



AKADEMİ
ÇEVRE

INTEGRATED
ACTIVITY
REPORT
2021



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2021 INTEGRATED ACTIVITY REPORT



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THERE IS A FUTURE *At Stake...*

ABOUT THE REPORT

As Akademi Çevre, we are pleased to present our 2nd Integrated Activity Report, in which we share our activities, strategies and goals for the future, to all our stakeholders.

Our report includes financial and non-financial (environmental and social) data from our four different facilities for the twelve-month period from January 1, 2021 to December 31, 2021.

Publishing an Integrated Report for the first time in the environmental sector in Turkey, Akademi Çevre shares its value model with its stakeholders by publishing its second integrated report and will continue to serve as a solution-oriented reliable sector player for many years.

It has been prepared in accordance with the International Integrated Reporting Framework recommended by the International Integrated Reporting Council (IIRC) and the core option of the GRI Reporting Guidelines published by the Global Reporting Initiative (GRI).

Our report is based on the integrated thinking model and aims to improve communication on value creation and aspects of value presented periodically.

The necessary content has been determined by prioritization according to GRI standards. Therefore, the content of our report is based on the most important topics for 2021. Performance disclosures are presented within the scope of GRI. In addition, a commitment has been made to uphold the principles of the United Nations Global Compact (UNGC), including human rights, labor standards, environment and anti-corruption.

Our integrated report allows us to present all our activities to our stakeholders in a more transparent and consistent manner.

Our report is published in pdf format in the "Sustainability" section of the "www.akademicevre.com" website, under the "Integrated Reporting" heading.

It provides an intellectual basis for our future strategies and what we can do. In addition, with this report, we aim to contribute to a sustainable future by integrating the integrated business model that creates long-term value and future strategies with financial, environmental and social performance indicators.

General Overview OF THE YEAR 2021

2021 Although was a year in which the effects of the pandemic continued for the whole world, including our country, Akademi Çevre continued its activities and carried out various activities within the scope of sustainable management of waste.

During the period when the events were held online, our CEO Ufuk IŞIK was a speaker at the session titled “New Business Models in the New Plastics Economy” at the New Plastics Conference on 10/02/2021 organized by the Sustainability Academy.

Our Chairman of the Board of Directors Uğur IŞIK gave an interview to İhlas News Agency in March, in which he shared his experiences in waste management and his concerns and warnings about the increase in waste during the pandemic period.

At the Turkey Circular Economy Week, our CEO Ufuk IŞIK was a speaker at the “Electrical-Electronic Equipment and the IT Sector” panel on 03/03/2021.

Within the scope of the Green Business Summit held in April, “Circular Economy: Sell More, Produce Less”, our Environmental and Waste Management Director and Corporate Sustainability Manager were the speakers.

In order to instill “Zero Waste” awareness, which is a part of sustainability, in new generations, a painting contest with the theme “Use of Limited Resources” was organized for children between the ages of 5-12 as part of the National Sovereignty and Children’s Day. At the same time, the Waste Mobilization Project, which brings together the importance we attach to the education of our children and the idea of circular economy, was realized in May. Within the scope of this project, unused electronic items were made reusable through repair/repair processes. Thus, these materials were delivered to the Association for Supporting Contemporary Life (ÇYDD), Koruncuk Foundation, Tider Foundation and Atabağu Primary School in Baykan district of Siirt.

We took part in the 7th Istanbul Carbon Summit in September. The focus of the summit for 2021 was “The Role of Green Recovery, Waste and Energy Management for a Climate Resilient Turkey”. At the same summit, we received an award from the Sustainable Production and Consumption Association (SÜT-D) as one of the Low Carbon Heroes of 2021.

In October, as part of the importance and support our company attaches to women’s employment, we hosted Industrialist Business Women from Kocaeli and Istanbul at KidZania Istanbul with the invitation of the Board of Directors.



As part of the same event, we came together with children between the ages of 6-14 living in ‘Love Homes’ in Kocaeli and experienced the recycling process of electronic waste with them at KidZania Recycling Center.

In October, we also collaborated with AGID, Habitat Association, DCube and KolektifHouse as collaborators of a social responsibility project on electronic waste with the hashtag #KolektifEfor and supported the collection campaign at Kolektif House locations to contribute to the recycling of unused or defective electrical and electronic equipment on October 14th International e-Waste Day.

In addition, our Environment and Sustainability Manager, representing Akademi Çevre at COP26 in Glasgow, shared information about Refuse Derived Fuel (RDF), which has an important role in combating Climate Change, at the “Sectoral Approaches to Climate Change” side event.

In November, our Chairman of the Board of Directors, Mr. Mr. Uğur Işık made a presentation on “The Status of Electronic Waste in Turkey and the World within the Scope of Circular Economy” as a guest of Hacettepe University.

In December, we held 2 separate workshops simultaneously with the stars of Young Guru Academy’s Global Impact Middle School program.

In the workshops, we disassembled cell phones and laptops and closely examined the components of electronic waste. In addition, we discussed the environmental and economic importance of electronic waste together. In the last month of the year, in order to put the post-COP26 goals into action and create a better future together, we evaluated the results of COP26 and its impact on Turkey with all stakeholders under the theme “Towards Net Zero” in cooperation with Dünya Newspaper and Sustainability Academy.

As can be seen, as Akademi Çevre, events and projects that will contribute to the circular economy and sustainability were among our priorities in 2021. These events provided us with a space where we came together with our current and potential stakeholders and laboriously laid the paving stones for our future goals. We believe and know that in the coming years, as Akademi Çevre, we will be one of the indispensable actors of circular economy, waste management and sustainability in Turkey! We sincerely thank everyone who stands by us on this path.

1 CORPORATE OUTLOOK

1.1 Our Top Management MESSAGE

Message from the Chairman of the Board of Directors of Akademi Çevre

Dear Stakeholders,

The economic fluctuations that emerged as a continuation of the global pandemic directly affected households and brought the circular economy to the agenda on a wider scale. In this process, Turkey has naturally been affected by global economic tensions and the development of sustainable governments and policies has gained great importance.

I would like to state with pleasure that in this difficult period, Akademi Çevre continued its breakthroughs without slowing down and completed the establishment of Adana Recycling Facility in 2021, contributing to the circular economy of our country. In addition, while the sector continues to develop and change in the field of Waste Management, Recycling and Recovery, the most important future goal of our sector will be the fight against climate change. Sector representatives are announcing strategies, plans and actions to increase contribution to the circular economy.

Among the most important issues that we have added to our agenda from these plans and actions, planning efficiency studies in all kinds of resources, the use of alternative energy and raw materials with less impact on ecology, alternative resource utilization planning processes to fossil fuel use, technological changes that ensure low carbon emission generation stand out.

While our vision and hope for the future is strong, all of our waste management efforts since our establishment have been in a direction that will contribute to both our country and the world ecosystem.

When we look at the world scale, waste management and related practices have been developed with an irreversible change.

Economic and financial risks, an unpredictable future, strong competitive markets will not prevent us from marching towards a successful future by showing resilience and robustness. I believe that Akademi Çevre will continue to demonstrate exemplary performance in environmental, social and managerial dimensions in all its activities, especially in sustainability, and will continue to contribute and support its customers, employees, society and all other stakeholders.

In 2021, I would like to thank all our employees and stakeholders who contributed to our performance in all our activities for their devoted support.

Best regards,

Uğur IŞIK
Chairman of the Board of Directors



Uğur IŞIK

Chairman of the Board of Directors

1 CORPORATE OUTLOOK

1.1 Top Management **OUR MESSAGE**

Akademi Çevre CEO Message

Dear Stakeholders,

Although the pandemic is still on the world agenda and at the top of our country's agenda, Turkey's economy grew by 11.4% in 2021 compared to the previous year.

This year, our most important awareness that came with the pandemic was the issue of climate change. As a country, we are both trying to heal our wounds with forest fires and flood disasters that have deeply saddened us all, and we are trying to take steps towards the necessary solutions in these days when we face the avalanche of climate change risk.

Therefore, I believe that especially starting this year, sustainability, the Environmental, Social and Governance (ESG) approach and the Sustainable Development Goals will be better understood and we will mobilize as a society to take the necessary actions.

As targeted at the COP 26 UN Climate Change Conference, we should make the necessary efforts to reduce the use of fossil fuels widespread in our country. This conference also showed us that the Paris Climate Agreement, which entered into force in 2016, is still being kept alive, and with this agreement entering into force in our country, political awareness raising efforts on this issue in Turkey will be put into effect rapidly.

The transition from linear to circular economies requires us to adopt a green environmental perspective in production and consumption. Since we already have limited resources in today's world, there is no alternative but to rapidly transition to a circular economy.

As Akademi Çevre, we are determined in our fight against climate change, a sustainable environment and innovative circular economy practices. In this direction, we continue our efforts to increase resource efficiency and provide renewable energy services to support our country's transition to low-carbon energy production. All our activities are based on the United Nations Sustainable Development Goals.

In addition to the investments we have made in renewable energy, energy and resource efficiency, women's employment, occupational health and safety in our current activities, combating climate change and ensuring the transition to a carbon-free economy will continue to be our strategic priority targets in the coming periods. We will support our products and services with innovative waste management activities that take into account environmental, social and governance issues.

While providing our stakeholders with innovative and diverse support and solutions in waste management, we also realize our responsible cooperation policy by raising waste management awareness through different and creative social responsibility projects. Akademi Çevre envisions a more livable world for future generations with an advanced governance model in the field of sustainability and circular economy applied in all its activities.

Best regards,

Ufuk IŞIK
CEO



Ufuk IŞIK

CEO

1.2

ABOUT

AKADEMİ ÇEVRE

1.2 About Akademi Çevre

Akademi Çevre Entegre Atık Yönetimi Endüstri A.Ş., as a subsidiary of Akademi Holding, mainly provides Integrated Waste Management services to its corporate customers. As a basic philosophy, it manages its processes by working to reduce the use of resources and thus design processes that will enable sustainable life. For this purpose, it offers the necessary environmental solutions to its corporate customers by focusing on Sustainability in line with Zero Waste, Circular Economy and Resource Management to prevent unnecessary resource use.

Although Akademi Çevre started its activities in 2005 with noise and sound measurements, it has expanded its services in line with the needs of corporate customers. In 2009, it was authorized by the Ministry of Environment and Forestry for Electronic Waste Processing in order to expand its field of activity and participate in the recycling sector.

In 2011, the Company took an important step towards realizing its growth targets with the investment in the Integrated Waste Management Facility in Tuzla, Istanbul.

Following the Temporary Activity certificate, we obtained the Environmental Permit and License certificate and started to provide integrated services to corporate companies with a holistic approach in Waste Management since 2013. Within the scope of this activity, while serving the leading national and international corporate companies of the country, in 2016, the Refrigerator Large Goods Recycling Facility investment was completed with the wastes within the scope of the Regulation on Waste Electrical and Electronic Equipment (AEEE). In 2017, a facility for the treatment of transformer oils containing Polychlorinated Biphenyls (PCBs) became operational under the Stockholm Convention, to which Turkey is a party.

integrated Waste Management services, Environmental Measurement and Analysis Laboratory services, Environmental Permit and License Processes, Environmental Consultancy services including Zero Waste and Circular Economy, Logistics Operation services carried out with a large fleet of vehicles licensed for Waste Transportation, Recycling and Recovery services are the main fields of activity of Akademi Çevre. Looking at Akademi Çevre holistically, it supports the fight against climate change and an environmentally friendly approach by using fewer resources through a wide network of activities that complement each other in environmental services.

In 2018, the Integrated Recycling Facility became the largest indoor and outdoor recycling facility in Turkey. In the same year, Manisa liaison office was opened and the Solid Waste Collection Facility of Istanbul Airport, Turkey's largest airport, was taken over. Integrated Waste Management Services were started to be provided for the management of all hazardous and non-hazardous wastes as well as packaging wastes generated at this facility.

In 2019, development and growth continued with the establishment of a communication office in Ankara and Environmental Measurement and Analysis Laboratories in Istanbul and Manisa. In 2020, with the establishment of Akademi Holding, Akademi Çevre was incorporated into the Holding. In addition to this development, in the same year, the Izmir Recycling Facility and the Refuse Derived Fuel (RDF) Facility, which contributes to the national economy and sustainability goals as an alternative to fossil fuels, were established in Kocaeli province under the name Akademi Çevre ATY. Finally, in 2021, the waste management network was expanded and the Adana Recycling Facility was established.

As can be seen, every step taken and every development made by Akademi Çevre has contributed to the sustainability of waste management and the circular economy in Turkey..

