



AKADEMİ  
ÇEVRE

2023  
INTEGRATED  
REPORT





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INTEGRATED  
REPORT

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# ABOUT REPORT

*This report has been prepared to comprehensively present Akademi Çevre's performance for 2023 and its strategic goals in the field of sustainability. Our integrated report brings together all significant information regarding our Environmental, Social, and Governance (ESG) performance, transparently sharing the achievements of our sustainability journey and future plans with our stakeholders.*

Throughout 2023, we strengthened our business models based on circular economy principles and continued to enhance the benefits we provide to society while fulfilling our environmental responsibilities. Our 4th integrated report details the outcomes we achieved in waste management, carbon footprint reduction, energy efficiency, and digitalization. It also outlines the steps we have taken to meet stakeholder expectations, our long-term sustainability strategies, and the innovative projects we have implemented to minimize our environmental impact. With the valuable contributions of our stakeholders, we aim to illuminate our journey toward building a sustainable future.

The year 2023 was marked by innovative projects and collaborations that strengthened our sustainability goals and advanced our journey toward a circular economy. While providing services in line with zero-waste principles, we remained steadfast in our efforts to enhance operational efficiency, reduce our carbon footprint, and contribute to local communities. As Akademi Çevre, we continue to build strong relationships with all our stakeholders to achieve a sustainable future.

## Compliance and Legislation

The report has been prepared in alignment 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). Additionally, as specified in the GRI standards, a prioritization study was conducted to determine the necessary content. Therefore, the content of our report has been structured around the key topics prioritized for 2023. Performance disclosures are presented within the scope of the GRI framework. Furthermore, we reaffirm our commitment to upholding the principles of the United Nations Global Compact (UNGC), which encompass human rights, labor standards, environmental protection, and anti-corruption.

## Report Period and Scope

Our report covers the twelve-month period between January 1, 2023 and December 31, 2023, at four of our facilities in the country. It covers financial and non-financial (environmental and social) data. Financial and operational data regarding our performance in 2023, ESG performance indicators and our compliance with sustainable development goals are discussed in detail. This report is a transparent and comprehensive resource that reflects Akademi Çevre's goals of contributing to the environment, society and economy.

## Publication Form of the Report

One of our primary goals is to ensure that our Integrated Report is accessible to our stakeholders. In this context, the report was produced with an ecosystem-friendly approach and shared in electronic media. Our report, [www.akademicevre.com](http://www.akademicevre.com) It is available in PDF format on our website under the Sustainability tab, under the Reports section. You can also access our report on the ERTA website under the Integrated Reporting heading, under the Integrated Reports Published in Turkey section.

**MESSAGE FROM  
SENIOR MANAGEMENT**

**MESSAGE FROM  
THE CHAIRMAN OF  
THE BOARD**

*We continue to  
successfully fulfill our  
responsibilities in recycling  
today for a more  
sustainable tomorrow.*



**Uğur IŞIK**

**Chairman  
of the  
Board**

## Dear Stakeholders,

The year 2023 was a year in which we took important steps in the fields of environmental sustainability and social responsibility and carried our successes even further. As Akademi Çevre, we worked resolutely to fulfill our commitments to reduce our carbon emissions and protect natural resources while developing our circular economy and sustainable waste management strategies. While climate change continues to be a major threat to the entire world, we have taken the lead in this process and strengthened our way of doing business in line with sustainable development goals.

Throughout 2023, we have undertaken exemplary initiatives in many areas, from our waste-derived fuel (RDF) production to zero waste projects, from our digital transformation investments to social projects. All these efforts have not only further strengthened our business model, but also enabled us to positively increase our environmental and social impacts. By prioritizing sustainability criteria throughout the supply chain, we have managed to gain the trust of our stakeholders and establish strong partnerships with them.

One of the most important achievements of this year is our work focused on digitalization and innovation has gained momentum. We have strengthened our technological infrastructure, increased efficiency and thus made our operational processes more effective. Our future plans include the use of more renewable energy, increasing energy efficiency and optimizing resource use.

**We continue to successfully fulfill our responsibilities in recycling today for a more sustainable future.** With our circular economy focused business model, we continue to increase waste recycling and use our energy resources efficiently. Thanks to our innovative projects, we not only reduce our environmental impact, but also add value to society and the economy.

As we move forward with the same determination to 2024 and beyond, we will deepen the strong collaborations we have established with our stakeholders and continue to develop new projects to achieve our sustainable development goals. We would like to thank all our employees, business partners and stakeholders who made these achievements possible and emphasize our belief in building a more sustainable future together.

Kind regards,

**Uğur IŞIK**

Chairman of the Board



**MESSAGE FROM  
SENIOR MANAGEMENT**

**MESSAGE  
FROM THE  
CEO**

*As Akademi Çevre, we will  
continue our commitment  
to developing  
environmentally conscious  
and economically  
sustainable projects.*



**Ufuk IŞIK**  
CEO



## Dear Stakeholders,

The year 2023 marked a significant milestone for Akademi Çevre, as we made great strides toward achieving our sustainability goals. The projects we implemented to minimize environmental impacts and contribute to the circular economy have reshaped our way of doing business and positioned us as a leader in the industry.

Throughout this year, we achieved significant improvements in energy efficiency and renewable energy utilization while reducing our carbon emissions. Additionally, through our digital transformation strategy, we enhanced our operational efficiency and made our waste management processes more effective.

In 2023, the strong collaborations we established with our stakeholders, our contributions to social projects, and our sustainable business model enabled us to continue creating value not only in environmental but also in social responsibility areas. Notably, our educational projects aimed at children and young people represented significant steps toward instilling environmental awareness in future generations.

