



AKADEMİ ÇEVRE

2022

INTEGRATED

REPORT





AKADEMi
ÇEVRE

2022
INTEGRATED
REPORT



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ABOUT THE REPORT

As Akademi Çevre, we are pleased and proud to present our 3rd Integrated Report, in which we share our activities, strategies and targets for the future, for the information of all our stakeholders.

Continuing to publish Integrated Reports in the environmental sector in Turkey, Akademi Çevre continues to share its value model with its stakeholders by publishing its third integrated report and takes firm steps towards guaranteeing that it will serve as a solution-oriented and reliable sector institution for many years.

With our integrated report, which is based on the integrated thinking model, we aim to create communication about value creation and aspects of value, presented periodically.

The integrated reports we present enable us to present all our activities in a more transparent and consistent manner, while providing our stakeholders with valuable insights into our future strategies and capabilities. In addition, this report aims 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.

Our report covers the financial and non-financial (environmental and social) data of our four different domestic plants for the twelve-month period between January 1, 2022 and December 31, 2022 and 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). In addition, as stated in the GRI standards, the necessary content has been determined through a materiality study. Therefore, the content of our report has been created in line with the topics that are considered material for 2022. Performance disclosures are presented within the scope of GRI. In addition, a commitment is made to uphold the principles of the United Nations Global Compact (UNGC) including human rights, labor standards, environment and anti-corruption.

Our report was shared in pdf format on our website www.akademicevre.com under the 'Integrated Reporting' heading under the 'Sustainability' tab and on the Integrated Reports Published in Turkey page of the Integrated Reporting Association (ERTA [http:// www.entegreraporlamatr.org/tr/](http://www.entegreraporlamatr.org/tr/)).

OVERVIEW OF THE YEAR 2022



In 2022, when the effects of the pandemic have diminished but its traces remain and the industrial world is adopting different approaches in addition to conventional approaches, Akademi Çevre continued its activities effectively and carried out various activities within the scope of sustainable management of waste. On January 7, our Sustainability Manager participated online in the Integrated Reporting Awareness Training titled "Integrated Reporting Framework and Preparation Process" organized by ERTA. Uğur IŞIK, our Chairman of the Board of Directors, shared an article in the February issue of Recycling Industry Magazine about the experiences of Akademi Çevre in waste management and its responsibilities in this field.

On February 9, the "Circular Conversations" series was launched as part of the Collective Effort Project, of which Akademi Çevre is a stakeholder, and the first panel discussion on electronic waste was held at Kolektif House Maslak with the participation of our Business Development Manager. The same event was featured in Dünya Newspaper dated 22.02.2022 with the headline "Collective Effort Against E-Waste Problem". At the Climate Council held in Konya between February 21-25, Akademi Çevre participated in the "Greenhouse Gas Reduction 2" commission, one of the commissions that determined the steps towards Turkey's "2053 Net Zero Emission and Green Development Goals". In this commission, contributions were made especially on Waste, Building, Agriculture and LULUCF (Land Use, Land Use Change and Forestry).

In the March issue of the Recycling Industry Magazine, our Business Development Manager's article titled "Climate Crisis Cannot be Fought Without Women!" was published. We participated in the "EKO İKLİM" Economy and Climate Change Summit, one of Turkey's most important environmental events, held in Ankara on March 30-31, to combat climate change and minimize its effects on the economy.

In April, as one of the activities to support education, our facility sites were opened to the students of the Industrial Design Department of Yeditepe University and studies were carried out within the framework of the "Design for Upcycling" Project, a collaboration between Akademi Çevre - Yeditepe University - DHL. On May 15, as one of the activities carried out in the field after the pandemic, a Waste Collection Organization was organized in Belgrade Forest in cooperation with Akademi Çevre, Clean Waste Association and ITU Vocational and Technical Anatolian High School Environment Club. In the June issue of Recycling Industry Magazine, our Business Development Manager's article titled "We Have as Much Responsibility as the World Because the Future is at the End of the Line" was published. June Environment.

Within the scope of the Waste Collection Week, a waste collection event was organized in partnership with Schneider Elektrik on June 6 in Manisa Çiftlik Park. A meaningful activity was realized by combining awareness raising with art with the concert given after the event. Also in June, our Tuzla Plant was introduced and useful discussions were held on topics such as Green Campus, sectoral problems, entrepreneurship and digitalization in an event organized by Boğaziçi University Environment Club students and Prof. Dr. Nilgün KIRAN CILIZ, which is one of the events we value as Akademi Çevre. In June, meetings were also held under the umbrella of TÜDAM Association, where Akademi Çevre is also on the Board of Directors, and moderated by Prof. Dr. Erdem GÖRGÜN, to plan future activities and create a future model to play a role in all recyclable wastes. At the "Investing in the Future Awards-Civil Society 2021" award ceremony held on June 28, we won the 3rd prize in the Projects category with the "Collective Effort Project" we implemented together with our stakeholders. >>





CO₂

OVERVIEW OF THE YEAR 2022

On October 3-4, Akademi Çevre participated in the “Circular Economy Workshop” organized within the scope of the Evaluation of Turkey's Potential for Transition to Circular Economy Project (DEEP) supported by the European Union IPA funds. Our organization, which attaches great importance to raising awareness of young people on waste management, organized an electronic waste collection event on the campus of Uludağ University on October 14, International E-Waste Day, in partnership with Akademi Çevre, Uludağ University, Vodafone and BalkansiAd Bursa.

At the 12th TÜRKAY held on October 19-20, as Akademi Çevre, we participated in the meetings organized with the main theme of “The Energy of Green Development in Turkey: Waste” and shared our sectoral experiences on waste management. As Akademi Çevre, we participated in the “International Eurasia Waste Management Symposium” held between October 24-26 with our stand where academia and the sector came together. We supported activities to raise awareness on sustainability and came together with those concerned about our responsibility in understanding the importance of environmental sustainability by participating in the “Environment and Sustainability Conference” held at METU on November 5.

Our Climate and Environment Director attended COP 27, the most important international environment and climate event of the year, held in Egypt between November 6-20 this year, and made a presentation titled “Green Energy: Waste” in the panel titled “Useful Sectoral Practices for Climate Change”. We shared important points in waste management processes and represented our country in the best way possible in this field.

On December 2, our Climate and Environment Director shared our company's assessments at the “UN Climate Change Assessment Meeting” organized by ERTA. Again in December, we came together with the students of Medipol University Industrial Design Department and provided information on waste recycling. In the December issue of the Recycling Industry Magazine, an interview prepared by our Climate and Environment Director about our RDF plant

was shared. As Akademi Çevre, we were proud to complete the year 2022 by receiving an award in the category of “Best Waste Management Company of the Year” at the “Boğaziçi Environment Awards” organized by Boğaziçi University Electrotechnology Club on December 16, which is very meaningful for us.

As you can see, as Akademi Çevre, activities and projects that will contribute to the circular economy and sustainability were among our priorities in 2022. 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 has been with us on this path.



**TOP MANAGEMENT MESSAGE
MESSAGE FROM THE CHAIRMAN
OF THE BOARD OF DIRECTORS**

**"FOR A MORE SUSTAINABLE
TOMORROW, WE CONTINUE
SUCCESSFULLY DOING
OUR PART IN RECYCLING TODAY."**



Uğur IŞIK
Chairman of
the Board of
Directors

Dear stakeholders,

The year 2022 was a year in which we took important steps in line with the mission of Akademi Çevre. I am pleased to inform you about our company's activities and plans for the future through this integrated report. Compared to the previous year, we have achieved significant success by increasing our waste management and recycling capacity. Despite global economic fluctuations and challenges in our industry, we overcame these challenges by developing flexible business models and innovative solutions. We also achieved an increase in customer satisfaction and strengthened our relationships with our business partners. By taking decisive steps in environmental sustainability, we managed to reduce our carbon footprint. At the same time, we expanded our social responsibility projects by collaborating with local communities and continued to add value to our society. In the future, we aim to further advance our projects focused on environmental sustainability and innovation. In line with our 2023 and beyond strategic goals, we will invest in innovative technologies that will make our waste management and recycling processes more efficient. We will also continue to develop innovative solutions in digital transformation and data analytics.

We would like to thank all our employees, business partners and valuable stakeholders for making these achievements possible. We firmly believe that we will continue to achieve success together in the future. We will continue to work with the same determination and resolve in the future.

Best regards,,

Uğur IŞIK

Chairman of the Board of Directors



TOP MANAGEMENT MESSAGE
CEO MESSAGE

Ufuk IŞIK
CEO



Dear stakeholders,

After the pandemic period, the effects of inflation and serious fluctuations in both international and local economies created various challenges in the recycling sector in 2022, as in almost every sector. As Akademi Çevre, we carried out our processes in the most effective way by both supporting our corporate customers and paying attention to using our own resources in the most efficient way in the integrated waste management processes we were a part of during this period. After the pandemic period, which was characterized by uncertainties, we pulled our companies out of this challenging period strongly with the right goals and management approach and ensured sustainable growth.

During this period, we continued our operations without interruption, prioritizing the health and safety of our employees and customers. By developing innovative and flexible solutions, we increased efficiency in our waste management and recycling processes. Despite economic fluctuations, we successfully achieved our financial targets and maintained our leading position in the sector.

2022 was also a year in which we strengthened our commitments to environmental sustainability. We took important steps to achieve our carbon footprint reduction targets and implemented innovative projects to minimize our environmental impact. These projects not only provided environmental benefits, but also reduced our operational costs and made our business processes more efficient.

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. Looking to the future, Akademi Çevre will continue to invest in innovative technologies and develop projects focused on environmental sustainability. In line with our strategic goals, we will work to consolidate our leading position in the sector and increase our contribution to society. I would like to thank our employees, business partners and valuable stakeholders for making all these achievements possible and emphasize our belief that we will achieve even greater success together.

Best regards

Ufuk IŞIK
CEO

ABOUT AKADEMİ HOLDING

Akademi Holding was established in Istanbul in 2020. It includes leading companies such as Akademi Çevre A.Ş. operating in the waste management and recycling sector, Etitay Group, ABT Telekom and NOW Consultancy, STG Industry operating in the food and agriculture sector, and Ekopet Energy operating in the service sector.

It also supports the Turkish Climate, Environment and Energy Foundation (TİÇEV), which started its activities in 2021 as a corporate reflection of its sustainability vision. Among the objectives of TİÇEV is to carry out activities related to reuse, recycling, recovery, waste treatment, waste collection and sorting, waste storage, waste transportation and similar integrated waste management activities in our country within the scope of circular products in a sustainable environment with the goals of zero waste and zero carbon approach in all segments of society.



ABOUT AKADEMİ ÇEVRE

Akademi Çevre Entegre Atık Yönetimi Endüstri A.Ş., one of the subsidiary companies of Akademi Holding, mainly provides Integrated Waste Management services to its corporate customers within the scope of its licenses. It manages its processes by continuing its efforts to reduce the use of resources as the main goal and thus to create processes that will continue sustainable life. For this purpose, it offers its corporate customers the environmental solutions they need with Zero Waste, Resource Management Compatible with Circular Economy and Sustainability-oriented services.

Akademi Çevre started its activities in 2005 with noise and sound measurements. In addition, it has adopted to develop a complementary service environment with processes tailored to the needs of corporate customers with respect to agenda items. In 2009, the Company was authorized by the Ministry of Environment and Forestry to process electronic waste in order to expand its field of activity and to participate in the recycling sector, which is one of the most important parts of today's environment. In 2011, an important initiative was taken to realize its growth targets by investing in an Integrated Waste Management Facility in Tuzla, Istanbul.

Since then, the Company has obtained the necessary permits under the jurisdiction of the Ministry of Environment and Urbanization through Environmental and Permit Licensing activities, and has continued its environmental and waste management services as a licensed company. While providing services to the country's leading national and international corporate companies within the scope of this activity, the investment in the Refrigerator Large Goods Recycling Plant was completed in 2016 with the wastes within the scope of the Regulation on Waste Electrical and Electronic Equipment (WEEE). In 2017, within the scope of the Stockholm Convention, which Turkey supports, a 376 m² plant for the treatment of transformer oils containing Polychlorinated Biphenyls (PCBs) became operational. In 2018, it became the largest Integrated Recycling Plant in Turkey with an indoor and outdoor facility with an indoor and outdoor area of over 12,000 m².

In the same year, the Solid Waste Collection Plant of Istanbul Airport, the largest airport in Turkey, was taken over by the Manisa liaison office. 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 plant. In 2019, a communication office was established in Ankara and Environmental Measurement and Analysis Laboratories were established in Istanbul and Manisa.

In 2020, with the establishment of Akademi Invest Holding, Akademi Çevre joined the holding. In the same year, Akademi Çevre established a Refuse Derived Fuel (RDF) Plant in Kocaeli province under the name Akademi Çevre ATY and an Izmir Recycling Plant to provide an alternative to fossil fuels and to contribute to the country's economy and sustainability goals, which is one of the main objectives of Akademi Holding. In 2021, the waste management network was further expanded and Adana Recycling Plant was established. In 2022, precious metal refinery investments were realized, accelerating steps towards the circular economy. In addition, a TSE-approved mobile phone and tablet refurbishment center was established this year.

ABOUT AKADEMİ ÇEVRE

As can be seen from the plants established and the work carried out, the sustainability of waste management in Turkey and contributing to the circular economy is one of the main objectives of Akademi Çevre. In line with these goals, both internal and external stakeholders are prioritized for each area served and processes prepared specifically for each stakeholder are managed. The main activities of Akademi Çevre are 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 with a large fleet of vehicles licensed for Waste Transportation, Recycling and Recovery services. When the activities of Akademi Çevre are examined in detail, it is clearly seen that it adopts an environmentally friendly approach to combat climate change and combat climate change by providing a wide network of activities that complement each other in terms of environmental services and using fewer resources.