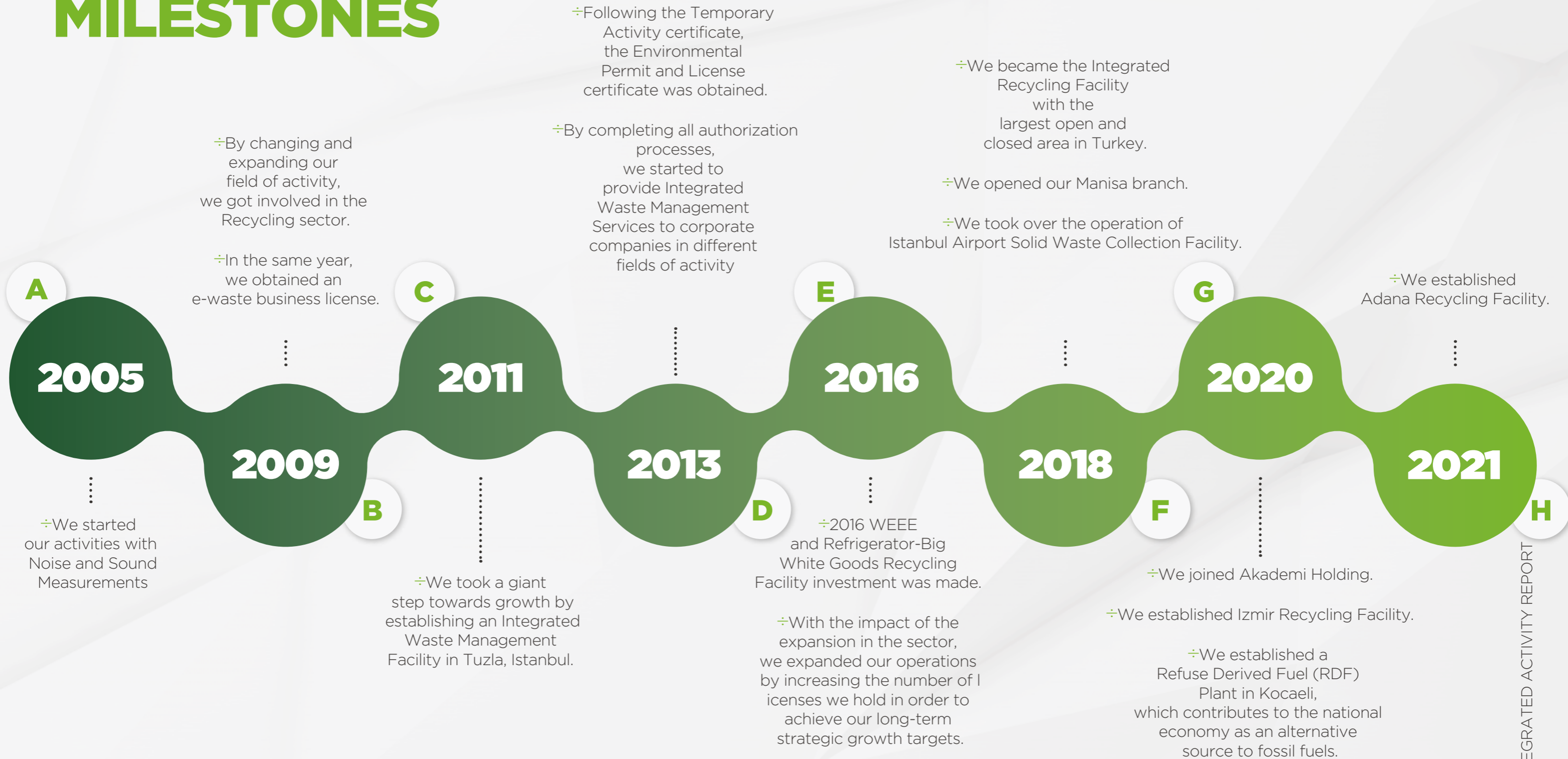
With these objectives, specially designed processes are managed in the areas where services are provided, taking into account both internal and external stakeholders..

Environmental Permit and License Certificate, Non-Hazardous Waste Collection and Sorting Certificate, Waste Accumulator Temporary Storage Area Permit Certificate, Temporary Storage of End-of-Life Tires Permit Certificate are the permits and documents held by Akademi Çevre. In addition, within the scope of the integrated management system, quality, environment, occupational safety and data security management systems standards are used and all activities are carried out and documented in accordance with these standards. It is also a member of the "British Safety Council", an international accreditation organization in the field of Occupational Health and Safety.

Recognizing the importance of the social dimension of sustainability, Akademi Çevre takes steps to contribute to the education of new generations. Founded in 2020, Akademi Çevre KidZania Recycling Center aims to raise environmental awareness by providing children aged 6-14 with experience in a series of recycling/recycling activities so that they can better understand the importance of sustainability and waste management. Akademi Çevre is also a renowned academy for environmental engineering and other related departments of universities. Internship opportunities and technical trips are provided for students who want to improve themselves, especially in integrated waste management and processes related to waste legislation.



Our MILESTONES



1.2.1 OUR SERVICES

As Akademi Çevre, our main field of activity is Integrated Waste Management.

We can also provide a wide range of services in areas such as Environmental Consultancy, Environmental Measurement and Analysis, Waste Recycling / Recovery and Logistics Operation Services in Waste Transportation. We offer these services to our corporate stakeholders operating in various fields on a national and international scale within the framework of relevant legal regulations and standards. To elaborate on our scope, our main waste management activities include the collection, handling, interim storage, treatment, processing and recycling of hazardous and non-hazardous wastes. We carry out these waste management activities within the framework of all regulations, circulars and communiqués published under the Environmental Law.


Within the scope of Integrated Waste Management, we carry out the following activities:

- Integrated Waste Management
- Storage Service
- Battery Temporary Storage
- Waste Interim Storage
- Product Storage
- Sludge Drying
- Sludge Dewatering
- Building Demolition and Dismantling Works
- Recycling of Waste Electrical and Electronic Equipment
- Recycling of Scrap Metal and End-of-Life Vehicles (ELVs)
- PCB (Polychlorinated Biphenyl) Decontamination
- SF6 (Sulfur Hexafluoride) Recovery
- Collection, Sorting and Recycling of Packaging Waste
- Cable Recycling
- Product Destruction
- Data Destruction
- Refuse Derived Fuel (RDF) Production
- Environmental Consultancy Service
- Environmental Measurement and Analysis Laboratory
- Logistics Service with Licensed Vehicles in Waste Transportation R&D Project

OUR FACILITIES AND BRANCHES




The activities we serve as Akademi Çevre are listed below.




Integrated Waste Management

It covers the operation of the temporary storage area of the companies, transportation, interim storage, recycling, recovery and disposal of hazardous/non-hazardous wastes.




Storage Service

It is the storage of hazardous and non-hazardous wastes to be sent to licensed disposal/recovery facilities.




Sludge Drying

These are drying processes applied in order to remove the water contained in the treatment sludge in the form of steam.




Building Demolition and Dismantling

It is a mobile system used for demolition/dismantling of buildings, breaking concrete blocks, concrete pylons, asphalt.




Recycling of Waste Electrical and Electronic Equipment

Small household appliances, lighting equipment, IT and telecommunication equipment, refrigerators and air conditioners are recycled




Recycling of Scrap Metal and ELVs

Scrap metals such as end-of-life vehicle (ELV) bodies, engine blocks, aluminum wheels, etc. are separated into types such as copper, bronze, brass, aluminum, lead, zinc, iron, steel, tin and other mixed metals by shredding and size reduction.




PCB Decontamination

The PCB content of PCB-containing equipment such as transformers is reduced with the help of chemical reactors.




SF6 Recovery

It is the necessary decontamination of Sulfur Hexafluoride (SF6) for reuse




Collection, Sorting and Recycling of Packaging Waste

Recycling of plastic, glass, metal and paper and cardboard packaging waste is carried out.




Cable Recycling

The copper, aluminum and plastic materials in the cable are recycled without loss of quality and raw materials are produced for industry.




Product Disposal

It is the physical destruction of products that companies do not want to be put back on the market due to various reasons such as production errors, defective branded products, excess stock products, unused raw materials. After the acceptance of these products, they are safely destroyed in such a way that they cannot be used again




Sludge Dewatering

These are the processes applied to remove the water contained in the treatment sludge in liquid form.




Data Destruction

It is the destruction of companies' IT Equipment containing information by magnetic (Degaussing) and physical methods in order to prevent reintroduction to the market.




Refuse Derived Fuel (RDF) Production

It is an alternative energy source, especially used in the cement industry, which is needed to reduce fossil fuel consumption. Refuse Derived Fuel production is carried out.




Consulting Services

Environmental consultancy services are provided to ensure that the functioning of institutions, organizations and enterprises are carried out in accordance with the Environmental Legislation.




Environmental Analysis and Measurement Laboratory

TURKAK accredited and comprehensive Environmental Analysis and Measurement Laboratory. In our laboratory, Flue Gas Measurement, Emission and Air Quality Measurement, Acoustic / Noise Measurement, Water / Waste Water Analysis, Sewage Sludge Analysis, Waste Oil Analysis, Waste Analysis, Precious Metal Analysis, Occupational Hygiene Testing and Analysis, Sampling Services are provided.




Battery Temporary Storage

We continue battery temporary storage services within the scope of environmental legislation.




Waste Interim Storage

It is the service of storing hazardous wastes regularly before they go to disposal.



Product Storage

Mixed WEEE is sorted and quality classified upon receipt and stored until shipment.



R&D Project

These are the works within the scope of innovation and technology projects for sustainability and circular economy, especially Integrated Waste Management.

1.3 in 2021 with Figures **AKADEMİ ÇEVRE**

In 2021, despite the pandemic, we continued waste recycling, recovery, storage, licensed waste transportation and refuse-derived fuel activities with more than 200 employees. Although there were disruptions on a sectoral basis in our country as in the world, we served devotedly.

As Akademi Çevre, we increased our waste processing capacity to 3,700k tons in 2021; we achieved a two-fold increase compared to the previous year.

We accepted more than 700 waste codes to our facilities and supported our customers with 14+3 licenses. We continued our services with our fleet of 52 vehicles, 16 of which are licensed.



Our production amounts according to our waste processing activities are given in Table 1

Table 1. Production amounts according to our waste treatment activities

Our Production by Activity (Ton)	2018	2019	2020	2021
Refuse Derived Fuel (RDF)	-	-	-	2.645
Waste Electrical and Electronic Equipment	1.489,38	1.695,79	595,69	3.479,51
Packaging Waste Recovery (PWR)	30,5	93,6	887,52	1.910,45
Scrap Metal Processing (SMP)	2.340,5	2.910,4	1.142,92	2.987,17
End-of-Life Vehicle (ELV)	-	-	2,5	10,67
PCB Decontamination (PCB)	1.286,3	604,84	432,54	637,32
Hazardous Waste Recovery (HWR)	1.052,36	1.084,2	731,51	1.780,58
Non-Hazardous Waste Recovery (NWR)	1.323,82	1.360,4	759,92	4.651,35
Total	7.522,86	7.749,23	4.552,6	18.102,05

As Akademi Çevre, we have a Hazardous Material Transportation Certificate issued by the Ministry of Transport and Infrastructure. Thanks to this document, we ensure the transportation of waste by road.

Our logistics operations have a significant impact on our environmental and business performance.

In 2021, we processed 27,243 tons of waste received from our customers through 2007 logistics movements.

Table 2. Number of logistics operations by year:

Year	Number of Logistics Operations
2018	438
2019	1937
2020	2057
2021	2098

In 2021, numerical data on our refuse-derived fuel production facility, environmental consultancy service and environmental measurement and analysis laboratory activities that we put into effect in accordance with our plan are given under headings.

1.3.1 Production of **REFUSE DERIVED FUEL**

The amount of waste produced and used as fuel in 2021 at our Akademi Çevre Refuse Derived Fuel (RDF) facility amounted to 2.645.000 kg. This amount is equivalent to approximately 2 million kg of coal or 1.3 million kg of fuel oil.

Considering the low carbon emission and safe disposal of waste, the benefits of Akademi Çevre's waste-to-fuel activities will be understood. Accordingly, while the total carbon emission of Refuse Derived Fuel produced in 2021 was 1.700 tCO₂ on average, the carbon emissions that would occur if an equivalent amount of coal or fuel oil were burned instead of Refuse Derived Fuel were calculated as approximately 5.000 tCO₂ and 4.200 tCO₂, respectively.

According to these data, direct carbon emissions from combustion are reduced by 65,5% if the substituted fuel is only coal and 59,5% if the substituted fuel is fuel oil.

**Carbon
Reduction
with Coal
Equivalent** ↓↓
Refuse
Derived Fuel (RDF)
%65,5



**Carbon
Reduction
with Fuel Oil
Equivalent** ↓↓
Refuse
Derived Fuel (RDF)
%59,5



1.3.2 Environmental Measurement and **OUR ANALYSIS LABORATORIES**

Technological and scientific developments show that the activities of institutions and organizations constitute the basis of environmental problems. Due to this clear reality, countries at national and international level are trying to produce solutions and aim to reduce environmental impacts with legal regulations.

Despite this, the importance and number of environmental laboratories for the identification, analysis and solution of environmental problems is increasing day by day.

Within the scope of the activities carried out by our environmental laboratory; measurements and analyzes that form the basis for all kinds of permits, monitoring and inspections for environmental pollution. These measurements and analyzes are carried out in emission, air quality, noise, vibration, water, wastewater and soil.

Activities are controlled through reports submitted to the Ministry of Environment, Urbanization and Climate Change via the Integrated Environmental Information System.