As long as we exist, we will continue to grow in line with our sustainable development goals. At Akademi Çevre, we remain committed to developing environmentally conscious and economically sustainable projects. Through our innovative activities and projects that contribute to society, we aim to establish an exemplary model not only in Turkey but also on a global scale.

Behind all these achievements lies the dedication and contributions of every member of the Akademi Çevre family. I sincerely thank all our employees, business partners, and stakeholders who placed their trust in us for their commitment and efforts throughout 2023. Together, we will continue working toward a cleaner, more sustainable world.

Best Regards,

**Ufuk IŞIK**  
CEO



# ABOUT **AKADEMİ ÇEVRE**



**Akademi Çevre Integrated Waste Management Industry Inc.**, a subsidiary of Akademi Holding (hereinafter referred to as **Akademi Çevre** throughout the report), provides **Integrated Waste Management** services to its corporate clients under the scope of its licenses. Akademi Çevre continues its efforts to create processes that reduce resource consumption and support sustainable living. In this context, it offers corporate clients the environmental solutions they need through services focused on **Zero Waste, Resource Management Compatible with the Circular Economy, and Sustainability.**





Akademi Çevre began its operations in 2005 **with Noise and Sound Measurements**. It adopted the approach of providing tailored processes and complementary services designed to meet the specific needs of its corporate clients. In 2009, aiming to expand its field of activity, it entered the recycling sector by obtaining authorization for **Electronic Waste Processing** from the Ministry of Environment and Forestry. In 2011, the company made a significant step toward achieving its growth objectives with the establishment of the **Integrated Waste Management Facility** in Istanbul Tuzla. Since then, Akademi Çevre has completed the **Environmental Permit and Licensing** processes under the authority of the Ministry of Environment and Urbanization, continuing to provide licensed environmental and waste management services.

While providing services to the leading national and international corporate companies of the country within the scope of these activities, in 2016, it completed the investment of **Refrigerator Large Goods Recycling Facility** for 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 also supported, our facility for purifying transformer oils containing **Polychlorinated Biphenyl (PCB)** started operating. In 2018, It continued its operations with its facility, which is over 12,000 m<sup>2</sup> and is **Turkey's largest Integrated Recycling Facility**.

In the same year, it undertook the operation of the **Solid Waste Collection Facility** of Istanbul Airport, the largest airport in Turkey, and opened its liaison office in Manisa. In this facility, **Integrated Waste Management Service** has begun to be provided for the management of all hazardous and non-hazardous wastes, as well as packaging waste.

In 2019, by establishing a communication office in Ankara and **Environmental Measurement and Analysis Laboratories** in Istanbul and Manisa, Akademi Çevre has taken firm steps towards its growth target. In 2020, with the establishment of **Akademi Holding**, Akademi Çevre was incorporated into the holding. With this development, in the same year, a **Refuse Derived Fuel (RDF)** Facility in Kocaeli, a Recycling Facility in Izmir and investments aimed at being an alternative to fossil fuels were made. These investments aim to both contribute to the country's economy and achieve **sustainability** goals. In 2021, the **Adana Recycling Facility** was established and the waste management network was expanded. In 2022, initiatives towards the **Circular Economy** gained momentum with precious metal refinery investments, and a **TSE-approved Mobile Phone and Tablet Renewal Center** was established. In 2023, we established ISO 50001 Energy Management Systems in our Tuzla Facility and were entitled to receive an energy certificate.

# ABOUT AKADEMİ ÇEVRE

The facilities established and the projects implemented show that the sustainability of waste management in Turkey and the contribution to the **circular economy** are among the main objectives of Akademi Çevre. In line with these objectives, the needs of both internal and external stakeholders are taken into consideration in every field of service provided, and processes specific to stakeholders are managed. **Integrated Waste Management, Environmental Measurement and Analysis Laboratory Services, Environmental Permit and License Processes, Environmental Consultancy including Zero Waste and Circular Economy, Logistics Operation Services and Recycling and Recovery Services** are the main fields of activity of Akademi Çevre.

When the activities of Akademi Çevre are examined, it is seen that it has a wide activity network in terms of environmental services and contributes to the fight against climate change. Our company has **Environmental Permit and License Certificate, Non-Hazardous Waste Collection Separation Certificate, Waste Accumulator Temporary Storage**