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

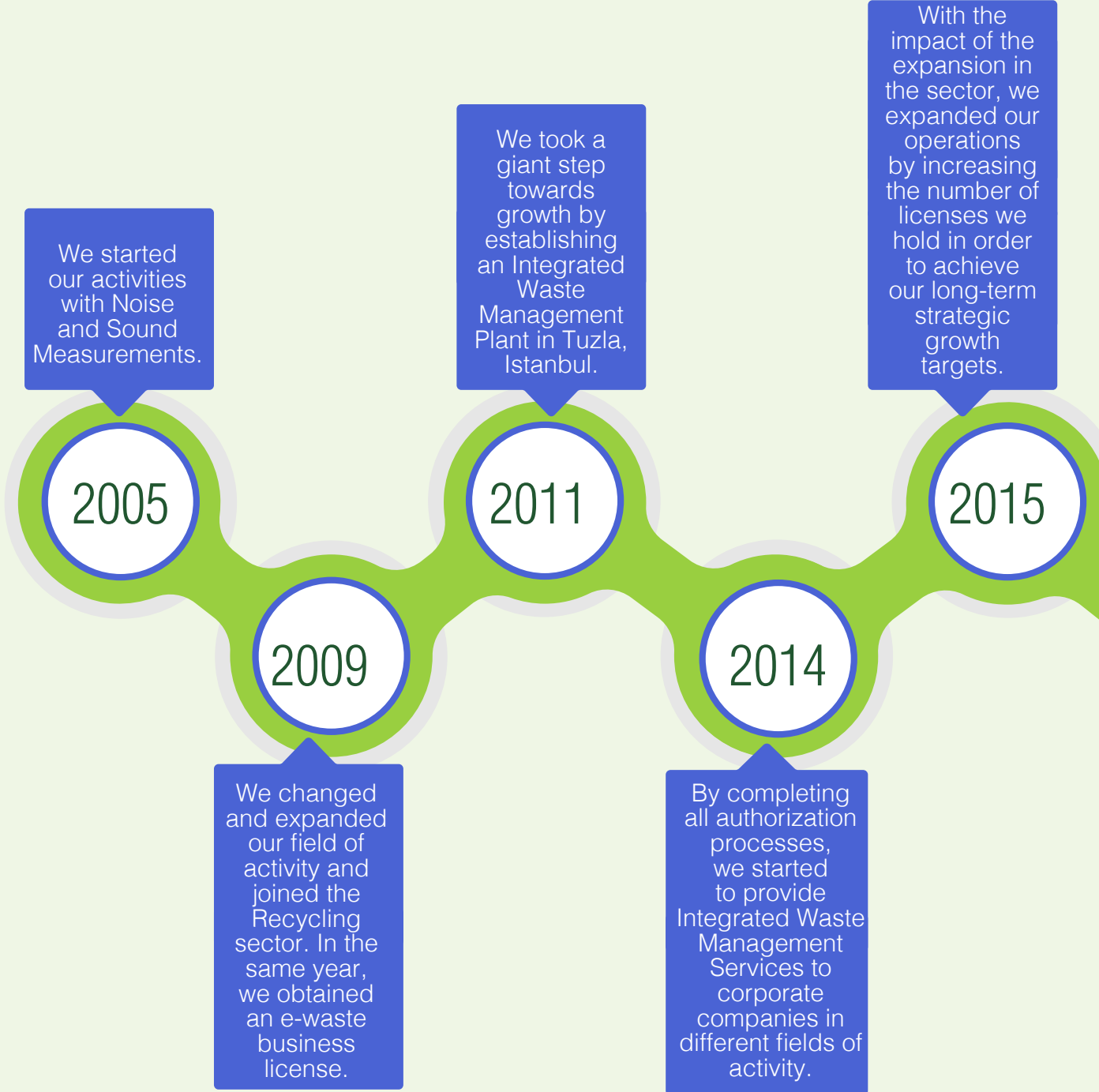
that Akademi Çevre has. In addition, within the scope of the integrated management system, quality, environment, occupational safety and data security management systems standards are used and all activities are carried out and documented in accordance with these standards. Akademi Çevre is also a member of the British Safety Council, an international accreditation organization in the field of Occupational Health and Safety.

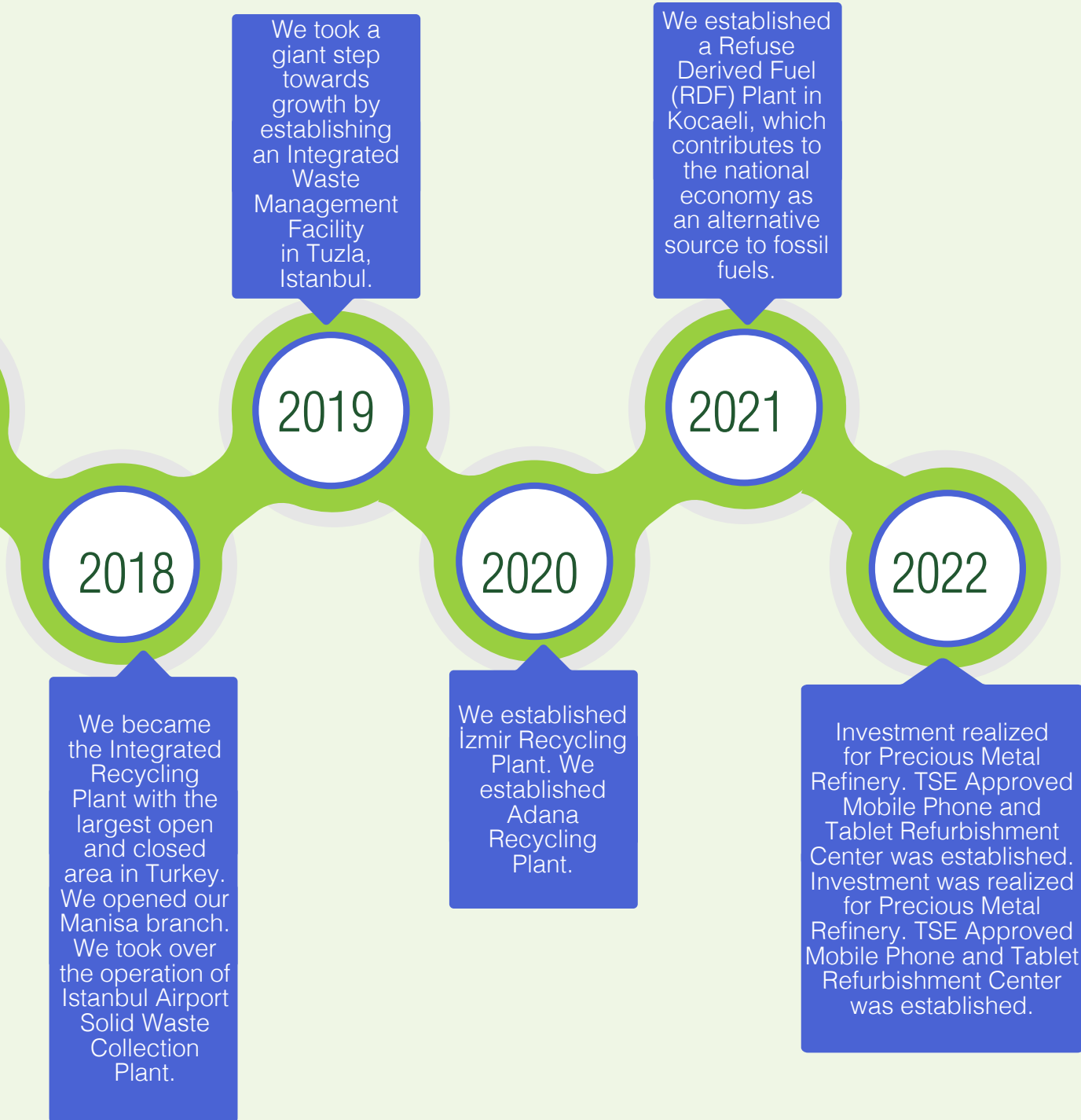
In order to emphasize the importance of the social dimension of sustainability, Akademi Çevre also takes steps to contribute to the education of new generations. Launched in 2020, Akademi Çevre KidZania Recycling Center aims to raise environmental awareness among children between the ages of 6 and 14 by providing them with experience in various recycling/recycling activities so that they can better understand the importance of sustainability and waste management. Akademi Çevre is also an academy for university students studying Environmental Engineering and other related departments. It offers internship opportunities and technical trips to students who want to improve themselves especially in integrated waste management and processes related to waste legislation.

Our Plants and Branches operating under Akademi Çevre A.Ş. :



MILESTONES





SERVICES

Akademi Çevre, whose main field of activity is “Integrated Waste Management”, also provides services in various fields such as “Environmental Consultancy”, “Laboratory Environmental Measurement and Analysis”, “Waste Recycling / Recovery” and “Logistics Operation in Waste Transportation”. It offers these services with dedication and pride to its corporate stakeholders operating in various fields at national and international level in accordance with the relevant legal regulations and standards.

When the fields of activity of Akademi Çevre are examined in detail; it is seen that waste management activities such as collection, handling, storage, purification, processing and recycling of hazardous and non-hazardous wastes are prioritized. These detailed waste management activities are carried out within the framework of regulations such as all regulations, circulars and communiqués published under the Environmental Law.

The following services are generally provided within the scope of all activities:

- Integrated Waste Management
- Storage Service
- Sludge Drying
- Building Demolition and Dismantling
- 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
- Cell Phone and Tablet Refurbishment
- 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



The activities we serve as Akademi Çevre are listed below.

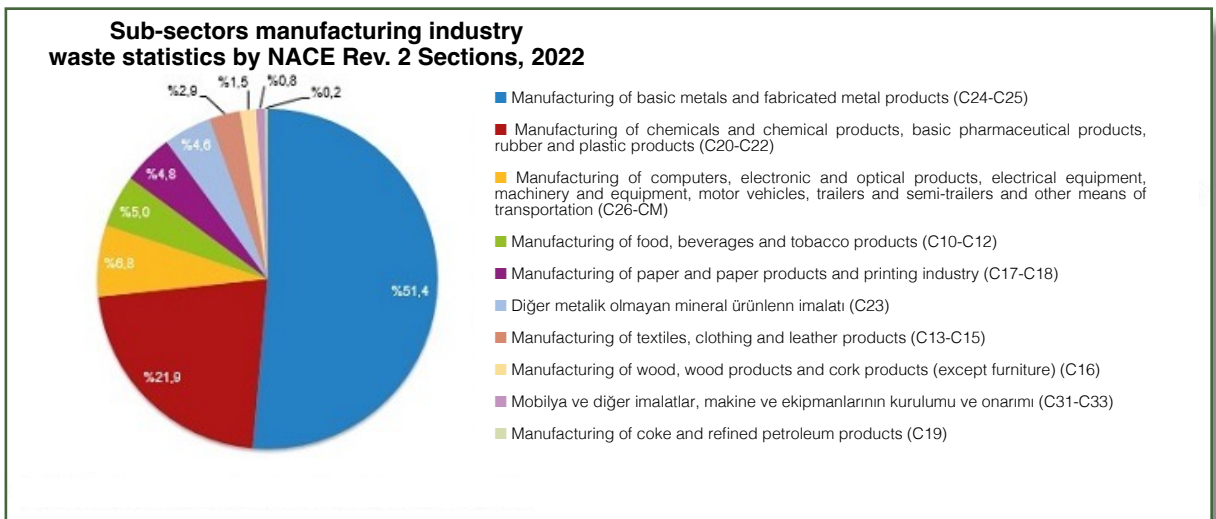
Integrated Waste Management	It covers the operation of the temporary storage area of the companies, transportation, interim storage, recycling, recovery and disposal of hazardous/non-hazardous wastes.
Storage Service	It is the storage of hazardous and non-hazardous wastes to be sent to licensed disposal/recycling plants.
Sludge Drying	These are the processes applied in order to increase the solids content of the sludge formed as a result of the treatment of wastewater.
Building Demolition and Dismantling	It is a mobile system used for demolition/dismantling of buildings, concrete blocks, concrete poles, asphalt.
Recycling of Waste Electrical and Electronic Equipment	Small household appliances, lighting equipment, IT and telecommunication equipment, refrigerators and air conditioners are recycled.
Cell Phone and Tablet Refurbishment	At the TSE-approved refurbishment center, licensed experts refurbish mobile phones and tablets and extend their lifespan with an environmentally friendly and reliable approach.
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 purification of sulfur hexafluoride (SF6) for reuse.
Collection, Sorting and Recycling of Packaging Waste	Recycling of plastic, glass, metal, paper and cardboard packaging waste is carried out.
Cable Recycling Plant	The copper, aluminum and plastic materials in the cable are recycled without loss of quality and raw materials are produced for industry.
Product Destruction	It is the physical destruction of products that companies do not want to be put back on the market for various reasons such as production errors, defective brand products, excess stock products, obsolete raw materials. After the acceptance of these products, they are safely destroyed so that they cannot be used again.
Data Destruction	It is the destruction of companies' Information Technology equipment containing information by magnetic (degaussing) and physical methods in order to prevent reintroduction to the market.
Refuse Derived Fuel (RDF) Production	Especially in the cement sector, Refuse Derived Fuel (RDF), which is an alternative energy source needed to reduce fossil fuel consumption, is produced.
Consultancy Service	Environmental Consultancy services are provided to institutions, organizations and businesses to carry out their activities in accordance with Environmental Legislation.
Environmental Analysis and Measurement Laboratory	We have a TÜRKAK accredited and comprehensive Environmental Analysis and Measurement Laboratory. In our laboratories; Flue Gas Measurement, Emission and Air Quality Measurement, Acoustic / Noise Measurement, Water / Waste Water Analysis, Sewage Sludge Analysis, Waste Oil Analysis, Precious Metal Analysis, Occupational Hygiene Testing and Analysis, Sampling services are provided.

ACTIVITIES IN 2022 AKADEMİ ÇEVRE IN FIGURES IN 2022

Statistical Data for the Sector in 2022

According to the 2022 Turkish Statistical Institute (TurkStat) report, a total of 109.2 million tons of waste, 29.4 million tons of which was hazardous, was generated in manufacturing industry workplaces, mining enterprises, thermal power plants, organized industrial zones (OIZ) and households. In manufacturing industry workplaces, this amount was 28 million tons of waste, 5.4 million tons of which was hazardous. Of this amount, 14.5% was recovered within the plants, 13.5% was sent to sanitary landfills, 3.3% was stored at the sites of the workplaces, 3.1% was collected by municipalities and OIZ administrations, 2% was sent to co-incineration or incineration plants, 0.3% was used as filling material/reintroduced to nature and 0.1% was disposed of by other methods.