Thus, the compliance of companies with environmental legislation is audited and efforts are carried out to prevent, reduce and manage environmental problems.

Services provided in our laboratories:



FLUE GAS MEASUREMENT SERVICES

Measurement of gases given to the atmosphere through the chimney as a result of combustion or mechanical processes.



TREATMENT SLUDGE ANALYSIS SERVICES

Parameter analyses to be determined for reuse or landfilling of waste sludge.



WASTE ANALYSIS SERVICES

Determination of the character of a substance or material that is disposed of or must be disposed of in the environment around the regulation on the landfill of waste.



WATER / WASTEWATER ANALYSIS SERVICES

Determination of the pollutant concentration in the water content of wastewater generated by process or domestic use before it is released to nature.



OCCUPATIONAL HYGIENE TESTING AND ANALYSIS SERVICES

Measurements and analyzes to protect the health of the person in the working environment.



ACOUSTIC / NOISE MEASUREMENT SERVICES

The process of measuring the sound level at very sensitive/sensitive frequencies that the human ear can perceive



WASTE OIL ANALYSIS SERVICES

Performing the category analyzes required for the disposal/recovery of waste oils.



SAMPLING SERVICES

Receiving the waste in sealed containers by authorized personnel required for the provision of analysis service.



PRECIOUS METAL ANALYSIS SERVICES

Determination of gold (Au), palladium (Pd), platinum (Pt), silver (Ag) in alloys.



EMISSION (AMBIENT AIR) AND AIR QUALITY MEASUREMENT SERVICES

Measurement of non-stack pollutant sources generated by filling, separation, screening, handling, crushing and grinding processes.

Environmental Measurement and Analysis Services

**Total
169 Units**

Manisa

**Total
41
Units**

Istanbul

**Total
128
Units**

We provided a total of 169 environmental measurement and analysis services, 128 in our Istanbul laboratory and 41 in our Manisa laboratory.

1.3.3 Our Environmental Consultancy SERVICES

In the light of our knowledge and experience, we provide consultancy services for the implementation and integration of international environmental and sustainable approaches in the Turkish business world. Based on the philosophy of sustainability, we follow the principle of customized approach according to the strategy and needs of the organization. We adapt all project processes to the current situation of the organization and create customized solutions and road maps.

Our Areas of Expertise



1.3.4 Our R&D ACTIVITIES

As Akademi Çevre, we invest in R&D activities to expand the value created by the utilization and recycling of waste. We closely follow sectoral, national and international trends, successful R&D activities and technological developments and take action accordingly. We cooperate with various universities in the fields of technology and method development in order to obtain the academic knowledge needed in the industry. We regularly organize trainings to improve the competence of our personnel and increase professional competence day by day. We develop new strategies by continuously monitoring reasons such as globalization, new technological developments and the competitive environment.

Our principle is to reduce our country's foreign dependency and increase its profitability with high value-added products. In this way, we contribute to the sustainability of our environment. With our R&D structure, which is strengthened by postgraduate educated staff and academic collaborations, we develop projects for the use of alternative and preferably natural-sourced, low-cost raw materials, and we bring the products obtained from our projects and the cost advantage they provide to various sectors we serve. We continue our efforts to be a pioneer in the sector by anticipating and implementing future technologies within the framework of R&D activities that strengthen the principle of R&D and intellectual property rights and increase creativity and innovation.

Our goals include increasing competitiveness in the international market, initiating and completing the environmentally sensitive product development process, presenting completed R&D projects to customer experience and ensuring that they become a demandable product in the market.

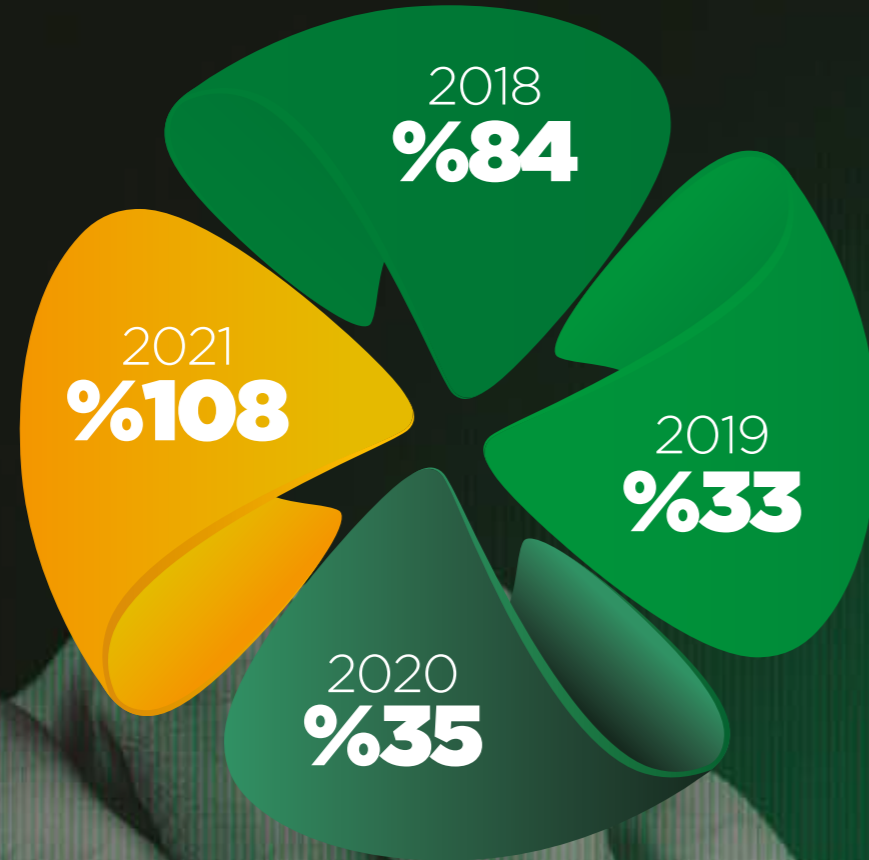
As an indicator of these objectives, we initiate and maintain patent processes for the products and studies obtained from our projects.

We took part in the "Disposal of Persistent Organic Pollutant (POP) Emissions and Reduction of POP Emissions Project" in order to eliminate the damages caused by hazardous chemicals that may pose a threat to human health and the environment. We established the decontamination unit in our facility within the scope of the PCB Decontamination Project led by UNIDO and the Ministry of Environment and Urbanization. Within the scope of the project, we carried out management practices for more than 14 tons of oil decontamination and more than 27 tons of oil disposal between March and June 2021. We also conducted more than 120 non-process analyses to minimize the effects caused by persistent organic pollutants.



1.4 Financial DATA

As a result of our sustainable development-oriented activities, we observe a positive and steady increase in our financial indicators. By adopting a customer satisfaction and environmentally friendly service approach, our cost of sales increased by 108% in 2021 compared to the previous year.



Net Sales Revenues
(Increase compared to the previous fiscal year)

1.4.1 Financial MANAGING RISKS

As Akademi Çevre, we adopt an approach that ensures that financial risks are actively monitored within the scope of different criteria and that relevant actions are taken dynamically. We avoid foreign currency borrowing and use our loans in Turkish Lira, thus eliminating losses that may arise from exchange rate fluctuations. We plan and realize our investment loans in parallel with our annual purchasing budget, and our annual sales targets on a long-term basis based on the financial instruments (investments, machinery and equipment loans, letters of guarantee, etc.) to be used in that year. As Akademi Çevre, we use provisional and final letters of guarantee in goods and service procurement projects since we do business with tenders to a large extent. We keep track of the letters of guarantee in order not to pose a financial risk. We aim to achieve financial solvency by keeping the maturity of our sales and service invoices in advance or short-term and creating maturities in goods procurement and supplier payments.

As Akademi Çevre, we adopt an approach that ensures that financial risks are actively monitored within the scope of different criteria and that the relevant actions are taken dynamically.

1.5 Corporate GOVERNANCE

Akademi Çevre recognizes the importance of a sound corporate governance structure in making business activities efficient. With this awareness, the necessary steps towards institutionalization are taken rapidly in national and international studies. It continues to create value with a service approach that includes the interests of all stakeholders.

As part of institutionalization, it is aimed to create a strong and dynamic system by separating the Board of Directors and the General Directorate.

Corporate governance aims and implements compliance with relevant legal regulations and standards and transparent operational activities for all activities. Compliance with legal requirements and standards is the primary objective in the Annual Management Review (AMR) meetings and reports, and audits and arrangements are made to ensure the necessary follow-up. All legal requirements are updated and monitored by the relevant departments and notified to those concerned through internal communication, and the necessary sensitivity is shown for compliance. Akademi Çevre has committees to discuss Occupational Health and Safety, Environmental Impacts, Data Security, Quality and Customer Satisfaction management systems and standards and to carry out the necessary work. In line with the decisions taken at committee meetings, necessary internal audit activities are carried out and both a reactive and proactive approach is aimed. Focusing on preventive actions, Environmental and Social Action Plans are created, implemented and published.

Since the value given to employees is a priority, it is of great importance to appoint employee representatives to Occupational Health and Safety committees and to receive their opinions.

All opinions received are recorded and published, monitored and necessary actions are taken in a timely manner. These committees include top management representatives as well as members from relevant departments, and consultation with employee representatives is ensured. Employee representatives take the opinions of all employees in the relevant departments they work in and bring them to the board. Ensuring the continuity of these board meetings is important both legally and in terms of employee value. Therefore, Akademi Çevre is committed to the uninterrupted continuity of the relevant meetings.

Table 5. Management Systems Standards of our company

MANAGEMENT SYSTEM STANDARDS DOCUMENTS	
AKADEMİ ÇEVRE TUZLA PLANT	
DOCUMENT NAME	DATE OF FIRST RECEIVAL
ISO 9001:2015 Quality Management System	2011
ISO 10002:2015 Customer Satisfaction Management System	2014
ISO 14001:2015 Environmental Management System	2011
ISO 15713:2009 Safe Disposal of Confidential Material	2012
ISO 22301:2019 Social Security-Business Continuity Management System	2020
ISO 26000:2010 Social Responsibility Management System	2020
ISO 27001:2013 Information Security Management System	2013
OHSAS 18001-ISO 45001:2018 Occupational Health and Safety Management System	2011
AKADEMİ ÇEVRE İZMİR PLANT	
DOCUMENT NAME	DATE OF FIRST RECEIVAL
ISO 9001:2015 Quality Management System	2020
ISO 10002:2015 Customer Satisfaction Management System	2020
ISO 14001:2015 Environmental Management System	2020
ISO 22301:2019 Social Security-Business Continuity Management System	2020
ISO 45001:2018 Occupational Health and Safety Management System	2020
AKADEMİ ÇEVRE REFUSE DERIVED FUEL (RDF) PLANT	
DOCUMENT NAME	DATE OF FIRST RECEIVAL
ISO 9001:2015 Quality Management System	2022
ISO 14001:2015 Environmental Management System	2022
ISO 45001:2018 Occupational Health and Safety Management System	2022
AKADEMİ ÇEVRE-TUZLA CENTRAL LABORATORY	
DOCUMENT NAME	DATE OF FIRST RECEIVAL
ISO 17025:2017 General Requirements for the Competence of Testing and Calibration Laboratories	2020
AKADEMİ ÇEVRE-MANİSA OFFICE LABORATORY	
DOCUMENT NAME	DATE OF FIRST RECEIVAL
ISO 17025:2017 General Requirements for the Competence of Testing and Calibration Laboratories	2020

1.5.1 Fight against **BRIBERY and CORRUPTION**

As Akademi Çevre, fighting against bribery and corruption is among our priorities. In this direction, we have a detailed and implemented policy to improve our vision and mission. Within the framework of our anti-bribery and anti-corruption policy, the full compliance of all our stakeholders with the principles and principles determined is meticulously examined and evaluated. Thus, we concretize our struggle with our policy, ensure legal integrity and realize our goal of becoming a reliable institution for all our stakeholders.

While determining our objectives regarding bribery and corruption, we have developed duties, authorities and responsibilities not only for our employees, but also for third parties such as related legal entities, official institutions, suppliers, etc. We have created the necessary risk assessment programs for all stakeholders to identify corruption and bribery risks and have taken the necessary measures by creating action plans for the identified risks. We also aim to provide the necessary information and training by creating procedures and instructions.

In the performance evaluations of our employees, issues related to bribery and corruption are examined and evaluation results are reported. According to the results of the evaluations, important activities and functions in the fight against corruption are identified and measures are taken to prevent conflicts of interest. Regarding bribery, we aim to ensure the necessary discipline and enforcement by setting clear rules on gifts from third parties. Necessary arrangements are also made to ensure the functioning of these systems by establishing audit mechanisms.

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Awareness raising activities gain importance within the scope of business ethics, anti-bribery and anti-corruption. Therefore, necessary steps are taken to ensure full compliance with the systems created by organizing awareness-raising activities involving our employees and third-party stakeholders.