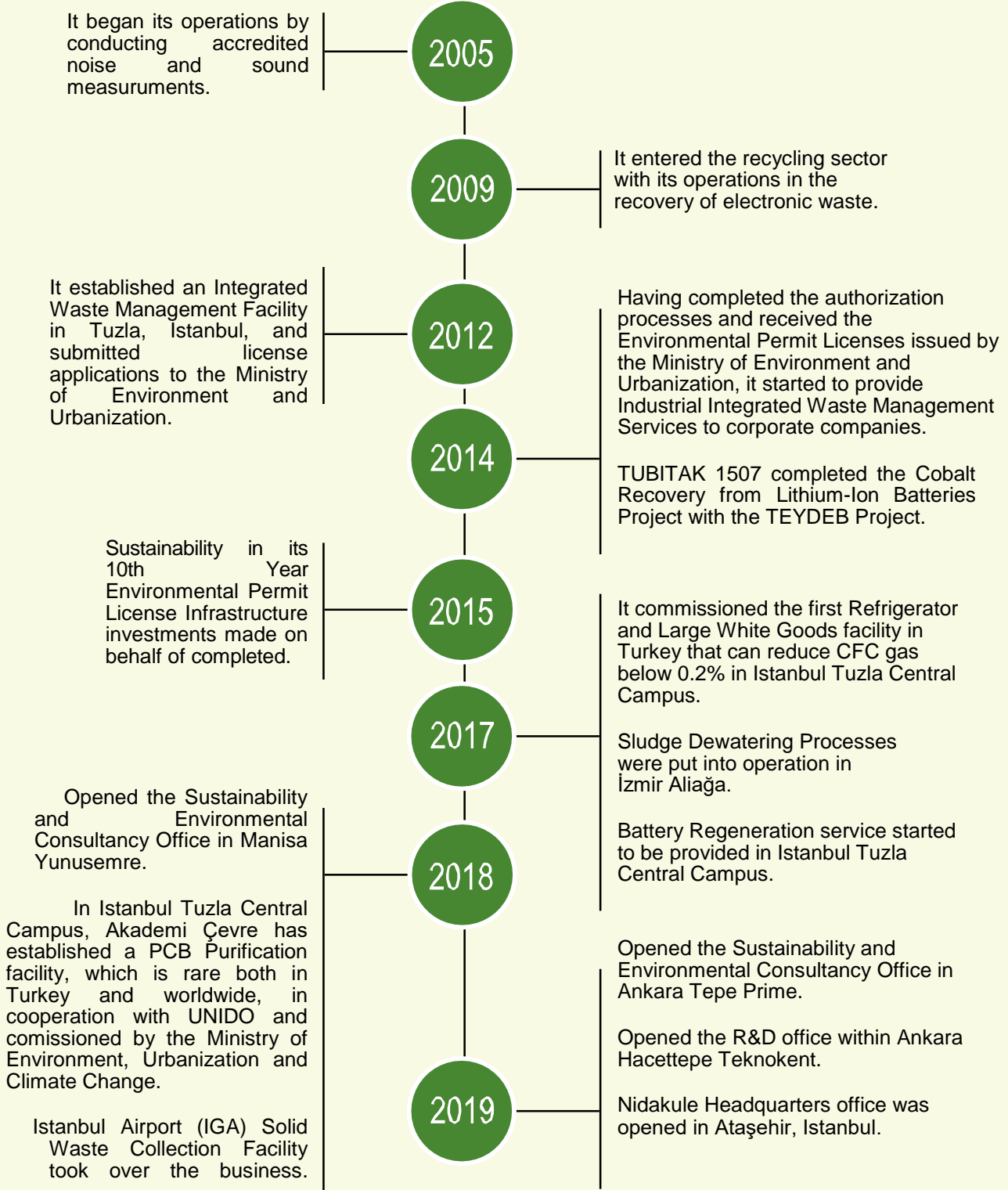
**Permit Certificate, Temporary Storage Permit Certificate for End-of-Life Tires** has many documents such as. All activities are carried out and documented in accordance with the standards of quality, environment, occupational safety and data security management systems within the scope of integrated management systems. In addition, we are a member of the **British Safety Council**, an international accreditation body in the field of **Occupational Health and Safety**.

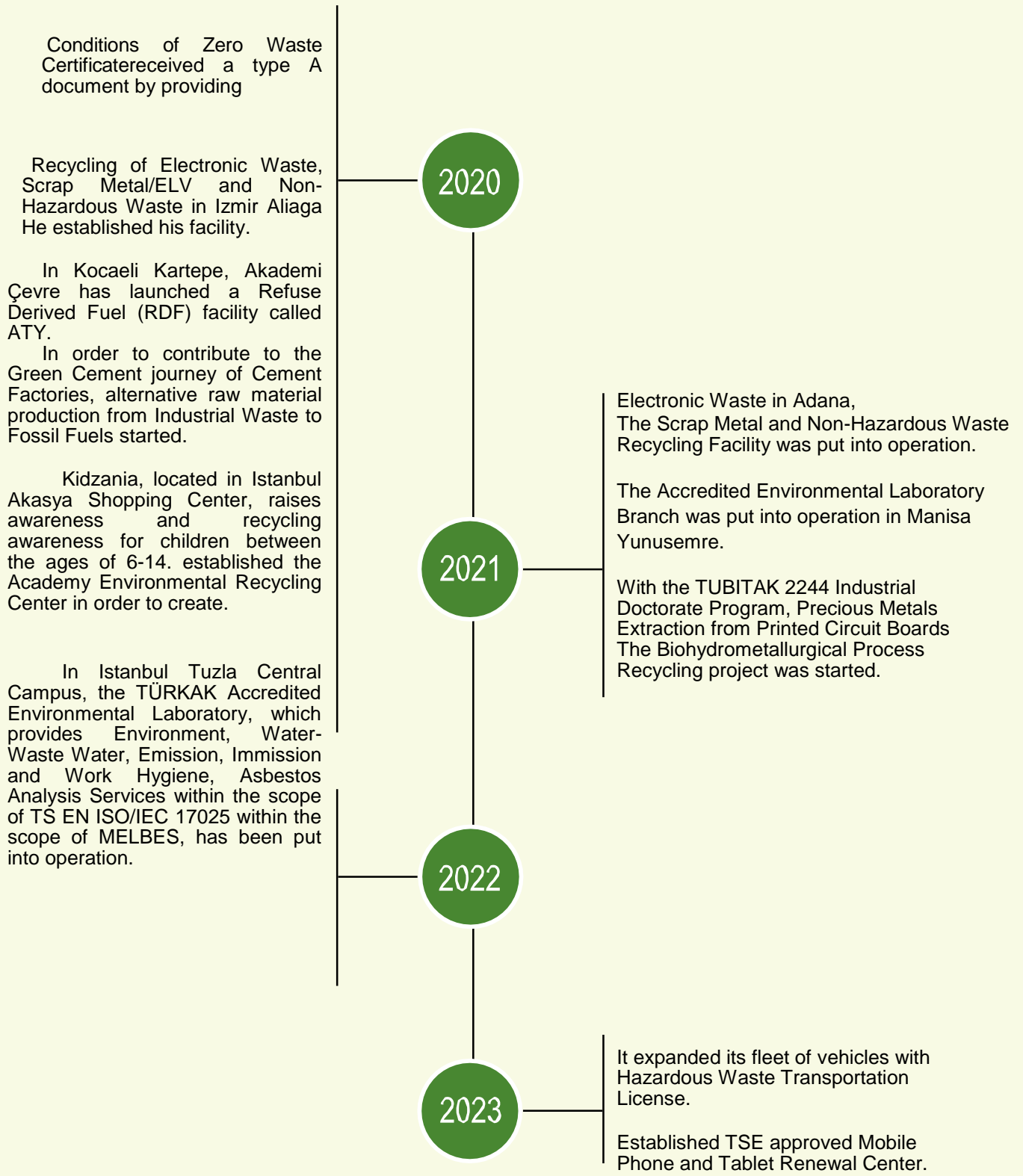
Akademi Çevre also contributes to the education of new generations by attaching importance to the social dimension of **sustainability**. Akademi Çevre KidZania Recycling Center, which started operating in 2020, offers recycling and recovery activities to children between the ages of 6-14 in order to explain the importance of **sustainability** and waste management. In addition, university students are supported to improve themselves in integrated waste management and waste legislation by providing internship and technical tour opportunities.