In the sub-sector manufacturing industry waste statistics in NACE Rev. Sections, the share of the manufacture of basic metals and fabricated metal products is shown as 51.4%. This was followed by manufacturing of chemicals and chemical products, basic pharmaceutical products, rubber and plastic products, basic pharmaceutical products, rubber and plastic products and manufacture of computers, electronic and optical products, electrical equipment, machinery and equipment, motor vehicles, trailers and semi-trailers and other means of transportation with 21.9% and 6.8% respectively.



*The figure is taken from the Waste Statistics 2022 data which is available at <https://data.tuik.gov.tr/>

According to TurkStat statistics for 2022, 133.2 million tons of waste was processed in waste processing plants which excludes pre-processing plants such as waste collection, sorting, interim storage, etc. (data also includes imported waste). While 81.4 million tons of this waste was disposed of, 51.7 million tons were recovered. Of the recovered amount, 48.5 million tons were recycled in recovery plants as metal, plastic, paper, mineral, etc. waste. The table shows indicators for 2020 and 2022.

Waste disposal and recovery plant indicators, 2020, 2022				
	2020		2022	
	Number of plants	Amount of waste processed (Tons)	Number of plants	Amount of waste processed (Tons)
Waste disposal and recycling plants	2 752	127 401 232	3 136	133183 175
Waste disposal plants	184	78 333 403	200	81 446 031
Landfill plant	174	77 762 423	191	80 996 500
Incineration plant	10	570 980	9	449 532
Waste recovery plants	2 568	49 067 829	2 936	51 737 143
Composting plant	9	127 046	11	120 096
Co-incineration plant	50	1 298 579	59	3 154 270
Other recovery plants ¹	2 509	47 642 204	2 866	48 462 778

Figures in the table may not add up to the total due to rounding.
Waste coming to the plants from abroad is included.
¹ It includes plants that recycle metal, plastic, paper, mineral, etc. wastes..

*The table is taken from the Waste Statistics 2022 data which is available at <https://data.tuik.gov.tr/>



Integrated Waste Management Activities

With more than 250 employees, Akademi Çevre has achieved its targets for 2022 with its activities such as waste recycling, recovery, storage, licensed waste transportation, waste to fuel derivation. In 2022, the waste processing capacity was increased to approximately 4000 kTon and a production of approximately 15% more than the previous year was achieved. While more than 700 waste codes were accepted to all plants, support continued to be provided to corporate customers with 10+7 licenses. Logistics services continued with a fleet of over 50 vehicles, 16 of which are licensed.

250+
Employees

10+7
Licenses

50+
Licensed
Logistics
Fleets

700+
Waste
Codes
Accepted to
the Plant

The production amounts of Akademi Çevre, which realizes investments to increase its production capacity every year, are given in the table including the activities in all its plants.

Our Production by Activity (Tons)	2018	2019	2020	2021	2022
Refuse Derived Fuel (RDF)	-	-	-	2645,0	3365,5
Waste Electrical and Electronic Equipment (WEEE)	1489,4	1695,8	595,7	3479,5	4286,7
Packaging Waste Recovery (PWR)	30,5	93,6	887,5	1910,5	2103,4
Scrap Metal Processing (SMP)	2340,5	2910,4	1142,9	2987,2	3254,3
End-of-Life Vehicle (ELV)	-	-	2,5	10,7	18,1
PCB Decontamination (PCB)	1286,3	604,8	432,5	637,3	684,7
Hazardous Waste Recovery (HWR)	1052,4	1084,2	731,5	1780,6	2130,8
Non-Hazardous Waste Recovery (NHWR)	1323,8	1360,4	759,9	4651,4	5731,5

As Akademi Çevre, we have the Hazardous Material Transportation Certificate issued by the Ministry of Transport and Infrastructure for the transportation of waste by road. Transportation and logistics operations have a major impact on our environmental and business performance. In 2022, we transported approximately 30.000 tons of waste from our customers to our plants with 2.315 logistics movements. Akademi Çevre, which calculates greenhouse gases and publishes a carbon footprint report every year according to ISO 14064: 2018 Greenhouse Gas Calculation and Verification Standard, works on necessary improvements by taking into account the results such as emission reduction, time and fuel saving.

Year	Number of Logistics Operations
2018	438
2019	1937
2020	2057
2021	2098
2022	2315

In 2022, numerical data on our refuse derived fuel production plant, environmental consultancy services and environmental measurement and analysis laboratory activities, which we implemented in line with our growth plan, are given under headings.

REFUSE DERIVED FUEL PRODUCTION:

The amount of waste produced in our Akademi Çevre Refuse Derived Fuel (RDF) plant and used as fuel in 2022 was 3.150.000 kg and this amount was calculated as the equivalent of approximately 2.400.000 kg of coal or approximately 1.55 kg of fuel oil. Considering that RDF generates much lower carbon emissions than these two fossil fuels and that waste is safely disposed of in this way, the benefits of RDF activity will be better understood.

Accordingly, while the total carbon emission of the RDF produced in 2022 is 2.150 tCO₂, the carbon emissions that would occur if an equivalent amount of coal or fuel oil were burned instead of RDF are calculated as approximately 6.400 tCO₂ and 5.500 tCO₂, respectively. According to these data, direct carbon emissions from combustion are reduced by 66.4% if the substituted fuel is only coal and 61% if the substituted fuel is fuel oil.





ENVIRONMENTAL MEASUREMENT AND ANALYSIS LABORATORIES FAALİYETLERİ:

In the evaluations made in the light of technological and scientific advances, it is seen that the basis of environmental problems is the activities of institutions and organizations. Due to this concrete reason, countries in the national and international arena are trying to produce solutions and aim to reduce environmental impacts with legal regulations. In addition, the need for environmental laboratories for the detection, 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 constitute the basis for all

kinds of permits, monitoring and inspections for environmental pollution. These measurements and analyzes are carried out with samples obtained from emissions, air quality, noise, vibration, water, wastewater and soil. Activities are controlled by sending reports to the Ministry of Environment, Urbanization and Climate Change through the Integrated Environmental Information System. In this way, the compliance of companies with environmental legislation is checked and studies on the prevention, mitigation and management of environmental problems are carried out.



Services provided in our laboratories:



FLUE GAS MEASUREMENT SERVICES

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



ACOUSTIC / NOISE MEASUREMENT SERVICES

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



TREATMENT SLUDGE ANALYSIS SERVICES

Analyzing the parameters to be determined for the reuse or landfill of waste sludge.



WASTE OIL ANALYSIS SERVICES

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



WASTE ANALYSIS SERVICES

Determination of the character of a substance or material that is released into the environment or that must be disposed of in accordance with the regulation on the landfilling of waste.



SAMPLING SERVICES

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



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.



PRECIOUS METAL ANALYSIS SERVICES

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



OCCUPATIONAL HYGIENE TESTING AND ANALYSIS SERVICES

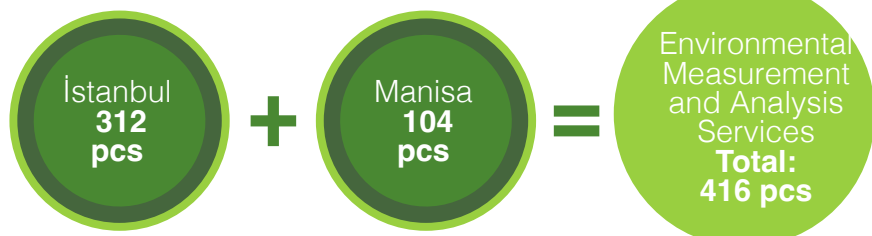
Measurements and analyzes to protect the health of the person in the working environment.



EMISSION (AMBIENT AIR) AND AIR QUALITY MEASUREMENT SERVICES

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

We provided a total of 416 environmental measurement and analysis services, 312 in our Istanbul laboratory and 104 in our Manisa laboratory.



ENVIRONMENTAL CONSULTANCY SERVICES:

Given the knowledge and experience we have gained, we provide consultancy services on the implementation and integration of international environmental and sustainable approaches in the Turkish business world. The principle of sustainability is kept at the forefront and the principle of customized approach is respected according to the strategy and needs of the institution. All project processes are adapted to the current situation of the organization and customized solutions and road maps are created.

Our Areas of Expertise:



Year	Consultancy Services
2020	6
2021	10
2022	15

R&D ACTIVITIES AND RELATED INVESTMENTS:

As Akademi Çevre, we make significant investments in R&D activities in order to increase the value to be obtained by evaluating and recycling wastes. We closely follow sectoral, national and international trends, successful R&D studies and technological developments and carry out our studies in this direction. We cooperate with various universities in the fields of technology and method development in order to gain the academic knowledge needed to support industrial development. Aiming to increase the competence of our personnel, we regularly organize trainings 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.

We contribute to the sustainability of our environment by prioritizing increasing profitability by producing high value-added products in order to reduce our country's foreign dependency. With our R&D organization, which is strengthened by its postgraduate educated staff and academic collaborations; we develop projects for the use of alternative and, where possible, natural-sourced, low-cost raw materials and bring the products obtained from its projects

and the cost advantage it provides to various sectors it serves.

We continue our efforts to be a pioneer in the sector by anticipating and implementing technologies that can be developed in the future within the scope of R&D activities that develop the principle of R&D and intellectual rights and increase creativity and innovation. Increasing competitiveness in the international market, initiating and advancing the environmentally sensitive product development process, presenting the completed R&D projects to the customer experience and ensuring that they become a demandable product in the market are among our goals.

As Akademi Çevre, we initiate and continue the patent processes for the products and studies obtained from our projects as a guarantee of these objectives.

Within the scope of the project, we carried out management practices for more than 16 tons of oil purification process and more than 30 tons of oil disposal process between March and June 2022. In addition, we tried to minimize the effects caused by persistent organic pollutants by performing more than 135 out-of-process analyzes.



INVESTMENTS IN ENERGY MANAGEMENT:

Other Investments: : In 2022, Precious Metal Refinery investment was realized with the aim of providing value to the economy of our country and to ensure that the products to be obtained from waste are obtained with the latest technologies. The precious metal recovery process is continuously supported by R&D studies to obtain value-added products from waste.

The Turkish Standards Institute Approved Mobile Phone and Tablet Refurbishment Center investment was realized at the Tuzla Plant. In this way, electronic equipment such as cell phones and tablets are reused before they are separated as waste and recycled as secondary raw materials in line with circular economy principles. Renewal processes are carried out by keeping information security at the highest level in application processes. Refurbished devices are offered for reuse with a renewal guarantee. The renewal of unusable devices contributes to the national economy through circularity.

Akademi Çevre laboratory provides measurement services within the scope of the Regulation on Environmental Measurement and Analysis Laboratories Qualification Regulation of the Ministry of Environment and Urbanization and the Regulation on Labor Hygiene Measurement, Testing and Analysis Laboratories of the Ministry of Family, Labor and Social Services with its expert staff. At the same time, our laboratory, which serves within the framework of the Turkish Accreditation Agency (TÜRKAK) and internationally recognized standards, serves with its headquarters and branches. In 2022, it expanded its scope in the fields of Environment, OHS and Emission and became one of the leading laboratories of our country.



SUSTAINABILITY MANAGEMENT STRUCTURE AND AGENDA

VALUE-ORIENTED SUSTAINABILITY APPROACH

As Akademi Çevre, we see that climate change is the most important problem of today and the future. With the uncontrolled use of resources and the negative impact of wastes on receiving resources and the ecosystem, the food and water crisis in the world has become a threatening environmental threat in many countries and this problem will grow exponentially if necessary measures are not taken. While our investments and efforts to utilize waste and recycle it into nature as a valuable raw material continue at full speed, we are also working meticulously to build a sustainable future with our efforts to reduce waste at source and contribute to the circular economy.

With the rapid increase in the world population, production opportunities are diversifying and increasing, and there is an unlimited need for raw materials. As Akademi Çevre, it is our most important duty to manage the use of raw materials primarily by reducing the use of raw materials at the source, and if it cannot be reduced at the source, to ensure recycling and recovery. In this direction, we pioneer innovative projects in all our plants within the framework of Zero Waste and Circular Economy goals and raise awareness of all our stakeholders. We aim to continue on our path with pioneering efforts to monitor and reduce carbon emissions. Our Company has a publicly disclosed Corporate Sustainability and Responsibility Policy. Within the scope of this policy, we have the following basic commitments:

- To ensure full compliance with applicable national and international legal regulations,

our company's commitments and industry norms

- To strictly prohibit child labor at our suppliers in our value chain and to commit to reject such a practice
- To reject working conditions defined as inhumane, exploitative, discriminatory or unhealthy in all cases
- To guarantee all employees a decent wage to meet their basic needs
- To ensure compliance with applicable laws and industry standards regarding working hours, public holidays and vacations
- To reject any form of discrimination in the hiring, remuneration, training, promotion, dismissal or retirement of employees
- To take Occupational Health and Safety measures in full
- To focus on the peace of the working environment and employee satisfaction
- To respect the dignity and personality of employees and not to allow any form of harassment, pressure, threats or coercion.