1.5.2 Managing **FINANCIAL and LEGAL RISKS**

The management of financial risks is important to fulfill our financial obligations and to keep the negative effects under control, especially in unstable market situations. As Akademi Çevre, we work with independent organizations and auditors on our financial risks and monitor global economic fluctuations and possible risks in a predictive manner. In addition, we analyze the current situation by auditing our processes both internally and with independent organizations, and determine the work and action plans that can be done to improve. We consider and identify potential exchange rate, liquidity, credit, interest rate and commodity price risks and work to take the necessary measures in the most appropriate way.

Akademi Çevre acts in accordance with current legislation by working with a competent team against possible legal risks and works to identify any problems in advance. In the event of a possible risk situation, it shows the capacity and competence to take the necessary actions to ensure management with the least damage.



1.5.3 STRATEGIC, OPERATIONAL AND ENVIRONMENTAL RISKS

Management of

Akademi Çevre identifies strategic and operational risks and takes steps to take the necessary measures. In order to identify sustainability risks, feedback is received from relevant departments and measures are taken at managerial and operational levels. These measures are taken by considering the dynamics of the sector in which we operate and the interests of our stakeholders.

While our company organizes its operations in accordance with systems such as ISO 9001:2015 Quality Management Systems, ISO 14001:2015 Environmental Management Systems, ISO 45001:2018 Occupational Health and Safety Management System, it minimizes possible risks in line with these systems. Steps are taken by adopting continuous improvement.

In order to minimize project risks, recession risks, customer risks and competitor risks, which are included in strategic risks, a continuous market research is conducted and positions are taken in accordance with the requirements of the day. Our corporate principles are observed while taking these positions.

In order to minimize the risks related to our brand value and to make this value more prestigious, we act on the path of continuous improvement and with a sense of social responsibility. In addition, while necessary studies are carried out regarding the risks that may arise from change management, a moderate balance policy is followed in these processes.

Akademi Çevre has been certified by GRS Cert, an international certification body, for ISO 15713:2009 Safe Disposal of Confidential Material Standard. In this context, it provides safe disposal services to its customers.

Destruction processes that are open to abuse constitute the most important customer security risk in our process. In line with our customer-oriented working principle, we aim to protect the capital of our stakeholders with the work carried out in this direction.

Since Akademi Çevre also cares about the information security risks of all its stakeholders, it aims to eliminate the risks in this context by obtaining the ISO/IEC 27001:2013 Information Security Management System from TGS Cert, an international certification body.

It carries out the system with the necessary policies and procedures to implement information security in all its processes. Information and fiber security risks within the company are monitored by the Information Technologies department. In terms of cyber security, we encourage our employees in the relevant departments to receive updated information and we make the necessary innovations in our processes with innovative approaches

Although environmental risk factors are high due to the sector in which we operate, we act decisively in the management of these risks. In line with the relevant standards, we prioritize the occupational safety and health of our employees, organize their working environments and show the necessary sensitivity regarding their personal training.

In addition, we use tools that facilitate waste tracking such as mass-balance calculations and mobile tracking systems in waste management, and we carry out our inspections in a way to avoid bad surprises.

In addition, within the scope of the Stockholm Convention, we monitor our greenhouse gas emissions, calculate greenhouse gases every year according to ISO 14064: 2018 Greenhouse Gas Calculation and Verification Standard, publish a carbon footprint report and work on necessary improvements.

With our quality service approach, we have been and will continue to serve our wide portfolio of national and international customers operating in all sectors with determination, even if price policies pose a risk.

Although market dynamics may deteriorate from time to time, we take proactive steps to cover any losses that may occur through projects that add value to our business with our customers. Our contribution to the circular economy and environmental sustainability in reducing the use of resources provides us with financial growth advantages by making a difference in the market.

In this regard, we conduct risk assessments and necessary action plans and carry out the processes with relevant stakeholders. At the same time, it is among our most important goals to keep up with the developing technology and to gain a place in national and international markets by working on developing a forward-thinking structure. In this way, we aim to increase our market share.

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1.6 Sustainability

APPROACH

As Akademi Çevre, we think that climate change may be the most important problem of the future

With the uncontrolled use of resources and the impact of wastes on receiving environments, the food and water crisis has become a threat in many countries around the world. Unless necessary measures are taken, this problem will grow rapidly. While our investments in recycling waste into sustainable production as a valuable raw material, we are willingly working to build a sustainable future with our efforts to reduce resource use and contribute to the circular economy.

With the rapid increase in the world population, production activities are diversifying and increasing, creating an unlimited need for raw materials.

Our company has a publicly available Corporate Sustainability and Responsibility Policy (1). This policy covers the following:

- Complying with applicable national and international legal requirements, commitments made by our company with relevant parties and reference norms
- Requiring our suppliers to prohibit child labor and guarantee to refuse such work.
- Refusing any inhumane, exploitative, discriminatory or unsanitary conditions.
- Ensuring adequate wages to meet the basic needs of workers.
- Providing working hours, public holidays and other vacations in accordance with applicable laws and industry standards.
- Refusing any form of discrimination in the hiring, remuneration, training, promotion, dismissal or retirement of our employees.
- Taking necessary occupational health and safety measures.
- Ensuring the peace of the working environment and the happiness of our employees.
- Respecting the dignity and personality of our employees. Not allowing any kind of harassment, pressure, threat or coercion.

As Akademi Çevre, as part of our responsibility to integrate sustainability into our way of doing business, we have implemented a responsible leadership approach towards all our stakeholders. We have been regularly evaluated by Ecovadis, an independent sustainability assessment organization, since 2017. The assessment criteria cover environmental activities as well as employee and human rights, ethics and sustainable procurement. In 2021, we were awarded a medal for our good performance in all these activities.

¹ <https://akademicevre.com/kurumsal-surdurululebilirlik-politikasi/>

As Akademi Çevre, it is our most important duty to manage the use of raw materials primarily through our efforts to reduce the use of raw materials at source or, if it cannot be reduced, to ensure their recycling and recovery.

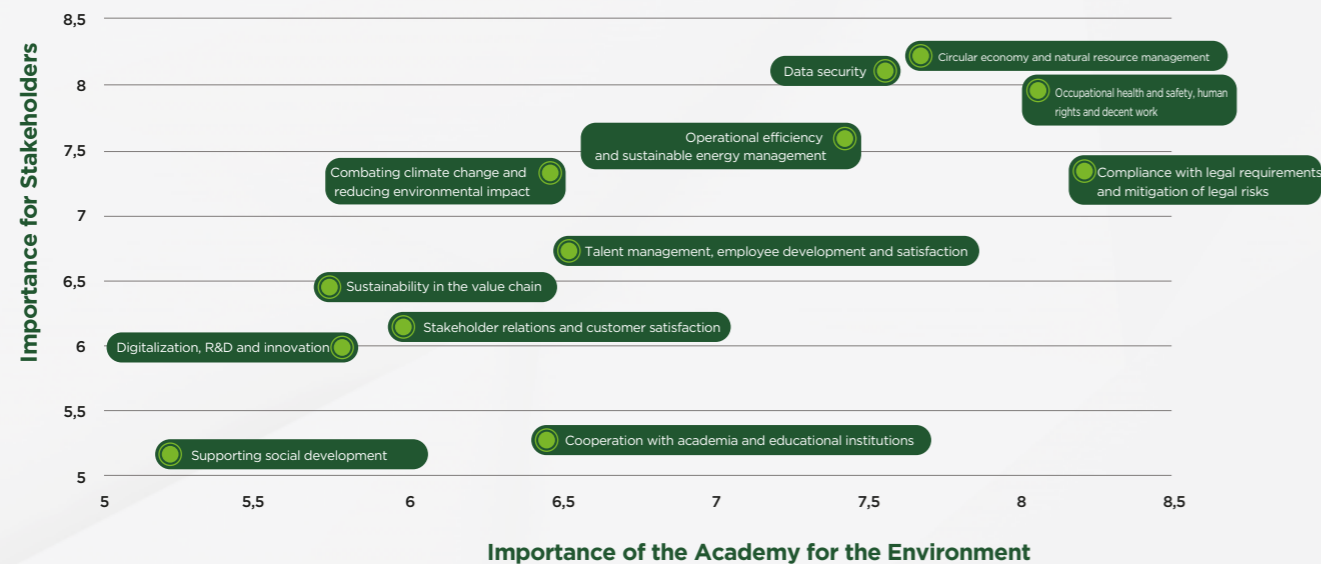
In this direction, we carry out innovative projects by conducting studies within the framework of Zero Waste and Circular Economy goals in all our facilities and raising awareness of all our stakeholders. We aim to continue on our path with pioneering efforts to monitor and reduce carbon emissions.

1.7 Prioritization ANALYSIS

Akademi Çevre is rapidly advancing its sustainability efforts with a strategic approach and in line with the expectations of global standards. In this direction, managing the social, environmental, economic and ethical impact areas arising from the activities of the companies are considered as the main elements. At the same time, it is also a priority to understand the primary concerns and expectations of stakeholders in these areas and to develop a transparent and sustainable company model to meet these expectations. In this context, Akademi Çevre has identified its priority focus areas and shaped its stakeholder engagement strategies accordingly. Sustainability activities are carried out based on this data.

In line with changing standards, economic and social conditions or in the event that market dynamics in the sector in which Akademi Çevre operates diverge, this priority focus area study can be reviewed regularly and repeated if necessary.

The materiality analysis presented in the graph below was conducted to understand the prioritized expectations of the key stakeholders of Akademi Çevre and to identify a stakeholder engagement strategy that is relevant to the company's priorities. This study was completed by communicating with the company's key stakeholders on different platforms and understanding their expectations. During the assessment, the material issues of peers in Turkey and abroad and sector-specific expectations were also taken into consideration. As a result of these studies, priorities were determined based on GRI standards, United Nations Sustainability Development Goals, sectoral priorities and international sustainability organizations.



According to the results of the materiality analysis, the most important issues related to sustainability for Akademi Çevre are the following:

- Circular economy and natural resource management: Sustainable use of natural resources and recycling of waste into the economy,
- Data security: Protecting and securing sensitive data,
- Occupational health and safety, human rights and fair working conditions: Protecting the health, safety and rights of workers,
- Operational efficiency and sustainable energy management: Efficient use of resources and transition to renewable energy sources,
- Combating climate change and reducing environmental impact: Reducing carbon emissions and preventing environmental pollution,
- Compliance with legal regulations and minimization of legal risks: Compliance with applicable legal regulations and minimization of legal risks.

Relation of our Priority Issues to Capital Elements and UN Sustainable Development Goals

OUR PRIORITY ISSUES	RELEVANT UN SUSTAINABLE DEVELOPMENT GOAL	RELEVANT CAPITAL ITEM
Circular Economy and Natural Resource Management	6, 13, 15	Natural Capital, Financial Capital, Social Capital, Manufactured Capital
Occupational Health and Safety, Human Rights and Decent Work	4, 5, 8, 10	Human Capital
Legal Compliance/Environmental Compliance	8, 15	Natural Capital, Intellectual Capital, Manufactured Capital, Social Capital
Talent Management, Employee Development and Satisfaction	4, 5, 8, 10	Human Capital, Intellectual Capital
Customer Satisfaction and Product Reliability	8, 9, 10	Intellectual Capital, Manufactured Capital, Social Capital
Climate Change and Energy Management	6, 13, 15	Natural Capital, Financial Capital, Social Capital
Sustainability in the Value Chain	3, 4, 8, 12, 13, 15	Intellectual Capital, Natural Capital, Manufactured Capital
Operational Efficiency	3, 4, 8, 12, 13, 15	Intellectual Capital, Natural Capital, Manufactured Capital
Diversity and Inclusion	5, 8, 10	Human Capital
Digitalization and Innovation	8, 9, 12, 13, 17	Intellectual Capital, Manufactured Capital, Social Capital, Financial Capital
Corporate Social Responsibility	16	Social Capital
Stakeholder Relations	8, 10, 16	Intellectual Capital, Manufactured Capital, Social Capital

1.8

AKADEMİ ÇEVRE
BUSINESS MODEL

1.8.1 Our Waste Management **APPROACH**

In today's world, due to rapid population growth and industrialization, natural resources are consumed unconsciously and there is an uncontrollable increase in the amount of waste. Uncontrolled mixing of wastes that lose their value into nature poses a great threat to both the environment and human health. In order to minimize and even eliminate these negative effects, the necessity of good management of all kinds of wastes, primarily hazardous and chemical wastes, is becoming more and more important every day. Today, wastes are no longer seen as 'garbage' as they used to be, but are also considered as a source of secondary raw materials. The phenomenon that stands out in this approach is the waste management hierarchy.

The waste management hierarchy consists of Prevention, Reuse, Recycling, Recovery and Disposal from most to least preferred. For wastes that need to be managed with a certain procedure, efforts should first be made to prevent their generation. If waste generation cannot be prevented through methods such as awareness-raising activities and technological improvements, its amount should be reduced; if it cannot be reduced, it should be reused. Wastes that can be recycled should be collected separately at source and recycled to be processed as secondary raw materials, and wastes that cannot be recycled should be subjected to (energy) recovery. According to the waste hierarchy, the least preferred and inappropriate method in today's waste management is the disposal of waste in landfills.