## Facilities and Branches Operated Under Akademi Çevre A.Ş.:



# AKADEMİ ÇEVRE MILESTONES





## SERVICES

Akademi Çevre, with its core activity in Integrated Waste Management, also provides services in various fields such as Environmental Consultancy, Accredited Environmental Measurement and Analysis Laboratories, Waste Recycling/Recovery, and Logistics Operations for Waste Transportation. These services are offered with dedication and pride to corporate stakeholders operating at national and international levels, in compliance with relevant legal regulations and standards.

A detailed review of Akademi Çevre's areas of operation reveals that the collection, handling, storage, purification, processing, and recovery of hazardous and non-hazardous wastes are the primary focus. These waste management activities are carried out within the framework of legal regulations, including all the regulations, circulars, and notices published under the Environmental Law.





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



Electronic Waste WEEE (3R)



White Goods and Refrigerator Recycling



Mobile Phone Refurbishment Center



Secure Data Destruction Services



Scrap Metal Recycling



Cable Recycling



Refuse Derived Fuel (RDF)



Packaging Waste Recycling



Refinery Services



Sludge Drying Service



Sludge Dewatering Service



Waste Site Management Services



End of Life Vehicle (ELV)



EV Charging Station Installation Service



Battery Regeneration Service



Battery and Battery Pack Recycling



SF6 Recycling Service



End of Life Tires (ELT)



Accredited Environmental Laboratory Service



R&D Service



Consulting Service



Reporting Service



Carbon Capture Service



Licensed Hazardous Waste Transportation Vehicle Service



PCB - PCT De-contamination Service



Plastic Cleaning Service



Wastewater Treatment Plant Operation Service



Municipal Solid Waste Service



Soil Contamination Remediation Service



Urban Transformation Building Demolition Service

# AKADEMİ ÇEVRE

## CORPORATE PROFILE

- **1.2 million tons:** Amount of waste processed
- **250:** Total number of employees
- **20:** Number of cities of operation
- **Capacity:** 5000 kton

Over 700 waste codes are accepted at all facilities, and support has continued to be provided to corporate clients with 10+7 licenses. Logistics services have been maintained with a fleet of over 50 vehicles, 16 of which are licensed.

The production quantities, covering the activities across all facilities of Akademi Çevre, which makes investments each year to increase its production capacity, are provided in the table.

Our Production Based on Activity (Tonnes)	2018	2019	2020	2021	2022	2023
Refuse Derived Fuel (RDF)	-	-	-	2,645.00	3,365.50	11,541.80
Waste Electrical and Electronic Equipment (WEEE)	1,489.40	1,695.80	595.7	3,479.50	4,286.70	5,519.20
Packaging Waste Recycling (AAGK)	30.5	93.6	887.5	1,910.50	2,103.40	4,350.08
Scrap Metal Processing (SPM)	2,340.50	2,910.40	1,142.90	2,987.20	3,254.30	14,071.50
End of Life Vehicle (ELV)	-	-	2.5	10.7	18.1	14.5
PCB Purification (PCB)	1,286.30	604.8	432.5	637.3	684.7	142.16
Hazardous Waste Recycling (TGK)	1,052.40	1,084.20	731.5	1,780.60	2,130.80	1,588.52
Non-Hazardous Waste Recycling (TSGK)	1,323.80	1,360.40	759.9	4,651.40	5,731.50	4,187.80
<b>Total</b>	<b>7,522.90</b>	<b>7,749.20</b>	<b>4,552.50</b>	<b>18,102.20</b>	<b>21,575.00</b>	<b>41,415.56</b>



# STRATEGY, PERFORMANCE AND FORECASTS

Developments in external factors and changing stakeholder expectations significantly impact our business strategies and the social, economic and environmental impacts we create.

Therefore, we closely monitor global developments and act accordingly. With the responsibility of being one of the main drivers of sustainable development, we focus our strategies on the goal of leading the green transformation in our country.

The external factors to be considered in Akademi Çevre's strategic plan encompass developments in environmental issues, waste management, sustainability, and the business world, both in Turkey and globally. Akademi Çevre has closely monitored these developments, adapting to the green transformation and developing sustainable business models. Adapting to changing external conditions and seizing opportunities for the future have been important steps in supporting our strategic growth objectives. In this context, we have continued our efforts to enhance the positive impact we generate in our areas of business, while keeping track of the developments during the reporting period.

2023 was a year in which the global economy struggled to recover from the effects of the pandemic, while simultaneously facing various challenges such as inflation, the energy crisis, and geopolitical risks. These dynamics brought uncertainties for 2024 as well. Key global developments in 2023 include:



## Slowing Global Economic Growth

In 2023, global economic growth showed a tendency to slow down, particularly in developed countries. International organizations noted that global growth rates were at lower levels compared to the early years of the pandemic. High inflation, interest rate hikes, and supply chain issues in the U.S. and Europe were key factors limiting growth rates.