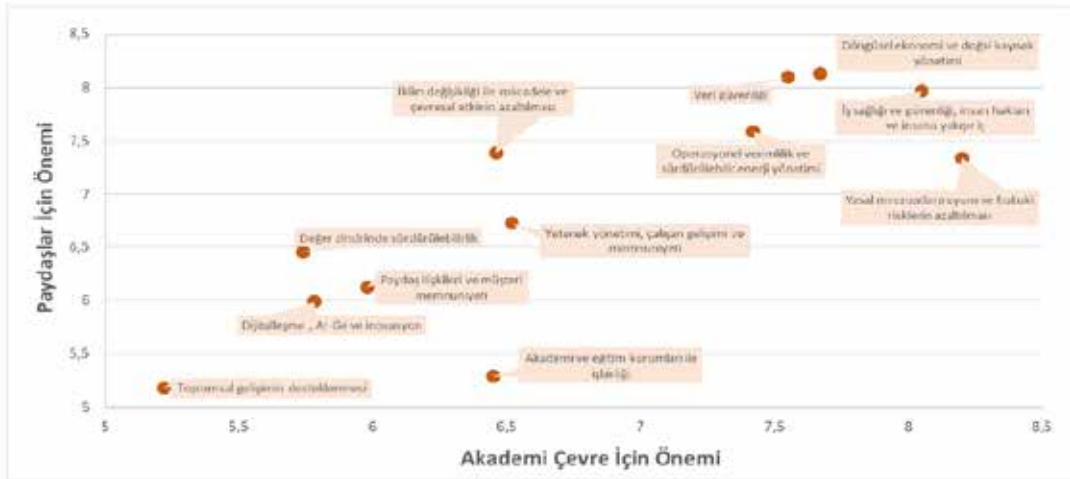
As Akademi Çevre, we have integrated sustainability into the way we do business as part of our responsible leadership approach to all our stakeholders. Since 2017, we have been regularly evaluated by Ecovadis, an independent sustainability assessment organization. In the evaluation criteria, employee and human rights, ethics and sustainable procurement issues are monitored as well as environmental activities. In 2022, we were awarded a medal for our good performance in all these activities.

PRIORITIZATION ANALYSIS

Akademi Çevre continues its efforts to meet the requirements of global standards with its strategic sustainability management approach. In this context, one of the key elements is to effectively manage the social, environmental, economic and ethical impacts arising from the activities of companies. At the same time, it is of great importance to understand the primary concerns and expectations of stakeholders in these impact areas and to create a transparent and sustainable company model in order to respond to these expectations. As Akademi Çevre, priority focus areas have been identified in this context, stakeholder engagement strategies have been created according to these focus areas, and sustainability studies are carried out in line with this data.

In the event of changing standards, economic and social conditions, as well

as the evolution of market dynamics in the sector in which Akademi Çevre operates, these priority focus area studies are regularly reviewed and repeated if necessary. The materiality analysis presented in the graph below was conducted to identify the prioritized expectations of the key stakeholders of Akademi Çevre and to guide the company's priorities accordingly. In addition, this study was completed by communicating with the company's key stakeholders on different platforms and questioning their expectations. In the evaluation process, the prioritized issues and sector-specific expectations of examples from similar sectors in Turkey and abroad were also taken into consideration. The priorities identified as a result of these studies were guided by GRI standards, United Nations Sustainability Development Goals, sectoral priorities and international sustainability organizations.



According to the results of the materiality analysis, Akademi Çevre's high priority sustainability issues are as follows:

- Circular economy and natural resource management,
- Occupational health and safety, human rights and decent work,
- Combating climate change and reducing environmental impact,
- Data security,
- Operational efficiency and sustainable energy management.

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

Our Priority Topics	Relevant UN Sustainable Development Goal	Relevant Capital Item
Cooperation with Academia and Educational Institutions	 	Intellectual Capital, Human Capital, Manufactured Capital
Sustainability in the Value Chain	     	Natural Capital, Intellectual Capital, Financial Capital, Manufactured Capital
Digitalization, R&D and Innovation	    	Intellectual Capital, Financial Capital, Social Capital, Manufactured Capital
Circular Economy and Natural Resource Management	  	Natural Capital, Financial Capital, Social Capital, Manufactured Capital
Combating Climate Change and Mitigating Environmental Impact	  	Natural Capital, Financial Capital, Social Capital
Occupational Health and Safety, Human Rights and Decent Work	   	Human Capital
Operational Efficiency and Sustainable Energy Management	     	Intellectual Capital, Natural Capital, Manufactured Capital
Stakeholder Relations and Customer Satisfaction	   	Intellectual Capital, Manufactured Capital, Social Capital
Supporting Social Development	     	Social Capital
Data Security	 	Financial Capital
Compliance with Legal Regulations and Mitigation of Legal Risks	 	Natural Capital, Intellectual Capital, Manufactured Capital, Social Capital
Talent Management, Employee Development and Satisfaction	   	Human Capital, Intellectual Capital

INTEGRATED BUSINESS MODEL BASED ON SUSTAINABILITY APPROACH

As Akademi Çevre, we build our business model on the principles of Circular Economy. The concept of circular economy offers an approach that aims to end fast consumption habits and re-evaluate the materials discarded after use.

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






Capital Item	Description	Relevant Capital Items for Akademi Çevre	Material Issues Related to the Capital Item
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 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 plants and equipment for efficient and quality production • Plants established in advantageous locations in terms of access to waste (Istanbul, İzmir, 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

Capital Item	Description	Relevant Capital Items for Akademi Çevre	Material Issues Related to the Capital Item
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 such as websites, magazines and newspapers • Active participation in organizations such as events, fairs, webinars • R&D projects carried out for the improvement and expansion of 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"> • Talent management and employee development • Digitalization, R&D and Innovation • Legal compliance/Environmental compliance • 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 • Competent employee profile • Employee benefits and safe working environment • A human resources policy of honesty, integrity, equality and fairness • Evaluation of young talents • Education programs • Employee satisfaction surveys 	<ul style="list-style-type: none"> • Diversity and inclusion • Occupational health and safety, human rights and decent work • Diversity and inclusiveness • 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 • Establishing good relations with public authorities and ensuring transparent communication • Relationships with customers and suppliers • Social responsibility projects realized • Sponsored events 	<ul style="list-style-type: none"> • Stakeholder relations • Customer satisfaction and product reliability • Circular economy and natural resource management • Climate change and energy management • Corporate social responsibility
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



CONTRIBUTIONS TO SUSTAINABILITY GOALS AND TARGETS SET










As Akademi Çevre, we create a multi-faceted value model to improve our environmentally friendly products and services by combining our strong corporate structure, qualified human resources and stakeholders with whom we have established strong collaborations. These efforts strengthen our reputation with our customers and the way we do business together. In the integrated reporting approach, six different capital elements (Natural, Manufactured, Intellectual, Human, Social, Financial) are identified by taking into account the relationships an organization establishes with internal and external stakeholders, the resources it uses, the services and activities it provides, and the outputs it achieves. Our company's business strategy, corporate mission and vision reflect the aim of offering a wide range of products and services that benefit the environment and society in line with the priorities set by internal and external stakeholders. These products and services have an impact on each capital

Capital Type	Item Input	Value Created for Akademi Çevre	Value Created for All Stakeholders	Risks and Opportunities	Performance Indicators and Targets	Data for 2022	Relevant SDGs
Finance	<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 	<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>* Thanks to our efforts, our profitability increased by 78% compared to the previous year.</p>	    

















Capital Type	Item Input	Value Created for Akademi Çevre	Value Created for All Stakeholders	Risks and Opportunities	Performance Indicators and Targets	Data for 2022	Relevant SDGs
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 - Reduced need for raw material production, thus contributing to water and energy savings and biodiversity conservation - Minimizing fuel consumption in route optimization projects 	<p>Risks:</p> <ul style="list-style-type: none"> - Operational risks due to disruptions in waste procurement - 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 	<p>*3.764,55 tCO2e emissions as a result of recycling-driven activities</p> <p>*Recycling of over 4600 tons of recovered scrap metal (Al, Fe, Cu), resulting in a reduction of over 19 thousand tons of tCO2e</p> <p>* Energy recovery from hazardous waste over 86 thousand tons</p>	

Capital Type	Item Input	Value Created for Akademi Çevre	Value Created for All Stakeholders	Risks and Opportunities	Performance Indicators and Targets	Data for 2022	Relevant SDGs
Manufactured	<ul style="list-style-type: none"> - Waste processing plant with a total capacity of 3700 kton - Efficient and high quality production thanks to advanced technology equipment investments -Plants established in advantageous locations (Istanbul, Izmir, Adana, Manisa) to ensure uninterrupted waste management services - 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 and pilot-scale wind energy system for lighting 	<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 - Making profit from the utilization of low-quality products 	<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 plants close to ports - Creating diversity in income 	<p>Performance Indicators:</p> <ul style="list-style-type: none"> - Production capacity - Number of plants - 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 - Ensuring energy consumption from renewable sources 	<p>*2315 logistics operations with a total of 52 vehicles, 16 of which are licensed</p> <p>*4000 kTon waste processing capacity</p> <p>*14+3 licenses and over 700 waste codes accepted</p> <p>*Increase in the amount of production according to waste processing activities by approximately 16% compared to the previous year</p> <p>*416 environmental measurement and analysis services</p> <p>*15 consultancy services</p>	        



Capital Type	Item Input	Value Created for Akademi Çevre	Value Created for All Stakeholders	Risks and Opportunities	Performance Indicators and Targets	Data for 2022	Relevant SDGs
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 profit-place planning - Increasing University-Industry cooperation programs 	<p>Maintaining a strong market position</p> <ul style="list-style-type: none"> - 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 	<p>Risks:</p> <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 * Published 5 articles * Participated in and supported 4 organizations 	   



Capital Type	Item Input	Value Created for Akademi Çevre	Value Created for All Stakeholders	Risks and Opportunities	Performance Indicators and Targets	Data for 2022	Relevant SDGs
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 - Education programs - Employee satisfaction surveys 	<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 - Providing a safe and decent working environment - Improving employee rights and working conditions, developing employee capacity 	<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 employee group - 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 - Providing an average of at least 29 hours of OHS training per person - Conducting emergency drills at least twice a year 	<ul style="list-style-type: none"> *5581 kişi*saat İSG eğitimi *4102 kişi*saat çalışan eğitimleri *238 adet çalışan *Kayıtlı kaza frekans: 0,85 *Kayıtlı günlük kaza frekans: 0,85 *Kaza önem oranı: 15,3 *Ölümlü kaza sayısı: 0 	       





Capital Type	Item Input	Value Created for Akademi Çevre	Value Created for All Stakeholders	Risks and Opportunities	Performance Indicators and Targets	Data for 2022	Relevant SDGs
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 - Social responsibility projects realized - 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 	<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 studies 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 	<p>*Customer satisfaction was maintained at a high level of 90%, the same level as in the previous year.</p> <p>* Sponsored 4 different events on sustainability.</p> <p>* Supported 9 different social responsibility projects.</p> <p>* Total aid amount: 51.500 TL</p>	

2022 HSE PERFORMANCE CARD

INPUT

NATURAL

700+ different waste codes accepted by the plant
Recycling waste into the economy
Circular economy solutions
Support for low carbon economy

MANUFACTURED

Waste processing plants with a capacity of over 4000 tons
Waste processing plants with a total capacity of 125.629 tons
Established on a total area of 65000 m² in 4 different locations
A wide range of recycling systems

INTELLECTUAL

Waste management plant with a total capacity of 125.629 tons
Established on a total area of 65000 m² in 4 different locations
A wide range of recycling systems.

HUMAN

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

SOCIAL

Strategic collaborations
5 Strong stakeholder relations
42 collaborations with 27 different NGOs, universities, professional chambers and public institutions
Memberships in various organizations

FINANCIAL

Strong capital structure
Reputation and brand value

Mission

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

Services

Integrated Waste Management
Environmental Protection
Laboratory Services

Value Created



A more habitable planet



Supporting the transition to a circular economy



A better future

Value shared

Relevant SDG

NATURAL

- 3.764,55 tCO2e emissions from recycling activities
- Over 4.600 tons of recycled scrap metal (Al, Fe, Cu) in 2022, resulting in a CO2e reduction of over 19 thousand tons
- Over 86.000 tons of energy recovery from hazardous waste in 2022



MANUFACTURED

- 4 Recycling Plants deployed in different locations, 3 office, 2 Environmental Analysis and Measurement Laboratories, efficiency in operations and a wide business network
- Recognition of circular economy efforts
- Approximately 16% increase in the amount of production according to waste treatment activities compared to the previous year



INTELLECTUAL

- 3 R&D Projects Executed
- Published 5 articles
- Participated in and supported 4 organizations



HUMAN

- 5581 person*hours of OHS Training provided annually
- 4102 person*hours of employee training per year
- Monitoring and controlling accident frequency and number of lost days and informing all employees



SOCIAL

- KSS projeleri için yaklaşık 2 milyon TL harcama yapılması
- KSS projeleriyle ulaşılan yaklaşık 30.000 kişi
- Oluşturulan kodlama sınıflarıyla ulaşılan 10 bine yakın öğrenci
- Tesis ziyareti için kabul edilen 700+ üniversite öğrencisi
- 300+ atıl durumdaki bilgisayarın tamir edilerek ihtiyaç sahibi öğrencilere ulaştırılması



FINANCIAL

- 78% increase in net sales revenues



SUSTAINABLE INTEGRATED WASTE MANAGEMENT ACTIVITIES

We aim to continuously realize our commitment to sustainability through our efforts to reduce our total carbon footprint at the maximum level in our operations and to protect natural resources, and to be a leading company that inspires our industry with our performance. For this purpose, we measure and report our environmental impact and aim to minimize the pressure of global environmental problems on natural resources with a sustainable development and continuous improvement approach.

As Akademi Çevre, we are aware of our responsibility to eliminate the problems in the supply of natural resources as a result of the increasing population and the irregular use of natural resources, and we aim to minimize the resources used in this direction and we strive to carry out our activities effectively in this direction.

The environmental priorities of Akademi Çevre are listed below:

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

As Akademi Çevre, we have adopted ISO 14001 Environmental Management System and ISO 45001 Occupational Health and Safety Management Systems in all our activities and have prepared policies and procedures for implementation. At the same time, necessary programs are created to ensure continuous improvement of these systems and their implementation is regularly monitored.

As Akademi Çevre, within the scope of the Environmental Management System;

- We recycle the waste generated as a result of our activities as much as possible,
- We follow the developing technology to reduce losses by keeping the efficiency of the plants at the highest level,
- We strive to minimize the use of natural resources as a result of continuous improvement efforts,
- We are continuously improving our environmental performance,
- We consider 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 our plants. In 2022, we did not receive any environmental fines.

As Akademi Çevre, we apply various monitoring methods to minimize the environmental impacts arising from our operational activities. For this purpose, we periodically monitor natural gas, electricity, water consumption and the amount of waste generated in our plants and buildings. In addition, we calculate greenhouse gas emissions every year according to ISO 14064-1 Greenhouse Gas Calculation and Verification Standard and publish our carbon footprint report.