Waste Hierarchy

In parallel with our view, we also provide consultancy services on waste prevention and solutions for waste prevention, reduction and reuse, which are the most important waste hierarchy steps. As Akademi Çevre, we are authorized for recycling and recovery activities in our waste processing facilities for more than 700 waste codes within the framework of legal requirements and standards published under the Environmental Law. In this context, we produce secondary raw materials.

Using the best available techniques, we recycle waste with economic value back into raw materials and bring them back to the market. In this way, we also contribute to the sustainability activities of our national and global customers.



1.9 Our Business and Value Creation

MODEL

Akademi Çevre has a business model based on circular economy principles. It aims to create recyclable products by ending the habit of fast consumption. The concept of circular economy deals with the reuse of materials that are discarded after use. This concept aims to end the rapid consumption of products and create recyclable products.

The capital items owned by our company are shown in the table below. Each capital item serves the relevant field of activity of the company and the value and outputs created within the scope of that capital item. These relationships are described in the relevant sections of the report where the activities under each capital item are described.

Capital Item	Description	Relevant Capital Elements for Akademi Çevre	Material Issues Related to the Capital Element
Natural Capital	All renewable and non-renewable natural resources and processes used by Akademi Çevre in its activities	<ul style="list-style-type: none"> Recycling of a wide range of waste (electronic waste, end-of-life vehicles, PCB waste, cables, etc.) Optimal treatment of contaminated soil, packaging waste and other waste Energy source used for the realization of activities Vehicle fuel used for waste management Other inputs required for the realization of activities (water, chemicals, etc.) Evaluation of products that do not pass quality control Energy efficiency studies 	<ul style="list-style-type: none"> Climate change and energy management Sustainability in the value chain Circular economy and natural resource management Operational efficiency Legal compliance / Environmental compliance
Manufactured Capital	All physical structures owned or controlled by the Akademi Çevre that are used for the creation of products and services	<ul style="list-style-type: none"> Waste processing plant with a total capacity of over 1.300 kton Investments in facilities and equipment for efficient and quality production Facilities established in advantageous locations in terms of access to waste (Istanbul, Izmir, Adana, Manisa) A wide range of recycling systems (electronic waste processing unit, PCB decontamination unit, cable recycling unit, recycling unit for scrap metal products and end-of-life vehicles, etc.) Optimized logistics infrastructure Licensed vehicles used for waste management Türkak-approved comprehensive laboratory where various analyzes and measurements are performed Solar energy system used for lighting 	<ul style="list-style-type: none"> Circular economy and natural resource management Legal compliance / Environmental compliance Digitalization and Innovation Operational efficiency Sustainability in the value chain Customer satisfaction and product safety
Financial Capital	All financial resources generated from operations and investments	<ul style="list-style-type: none"> Successful financial risk management Successful marketing activities Pricing system 	<ul style="list-style-type: none"> Customer satisfaction and product reliability Legal compliance / Environmental compliance Circular economy and natural resource management




Intellectual Capital	Non-physical, competitiveness-oriented intellectual resources such as R&D projects and patents, which are among the most important elements of competitive advantage	<ul style="list-style-type: none"> Intellectual accumulation above the sector average Publishing articles about the sector on platforms, websites, magazines and newspapers 	<ul style="list-style-type: none"> Talent management and employee development Digitalization, R&D and Innovation Legal compliance/Environmental compliance
		<ul style="list-style-type: none"> Active participation in organizations such as events, fairs, webinars R&D projects carried out to improve and expand the activities carried out Collaborations with companies Digitalization activities carried out Establishment of a corporate sustainability unit structure within the company 	<ul style="list-style-type: none"> Sustainability in the value chain Operational efficiency Stakeholder relations
Human Capital	Competencies, experience and capabilities of employees and human resource development processes	<ul style="list-style-type: none"> A corporate culture that nurtures employee relations 	<ul style="list-style-type: none"> Diversity and inclusion
		<ul style="list-style-type: none"> Competent employee profile Employee benefits and safe working environment Human resources policy based on honesty, integrity, equality and fairness Assessment of young talents Training programs Employee satisfaction surveys 	<ul style="list-style-type: none"> Occupational health and safety, human rights and decent work Diversity and inclusion Talent management and employee development
Social Capital	Resources such as shared value, mutual trust and interaction, brand reputation, etc. obtained by Akademi Çevre as a result of its relations with its internal and external stakeholders	<ul style="list-style-type: none"> Close relations with various institutions such as NGOs, professional chambers, stock exchanges Participation in various conferences, workshops, panels and projects 	<ul style="list-style-type: none"> Stakeholder relations Customer satisfaction and product reliability Circular economy and natural resource management
		<ul style="list-style-type: none"> Establishing good relations with public authorities and ensuring transparent communication Relationships with customers and suppliers Realized social responsibility projects Sponsored events 	<ul style="list-style-type: none"> Climate change and energy management Corporate social responsibility

As Akademi Çevre, the reputation we have created in the eyes of customers thanks to our strong corporate structure, competent human resources and strong collaborations with our stakeholders enables us to develop environmentally friendly products and services.

In this way, we develop a multi-faceted value model. In the integrated reporting approach, an organization's relationships with its internal and external stakeholders, all its resources, the services and activities it provides, and the outputs it obtains from these are considered as six different capital elements (Natural, Manufactured, Intellectual, Human, Social, Financial).

Within the framework of our business strategy, corporate mission and vision, and the priorities set by our internal and external stakeholders, our company offers a wide range of products and services to its customers, benefiting both the environment and society. These products and services create impact and value in different areas specific to each capital element.

Capital Type	Item Input	Value Created for Akademi Çevre	Value Created for All Stakeholders
Financial	<ul style="list-style-type: none"> - Successful financial risk management - Successful marketing activities - Pricing system 	<ul style="list-style-type: none"> - Maintaining a strong financial infrastructure - Sustainable growth capacity and competitiveness - Highly realized market share 	<ul style="list-style-type: none"> - Employment creation - Contribution to economic development - Value delivered to suppliers and customers
Natural	<ul style="list-style-type: none"> - Recycling of a wide range of waste (electronic waste, end-of-life vehicles, PCB waste, cables, etc.) - Optimal treatment of contaminated soil, packaging waste and other waste - Energy source used for the realization of activities - Vehicle fuel used for waste management etc. - Other inputs required for the realization of activities (water, chemicals, etc.) - Evaluation of products that do not pass quality control - Energy efficiency studies 	<ul style="list-style-type: none"> - Efficient and quality production - Leadership in Integrated Waste Management - Recognition of the organization through circular economy activities - Reputation and brand value created with customers - Earnings from operations - Putting SDGs at the center of activities carried out - Contribution to emission reduction and energy savings 	<ul style="list-style-type: none"> - Making a significant contribution to the transition to a circular economy model - Contributing to the responsible use of resources by reducing the consumption of natural resources - Helping customers reduce their environmental impact - Contributing to customers' sustainability activities - Contributing to raising stakeholders' awareness of sustainability and circular economy - Reducing the amount of waste and thus contributing to the prevention of soil pollution - Ensuring resource efficiency - Contribution to water and energy savings and protection of biodiversity due to less need for raw material production - Minimizing fuel consumption in route optimization projects
Manufactured	<ul style="list-style-type: none"> - Waste processing plant with a total capacity of 3700 kton - Efficient and high quality production thanks to investments in advanced technology equipment - Facilities established in advantageous locations to ensure uninterrupted waste management services (Istanbul, Izmir, Adana, Manisa) - Wide range of recycling systems (electronic waste processing unit, PCB decontamination unit, cable recycling unit, recycling unit for scrap metal products and end-of-life vehicles, refrigerator recycling unit, etc.) - Large vehicle fleet and logistics network infrastructure - Licensed vehicles with advanced equipment used for waste management - Türkak approved, Ministry of Environment, Urbanization and Climate Change authorized and accredited comprehensive laboratory where various analyzes and measurements are carried out - Solar energy for lighting and pilot-scale wind energy system 	<ul style="list-style-type: none"> - Reputation created with customers - Renewable energy investments - Earnings from operations - Reduced carbon emissions due to advantageous location - Contribution to sustainable production - High capacity utilization 	<ul style="list-style-type: none"> - Responsible use of resources - Effective waste management and minimization of environmental damage - Providing fast service to customers due to the advantage of a wide logistics network - Implementation of circular economy model, use of recycled products - Profiting from the utilization of low-quality products

Risks and Opportunities	Performance Indicators and Targets	Data for 2021	Sustainable Development Goals (SDGs)
<p>Risks</p> <ul style="list-style-type: none"> - Exposure to criminal sanctions due to non-compliance with legal regulations <p>Opportunities</p> <ul style="list-style-type: none"> - Reflection of increased recycling activities on financial performance due to developing market preferences and legal obligations 	<p>Performance Indicators</p> <ul style="list-style-type: none"> - Profitability ratio (net profit / sales) <p>Targets</p> <ul style="list-style-type: none"> - Increasing the profitability ratio 	<p>* With our efforts, our profitability increased by 108% compared to the previous year.</p>	
<p>Risks</p> <ul style="list-style-type: none"> - Operational risks due to disruptions in waste supply - Monitoring compliance with changing laws on environmental and social issues <p>Opportunities</p> <ul style="list-style-type: none"> - Waste management activities continue to increase due to the increasing awareness of climate change in our country 	<p>Performance Indicators</p> <ul style="list-style-type: none"> - Greenhouse gas emissions / intensity - Energy consumption / intensity - Natural gas consumption / intensity - Water consumption / intensity <p>Targets</p> <ul style="list-style-type: none"> - Increasing the amount of recycled solid waste - Increasing the use of renewable energy 	<p>* Reduction of 2,017 tCO2e through recycling-driven activities</p> <p>* Over 2.707 tons of recycled waste</p> <p>* Over 75.000 tons of energy recovery from waste</p>	
<p>Risks</p> <ul style="list-style-type: none"> - Rapidly changing technological developments - Changing stakeholder expectations in a rapidly evolving market <p>Opportunities</p> <ul style="list-style-type: none"> - Consideration of import option in the future due to production facilities close to ports - Creating diversity in income sources 	<p>Performance Indicators</p> <ul style="list-style-type: none"> - Production capacity - Number of facilities - Number of licensed vehicles <p>Targets</p> <ul style="list-style-type: none"> - Improving production capacity by using advanced technologies within our organization - Continuously improving and increasing the number of licensed vehicles and the existing equipment of these vehicles by following technological developments 	<p>** 2098 logistics operations with a total of 52 vehicles, 16 of which are licensed</p> <p>** 3700 kTon waste processing capacity</p> <p>** 14+3 licenses and over 700 waste codes accepted</p> <p>** Approximately 4-fold increase in the amount of production according to waste processing activities compared to the previous year</p> <p>** 169 environmental measurement and analysis services</p> <p>** 10 pieces of consultancy services</p>	

Capital Type	Item Input	Value Created for Akademi Çevre	Value Created for All Stakeholders
Intellectual	<ul style="list-style-type: none"> - Intellectual accumulation above the sector average - Sharing sectoral information on various platforms (magazines, newspapers, websites) - Ensuring active participation in organizations such as events, fairs, webinars, etc. - R&D projects carried out to improve and expand activities - Collaborations with companies and social responsibility projects - Digitalization efforts - Corporate sustainability unit develops effective practices within the company - Implementation of up-to-date technical information through employee trainings - Continuous employment, sustainable career planning - Increasing University-Industry cooperation programs 	<ul style="list-style-type: none"> - Maintaining a strong market position - Ensuring the continuity of product quality - Increasing productivity by disseminating up-to-date information to all levels of the company - Increasing efficiency through digitalization efforts - Regular monitoring of carbon footprint and taking measures - Expert staff and trained manpower - Sustainable growth in the sector by realizing technology transfer 	<ul style="list-style-type: none"> - Increasing the sustainable impact of the products produced due to the use of recycled raw materials - Minimizing environmental impacts by reducing waste - Low carbon emissions
Human	<ul style="list-style-type: none"> - A corporate culture that nurtures employee relations - Competent employee profile - Employee benefits and safe working environment - Human resources policy based on honesty, integrity, equality and fairness - Evaluation of young talents - Training programs - Satisfaction surveys conducted for employees 	<ul style="list-style-type: none"> - Preservation of corporate culture - Increased employee loyalty thanks to the benefits, value shown and activities organized - Early detection of risks and taking precautions with a competent employee profile - Maintaining leadership in the sector and sustaining market presence 	<ul style="list-style-type: none"> - Employment growth / local development - Increasing the employment of disabled personnel - Creating an efficient working environment - Talent management - Ensuring a safe and decent working environment - Improving employee rights and working conditions, developing employee capacity
Social	<ul style="list-style-type: none"> - Close relations with various institutions such as NGOs, professional chambers, stock exchanges - Participation in various conferences, workshops, panels and projects - Establishing good relations with public authorities and ensuring transparent communication - Relationships with customers and suppliers - Realized social responsibility projects - Sponsored events 	<ul style="list-style-type: none"> - Positive reputation and brand value created before stakeholders - Positive image created in society - Developing sustainability-themed studies - High customer satisfaction 	<ul style="list-style-type: none"> - Increasing recycling awareness of the society - Providing social benefit through corporate social responsibility projects

