 Direct (Scope 1) GHG emissions	Environmental KPIs
	305-2 Energy indirect (Scope 2) GHG emissions	Environmental KPIs
	305-3 Other indirect (Scope 3) GHG emissions	Environmental KPIs
	305-4 GHG emissions intensity	Environmental KPIs
	305-5 Reduction of GHG emissions	Environmental KPIs

GRI CONTENT INDEX

GRI Standard	Disclosure	Relevant Sections
Natural Resources and Waste Management		
Waste		
GRI 3: Material Topics 2021	3-3 Management of material topics	Material Sustainability Topics
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Natural Resources and Waste Management
	306-2 Management of significant waste related impacts	Natural Resources and Waste Management
	306-3 Waste generated	Environmental KPIs
	306-4 Waste diverted from disposal	Environmental KPIs
	306-5 Waste directed to disposa	Environmental KPIs
Talent Management		
Employment		
GRI 3: Material Topics 2021	3-3 Management of material topics	Material Sustainability Topics
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Social KPIs
401-2 Geçici veya Yarı Zamanlı Çalışanlara Sağlanmayan; Tam Zamanlı Çalışanlara Sağlanan Faydalar	401-2 Benefits provided to full-time employees that are not provided to temporary or parttime employees	Social KPIs
Labor/Management Relations		
GRI 3: Material Topics 2021	3-3 Management of material topics	Material Sustainability Topics
GRI 402: Labor/Management Relations 2016	402-1 Minimum notice periods regarding operational changes	Legally required notice periods are followed.
Occupational Health and Safety		
Occupational Health and Safety		
GRI 3: Material Topics 2021	3-3 Management of material topics	Material Sustainability Topics
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Occupational Health and Safety
	403-2 Hazard identification, risk assessment, and incident investigation	Occupational Health and Safety
	403-3 Occupational health services	Occupational Health and Safety
	403-4 Worker participation, consultation, and communication on occupational health and safety	Occupational Health and Safety
	403-5 Worker training on occupational health and safety	Social KPIs
	403-9 Work-related injuries	Social KPIs
	403-10 Work-related ill health	Social KPIs

GRI CONTENT INDEX

GRI Standard	Disclosure	Relevant Sections	Notes
Training and Education			
GRI 3: Material Topics 2021	3-3 Management of material topics	Doğan Holding Material Sustainability Topics	
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Social KPIs	
	404-2 Programs for upgrading employee skills and transition assistance programs	Talent Management	
	404-3 Percentage of employees receiving regular performance and career development reviews	Talent Management	
Equal Opportunity and Diversity			
GRI 3: Material Topics 2021	3-3 Management of material topics	Doğan Holding Material Sustainability Topics	
GRI 405: Equal Opportunity and Diversity 2016	405-1 Diversity of governance bodies and employees	Equal Opportunity and Diversity	
GRI 405: Equal Opportunity and Diversity 2016	405-2 Ratio of basic salary and remuneration of women to men	Equal Opportunity and Diversity	
Employee Development			
Employment			
GRI 3: Material Topics 2021	3-3 Management of material topics	Doğan Holding Material Sustainability Topics	
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Social KPIs	
	401-2 Benefits provided to full-time employees that are not provided to temporary or parttime employees	Equal Opportunity and Diversity	
Equal Opportunity and Diversity			
GRI 3: Material Topics 2021	3-3 Management of material topics	Doğan Holding Material Sustainability Topics	
GRI 405: Equal Opportunity and Diversity 2016	405-1 Diversity of governance bodies and employees	Equal Opportunity and Diversity	
Social Investments			
GRI 3: Material Topics 2021	3-3 Management of material topics	Doğan Holding Material Sustainability Topics	
GRI 405: Equal Opportunity and Diversity 2016	405-1 Diversity of governance bodies and employees	Equal Opportunity and Diversity	

Environmental Indicators

Environmental indicators	2020	2021	2022
Greenhouse Gas Emission (ton CO ₂ e)	5.894,30	7.190,24	6.501,51
Energy consumption (MWh)	15.790,12	19.357,93	20.277,32
Water Consumption (m ³)	58.405	84.608	82.226
Hazardous Wastes (KG)	41.915	32.678	39.123
Non-Hazardous Wastes (KG)	2.178.515	2.763.622	3.938.545

GRI CONTENT INDEX

Social Indicators

Table: Number of employees by gender

	2020	2021	2022
Woman	26	26	22
Man	313	318	317

Table: Number of Employees by Contract Type in Sectors

	2020	2021	2022
Full Term	339	344	339
Short-term	0	0	0

Table: Number of Employees by Age

	2020		2021		2022	
	Woman	Man	Woman	Man	Woman	Man
under 30 years old	13	41	11	45	9	45
30-50 years old	12	263	12	250	10	252
over 50 years old	1	9	3	23	3	20

Table: Number of Subcontractors by Gender

	2020	2021	2022
Woman	5	4	4
Man	32	26	25

Table: Employees Benefitting from Parental Leave

	2020	2021	2022
Woman	0	2	2
Man	19	15	12

Table: Number of employees benefiting from parental leave

	2020	2021	2022
Woman	0	1*	2
Man	19	15	12

* In 2021, one of our colleagues left the job at her own request after parental leave.

Table: Education related data

	2020	2021	2022
Total training hours given to employees	3764	8728	7635
Training hours per employee	23,0	67,9	53,1
Training hours given to subcontractors	164	360	264

Table: OHS Data

	2020	2021	2022
Number of accidents	3	6	8
Number of Occupational Diseases	0	0	0
Accident frequency rate	4,47	8,1	10,6
Number of Lost Days Due to Accidents	83	103	46
OHS Trainings (hours)	2967	3446	2725

ADAPTATION WITH SUSTAINABLE DEVELOPMENT

 <p>5 TOPLUMSAL CİNSİYET EŞİTLİĞİ</p>	Gender Equality, page 38
 <p>6 TEMİZ SU VE SANİTASYON</p>	Clean Water and Sanitation , page 51
 <p>7 ERİŞİLEBİLİR VE TEMİZ ENERJİ</p>	Affordable and Clean Energy, page 48, 49
 <p>8 İNSANA YAKIŞIR İŞ VE EKONOMİK BÜYÜME</p>	Decent Work And Economic Growth, page 5,6, 12
 <p>9 SANAYİ, YENİLİKÇİLİK VE ALTYAPI</p>	Industry, Inovation And Infrastructure, page 30,31
 <p>10 EŞİTSİZLİKLERİN AZALTILMASI</p>	Reduced Inqualities, page 38
 <p>12 SORUMLU ÜRETİM VE TÜKETİM</p>	Responsible Consumption And Production, page 27

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

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