As Akademi Çevre, we continue our energy efficiency efforts in line with our goal of reducing our environmental impact and prioritize investments in renewable energy sources. We take care to keep our carbon emissions under control by adopting technologies that ensure energy efficiency in our plant investments. In addition, since 2019, we have been investing in solar energy systems in order to obtain the energy used in our own plants from renewable sources through solar energy systems. We are currently carrying out the necessary infrastructure work to implement our solar energy system, which we have put into operation in a pilot region, in all our plants.

QUALITY MANAGEMENT

MANAGEMENT SYSTEM STANDARDS DOCUMENTS

AKADEMİ ÇEVRE TUZLA PLANT

DOCUMENT NAME	DATE OF FIRST RECEIVED
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 RECEIVED
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
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 RDF PLANT

DOCUMENT NAME	DATE OF FIRST RECEIVED
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 MERKEZ LABORATUVARI

DOCUMENT NAME	DATE OF FIRST RECEIVED
ISO 17025:2017 General Requirements for the Competence of Testing and Calibration Laboratories	2020

AKADEMİ ÇEVRE-MANİSA BRANCH LABORATORY

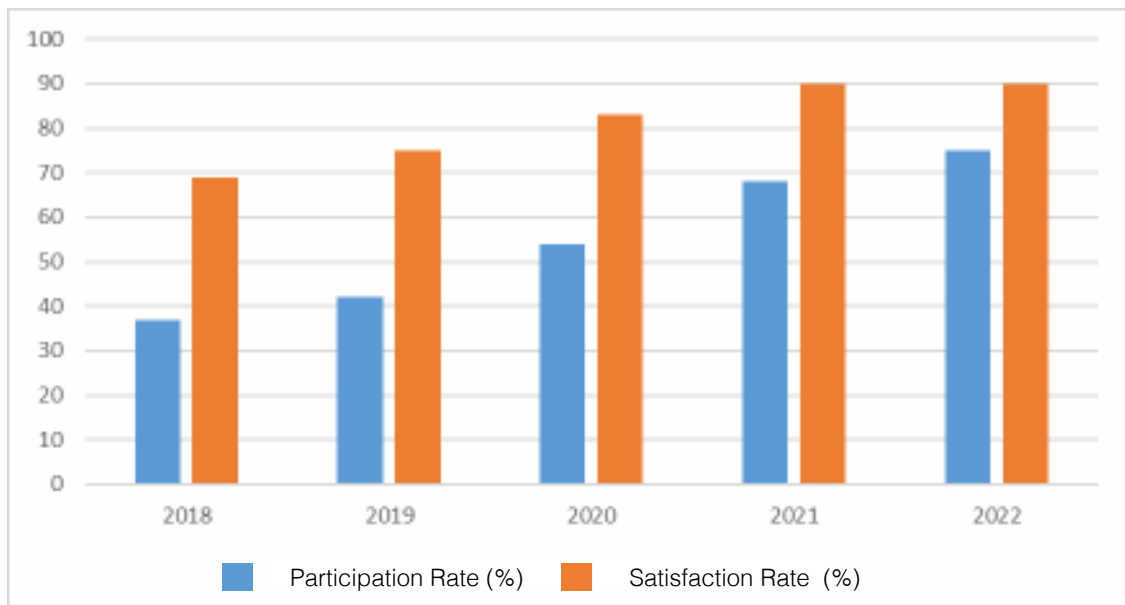
DOCUMENT NAME	DATE OF FIRST RECEIVED
ISO 17025:2017 General Requirements for the Competence of Testing and Calibration Laboratories	2020

CUSTOMER SATISFACTION

We manage customer satisfaction according to the procedures we have prepared within the scope of ISO 10002 Customer Satisfaction Management System, and regularly conduct surveys for our customers. We evaluate and resolve complaints and objections as soon as possible and provide feedback to our customers accordingly. We aim to build our ties with our customers on solid foundations by continuously increasing customer satisfaction with our independent, trustworthy stance and technical competence. While ensuring long-term cooperation in line with our well-established customer relations, we believe that each new cooperation will create a development opportunity for our sector

of activity and other areas related to this sector. In line 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 top management.

We prioritize establishing long-term and sustainable business relationships with our customers by focusing on customer satisfaction. We believe that we can contribute to all the sectors we serve, especially our own sector. In line with this approach, we periodically evaluate our service quality through regular customer satisfaction surveys.



NATURAL RESOURCE MANAGEMENT

In order to leave a clean environment for future generations, we attach importance to using natural resources efficiently and work with the goal of minimizing the environmental impact of the energy we consume. We increase our efforts to utilize renewable resources and focus on the targets we set. We aim to meet the electricity needs of the RDF Plant in Kocaeli in 2023 and Tuzla Integrated Plant in 2024 entirely through solar energy. We monitor and regularly track our energy needs at all our plants. At our Tuzla Integrated Plant, we continuously monitor the energy consumed through meters and analyzers located in the activity areas, report irregular or inefficient consumption on a daily basis and implement corrective actions. We adopt energy efficiency practices in our offices and provide regular trainings to our employees in this regard. We also conduct regular audits of our machinery and equipment and apply the methods we have developed to ensure their efficient operation.

Efficient use of energy plays a major role in fulfilling the commitments made by causing less environmental pollution. In 2022, Akademi Çevre prioritized energy efficiency and implemented its activities with the aim of establishing an Energy Management System. In this context, many activities such as engines, heating and cooling systems, ventilation systems used in production were examined and energy calculations were made. For 2023, efficient energy use was prioritized with the aim of making improvements in the investment plan. Contributing to reducing environmental pollution by ensuring effective management of energy use also plays an important role in reducing operating costs. Energy calculations and efficient energy use measures contribute to reducing our company's carbon footprint and achieving environmental sustainability targets.

EMISSION MANAGEMENT

Akademi Çevre increases its capacity in its activities with its investments. There is an increase in greenhouse gas emissions. In addition to the greenhouse gas emissions resulting from the increase in our company's activities, it reduces the use of natural resources by recycling the products

generated as waste. By producing value-added secondary raw materials instead of raw materials to be met from nature, it saves many resources such as energy, water and manpower.

Greenhouse Gas Emissions (tCO ₂ e)	2018	2019-2020	2021	2022	2022
Scope 1 (Direct)	532	647	1.219	1.903,40	1.903,40
Scope 2 (Energy Indirect)	122	194	129	103,45	103,45
Scope 1+2	654	841	1.348	2006,45	2006,45
Scope 3 (Other Indirect)	370	317	669	1757,7	1757,7
Total	1.024	1.158	2.017	3.764,55	3.764,55

As a result of the recycling activities carried out within Akademi Çevre in 2022, a total of 4.687,94 tons of Scrap Aluminum, Scrap Iron and Copper were recycled. In this way, it has been prevented to obtain as much recycled material from primary sources, and the use of these materials on the user side has provided a total of 19.349,59 tons of CO₂e emission reduction compared to the use of these materials from the primary source.

Recycled Material	Quantity (tons)	Primary Production Emissions (tCO ₂ e)	Secondary Production Emissions (tCO ₂ e)	Difference (Avoided Emissions) (tCO ₂ e)
Aluminium	1.378,4	12.574,69	1.697	11.197,1
Copper	702,18	3.510,89	880,62	2.808,71
Scrap Iron	2.607,36	4.258,29	4.309,96	5.343,78
TOTAL	4.687,94	25.687,65	6.338,06	19.349,59

Recycled Material	Unit Emission Reduction (tCO ₂ e/ton product)
Aluminium	8,12
Copper	4,00
Scrap Iron	2,05



WASTE MANAGEMENT

Currently, as before, natural resources are being consumed more and more unconsciously due to industrialization and population growth, resulting in an unstoppable increase in the amount of waste. When wastes that have no value for consumers are randomly thrown into nature, they pose a serious threat to both the environment and human health.

In order to reduce and, if possible, even eliminate these negative impacts, the importance of good management of all

kinds of wastes, primarily hazardous and chemical wastes, is increasing day by day. Today, however, these wastes are no longer considered as 'garbage' as they used to be and are valued 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 the most preferred to the least preferred. For wastes that need to be managed with a specific procedure, efforts to prevent their generation should be increased first. Methods such as awareness raising activities and technological improvements should be used to prevent waste generation. If waste generation cannot be prevented, efforts should be made to reduce its amount, and if it cannot be reduced, its reuse should be encouraged. Waste that can be recycled should be collected separately at source and recycled for processing as secondary raw materials. Wastes that cannot be recycled should be subjected to appropriate processes for 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.

MOST PREFERRED



LEAST PREFERRED

Atık Hiyerarşisi

In line with our vision, we also offer solutions for waste prevention, reduction and reuse, which are the most important waste hierarchy steps, with the consultancy services we provide on waste prevention. As Akademi Çevre, within the framework of legal requirements and standards published in accordance with the Environmental Law, we have more than 700 waste codes in our waste processing plants.

We are authorized for recycling and recovery activities and we produce secondary raw materials within this scope. Using the latest technologies, we transform waste with economic value into raw materials and offer these materials back to the market. With this approach, we actively contribute to the sustainability efforts of our customers both nationally and globally





EMPLOYEE AND HUMAN RIGHTS

Inclusion / Diversity



Within the framework of respect for human rights, we take care to provide equal opportunities to all individuals and contribute to gender equality. All blue-collar dismantling personnel are women. In order to support our goal of supporting gender equality, we aim to increase female employment throughout the company in the coming years.

Total Labor Force by Education Level (Number)					
	2018	2019	2020	2021	2022
Primary education	50	69	70	75	57
High School	125	170	210	195	105
University and Above	35	85	85	80	76
Employees by Age Group					
Age range	2018	2019	2020	2021	2022
18-30	70	134	143	138	58
30-45	105	155	157	162	100
45+	35	35	65	50	80
Management Level Employees by Gender					
	2018	2019	2020	2021	2022
Top Management					
Female	8	8	10	10	6
Male	15	15	15	15	14
Mid-Level Management					
Female	10	14	20	20	12
Male	11	20	24	25	27
Newly Hired Employees by Gender					
	2018	2019	2020	2021	2022
Female	20	27	13	15	27
Male	50	75	18	35	124
Disabled Employees					
	2018	2019	2020	2021	2022
Female	0	0	0	0	0
Male	1	2	2	1	1

TALENT AND PERFORMANCE MANAGEMENT



As Akademi Çevre, our employees are the primary source of our success in the realization of our goals. Therefore, the most important resource for us is people. We see our work as a social responsibility rather than a job, and we are extremely proud and enjoy being a part of solving environmental problems. We are also excited to welcome new members to our ever-growing family who share our mission, vision and values.

We act with the awareness of the sum of values such as experience, knowledge and skills, which are the key to utilizing human capital more effectively. We know that our employees are our greatest strength and a fundamental basis for the efficient operation of our production processes. Therefore, we always provide support for our employees to further develop and specialize in their respective fields.

We offer opportunities to create a harmonious working environment, strengthen the sense of belonging and provide them with the necessary training for their personal 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:

- To recruit talented, self-development minded people who are in line with our company values and our ongoing culture, and to build long-term relationships with them based on trust,
- To turn our work environment into an academy where our employees can improve themselves in every aspect,
- To create a harmonious working environment where innate characteristics cannot be a reason for discrimination and where all differences are accepted,
- To support our employees in building a career where they can discover their talents and creativity,
- To provide an environment of understanding that always adopts mutual development with our employees who internalize the prestige of being Akademi Çevre.

TALENT AND **PERFORMANCE** MANAGEMENT

In our company, we rely on the correct positioning of labor, which forms the basis of value, our dynamic structure and our ability to make quick decisions. The high rotation ability we provide among our employees contributes to their knowledge and experience by providing a 360-degree perspective in their professional lives. In this context, the career planning of each of our employees is carried out one-on-one by our human resources specialists for Academy Environment family members. We are pleased to support our employees in achieving their career goals by 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	2022
Blue Collar	133	247	272	490	972
White Collar	77	77	93	145	90
Woman	70	70	300	55	72
Male	140	254	65	580	990



OCCUPATIONAL HEALTH AND SAFETY

With our Occupational Health and Safety (OHS) Policy, which reflects the value we attach to people, we offer our employees a safe, healthy and prosperous work environment. Due to our culture of valuing our employees, Occupational Health and Safety is among our top priorities. We always work with great effort to create and maintain a safe and healthy working environment in order to achieve our goal of zero occupational accidents. In this context, we prioritize full compliance with legal requirements and international standards on Occupational Health and Safety. We manage our company activities in line with our Occupational Health and Safety Policy and ISO 45001 Occupational Health and Safety Certificate.

Within the scope of the ISO 45001 Occupational Health and Safety management system and in line with the requirements of the Occupational Health and Safety Law No. 6331, we identify routine and non-routine risks in detail in accordance with the Hazard Identification and Risk Assessment Procedure with a team formed with the participation of our employees trained at different levels from workers to representatives. Following the risk prevention hierarchy, we meticulously evaluate steps such as eliminating the risk at its source, choosing less risky options, engineering measures and the use of personal protective equipment.

We continue our continuous improvement efforts in line with the information obtained from accidents and near misses, hazardous event notifications and audits. In the light of this information, we aim to continuously improve our occupational health and safety performance by reviewing and updating our current practices.



OHS Trainings Provided to Employees - Total Hours (person x hours)	2018	2019	2020	2021	2022
	2.960	4.384	5.120	6298	5581

OCCUPATIONAL HEALTH AND SAFETY

We are aware that trainings are the most important element in creating Occupational Health and Safety awareness. Accordingly, we provide our employees with 16 hours of Occupational Health and Safety Training per person annually within the scope of the "Regulation on the Procedures and Principles of Occupational Health and Safety Training of Employees" under the Occupational Health and Safety Law No. 6331. With our principle of continuous awareness raising and reminding, other trainings we provide to our employees include Work 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 directly supervises and monitors OHS issues. OHS committee members consist of the Assistant General Manager, Commercial Manager, Technical and Administrative Affairs Manager, OHS Manager, Project Manager, Procurement Specialist, Workplace Physician, Human Resources Specialist and an Employee Representative.

Committee activities, decisions taken at meetings and meeting reports are regularly presented to top management.