## High Inflation and Interest Rate Hikes

The high inflation experienced in 2022 continued to affect the global economy in 2023. Central banks in many countries, particularly the U.S. Federal Reserve and the European Central Bank, raised interest rates in an effort to control inflation. These rate hikes increased borrowing costs, slowing down economic activity. The effects were particularly noticeable in the housing market and consumer spending.





### Energy Crisis and Price Fluctuations

The effects of the Russia-Ukraine war continued to shape energy markets in 2023. European countries continued their efforts to ensure energy supply security by reducing energy imports from Russia. This situation led to fluctuations in energy prices. In particular, natural gas and oil prices fluctuated throughout the year due to both supply shortages and demand uncertainties.

### China's Economic Recovery and Challenges

2023 was a year in which China continued its post-pandemic economic recovery process. However, the recovery was slower than expected due to the ongoing real estate crisis, increasing debt burdens, and the slowdown in global trade. It was recorded as a year in which China faced challenges in achieving its growth targets.

### Digitalization and Green Transformation

In 2023, as the digital economy grew rapidly and investments in green energy increased, many countries accelerated their green transformation strategies in the fight against climate change. Energy efficiency, renewable energy projects, and carbon reduction targets became key priorities on the agendas of many countries. In this context, sustainable investment projects also gained prominence.

### Climate Finance and Sustainable Investments

Sustainable investments and green finance became prominent in the fight against climate change. In 2023, many countries and companies developed financial strategies aimed at reducing carbon emissions. Green bond issuances increased, and investment funds directed toward environmentally friendly projects expanded.

# STRATEGY, PERFORMANCE AND FORECASTS



In 2023, Turkey experienced significant developments in economic, political, and social areas. Key developments in environmental issues, waste management, sustainability, and the business world in Turkey in 2023 include:

## **The Implementation Process of the Green Deal Action Plan**

In 2023, Turkey accelerated its alignment process with the European Green Deal. The Green Deal Action Plan includes concrete steps for transitioning to a carbon-neutral economy and encourages companies to develop strategies for circular economy practices and reducing carbon emissions.

## **Carbon Reduction Targets and Transition Away from Fossil Fuels Under the Paris Climate Agreement**

In 2023, Turkey updated its carbon emission reduction targets under the Paris Climate Agreement. Additionally, the country decided to move away from fossil fuels and shifted towards renewable energy investments. This development accelerated Turkey's efforts to achieve its net-zero emissions target by 2053.

## **Waste Management and Zero Waste Projects**

In 2023, the Zero Waste Project was expanded in Turkey, and many municipalities and industrial organizations updated their waste management policies. In line with the Zero Waste Regulation, efforts were made to encourage more efficient collection, recycling, and reuse of waste.

## **February 6th Earthquake and Aftermath**

2023 was the year Turkey faced a major natural disaster, the February 6th earthquake. This earthquake increased the waste management requirements related to construction and debris waste. Post-disaster waste management strategies became a significant environmental need.

## **Renewable Energy Investments and Transition Away from Fossil Fuels**

In 2023, significant investments were made in renewable energy in Turkey, and the decision to move away from fossil fuels gained momentum. Turkey's investments in solar and wind energy have fostered transformation in the energy sector.

## **Circular Economy and Recycling Strategies**

In 2023, Turkey strengthened its circular economy-focused policies. New regulations were introduced for the recycling of Waste Electrical and Electronic Equipment (WEEE), aiming to ensure that companies efficiently recover these wastes.



### Carbon Pricing and Trading Systems

In 2023, efforts to implement carbon pricing and carbon trading systems in Turkey accelerated. In line with the Paris Climate Agreement, Turkey began developing emission trading systems to achieve its carbon emission reduction targets.

### Green Finance and Sustainable Investments

2023 was a year of significant progress in green finance and sustainable investments in Turkey. Instruments such as green bonds played a key role in financing sustainable projects.

### Environmental, Social, and Governance (ESG) Reporting

In 2023, companies in Turkey began placing greater emphasis on Environmental, Social, and Governance (ESG) reporting. Companies focused on reporting their environmental and social performance in compliance with international standards.



# STRATEGY, PERFORMANCE AND FORECASTS



As Akademi Çevre, sustainability is a key focus area of our core business strategy. We align our activities with the principles of creating value for our stakeholders and contributing to society. In 2023, we reviewed our sustainability priorities and reassessed our stakeholders' expectations in this area. To strengthen our capacity to comply with changing regulations and better address societal needs, we developed a new strategic roadmap. In this context, we restructured our sustainability focus areas, revised our key performance indicators and objectives for each area, and identified the Sustainable Development Goals (SDGs) to which we contribute.

Within the framework of our new strategy, we aim to meet the expectations of all our stakeholders and to share our sustainability performance transparently with simple, understandable and internationally compatible indicators. We have benefited from many local and global standards and guides while determining our sustainability strategy. Among the main sources we refer to is the United Nations Global Compact - UNGC) requirements, Carbon Disclosure Project (CDP) Climate Change Guidance.

In addition, we have comprehensively evaluated all risks and opportunities related to sustainability and integrated them into our business processes. With this comprehensive approach, we are committed to increasing our contribution to sustainable development and providing better services to society.