Riskler ve Fırsatlar	Performans Göstergeleri ve Hedefleri	2021 yılı Verileri	İlgili SKA'lar
<ul style="list-style-type: none"> - The necessity of continuous intellectual development with developing technology <p>Opportunities</p> <ul style="list-style-type: none"> - Developing new business opportunities through collaborations 	<p>Performance Indicators</p> <ul style="list-style-type: none"> - Number of R&D projects and R&D investments - Number of articles - Ratio of R&D budget to sales revenue <p>Targets</p> <ul style="list-style-type: none"> - Establishing a R&D center and increasing investments 	<ul style="list-style-type: none"> * 3 R&D projects carried out * 15 published articles * Participated in and supported 9 organizations 	
<p>Risks</p> <ul style="list-style-type: none"> - Turnover of talented employees due to increasing competition in the sector - Lack of access to talented employees - OHS risks <p>Opportunities</p> <ul style="list-style-type: none"> - Fast decision making with the establishment of agile business models 	<p>Performance Indicators</p> <ul style="list-style-type: none"> - Accident frequency rate - Number of lost days - Number of disabled employees - Hours of training provided - Number of emergency drills - Employee turnover rate - Employee satisfaction survey score <p>Targets</p> <ul style="list-style-type: none"> - Reducing the accident frequency rate by 25% compared to the previous year -- Reducing the number of lost days by 25% compared to the previous year -- Providing at least 24 hours of training per person on average 	<ul style="list-style-type: none"> * 6298 person*hour OHS training * 4900 person.hour employee trainings * 211 employees * Recorded accident frequency: 18.7 * Recorded daily accident frequency: 14.9 * Accident severity rate: 250,5 * Number of fatal accidents: 0 	
<p>Risks</p> <ul style="list-style-type: none"> - Failure to meet rapidly evolving stakeholder expectations - Potential negative effects of negative developments in the sector on company image <p>Opportunities</p> <ul style="list-style-type: none"> - Signing collaborations that will ensure efficiency through effective management of the supply chain - Making a positive contribution to its customers, of which it is a supplier due to the European Green Deal, with the works to be carried out - Creating value for customers subject to the emissions trading system 	<p>Performance Indicators</p> <ul style="list-style-type: none"> - Customer satisfaction survey score - Number of social responsibility projects supported - Number of sponsorships supported <p>Targets</p> <ul style="list-style-type: none"> - Maintaining the role of the customer's trusted solution partner - Maintaining the zero defect target for customers 	<ul style="list-style-type: none"> * Customer satisfaction rate increased by ~10% compared to the previous year. * Sponsored 3 different events on sustainability. * Supported 7 different social responsibility projects. * Total aid amount: 34.250 ₺. 	

The value creation model created by our company with an integrated reporting perspective is shared below:

INPUT

MISSION

Creating added value by providing integrated waste management services to its corporate customers

RELEVANT SDGS | SHARED VALUE

SERVICES

CREATED VALUE



Integrated Waste Management



Environmental Consultancy

Laboratory Services



A more habitable planet



Supporting the transition to a circular economy



A better future

NATURAL

- 700+ different waste codes accepted to the facility
- Recycling waste into the economy
- Circular economy solutions
- Support for low carbon economy

MANUFACTURED

- Waste treatment plants with over 3000 kton capacity
- 4 waste processing facilities in different locations
- Wide range of Recycling systems

INTELLECTUAL

- Sectoral expertise
- Environmental consultancy developed with know-how
- Investing in innovation and digitalization
- Corporate Sustainability Unit

HUMAN

- 211 employees
- Social and fringe benefits
- Education programs
- Talent management
- Reward and punishment system

SOCIAL

- Strategic collaborations
- Strong stakeholder relations
- 42 collaborations with 27 different institutions including NGOs, universities, private sector, public institutions and professional chambers
- Memberships in various organizations
- Realized 15+ CSR projects

FINANCIAL

- Strong capital structure
- Reputation and brand value



NATURAL

- Recycling Reduction of 2.017 tCO2e through guided activities
- Over 2.707 tons of recycled waste in 2021
- Over 75.00 tons of energy recovery from waste in 2021

MANUFACTURED

- Efficiency in operations and wide business network with 4 Recycling Plants, 3 offices, 2 Environmental Analysis and Measurement Laboratories located in different locations
- Recognition of circular economy efforts

INTELLECTUAL

- Executed 3 R&D Projects
- Published 15 articles
- Participated and supported 9 organizations

HUMAN

- OHS Training provided for 6298 person*hours per year
- Monitoring and controlling accident frequency and number of lost days and informing all employees

SOCIAL

- Spending approximately 2 million TL for CSR projects
- Approximately 25.000 people reached through CSR projects
- The coding classes reached with the coding classes created
- 8.200 students
- 500+ university students accepted for site visit
- Repairing 200+ idle computers and delivering them to students in need

FINANCIAL

- 108% increase in net sales revenues

2

OUR SUSTAINABILITY APPROACH AND PERFORMANCE INDICATORS

2.1 Our ENVIRONMENTAL APPROACH

As Akademi Çevre, we aim to fulfill our commitment to sustainability and become a company that will set an example for our sector with our continuous efforts to minimize our total carbon footprint and protect natural resources while continuing our operations.

Accordingly, we measure and report our environmental impact and aim to minimize the pressure of global environmental problems on natural resources through sustainable development and continuous improvement. Akademi Çevre is aware of the increasing world population and the problems it creates in the supply of natural resources and strives to minimize the resources it uses and to continue its activities effectively in this direction.

The environmental priorities of Akademi Çevre are as follows:

- Compliance with environmental laws,
- Climate change and energy management,
- Operational efficiency,
- Sustainability in the value chain,
- Circular economy and natural resource management.

Akademi Çevre adopts a proactive management system approach with the policies and procedures it has prepared to implement ISO 14001 Environmental Management System and ISO 45001 Occupational Health and Safety Management Systems in all its activities. In addition, it creates the necessary programs for the continuous improvement of these systems and monitors their implementation.

Akademi Çevre fulfills the following within the scope of the Environmental Management System:

- Recovers the waste generated as a result of its activities as much as possible,
- Follows the developing technology to reduce losses by keeping the efficiency of the facilities at the highest level,
- As a result of continuous improvement efforts, it strives to minimize the use of natural resources,
- Continuously improves the environmental performance,
- Considers environmental impacts when it comes to new investments.

In order to embed environmental awareness into the corporate culture, 12 hours of environmental training is provided every year in all facilities. In 2021, there were no environmental fines imposed.

2.1.1 Our ENVIRONMENTAL PERFORMANCE

As Akademi Çevre, we carry out various monitoring activities to reduce our environmental impact. To this end, we regularly monitor natural gas, electricity, water consumption and the amount of waste generated in our facilities and buildings. In addition, we calculate greenhouse gas emissions every year according to ISO 14064-1 Greenhouse Gas Calculation and Verification Standard and publish a carbon footprint report.

As Akademi Çevre, we carry out energy efficiency studies and invest in renewable energy sources. We keep our carbon emissions under control by using energy-efficient technologies in our facility investments. In addition, our company has invested in a solar energy system and since 2019, the energy used in outdoor lighting has been produced from renewable energy sources. The necessary infrastructure work is underway to implement our solar energy system, which we have currently commissioned in a pilot region, in all our facilities.

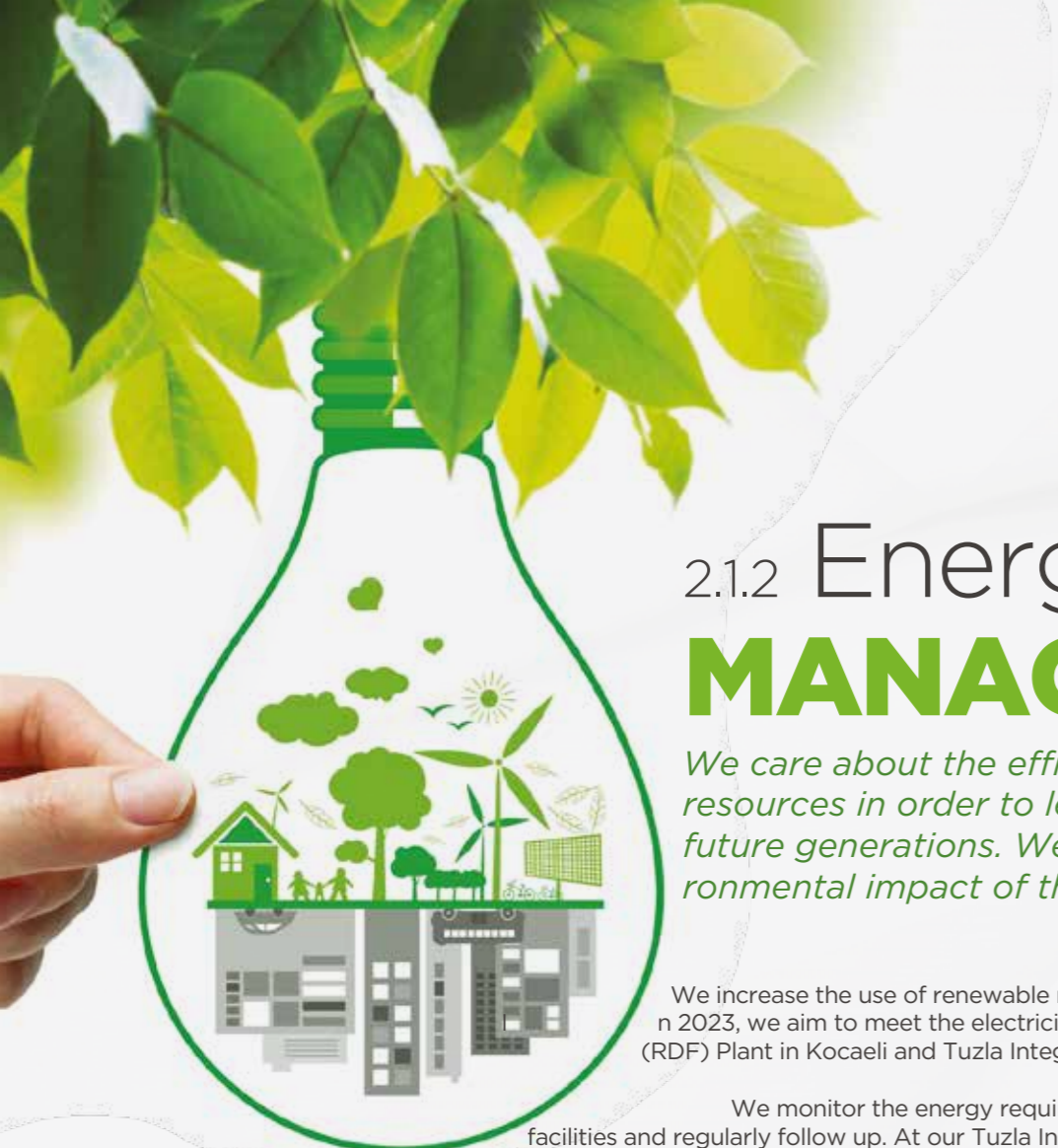
Water Consumption (m³)	2018	2019	2020	2021
Supply	3.109	2.483	1.572	1.838

Greenhouse Gas Emissions (tCO ₂ e)	2018	2019-2020	2021
Scope 1 (Direct)	532	647	1.219
Scope 2 (Indirect Energy)	122	194	129
Scope 1+2	654	841	1.348
Scope 3 (Other Indirect)	370	317	669
Total	1.024	1.158	2.017

The greenhouse gas emissions of Akademi Çevre include non-renewable fuel consumption for heating and electricity generation and direct emissions (Scope 1), energy indirect emissions from the generation of purchased electricity (Scope 2) and other indirect emissions from business travel and employee shuttle services (Scope 3).

Waste Amount (ton)	2018	2019	2020	2021
Hazardous Waste Generation				
Energy Recovery	58.741	35.432	49.075	75.536
	-	-	67.833	81.587
Toplam	58.741	35.432	116.908	157.123

Non-Hazardous Waste Generation	2018	2019	2020	2021
Recovery	274	370.376	1.029.639	2.550.750
Regular Landfill	343.960	285.323	356.473	483.750
Total amount of non-hazardous waste	344.234	655.699	1.386.112	3.034.320
Total Waste Generation				
Total	402.975	691.131	1.503.020	3.191.443



2.1.2 Energy MANAGEMENT

We care about the efficient use of natural resources in order to leave a clean world for future generations. We aim to reduce the environmental impact of the energy we consume.

We increase the use of renewable resources and set targets. In 2023, we aim to meet the electricity needs of our Refuse Derived Fuel (RDF) Plant in Kocaeli and Tuzla Integrated Plant in 2024 with solar energy.

We monitor the energy requirement used for our activities in all our facilities and regularly follow up. At our Tuzla Integrated Plant, we monitor the energy consumed in each activity area with meters and analyzers, report irregular/inefficient consumption on a daily basis, and take corrective actions.

We adopt energy efficient practices in our offices and train our employees in this regard. We regularly conduct surveys of our machinery and equipment and develop methods to ensure their efficient operation.