At the beginning of 2020, we started to implement the ISGSIS software required 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 "ISGSIS" software, we have 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 different departments can also be integrated, are implemented and monitored by the Human Resources and OHS units. 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 embraced by the top management and to which we attach great importance. In the project, in which OHS, Technical Unit, Operations, Production, Human Resources and Top Management are internal partners, managers and assistant general managers can follow the current situation.

Occupational Health and Safety Performance	2018	2019	2020*	2021	2022
Recorded Accident Frequency (All Recorded Accidents/Total working hours)*1.000.000	8,1	2,0	0	18,7	0,85
Lost Time Accident Frequency (Number of Lost Time Accidents/Total working hours)*1.000.000	8,1	2,0	0	14,9	0,85
Accident Severity Rate (Number of Lost Days/Total working hours)*1.000.000	54,9	6,1	0	250,5	15,3
Fatal Accident	0	0	0	0	0

**In 2020, due to the Covid-19 pandemic, there were no registered work accidents as our company switched to a short-time working period.*



SUSTAINABLE GREEN SUPPLY CHAIN POLICY

With our green supply chain policy;

With a management approach that focuses on environmentally friendly processes at all stages of the procurement process We carry out our purchases with a management approach that focuses on environmentally friendly processes at all stages of the procurement process. In material procurement processes, we act with the principle of minimizing damage to natural resources and take care to ensure the lowest possible environmental impact. In the production process, we are based on the effective use of energy, process improvements and clean production practices. We strive to reduce waste generated during the production phase and minimize environmental impacts, and we adopt a management approach that encourages the production of environmentally friendly products. We design our products using environmentally friendly materials and continuously work to minimize negative environmental impacts.

Relevant SDGs:



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

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

We also ensure sustainable supply by considering the following points:

As Akademi Çevre, we evaluate our suppliers of products or services on many parameters. In all our procurement operations, we attach importance to principles that support the value areas of our company. In this context, we focus on suppliers that comply with universal rules of law, observe the 10 principles of the United Nations Global Compact, care about the development, health and safety of their employees, and offer fair working conditions. At the same time, we are committed to cooperating with suppliers who care about reducing our environmental impact by protecting critical resources, striving for a cleaner environment and investing in technology.

As Akademi Çevre, we have identified the issues that our suppliers must comply with in terms of legal compliance, human rights, Occupational Health and Safety, no child labor, anti-bribery and anti-corruption, ensuring confidentiality and sustainability, management systems, environmental protection, pollution prevention and reduction of resource use, and we have addressed this issue in the Procurement Sustainability Policy.

In 2022, we increased the number of our suppliers to 340 with our investments. The participation rate in the Supplier Evaluation Survey was 65%, 90% of the participating suppliers were evaluated as “Successful”, 10% were evaluated as “Open to Improvement” and we have no “Unsuccessful” suppliers.

Stating that environmental responsibility is an integral part of producing world-class products, Akademi Çevre works at appropriate standards to minimize negative impacts on society, environment and natural resources while protecting public health and safety in production operations. In addition, all necessary environmental permits (e.g. discharge monitoring), approvals and registrations are obtained and kept up to date, and operational reporting requirements are followed.

Suppliers should work to minimize pollutant emissions and discharges and waste generation through practices such as source separation or the addition of pollution control equipment. Natural resources should be conserved through practices such as modifying production, maintenance and plant operations, substituting, reusing, conserving or recycling materials



SOCIAL INVESTMENTS

By combining sustainability with 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 the purpose we carry out on issues such as climate change, circular economy and waste management. In this direction, while supporting projects that create environmental and social impact, it makes this social responsibility awareness an integral part of its 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 "These Wastes Write Code" 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 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.

A total of 29.820 visitors participated in our activities in 2020, 2021 and 2022 within the scope of the cooperation, where children between the ages of 4-14, who grow up intertwined with technology, can gain a wide experience in waste recycling and environmental protection.



Number of Visitors Participating in Activities	2020	2021	2022
	1300	4784	23736

Circular Conversations Event

Within the scope of the Collective Efor Project, of which Akademi Çevre is a stakeholder, the "Circular Conversations" series were launched and the first panel discussing the issue of electronic waste was held at Kolektif House Maslak with the participation of our Business Development Manager. The same event was featured in Dünya Newspaper dated 22.02.2022 with the headline "Collective Effort Against E-Waste Problem".



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".

Design Project Event

In April, one of the activities to support education was realized and our plant sites were opened to the students of the Industrial Design Department of Yeditepe University and studies were carried out within the framework of the "Design for Upcycling" Project, which is a cooperation between Akademi Çevre-Yeditepe University-DHL



Waste Collection Activities

On May 15, as one of the activities carried out in the field after the pandemic, a waste collection event was organized in Belgrade Forest in cooperation with Academy Environment, Clean Waste Association and ITU Vocational and Technical Anatolian High School Environment Club.

As part of the Environment Week in June, a waste collection event was organized jointly with Schneider Elektrik on June 6 in Manisa Çiftlik Park. A meaningful activity was realized by combining awareness raising with art with the concert given after the event.

Our organization, which attaches great importance to raising the awareness of young people on waste management, organized an electronic-waste collection event on the campus of Uludağ University on October 14, International E-Waste Day, in partnership with Akademi Çevre, Uludağ University, Vodafone and BalkansiAd Bursa.

Tuzla Plant Visits

In June, as one of the events that we attach great importance to as Akademi Çevre, we organized an event with Boğaziçi University Environment Club students and Prof. Dr. Nilgün KIRAN CILIZ, where our Tuzla Plant was introduced and useful discussions were held on topics such as Green Campus, sectoral problems, entrepreneurship and digitalization.

In December, we met with Medipol University Industrial Design Department students and provided information on waste recycling.

SOCIAL INVESTMENTS

Being 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, the amount of donations made by Akademi Çevre to associations, foundations and social aid organizations are summarized in the table below

Aids	2018	2019	2020*	2021	2022
Total (Associations, Foundations and Other Institutions and Organizations)	₺34.731,00	₺26.200,00	₺106.405,00	₺34.250,00	₺51.500,00

Medium	Type	Year
Recycling Industry	13th Anniversary Article	2018
Recycling Industry	2017 Investments Article	
Recycling Industry	Motat	
Istanbul Recyclers Association (İGEDDER)	Interview	
Recycling Industry	Interview	
Recycling Industry	The Role of Stakeholders in Sustainable Waste Management	
Recycling Industry	New Airport's Waste Management Article	
Recycling Industry	14th Anniversary Article	2019
Recycling Industry	Fluorinated Greenhouse Gases Article	
Dünya Newspaper	Interview	
Journal of Recycling Economics	Interview	
ST Heavy Industry Solutions	Interview	
Water And Environment Local Waste Magazine	Waste Management in the Covid-19 Process	2020
Capital Magazine	Industry 4.0 Indispensable Article	
Recycling Industry	Having a Purpose Beyond Profit Article	
Dünya Newspaper	Licensed Waste Plants 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	2021
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	Not Just March 8 but 365 Days for a Sustainable Development	
Recycling Industry	Introductory Article	2022
Recycling Industry	Climate Crisis Cannot Be Fought Without Women! Article	
Recycling Industry	We Have a World of Responsibility Because the Future is at Stake Article	
Recycling Industry	Article about RDF Plant	



FINANCIAL DATA

In line with our sustainable development-oriented activities, our positive and steady rise in our financial indicators continues. In 2022, our cost of sales increased by 78% compared to the previous year, thanks to our customer satisfaction and environmentally friendly service approach.

Net Sales Revenues	2018	2019	2020*	2021	2022
(increase compared to the previous fiscal year)	%84	%33	%35	%108	%78

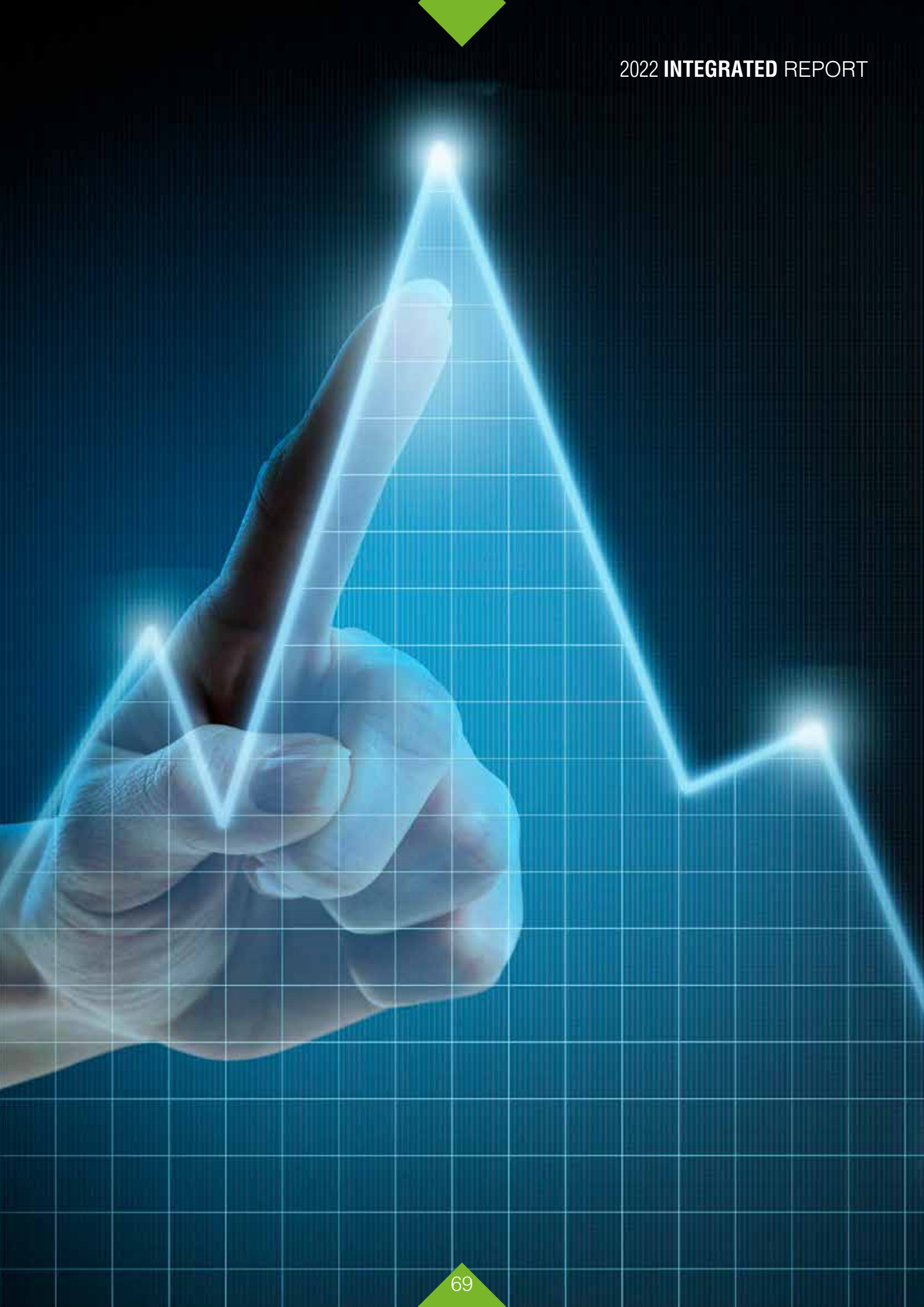
CORPORATE GOVERNANCE AND ORGANIZATION CHART

At Akademi Çevre, where the impact of a sound corporate governance structure is adopted in making business activities more efficient, the necessary steps have been taken and continue to be taken towards institutionalization in national and international studies with this awareness. It continues to act with a service vision that includes the interests of all its stakeholders and to create sustainable values in all relevant processes. As part of institutionalization, Akademi Çevre aims to create a strong and dynamic system by separating the Board of Directors and the General Directorate.

Corporate governance aims to comply with the relevant national and international legal regulations and to create transparent operational activities for all its activities and implements these principles. In the annual Management Review Meetings and reports, the primary objective is to ensure compliance with national and international standards, and the necessary follow-ups are meticulously carried out in this regard. In addition, all legal requirements are regularly updated by the relevant departments and communicated to the relevant parties through internal communication tools. The necessary sensitivity is exercised in terms of compliance.

Akademi Çevre has committee structures 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 the committee meetings held on all these issues, necessary internal audit activities are carried out and a proactive approach is aimed, not only reactive but also proactive. Focusing not only on corrective but also preventive actions, Environmental and Social Action Plans are created, implemented and published.

Since employees are prioritized in the activities of Akademi Çevre, it is of great importance to appoint employee representatives to the Occupational Health and Safety committees and to receive their opinions. All opinions received are recorded, published, monitored and actions are taken in a timely manner. These committees also include top management representatives and members from relevant departments and coordinated work is ensured with employee representatives. Department representatives receive opinions from all employees in their respective departments and present them to the board. Ensuring the continuity of these board meetings is important both legally and in terms of employee value. For this reason, Akademi Çevre is committed to the continuity of the relevant meetings.



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. Therefore, we attach great importance to the communication we establish with our stakeholders. We take stakeholder expectations into account when identifying material issues for the organization and formulating strategies, and we continuously collect the opinions of our stakeholders through regular communication activities. We prioritize continuous and up-to-date communication with our stakeholders and make effective use of this dialogue in many areas such as formulating company policies, conducting collaborations and developing social responsibility projects. We organize surveys at least once a year to measure stakeholder satisfaction and quickly put our complaint evaluation mechanism into operation in case of negative situations.