# OUR VALUE CREATION MODEL

## EXTERNAL FACTORS

Economic Developments, Sectoral Developments, Authorities Regulations and Legal Changes Other Factors

### INPUTS

- **Financial Capital:** Diversity of resources and strong liquidity, sustainable operational profitability, strong financial structure
- **Human Capital:** Investment in employees, equal opportunities, social benefits
- **Natural Capital:** Sustainability strategy integrated into business processes, environmental and social impact assessment, 2053 Net Zero target and strategy
- **Intellectual Capital:** Sector expertise, consultancy services developed through accumulated knowledge, workforce with diverse specializations, ability to develop innovative solutions within environmental regulations
- **Social Capital:** Long-term stakeholder communication, support for innovation, experience sharing across different platforms, social responsibility projects

### MISSION

### VISION

### A.Ç Business Model Outputs

- Integrated Waste Management
- Recycling and Recovery
- Environmental Consultancy
- Laboratory
- Waste Transportation Logistics

- **Economic Contribution:** The value created for both our customers and the Turkish economy through recycling activities.
- **Environmental Contribution:** The processing and recovery of waste without harming the environment, conserving natural resources, and reducing the carbon footprint.
- **Social Contribution:** Sustainability education and increasing social awareness, especially through projects that instill environmental consciousness in children and youth.
- **Stakeholder Engagement:** Providing tailored environmental solutions to customers to support their sustainability goals, while collaborating with local authorities and international organizations.



## SUSTAINABILITY AND INNOVATION

Akademi Çevre continuously develops solutions based on the principles of the circular economy and invests in innovation-driven projects. Through its environmentally responsible business practices, it creates sustainable value by ensuring the efficient use of resources and the recovery of waste.

# STRATEGY, PERFORMANCE AND FORECASTS



In line with our mission as Akademi Çevre, the strategies we have developed are focused on contributing to the circular economy and creating long-term value. Our company's activities aim to maximize the positive impact on society, the economy, and the environment by providing innovative waste management solutions. Our value creation model is shaped by strong collaborations with our stakeholders, investments in technology, R&D efforts, our integrated service structure, and business processes that reduce environmental impacts. This model supports sustainable growth both economically and socially, while also reinforcing Akademi Çevre's leadership position in the industry.

We recognize that climate change is one of the most important issues of both today and the future. Uncontrolled resource use and the negative effects of waste on recipient resources and ecosystems have led to the food and water crises becoming an environmental threat in many countries. If necessary measures are not taken, these problems will grow exponentially. While our investments and efforts to recover waste and reintegrate it into production as raw materials continue rapidly, we are also working diligently to contribute to resource reduction and the circular economy, aiming to build a sustainable future.

In this regard, we lead initiatives in all our facilities and processes within the framework of Zero Waste and Circular Economy objectives, while raising awareness among all our stakeholders and implementing innovative projects. We also aim to continue our path with pioneering efforts in monitoring and reducing carbon emissions.

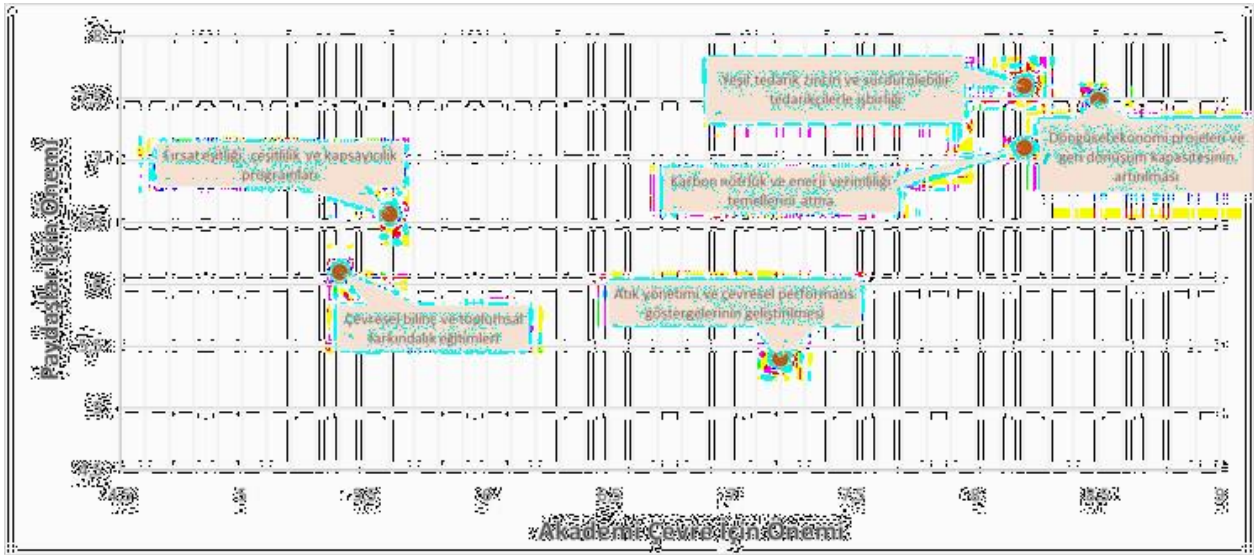
Akademi Çevre ensures the recycling and reintegration of 1.2 million tons of waste into the economy annually. Through energy efficiency projects, it has successfully reduced carbon emissions by 18%. The company provides integrated waste management services to numerous corporate clients in over 20 cities across Turkey and maintains environmental compliance through waste processing activities reported in accordance with environmental regulations.

As a result of Akademi Çevre's value creation process, economic, environmental, and social contributions are made for stakeholders. Through recycling activities, value is created for both clients and the Turkish economy, while the processing of waste without harming the environment helps conserve natural resources and reduce the carbon footprint. Additionally, environmental awareness is instilled in younger generations through sustainability education and social awareness projects. By offering tailored environmental solutions to clients, we support them in achieving their sustainability goals and foster collaborations with local authorities and international organizations.

Finally, Akademi Çevre adopts a sustainable business model by investing in innovation projects based on circular economy principles, ensuring the efficient use of resources and the recovery of waste. This approach enables the company to continuously develop innovative solutions through its environmentally conscious way of doing business.