Energy and Fuel Consumption	2018	2019	2020	2021
Non-renewable resources				
Natural Gas (m3)	2.675	4.620	3.467	5.967
Electricity (kWh)	193.241	207.685	175.817	267.522
LPG (liter)	288	276	300	314
Diesel Fuel (liter)	200	150	100	175
Waste Amount (ton)				
Solar Energy (kWh)	.	4	4	4

2.2 Our Green Supply Chain POLICY

With our green supply chain policy;

We make purchases with a management approach based on environmentalist processes at all stages of the procurement process. We pay attention to ensure that the material procurement process is carried out without harming natural resources or with the least possible damage. We take efficient use of energy and clean production practices as a basis in the production process.

We ensure that the wastes generated during production are reduced and disposed of in a way that causes the least possible damage to the environment, and we develop a management approach that adopts the principle of producing environmentally friendly products and transporting these products through the most appropriate logistics networks. We produce products using environmentally friendly materials and develop designs that reduce the negative environmental impact of both the production process and the end-user.

Relevant Sustainable Development Goals (SDGs)



We question the compliance of our suppliers with our sustainable supply chain expectations and ensure the continuity of processes in compliance with policies.

We also ensure sustainable procurement by taking into account the following:

- Legal regulations
- Disruptions in the ecosystem
- Customer requests
- Increased competition
- Desire to gain competitive advantage
- Cost reduction through waste management
- Shortening of product life cycles
- Stakeholder demands
- Company policies
- Increased consumer awareness

2.2.1 Our Responsible SUPPLY CHAIN

As Akademi Çevre, we evaluate our suppliers based on various criteria.

In our procurement processes, we are based on working with suppliers who support the values of our company, comply with universal legal rules, act in accordance with the 10 principles of the United Nations Global Compact, care about the development, health and safety of their employees, and offer them fair working conditions. As Akademi Çevre, we have determined the rules that our suppliers must comply with in terms of legal compliance, human rights, occupational health and safety, not employing child labor, combating bribery and corruption, ensuring confidentiality and sustainability, management systems, protecting the environment, preventing pollution and reducing resource use, and we have addressed this issue in the Procurement Sustainability Policy. In 2021, thanks to the investments we made, we increased the number of our suppliers to 326. The participation rate in the Supplier Evaluation Survey was 62%, 91% of the participating suppliers were evaluated as "Successful", 9% as "Open to Improvement", and we have no "Unsuccessful" suppliers.

2.3 Our Employee PROFILE

As Akademi Çevre, we see the success of our employees as decisive in achieving our goals. For this reason, with the awareness that our most important resource is people, we see our work not only as a job but also as a social responsibility.

We are proud to be a part of solving environmental problems. We are excited to welcome new members to our growing family who embrace our mission, share our vision and align their values with our values.

We are aware that human capital is the sum of values such as experience, knowledge and skills. We see our employees as our greatest strength and the basis for the efficient operation of our production processes. For this reason, we are always behind our employees so that they can further develop and specialize in their fields. We provide the necessary support in eliminating deficiencies.

In particular, we create opportunities to ensure a harmonious working environment, to develop a sense of belonging and to receive the training they need for their development. We adopt an approach that encourages organizational motivation and focuses on sustainability in the professional and personal development of our employees. Accordingly, the foundations of our human resources strategy are as follows:

Özellikle uyumlu çalışma ortamının sağlanması, aidiyet duygusunun geliştirilmesi ve kişilerin gelişimi için

- Recruiting talents who are in line with our company values and ongoing culture, who are willing to develop themselves, and building long-term relationships with them based on trust,
- Transforming our work environment into an academy where our employees can improve themselves in every aspect,
- Creating a harmonious working environment where innate characteristics cannot lead to discrimination and where all differences are accepted,
- Supporting our employees to build a career where they can discover their talents and creativity,
- Providing an environment of understanding that always adopts mutual development with our employees who internalize the prestige of being from Akademi Çevre.

In order to achieve these goals, the following are our core principles and objectives on an ongoing basis:

- Focusing on Human Capital management and increasing the motivation and commitment of our employees,
- Designing processes to support a high performance culture,
- Conducting human resources processes such as recruitment, training, evaluation and career management in a transparent and fair manner,
- Providing opportunities for the development of our employees and improving our performance management system accordingly,
- Organizing regular surveys to measure employee satisfaction and identify opportunities for improvement.

In our company, we rely on our dynamic structure and our ability to make quick decisions in the right direction of labor, which is the basis of value. The high rotation capability we provide among our employees contributes to their knowledge and experience by providing a 360-degree perspective for them. In this respect, personalized career plans are made by our human resources experts for each member of the Akademi Çevre family. We always stand by our employees as they walk towards the goals they want to achieve for their own careers, taking into account their potential, talents, knowledge and skills.

Mentoring, in-house competency academy and outsourced professional-technical trainings are among the tools we use to take our employees' knowledge and skills to a higher level.

Mentoring: With our volunteer mentors in the Akademi Çevre family, who know the sector, are experts in their fields and have strong knowledge and skills in their fields, we support our new recruits and employees who change departments through rotation by increasing their competencies on their career path.

Competency Academy: At the beginning of each year, position-based training needs are analyzed and training topics are determined through a workshop held with human resources and the relevant department.

This program, which aims to take the knowledge and skills of our employees to the next level, also raises awareness of the contribution of their work to our company and the environment, regardless of their position.

Outsourced Vocational and Technical Trainings: In addition to our mentoring and competency academy programs with our continuous training approach, we also receive training from expert training institutions throughout the year.

Employee Trainings - Total Hours (person x hours)	2018	2019	2020	2021
Blue Collar	133	247	272	490
White Collar	77	77	93	145
Female	70	70	300	55
Male	140	254	65	580

2.3.1 Social Performance

INDICATORS

Total Labor Force (Number)	2018	2019	2020	2021
Direct Employment	324	365	210	350
Female	70	65	70	60
Male	254	300	140	290
Total Labor Force by Contract Type	2018	2019	2020	2021
Indefinite Term Employment Contract	210	324	365	350
Female	70	70	65	60
Male	140	254	300	290
Total Labor Force by Education Level (Number)	2018	2019	2020	2021
Primary education	50	69	70	75
High School	125	170	210	195
University and Above	35	85	85	80
Total Labor Force by Age Groups	2018	2019	2020	2021
18-30	70	134	143	138
30-45	105	155	157	162
45+	35	35	65	50
Management Level Employees by Gender	2018	2019	2020	2021
Top Management				
Female	8	8	8	10
Male	15	15	15	15
Mid-Level Management				
Female	10	14	20	20
Male	11	20	24	25
Newly Recruited Employees by Gender	2018	2019	2020	2021
Female	20	27	13	15
Male	50	75	18	35

Employees Quitting Their Jobs by Gender	2018	2019	2020	2021
Female	8	15	20	12
Male	45	50	170	85
Maternity Leaves	2018	2019	2020	2021
Number of Employees on Maternity Leave				
Female	1	3	2	0
Male	0	0	0	0
Number of Employees on Maternity Leave				
Female	1	0	0	0
Male	0	0	0	0
Number of Employees on Maternity Leave				
Female	0	0	2	0
Male	0	0	0	0
Disabled Employees	2018	2019	2020	2021
Female	0	0	0	0
Male	1	2	2	1
Employee Trainings	2018	2019	2020	2021
Number of Participants				
Blue Collar	13	25	15	27
White Collar	5	5	5	8
Female	5	5	0	3
Male	13	25	20	32
Total Hours (person x hours)				
Blue Collar	133	247	272	490
White Collar	77	77	93	145
Female	70	70	300	55
Male	140	254	65	580
OHS Trainings Offered to Employees				
Direct Employment		324	365	580
Contractor Company Employee				
Total Hours (person x hours)				
Direct Employment	2,960	4,384	5,120	4,900
Contractor Company Employee				

Inclusion / Diversity

By respecting human rights, we strive to provide equal opportunities to every individual and contribute to gender equality.

In order to support our goal of supporting gender equality, we aim to increase female employment throughout the company in the coming years.

2.4 Occupational Health and SAFETY

We offer our employees a safe, healthy and prosperous work environment with our Occupational Health and Safety (OHS) Policy, which reflects the value we attach to people. Due to our special culture that makes us who we are, Occupational Health and Safety is among our top priorities. We work with great sensitivity to create a safe and healthy working environment with the map we have drawn to achieve our zero occupational accident targets. In this context, we care about acting in accordance with legal requirements and international standards on Occupational Health and Safety, and we carry out our company activities within the framework of our Occupational Health and Safety Policy and our ISO 45001 Occupational Health and Safety Certificate.

We identify routine and non-routine risks in detail in accordance with the Hazard Identification and Risk Assessment Procedure with a team of employees at various levels, including workers, representatives and unit supervisors, who have been trained both within the scope of the ISO 45001 Occupational Health and Safety management system and in accordance with the Occupational Health and Safety Law No. 6331. In accordance with the risk precaution hierarchy, we review all precautions in order, from eliminating the risk at its source to choosing the less risky one, engineering measures and the use of personal protective equipment. We continue our continuous improvement efforts based on the information received from accidents and near-miss incidents, hazardous event notifications and audits.

HS Trainings Provided to Employees - Total Hours (person x hours) :	2018	2019	2020	2021
	2.960	4.384	5.120	6298



We know that training is very important in raising awareness on Occupational Health and Safety. Therefore, within the scope of the Occupational Health and Safety Law No. 6331, we provide each employee with 16 hours of Occupational Health and Safety Training annually. With the principle of continuous awareness raising and warning, we provide our employees with trainings such as Working at Height and Rescue, Fire Safety, Emergency Teams Protection, Rescue and Evacuation Training, Occupational Health and Safety in Work with Chemical Substances, Safety Training in Electrical Work, Safe and Safe Driving Techniques and on-the-job speeches.

We have an OHS committee that closely monitors OHS issues. OHS committee members consist of the Assistant General Manager, Trade Manager, Technical and Administrative Affairs Manager, OHS Manager, Project Manager, Procurement Specialist, Workplace Physician, Human Resources Specialist and an Employee Representative. The Committee holds weekly and monthly meetings. Committee activities and meetings are regularly reported to senior management.

At the beginning of 2020, we started the necessary software application within the scope of the OHS Management System to be used in all our locations. By collecting all our information on Occupational Health and Safety on the software, we enabled the current situation to be monitored digitally by the technical and OHS units. The trainings and legal obligations we carry out on this platform, where our different departments can also be integrated, are implemented by the Human Resources and OHS units.

is monitored. With this application, which aims to be managed based on a system independent of individuals and departments, it is ensured that periodic maintenance is carried out at the planned time in the activities carried out within the scope of OHS

Occupational Health and Safety is an issue that is adopted by the management and to which we attach great importance. The current situation can be monitored instantly in the process in which OHS, Technical Unit, Operations, Production, Human Resources and Senior Management are internal partners

Occupational Health and Safety Performance	2018	2019	2020	2021
Recorded Accident Frequency (All Registered Accidents/Total working hours)*1.000.000	8.1	2.0	0	18.7
Lost Time Accident Frequency (Number of Lost Time Accidents/Total working hours)*1.000.000	8.1	2.0	0	14.9
Accident Severity Ratio (Number of Lost Days/Total working hours)*1.000.000	54.9	6.1	0	250.5
Fatal Accident	0	0	0	0

2.5 Our Stakeholder RELATIONS

As Akademi Çevre, we are aware that an organization's value creation strategy is directly related to the value it creates for its stakeholders. We attach great importance to the communication we establish with our stakeholders. We take stakeholder expectations into consideration when determining the necessary priority issues within the organization and creating the corporate strategy. We collect the opinions of our stakeholders through regular communication activities.

We attach importance to maintaining a close and up-to-date relationship with our stakeholders. We utilize this dialog in many areas such as formulating company policies, conducting collaborations and developing social responsibility projects. We organize satisfaction surveys for our stakeholders at least once a year. In cases of dissatisfaction, we activate our complaint evaluation mechanism.