OUR COMMUNICATION CHANNELS:

Stakeholders	Communication Platform	Communication Period
Employees	Akademi Çevre website	Continuous
	Social media	Continuous
	Newsletters - sustainability and compliance, occupational health and safety, environment, quality management systems, information security, human resources, general announcements, lessons learned and best practices	Continuous
	Employee satisfaction survey	Continuous
	Information security breach incident notification form	Continuous
	Inspections	Continuous
Customers	Customer satisfaction survey	At least once a year
	Websites	Continuous
	Meetings	At certain intervals
	Academy environment integrated quality management system	Continuous
	One-on-One Meetings	Continuous
	Fairs	Special for Fair Periods
	Marketing Studies	Continuous
	Annual 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	Continuous
	Evaluation questionnaires	At least once a year
	Management systems audits	At certain intervals
	Academy environment integrated quality management system	Continuous
	Grievance mechanisms	
	Meetings	At certain intervals
	Inspections	At certain intervals
Social stakeholders (local communities, NGOs, media)	Websites	Continuous
	Media, social media	Continuous
	Meetings	At certain intervals
	Grievance mechanisms	Continuous
	Memberships	At certain intervals
Public organizations (governments, local organizations, universities and academic institutions, tax authorities)	Websites	Continuous
	Meetings	At certain intervals
	Official correspondence	Continuous
	Inspections	At certain intervals
	Memberships	At certain intervals

MANAGING FINANCIAL AND LEGAL RISKS

As Akademi Çevre, we continuously monitor financial risks based on various criteria and adopt the approach of managing them dynamically by taking relevant actions. We minimize the losses that may arise from fluctuations in exchange rates by using our loans in Turkish Lira rather than borrowing in foreign currency. We plan our investment loans by planning our annual purchase budget correctly, and we plan and realize our annual sales targets in the long term by taking into account the financial resources (investments, machinery and equipment loans, letters of guarantee, etc.) to be used in that year. As Akademi Çevre, we use temporary and final letters of guarantee in goods and service procurement projects since we mostly work with tenders. We keep track of the letters of guarantee in order not to create financial risk. We aim to achieve financial solvency by keeping the maturity of our sales and service invoices in cash or short term and creating at least 30+60+90 days maturities in goods procurement and supplier payments.

The management of financial risks is important in order to fulfill our financial obligations and to minimize the negative effects that may arise from irregular market conditions. As Akademi Çevre, we work with independent organizations and auditors on our financial risks and monitor global economic fluctuations and risks that may occur in the light of foresighted approaches. In addition, we have our processes audited both by our own internal mechanism and by independent institutions to analyze the current situation and organize the work and action plans that can be done to improve. We take into account and identify potential exchange rate, liquidity, credit, interest and commodity price risks and work to take the necessary measures in the most appropriate way.

As a precaution against possible legal risks, Akademi Çevre acts in accordance with current legislation by working with a skilled team and works to determine any unfavorable situation that may occur in advance. In the event of a possible risk situation, the capacity and competence to take the necessary actions to ensure management with the least damage is demonstrated.



STRATEGIC, OPERATIONAL AND ENVIRONMENTAL RISKS MANAGEMENT

Akademi Çevre identifies strategic and operational risks and takes action to take the necessary measures before the related risks occur. In order to identify sustainability risks, feedback is received from relevant departments and necessary measures are taken at managerial and operational levels. These measures are taken in consideration of 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. As Akademi Çevre, necessary steps are taken with the aim of continuous improvement.

In order to minimize strategic risks, project, recession, customer and competitor risks are constantly evaluated and positions are determined in accordance with the conditions of the day. While making these strategic decisions, our company's corporate principles are meticulously observed. Steps are taken with an understanding of continuous improvement and social responsibility in order to minimize risks to brand value and maximize reputation. In addition, a moderate balance policy is adopted in the works to be carried out against the risks that may arise from change management.

Akademi Çevre has been certified by GRS Cert in accordance with ISO 15713:2009 Safe Disposal of Confidential Material Standard. Within the scope of this certification, our company provides safe disposal services to its customers. Destruction processes, which are open to abuse, constitute one of the most critical risk factors for customer safety in our

operations. In accordance with our customer-oriented working principles, we aim to secure the assets of our stakeholders with our work in this area. Akademi Çevre has received the ISO/IEC 27001:2013 Information Security Management System certificate from TGS Cert, showing its sensitivity to the information security risks of all its stakeholders. With this certification, the company aims to effectively address information security risks. Adopting the necessary policies and procedures to implement information security in all processes, the company meticulously monitors information and fiber security risks by the Information Technologies department. We strive to encourage the access of relevant department employees to up-to-date information on cyber security and to implement the necessary innovations with innovative approaches in our processes.

Since 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 to their personal training and development. In addition, we conduct our audits in a way to prevent bad scenarios by using tools that facilitate waste tracking such as mass-balance calculations and mobile tracking systems in waste management. In addition, within the scope of the Stockholm Convention, we monitor our greenhouse gas emissions, calculate our greenhouse gas every year according to ISO 14064: 2018 Greenhouse Gas Calculation and Verification Standard, publish a carbon footprint report and work on necessary improvements.

Despite the risks posed by price policies, we continue to provide quality services to our large portfolio of national and international customers. Despite changes in market dynamics, we take proactive steps to cover potential losses through valuable projects we realize together with our customers. Our efforts to reduce resource use by focusing on circular economy and environmental sustainability principles contribute to our differentiation in the market by providing financial growth advantages.

We manage processes together with our stakeholders through risk assessments and necessary action plans. In order to keep pace with technological developments and develop a forward-thinking structure, our primary goal is to gain a foothold in national and international markets. With this strategy, we are taking decisive steps to transform market competition conditions to our advantage. In addition, we aim to keep technology and knowledge constantly updated in all our processes by collaborating with leading national universities and opinion leaders to obtain innovative projects, licenses and certificates.



BUSINESS ETHICS

As Akademi Çevre, we adopt the highest ethical standards and principles of professionalism in all our activities. This business ethic determines our core values and rules of behavior that our employees, managers and stakeholders must abide by. Our goal is to create a sustainable future in line with the principles of honesty, transparency and responsibility.

1. Integrity and Transparency

- ▶ Accurate and Complete Information: All our employees and managers provide accurate and complete information about our business activities. They avoid providing misleading or incomplete information.
- ▶ Open Communication: We establish open and honest communication with all our stakeholders to ensure transparency in our business processes.

2. Justice and Equality

- ▶ Non-Discrimination: Akademi Çevre acts fairly and equally towards all its employees, business partners and stakeholders. We do not accept any discrimination based on race, gender, religion, language, age, disability and similar discrimination.
- ▶ Fair Working Conditions: We ensure that our employees have fair and safe working conditions. We protect employee rights and constantly strive to improve them.

3. Responsibility and Accountability

- ▶ Environmental Responsibility: We are aware of our responsibility towards the environment. We adopt environmentally friendly practices in our waste management and recycling processes and work to reduce our carbon footprint.
- ▶ Social Responsibility: We fulfill our responsibilities towards society. We actively participate in social responsibility projects and contribute to society.

4. Privacy and Data Protection

- ▶ Protection of Personal Data: We protect the personal data of our customers and employees, respect their confidentiality and use this data only within the legal framework.
- ▶ Information Security: We ensure the security of internal information and act in accordance with our information security policies.

5. Innovation and Continuous Improvement

- ▶ Innovation: We support a culture of continuous improvement and innovation. We develop new technologies and methods to enhance environmental sustainability and improve operational efficiency.
- ▶ Training and Development: We support the professional development of our employees. We provide training and development opportunities to increase their knowledge and skills.

6. Relations with Business Partners and Customers

- ▶ Trust and Respect: Trust and respect are our fundamental principles in our relations with our business partners and customers. We treat all parties we cooperate with fairly and honestly.
- ▶ Quality and Satisfaction: We continuously improve our service quality and keep customer satisfaction at the highest level.

7. Compliance with Laws and Regulations

- ▶ Regulatory Compliance: We fully comply with applicable laws and regulations in all our business activities. We exercise due diligence to fulfill legal requirements.

8. Ethical Violations and Notification

- ▶ Breach Notification: We encourage our employees to report any ethical violations in a safe and confidential manner. We ensure that violations are properly addressed and resolved.
- ▶ Protection: We protect our employees who report ethical violations and ensure no retaliation.

As a result, as Akademi Çevre, we will continue to work for a sustainable future by adhering to business ethics in all our activities. These ethical rules are our guide in the way we do business and we expect all our employees to comply with these rules.



FIGHT AGAINST BRIBERY AND CORRUPTION

Among the priorities of the Academy Environment is to act decisively in the fight against bribery and corruption and to work to prevent it.

Within this framework, we have a detailed and implemented policy to develop our vision and mission. Within the scope of our anti-bribery and anti-corruption policy, the issue of full compliance of all our stakeholders with the principles and principles determined is carefully reviewed and evaluated. In this way, by concretizing our fight against bribery and corruption with the policy we implement, we achieve our goal of ensuring legal integrity and becoming a reliable institution for all our stakeholders.

While determining our goals regarding bribery and corruption, duties, authorities and responsibilities have been developed not only for our employees but also for third parties such as related legal entities, official organizations, suppliers. In order to identify corruption and bribery risks, necessary risk assessment programs have been established for all stakeholders and necessary measures are taken by creating action plans related to the identified risks. In addition, it is aimed to provide the necessary information and training by creating procedures and instructions.

In practice, after the performance evaluations of our employees, issues related to bribery and corruption are examined and the evaluation results are reported. In line with the evaluation results, important activities and functions in the fight against corruption are identified and measures are taken to prevent conflicts of interest. With regard to bribery, we aim to ensure the necessary discipline and enforcement by setting clear rules regarding gifts that may be received from third parties.

Necessary arrangements are also made to ensure the functioning of these systems by establishing audit mechanisms.

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.

Akademi Çevre is determined to comply with legal regulations, ethical and professional principles in order to prevent bribery and corruption. It aims to provide the highest standards in line with the principles of honesty, transparency, accountability and impartiality in its services and activities. Akademi Çevre has defined the basic principles of the anti-corruption system, including its main duties and objectives regarding anti-corruption, process stakeholders, duties, authorities and responsibilities of stakeholders, as well as relations with third parties, including individuals, legal entities, official organizations and representatives. In addition to the compliance of employees with other compliance procedures and ethical rules, the fact that they fulfill their anti-corruption duties continuously and without error is also taken into consideration in personnel performance evaluations.

Procedures have been defined to support our anti-corruption policies included in the Quality Management System of Akademi Çevre.



STATEMENT OF COMPLIANCE WITH CORPORATE GOVERNANCE PRINCIPLES

COOPERATIONS

Cooperating 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	Exhibition	
IREMCON	Conference	
TÜRKAY	Panel	
REW	Fair	
Beykent University	Workshop	
Beykent University	Workshop	
Yeditepe University	Lighting Equipment Design Workshop	
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"	
IFAT	Exhibition	
IREMCON	Conference	
TÜRKAY	Panel	
VODAFONE	These Wastes Write Code	2020
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	
KIDZANIA	Akademi Çevre Kidzania Recycling Center	

Cooperating Organization	Project Name	Year
Sustainability Academy	The New Plastics Economy	2021
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	
KIDZANIA	Academy Environment Kidzania Recycling Center	2022
ERTA	Integrated Reporting Awareness Training	
TUDAM	Association Activities	

As Akademi Çevre, we believe that interdisciplinary approach and cooperation are of vital importance when addressing the issue of sustainability. Recognizing that the prevention of resource use starts at the design stage, we support this principle through various studies we carry out with industrial design students. In line with this mission, we have initiated design-oriented projects in cooperation with Beykent University and Yeditepe University. In order to support the training of qualified human resources with doctoral degrees to meet the

needs of the industry, we collaborated with Hacettepe University within the scope of the 2244-Industry Doctorate Program conducted by TÜBİTAK. Within this framework, in 2019, our proposal for an “Industrial Doctorate Project in the Field of Evaluation of Electronic Wastes” was deemed worthy of support 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
	IBB Istanbul International Environment Summit
2019	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
	15th World Equestrian Archery Championship Sponsorship for National Athlete Ömer Atar
	16th Istanbul Biennial
2020	Fenerbahçe DEV Ataşehir Volleyball and Basketball Jersey Name Sponsorship
2021	Main Sponsorship of the New Plastics Conference organized by the Sustainability Academy
	Main Sponsor of the Green Business Summit organized by the Sustainability Academy
2022	Platinum Sponsor at the Istanbul Carbon Summit organized by the Sustainable Production and Consumption Association (SÜT-D)
	YTÜ - Silver Sponsor at 6th EurAsia Waste Management Symposium
	METU BIOGEN - Platinum Sponsor at Environment and Sustainability Conference

ACHIEVEMENTS AND AWARDS

At the “Investing in the Future Awards-Civil Society 2021” award ceremony on June 28, we won the third prize in the Projects category with the “Collective Effort Project” we realized together with our stakeholders in cooperation with AGİD - Lighting Equipment Manufacturers Association.



We received an award in the “Best Waste Management Company of the Year” category at the “Boğaziçi Environment Awards” organized by Boğaziçi University Electrotechnology Club on December 16.