In 2023, within the scope of our sustainability strategy, we reviewed our priorities. In 2022, we grouped the priorities we had set based on stakeholder expectations and suggestions according to our new strategic areas.





# STRATEGY, PERFORMANCE AND FORECASTS

The high-priority areas related to sustainability, determined based on the results of the prioritization analysis, are presented below.

Priority Area	Aim	Priority Steps	Related SDGs
Carbon Neutrality and Energy Ve-Laying the Foundations of Efficiency	Renewable energy use to initiate energy increase projects and to contribute to carbon emission reduction strategies through energy efficiency studies.	Energy efficiency in all facilities to increase its capacity by 10% and to start infrastructure works for the use of renewable energy sources.	SDG 13 (Climate Action), SDG 7 (Accessible and Clean Energy)
Circular Economy Projects and Increasing Recycling Capacity	Contributing to the circular economy by increasing the recycling rate by 10% and initiating projects to recycle waste.	Electronic waste and hazardous to optimize waste recycling processes and to carry out capacity-increasing studies in ATY projects.	SDG 12 (Responsible Consumption and Production), SDG 9 (Industry, Innovation and Infrastructure)
Equal Opportunity, Diversity and Inclusion Programs	Initiating programs to increase the proportion of female employees and developing initiatives that promote diversity in the workplace.	Launching initiatives to increase women's employment and the rate of women in leadership positions by 10%, and organizing training programs to support an inclusive work culture.	SDG 5 (Gender Equality), SDG 8 (Decent Work and Economic Growth)
Green Supply Chain and Collaboration with Sustainable Suppliers	Supporting 30% of sustainable supply chain processes with environmentally friendly materials.	Determining sustainability requirements in the supply chain and working with at least 30% environmentally friendly suppliers by 2023.	SDG 12 (Responsible Consumption and Production)
Environmental Consciousness and Social Awareness Trainings	To provide environmental education to at least 10,000 children and young people by 2023 in order to raise environmental awareness throughout Türkiye.	Organizing environmental awareness activities in collaboration with local schools and communities and initiating awareness projects for children and youth.	SDG 4 (Quality Education), SDG 11 (Sustainable Cities and Communities)
Development of Waste Management and Environmental Performance Indicators	Monitoring environmental performance indicators and strengthening reporting processes with these data.	Monitor waste management, energy efficiency and recycling data more comprehensively and improve the data infrastructure for environmental performance reporting.	SDG 12 (Responsible Consumption and Production)



# SUSTAINABLE INTEGRATED WASTE MANAGEMENT ACTIVITIES

In our operations, we aim to continuously fulfill our sustainability commitment by reducing our total carbon footprint and conserving natural resources. We strive to be a leading company that inspires our industry with our performance. To achieve this, we measure and report our environmental impact, with the goal of minimizing the pressure global environmental issues place on natural resources through a sustainable development and continuous improvement approach.

As Akademi Çevre, we have adopted the ISO 14001 Environmental Management System and ISO 45001 Occupational Health and Safety Management System in all our operations, and have developed policies and procedures for their implementation. Furthermore, necessary programs are created to ensure the continuous improvement of these systems, and their implementations are regularly monitored.

As Akademi Çevre, we are aware of our responsibility to address the issues related to the irregular use of natural resources caused by the increasing population. In this regard, we aim to minimize the use of resources and strive to effectively carry out our activities in line with this objective.

## 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, under the Environmental Management System, we;

- Strive to recycle as much waste as possible generated from our activities,
- Follow emerging technologies to maximize the efficiency of our facilities and reduce losses,
- Aim to minimize the use of natural resources through continuous improvement efforts,
- Continuously work to improve our environmental performance,
- Consider environmental impacts when making new investments.

To instill environmental awareness into our corporate culture, 12 hours of environmental training are provided at all our facilities each year. In 2023, we did not receive any environmental fines.

As Akademi Çevre, we implement various monitoring methods to minimize the environmental impacts arising from our operational activities. To this end, we periodically track natural gas, electricity, and water consumption, as well as the amount of waste generated in our facilities and buildings. Additionally, in accordance with the ISO 14064-1 Greenhouse Gas Calculation and Verification Standard, we calculate greenhouse gas emissions annually and publish our carbon footprint report.

As Akademi Çevre, in line with our goal to reduce environmental impacts, we continue our energy efficiency efforts and prioritize investments in renewable energy sources. In our facility investments, we adopt technologies that ensure energy efficiency, carefully managing our carbon emissions. Additionally, since 2019, we have been investing in solar energy systems to source the energy used in our facilities from renewable sources. Currently, we are working on the necessary infrastructure to implement our solar energy system, which is operational in a pilot area, across all our facilities.



# QUALITY MANAGEMENT



## Management System Standards Certificates

### AKADEMİ ÇEVRE TUZLA FACILITY

CERTIFICATE NAME	First Issuance Date
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 Secure Destruction of Confidential Material	2012
ISO 22301:2019 Societal Security-Business Continuity Management System	2020
ISO 26000:2010 Social Responsibility Management System	2020
ISO 27001:2013 Information Security Management System	2013
ISO 50001:2018 Energy Management System	2023
OHSAS 18001-ISO 45001: 2018 Occupational Health and Safety Management System	2011

### AKADEMİ ÇEVRE İZMİR FACILITY

CERTIFICATE NAME	First Issuance Date
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 Societal Security-Business Continuity Management System	2020
ISO 45001:2018 Occupational Health and Safety Management System	2020

### AKADEMİ ÇEVRE ATY FACILITY

CERTIFICATE NAME	First Issuance Date
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 CENTER LABORATORY