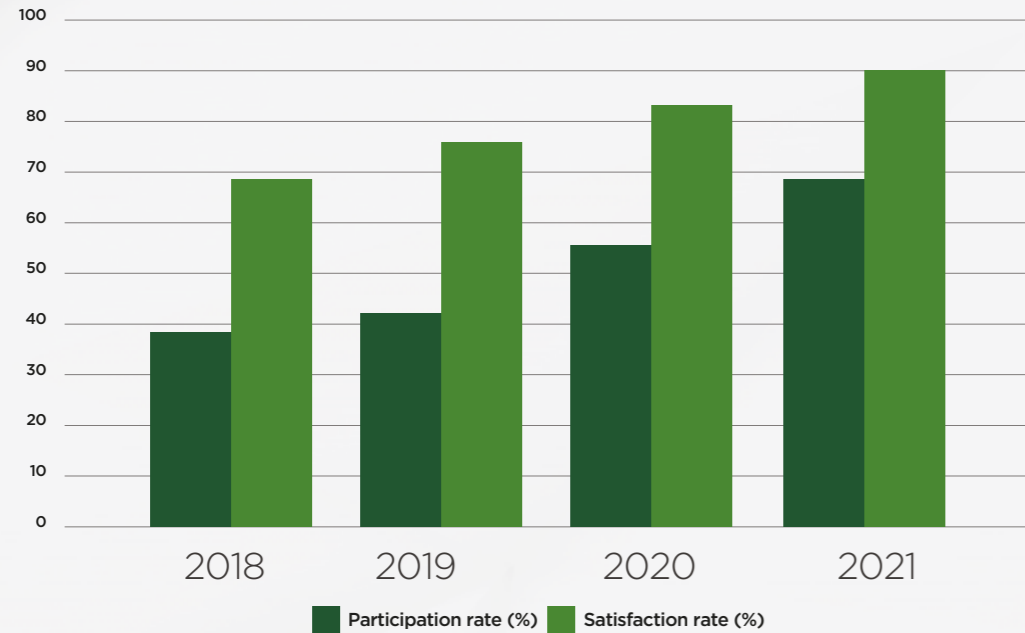


OUR COMMUNICATION CHANNELS		
Stakeholders	Communication Platform	Communication Period
Employees	Akademi Çevre website	Permanent
	Social media	Permanent
	Newsletters - sustainability and compliance, occupational health and safety, environment, quality management systems, information security, human resources, general announcements, lessons learned and best practices	Permanent
	Employee satisfaction survey	Permanent
	Information security breach incident notification form	Permanent
	Audits	Permanent
Customers	Customer satisfaction survey	At least once a year
	Websites	Permanent
	Meetings	At certain intervals
	AKADEMİ ÇEVRE INTEGRATED QUALITY MANAGEMENT SYSTEM	Permanent
	One-on-One Meetings	Permanent
	Exhibitions	Special for Exhibition Periods
	Marketing Studies	Permanent
	Activity reports	Once a year
Business partners (Suppliers, Subcontractors, 2nd Party Audit Firms, 3rd Party Audits Insurance Companies, Logistics Companies, Service Providers, Consulting Firms, etc.)	Websites	Permanent
	Evaluation surveys	At least once a year
	Management systems audits	At certain intervals
	Akademi Çevre integrated quality management system	Permanent
	Complaint mechanisms	
	Meetings	At certain intervals
	Audits	At certain intervals
Social stakeholders (local communities, NGOs, media)	Websites	Permanent
	Evaluation surveys	At least once a year
	Management systems audits	At certain intervals
	Akademi Çevre integrated quality management system	Permanent
	Complaint mechanisms	
	Toplantılar	At certain intervals
Public organizations (governments, local organizations, university and academic institutions, tax authorities)	Denetimler	At certain intervals
	Websites	Permanent
	Meetings	At certain intervals
	Official correspondences	Permanent
	Audits	At certain intervals
	Memberships	At certain intervals

2.6 Our Customer Relations and **CUSTOMER SATISFACTION**

We manage customer satisfaction according to the procedures we have established within the scope of ISO 10002 Customer Satisfaction Management System and regularly conduct surveys for our customers. We quickly evaluate complaints and objections and resolve them by getting to the root cause and provide feedback to our customers accordingly.

We aim to build the ties we have established with our customers on strong foundations and to continuously increase customer satisfaction with our independent and reassuring attitude. While we ensure long-term collaborations in line with our strong customer relations, we believe that each new collaboration will create a development opportunity for our field of activity and other areas related to this field. With this awareness, with an understanding that always strives to improve our relations with our customers, we regularly conduct customer satisfaction surveys, control our service quality and monitor it at all levels, especially senior management.



Our Corporate Memberships:

UN GLOBAL COMPACT TÜRKİYE

ISWA - International Solid Waste Association

SKD Turkey

TOBB - Union of Chambers and Commodity of Turkey

Sustainability Academy

Turkey Materials Marketplace

TÜDAM - Recyclable Waste Materials Industrialists Association

ÖTASAD - End-of-Life Vehicle Industrialists Association

İGEDDER - Istanbul Recyclers Association

RECYCLERS CONFEDERATION

BIR.ORG

BRITISH CHAMBER OF COMMERCE

ITALY CHAMBER OF COMMERCE

As Akademi Çevre, we believe that sustainability can only be achieved through an interdisciplinary approach and cooperation. With the awareness that preventing the use of resources starts with design, we carry out various studies with industrial design department students within the scope of university and industry collaborations. Within the scope of the 2244-Industry Doctorate Program carried out by TÜBİTAK to train qualified human resources with doctoral degrees needed in the industry in cooperation with universities and industry, we carried out studies with Hacettepe University. Accordingly, in 2019, our "Industry Doctorate Project in the Field of Evaluation of Electronic Wastes" proposal was entitled to be supported by TÜBİTAK.

As Akademi Çevre, we regularly sponsor various social events.

The events sponsored in this direction are as follows

2018	9th TÜRKİTAY (Waste Management in Turkey in All Aspects) Program in 2018
2019	IBB Istanbul International Environment Summit
	TÜÇEV (Environmental Protection Foundation of Turkey) Waste Management Summit
	IREMCON International Environmental Conference
	5th Istanbul Carbon Summit
	Istanbul Garbage and Waste Panel
	İGEDDER (Istanbul Recyclers Association) Sectoral Meeting
2020	Sponsorship for 15th World Equestrian Archery Championship for our National Athlete Ömer Atar
	16th Istanbul Biennial
2021	Fenerbahçe DEV Ataşehir Volleyball and Basketball Jersey Name Sponsorship
	Main Sponsorship of the New Plastics Conference organized by the Sustainability Academy
	Main Sponsor of the Green Business Summit organized by the Sustainability Academy
	Platinum Sponsor at the Istanbul Carbon Summit organized by the Sustainable Production and Consumption Association (SÜT-D)

2.7 Our Social Responsibility PROJECTS

By making sustainability a part of our business model and strategy, we have implemented various awareness-raising and development projects in order to contribute to children, the representatives of the future, and the society in which we operate, in parallel with our mission on issues such as climate change, circular economy and waste management. In this direction, while supporting projects that create environmental and social impact, we make this social responsibility awareness an integral part of our corporate culture.

Examples of our Social Responsibility Projects



Vodafone "These Wastes Write Code"

Since May 2019, we have transformed the e-waste collected in the Bu Atıklar Kod Yazıyor project, of which we have been Vodafone's solution partner, into both social, environmental and economic value. With this project, we have created a large ecosystem by collaborating with many leading companies in Turkey. In parallel with our mission on issues such as climate change, circular economy and waste management, it is also essential for us to contribute to children, the representatives of the future, and our society. With the e-waste collected so far, 7 coding classes were opened in 7 provinces.



Akademi Çevre KidZania Recycling Center

In August 2020, we launched the Akademi Çevre KidZania Recycling Center Project in order to train future waste management experts for a sustainable future and to enable children to experience the entire process from the separation of electronic waste to the contribution of recycling to the environment. Within the scope of the cooperation, where children between the ages of 6-14, who grow up intertwined with technology, can gain a wide experience in waste recycling and environmental protection, a total of 6084 visitors participated in our activities in 2020 and 2021.



E-Waste Campaign

During the reporting period, we implemented circular economy practices within the scope of combating the climate crisis for the welfare of our planet with the E-Waste Mobilization Project, which we implemented in cooperation with the Sustainable Development Association (SKD), and in this sense, we also contributed to the education of children, who are our future. The 70 computers obtained by repairing and re-purposing unused electronics were delivered to the Association for Supporting Contemporary Life (ÇYDD), Koruncuk Foundation, Tider Foundation and Atabağu Primary School in the Baykan district of Siirt.



Traditional April 23rd Painting Contest

Within the scope of April 23rd National Sovereignty and Children's Day, which was gifted to the children of the world by Gazi Mustafa Kemal Atatürk, the founder of our Republic, a painting contest was organized for the children of our employees to support Zero Waste awareness and to reveal their talents in painting. Children between the ages of 5 and 12 participated in the contest and the theme was "Limited Resource Utilization".



AKADEMİ ÇEVRE HOSTED BUSINESS WOMEN AT KIDZANIA RECYCLING FACILITY

With the invitation of the Board of Directors of Akademi Çevre Integrated Waste Management Industry Inc., we hosted the Industrialist Business Women of Kocaeli and Istanbul at KidZania Istanbul. At the invitation, which was also attended by the Kocaeli Provincial Director of the Ministry of Industry and Technology of the Republic of Turkey, we met with children between the ages of 6-14 living in the Love Homes in Kocaeli and experienced the recycling process of an E-Waste together at Akademi Çevre KidZania Recycling Center.



BE A PARTNER IN TRANSFORMATION WITH COLLECTIVE EFFORT!

On October 14th, International E-Waste Day, a collective movement for environmental awareness was initiated by collecting unused or broken electrical and electronic items at Kolektif locations for recycling. This social responsibility project was realized together with AGID, Habitat Association, DCube and KolektifHouse with the slogan #KolektifEfor.



Blood Donation Campaign

Blood Donation Campaign was organized in cooperation with Turkish Red Crescent and with the support of Akademi Çevre employees. The campaign was attended by 61 employees working at our facility.

Aware of the fact that sustainability in social development can only be possible with educated, well-equipped, cultured, initiative-taking, environmentally and socially sensitive generations, Akademi Çevre's donations to associations, foundations and social aid organizations are summarized in the table below.

DONATIONS	2018	2019	2020	2021
Total (Associations, Foundations and Other Institutions and Organizations)	₺34.731,00	₺26.200,00	₺106.405,00	₺34.250,00

2.8 Akademi Çevre COLLABORATIONS

COLLABORATING ORGANIZATION	PROJECT NAME	YEAR
Yeditepe University and İstek Schools	"Seating Element" Design Workshop within the Scope of "University & Industry Collaborations for Sustainable Environment"	2018
Tuzla Municipality	Visiting All Schools in Tuzla Region and Providing Training on E-Waste	
Kültür College	Mentoring and Jury Membership within the scope of Recycling Focused Start-up Development Program	
IGA	Sapling Planting Event within the scope of Sprouting Our Future	
Istanbul University	Diary Activity	
IFAT	Fair	
IREMCON	Conference	
TURKTAY	Panel	
REW	Fair	
Beykent University	Workshop	
Yeditepe University	Lighting Equipment Design Workshop	2019
Eloise Hawser	Istanbul Biennial - Seventh Continent	
Hacettepe University	Environment Summit	
Altınbaş University	Garbage and Waste Panel Speaker in Istanbul	
Boğaziçi University	Education	
Dikili, Bademli	Zero Waste Blue, Coastal Cleanup Awareness Event	
TURMEPA	Zero Waste Blue, Coastal Cleanup Awareness Event	
Step by Step	Istanbul Marathon	
IGA	November 11 is National Reforestation Day	
Istanbul Aydın University	Environment and Culture Lecture, Speaker	
Cop25	Presentation titled "The Impact of E-Waste on Climate Change and Measures Taken in Turkey"	2020
IFAT	Exhibition	
IREMCON	Conference	
TURKTAY	Panel	
VODAFONE	These Wastes Write Code	
Emlakkonut Secondary School	Zero Waste Song	
Yeditepe University	Plastic Recycling (Support to Establish a Workshop)	
KIDZANIA	Recycling Center	
Hacettepe University	Industry-Doctorate Project	
Vodafone	Reworld	
Own Your Garbage Foundation	Waste Survey	2021
KIDZANIA	Akademi Çevre Kidzania Recycling Center	
Sustainability Academy	The New Plastics Economy	
Sustainable Development Association	Circular Economy Week	
Sustainability Academy	Green Business Summit	
Yeditepe University	Webinar	
Green Child	Instagram Live Stream	
Green Child	Podcast	
Vodafone	Hackhaton	
AGID, Habitat, D-Cube, KolektifHouse	E-Waste Project	

2.9 Published Articles and INTERVIEWS

CHANNEL	TYPE	YEAR
Recycling Industry	13th Anniversary Article	2018
Recycling Industry	2017 Investments Article	
Recycling Industry	Motat	
Istanbul Recyclers Association (İGEDDER)	Interview	2019
Recycling Industry	Interview	
Recycling Industry	The Role of Stakeholders in Sustainable Waste Management	
Recycling Industry	New Airport's Waste Management Letter	
Recycling Industry	14th Anniversary Article	
Recycling Industry	Fluorinated Greenhouse Gases Article	
Dünya Newspaper	Interview	2020
Journal of Recycling Economics	Interview	
ST Heavy Industry Solutions	Interview	
Water And Environment Local Waste Magazine	Waste Management in the Covid-19 Process	
Capital Magazine	Industry 4.0 Indispensable Article	
Recycling Industry	Having a Purpose Beyond Profit Article	2021
Dünya Newspaper	Licensed Waste Facilities Increased by 50% in 5 Years Article	
Journal of Recycling Economics	Adapting to the Industrial Revolution	
Recycling Industry	With Covid-19, We Started to Produce 2 Times the Garbage Article	
Istanbul Recyclers Association (İGEDDER)	Sustainable Development Goals for a Better World	
Fortune	News	
Anadolu Agency	News	
Recycling Industry	Climate Crisis, "Natural" Disasters and Code Red for Humanity	
Recycling Industry	Interview	
Recycling Industry	Article titled 365 Days for Sustainable Development, Not Just March 8	



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