ENVIRONMENTAL PERFORMANCE INDICATORS:

Water Consumption (m ²)	2018	2019	2020*	2021	2022
Main	3,109	2,483	1,572	1,838	5,085

Greenhouse Gas Emissions (tCO ₂ e)	2018	2019 - 2020	2021	2022
Scope 1 (Direct)	532	647	1,219	1,903.40
Scope 2 (Energy Indirect)	122	194	129	103.45
Scope 1+2	654	841	1,348	2006.45
Scope 3 (Other Indirect)	370	317	669	1757.7
Total	1,024	1,158	2,017	3,764.55

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

Waste Amount (ton)	2018	2019	2020*	2021	2022
Hazardous Waste Generation					
Energy Recovery	58,741	35,432	49,075	75,536	86,437
Recycling	-	-	67,833	81,587	94,146
Total amount of hazardous waste	58,741	35,432	116,908	157,123	180,583
Non-Hazardous Waste Generation					
Recycling	274	370,376	1,029,639	2,550,750	2,647,843
Landfill	343,960	285,323	356,473	483,750	502,145
Total amount of non-hazardous waste	344,234	655,699	1,386,112	3,034,320	3,149,988
Total Waste Generation					
Total	402,975	691,131	1,503,020	3,191,443	3,330,571
Energy and Fuel Consumption					
Non-renewable resources					
Natural Gas (m ³)	2,675	4,620	3,467	5,967	7,072
Electricity (kWh)	193,241	207,685	175,817	267,522	814,524
LPG (liters)	288	276	300	314	105
Diesel (liters)	200	150	100	175	185
Renewable resources					
Solar Energy (kWh)	-	4	4	4	4

SOCIAL PERFORMANCE INDICATORS:

Total Work Force (Number)	2018	2019	2020*	2021	2022
Direct Employment	210	324	365	350	238
Woman	70	70	65	60	42
Male	140	254	300	290	196

Total Work Force by Contract Type	2018	2019	2020*	2021	2022
Indefinite Term Employment Contract	210	324	365	350	238
Woman	70	70	65	60	42
Male	140	254	300	290	196

Total Work Force by Education Level (Number)	2018	2019	2020*	2021	2022
Primary education	50	69	70	75	57
High School	125	170	210	195	105
University and Above	35	85	85	80	76

Total Work Force by Age Groups	2018	2019	2020*	2021	2022
18-30	70	134	143	138	58
30-45	105	155	157	162	100
45+	35	35	65	50	80

Management Level Employees by Gender	2018	2019	2020*	2021	2022
Top Management					
Female	8	8	10	10	6
Male	15	15	15	15	14
Mid-Level Management					
Female	10	14	20	20	12
Male	11	20	24	25	27

SOCIAL PERFORMANCE INDICATORS:

Newly Hired Employees by Gender	2018	2019	2020*	2021	2022
Female	20	27	13	15	27
Male	50	75	18	35	124

Employees Quitting Their Jobs by Gender	2018	2019	2020*	2021	2022
Female	8	15	20	12	20
Male	45	50	170	85	103

Maternity Leaves	2018	2019	2020*	2021	2022
Number of Employees on Maternity Leave					
Female	1	3	2	0	0
Male	0	0	0	0	0
Number of Employees Returning from Maternity Leave					
Female	1	0	0	0	0
Male	0	0	0	0	0
Number of Employees Who Have Not Quit Their Job for 12 Months After Returning from Maternity Leave					
Female	0	0	2	0	0
Male	0	0	0	0	0

Disabled Employees	2018	2019	2020*	2021	2022
Female	0	0	0	0	0
Male	1	2	2	1	1

Employee Trainings	2018	2019	2020*	2021	2022
Number of Participants					
Blue Collar	13	25	15	27	54
White Collar	5	5	5	8	5
Woman	5	5	0	3	4
Male	13	25	20	32	55
Total Hours (person x hour)					
Blue Collar	133	247	272	490	972
White Collar	77	77	93	145	90
Woman	70	70	300	55	72
Male	140	254	65	580	990
OHS Trainings Offered to Employees					
Direct Employment		324	365	580	972
Total Hours (person x hour)					
Direct Employment	2,960	4,384	5,120	4,900	4102

CORPORATE MEMBERSHIPS

Our Corporate Memberships



UN GLOBAL COMPACT
TURKEY



ÖTASAD - End-of-Life Vehicle
Manufacturers Association



ISWA - International Solid Waste
Association



IGEDDER - Istanbul Recyclers
Association



SKD Turkey



RECYCLERS
CONFEDERATION



TOBB - Union of Chambers and
Commodity Exchanges of Turkey



BIR.ORG



Sustainability Academy



BRITISH CHAMBER
OF COMMERCE



Turkey Materials Marketplace



ITALY CHAMBER
OF COMMERCE



TÜDAM - Recyclable Waste
Materials Industrialists' Associ-
ation

GRI

CONTENT INDEX

DECLARATION OF USE	Akademi Çevre Entegre Atık Yönetimi Endüstri A.Ş. has reported the period 01.01.2022-31.12.2022 in accordance with GRI Standards.
USED GRI 1	GRI 1: Basic Principles 2021
APPLICABLE GRI SECTOR STANDARDS	There are no applicable sector standards.

GRI STANDARD	DESCRIPTIONS	PLACE IN THE REPORT
GENERAL DESCRIPTIONS		
GRI 2: GENERAL DESCRIPTIONS 2021	2-1 Details about the organization	
	2-2 "Entities" included in the Company's sustainability reporting	
	2-3 Reporting period, frequency and contact information	
	2-4 Restatement of knowledge	
	2-5 External assurance	
	2-6 Company's operations, value chain and other business relationships	
	2-7 Employees	
	2-8 Contractor employees	
	2-9 Corporate governance structure and composition	
	2-10 Nomination and election of the highest governing body	
	2-11 Head of the highest governing body	
	2-12 Role of the highest governing body in overseeing the management of organizational impacts	
	2-13 Delegation of responsibility for managing organization impacts	
	2-14 Role of the highest governing body in sustainability reporting	
	2-15 Conflicts of interest	
	2-16 Communicating sensitive issues	
	2-17 Collective knowledge of the highest governing body	
	2-18 Evaluation of the performance of the highest governing body	
	2-19 Remuneration policies	
	2-20 Process for determining remuneration	
	2-21 Annual total remuneration rate	
	2-22 Statement on sustainable development strategy	
	2-23 Policy commitments	
	2-24 Processing policy commitments	
	2-25 Process for remediating negative impacts	
	2-26 Consultation and complaint mechanisms	
	2-27 Compliance with laws and regulations	
	2-28 Memberships	
	2-29 Approach to stakeholder engagement	
	2-30 Collective labor agreements	

GRI STANDARD	DESCRIPTIONS	PLACE IN THE REPORT
PRIORITY ISSUES		
GRI 3: PRIORITY ISSUES 2021	3-1 Process for identifying priority issues	
	3-2 List of priority issues	
CIRCULAR ECONOMY AND NATURAL RESOURCE MANAGEMENT		
GRI 3: PRIORITY ISSUES 2021	3-3 Management of priority issues	
GRI 201: ECONOMIC PERFORMANCE 2016	201-1 Direct economic value generated and distributed	
	201-2 Financial consequences and other risks and opportunities arising from climate change	
	201-3 Defined benefit obligations and other pension plans	
	201-4 Financial assistance received from the government	
GRI 203: INDIRECT ECONOMIC IMPACTS 2016	203-1 Supported infrastructure investments and services	
	203-2 Significant indirect economic impacts	
GRI 301: MATERIALS 2016	301-1 Materials used by weight or volume	
	301-2 Recycled materials used as inputs	
	301-3 Recycled products and packaging materials	
OPERATIONAL EFFICIENCY AND SUSTAINABLE ENERGY MANAGEMENT		
GRI 3: PRIORITY ISSUES 2021	3-3 Management of priority issues	
GRI 302: ENERGY 2016	302-1 Energy consumption within the organization	
	302-2 Energy consumption outside the organization	
	302-3 Energy density	
	302-4 Reducing energy consumption	
	302-5 Reductions in the energy requirements of products and services	
OCCUPATIONAL HEALTH AND SAFETY, HUMAN RIGHTS AND DECENT WORK		
GRI 3: PRIORITY ISSUES 2021	3-3 Management of priority issues	
GRI 403: OCCUPATIONAL HEALTH AND SAFETY 20188	403-1 Occupational health and safety management system	
	403-2 Identification of hazards, risk assessment and accident investigation	
	403-3 Occupational health services	
	403-4 Worker participation in occupational health and safety, worker consultation and communication	
	403-5 Worker training on occupational health and safety	
	403-6 Worker health promotion	
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked to labor relations	
	403-8 Workers covered by occupational health and safety management system	
	403-9 Work-related injury	
	403-10 Work-related illness	
GRI 401: EMPLOYMENT 2016	401-1 New hires and employee turnover	
	401-2 Benefits provided to full-time employees but not to temporary or part-time employees	Life insurance, health insurance, disability protection, maternity leave, retirement benefits, stock entitlement, etc.
	401-3 Maternity leave	
GRI 402: WORK FORCE / MANAGEMENT RELATIONS 2016	402-1 Minimum notice periods for operational changes	In case of critical operational changes, legal notice periods are complied with.

GRI CONTENT INDEX:

GRI STANDARD	DESCRIPTIONS	PLACE IN THE REPORT
GRI 405: DIVERSITY AND EQUAL OPPORTUNITY 2016	405-1 Diversity of governance bodies and staff	In case of critical operational changes, legal notice periods are complied with..
GRI 406: NON-DISCRIMINATION 2016	406-1 Incidents of discrimination and corrective measures taken	There were no incidents of discrimination during the reporting period.
GRI 407: COLLECTIVE LABOR AGREEMENT RIGHT 2016	407-1 Activities and suppliers identified where the right to freedom of association and collective bargaining may be at risk	
GRI 408: CHILD LABOR 2016	408-1 Activities and suppliers identified as having significant risks for child labor	During the reporting period, no risk of child labor was observed in Akademi Çevre operations. The same principle is also observed in the supplier audit process and no risk element was found.
GRI 409: FORCED / COMPULSORY LABOR 2016	409-1 Activities and suppliers identified as posing a significant risk of incidents of forced or compulsory labor	During the reporting period, no cases of forced or compulsory labor were observed in Akademi Çevre operations. In the same principle, no risk element was found in the supplier audit process.
GRI 410: SECURITY APPLICATIONS 2016	410-1 Security personnel trained in accordance with human rights policies or procedures	
GRI 414: SOCIAL ASSESSMENT OF SUPPLIERS 2016	414-1 New suppliers screened using human rights criteria	
	414-2 Negative impacts in the supply chain and measures taken	
COMPLIANCE WITH LEGAL REGULATIONS AND MITIGATION OF LEGAL RISKS		
GRI 3: PRIORITY ISSUES 2021	3-3 Management of priority issues	
GRI 207: TAX 2019	207-1 Tax approach	
	207-2 Tax administration, control and risk management	
	207-3 Identifying and managing stakeholder concerns on tax-related issues	
	207-4 Country-by-country reporting	
GRI 205: FIGHT AGAINST CORRUPTION 2016	205-1 Activities assessed for risks related to corruption	
	205-2 Communication and training on anti-corruption policies and procedures	
	205-3 Confirmed cases of corruption and actions taken	There were no confirmed cases of corruption during the reporting period.
GRI 206: ANTI-COMPETITIVE BEHAVIOR 2016	206-1 Legal actions against anti-competitive behavior, antitrust and monopoly activities	During the reporting period, there were no legal proceedings regarding anti-competitive behavior, antitrust and monopoly activities.
GRI 415: PUBLIC POLICIES 2016	415-1 Political support	Akademi Çevre does not support any political organization.

GRI STANDARD	DESCRIPTIONS	PLACE IN THE REPORT
DATA SECURITY		
GRI 3: PRIORITY ISSUES 2021	3-3 Management of priority issues	
GRI 418: CUSTOMER CONFIDENTIALITY	418-1 Confirmed complaints of breach of customer privacy and loss of customer data	During the reporting period, there were no confirmed complaints regarding breach of customer confidentiality and loss of customer data.
SUSTAINABILITY IN THE VALUE CHAIN, RESPONSIBLE PRODUCTION AND CONSUMPTION		
GRI 3: PRIORITY ISSUES 2021	3-3 Management of priority issues	
GRI 204: PROCUREMENT PRACTICES 2016	204-1 Proportion of spending on local suppliers	
GRI 308: ENVIRONMENTAL ASSESSMENT OF SUPPLIERS 2016	308-1 New suppliers screened using environmental criteria	
	308-2 Negative environmental impacts in the supply chain and actions taken	
GRI 414: SOCIAL ASSESSMENT OF SUPPLIERS 2016	414-1 New suppliers screened using social criteria	
	414-2 Negative impacts in the supply chain and measures taken	
STAKEHOLDER RELATIONS AND CUSTOMER SATISFACTION		
GRI 204: PROCUREMENT PRACTICES 2016	204-1 Proportion of spending on local suppliers	
GRI 413: LOCAL COMMUNITIES 2016	413-1 Operations with local community engagement, impact assessments and development programs	
	413-2 Operations related to specific actual and potential negative impacts on the local community	
TALENT MANAGEMENT, EMPLOYEE DEVELOPMENT AND SATISFACTION		
GRI 3: PRIORITY ISSUES 2021	3-3 Management of priority issues	
GRI 404: EDUCATION AND TRAINING 2016	404-1 Average hours of training per employee per year	
	404-2 Programs to improve employee skills and transition assistance programs / Talent management and lifelong learning programs	
	404-3 Percentage of employees receiving regular performance and career development reviews	
COMBATING CLIMATE CHANGE AND MITIGATING ENVIRONMENTAL IMPACTS		
GRI 3: ÖNCELİKLİ KONULAR 2021	3-3 Öncelikli konuların yönetimi	
GRI 305: EMISSIONS 2016	305-1 Direct greenhouse gas emissions (Scope 1)	
	305-2 Energy indirect greenhouse gas emissions (Scope 2)	
	305-3 Other indirect greenhouse gas emissions (Scope 3)	
	305-4 Intensity of greenhouse gas emissions	
	305-5 Reducing greenhouse gas emissions	
	305-6 Emissions of ozone depleting substances	
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx) and other significant air emissions	

GRI CONTENT INDEX:

GRI STANDARD	DESCRIPTIONS	PLACE IN THE REPORT
GRI 303: WATER AND WASTEWATER 2018	303-1 Interactions on water as a shared resource	
	303-2 Management of impacts related to water discharge	
	303-3 Water withdrawal	
	303-4 Water drainage	
	303-5 Water consumption	
GRI 306: WASTES 2020	306-1 Management of waste generation and significant waste-related impacts	
	306-2 Management of significant impacts associated with certain wastes	
	306-3 Waste produced	
	306-4 Waste diverted from disposal	
	306-5 Waste diverted to disposal	
GRI 304: BIODIVERSITY 2016	304-1 Owned, leased, managed operational sites within or adjacent to protected areas and areas of high biodiversity value outside protected areas	
	304-2 Significant impacts of activities, products and services on biodiversity	
GRI 308: ENVIRONMENTAL ASSESSMENT OF SUPPLIERS 2016	308-1 Screening of new suppliers using environmental criteria	
	308-2 Negative environmental impacts in the supply chain and actions taken	
PRIORITY ISSUES NOT COVERED IN SPECIAL NOTIFICATIONS		
COOPERATION WITH ACADEMIA AND EDUCATIONAL INSTITUTIONS		
GRI 3: PRIORITY ISSUES 2021	3-3 Management of priority issues	
SUPPORTING SOCIAL DEVELOPMENT		
GRI 3: PRIORITY ISSUES 2021	3-3 Management of priority issues	
DIGITALIZATION, R&D AND INNOVATION		
GRI 3: PRIORITY ISSUES 2021	3-3 Management of priority issues	



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