CERTIFICATE NAME	First Issuance Date
ISO 17025:2017 General Requirements for the Competence of Testing and Calibration Laboratories	2020

### AKADEMİ ÇEVRE-MANİSA BRANCH LABORATORY

CERTIFICATE NAME	First Issuance Date
ISO 17025:2017 General Requirements for the Competence of Testing and Calibration Laboratories	2020



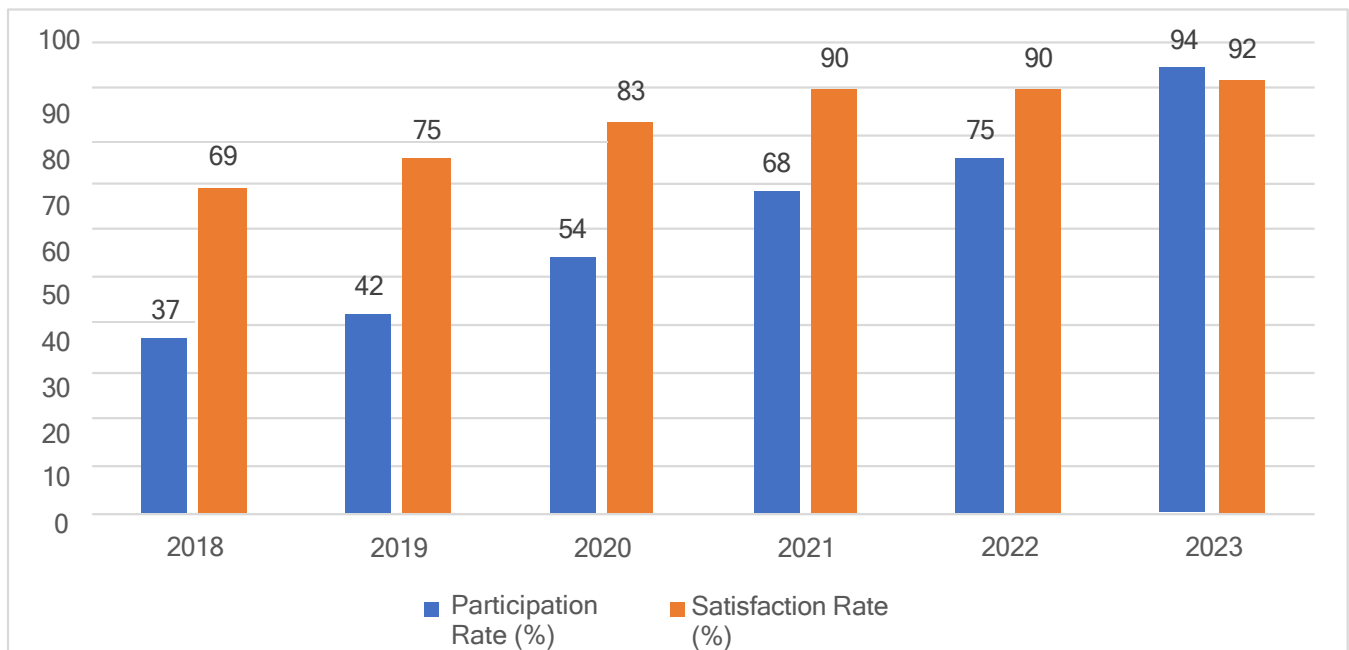


# CUSTOMER SATISFACTION

We manage customer satisfaction according to the procedures we have developed under the ISO 10002 Customer Satisfaction Management System, conducting regular surveys for our customers. We evaluate and resolve complaints and objections as quickly as possible, providing feedback to our customers accordingly. We aim to build strong foundations for our relationships with customers, continuously ensuring customer satisfaction with our independent, trust-building stance and technical competence.

In line with our strong customer relationships, we aim to establish long-term partnerships, believing that each new collaboration creates development opportunities for our industry and related fields. With this awareness, we consistently strive to improve our relationships with customers by conducting regular customer satisfaction surveys, monitoring our service quality, analyzing the results, and ensuring that improvement actions are followed at all levels, starting with senior management.

**In line with this approach, we regularly assess our service quality through customer satisfaction surveys conducted at regular intervals.**

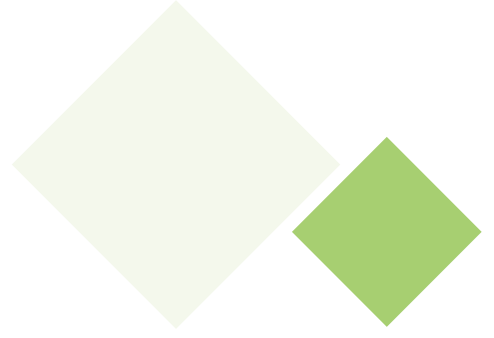




# NATURAL SOURCE MANAGEMENT

With the aim of leaving a clean environment for future generations, we prioritize the efficient use of natural resources and work towards minimizing the environmental impacts of the energy we consume. We are increasing our efforts toward the use of renewable resources and focusing on the goals we have set. In 2022, we planned to meet the electricity needs of the RDF Facility in Kocaeli entirely with solar energy, and in 2023, we largely achieved this target. The solar power unit was commissioned in March, and we continue to improve its operation. We monitor and track our energy needs regularly across all our facilities. At our Tuzla Integrated Facility, we continuously monitor energy consumption through meters and analyzers in our operational areas, report irregular or inefficient consumption on a daily basis, and apply corrective actions. We are implementing energy efficiency measures in our offices and providing regular training for our employees on this subject. Additionally, we conduct regular studies on the machinery and equipment used, and apply the methods we have developed to ensure their efficient operation.

The efficient use of energy plays a crucial role in reducing environmental pollution and fulfilling commitments. In 2023, Akademi Çevre prioritized energy efficiency by establishing an Energy Management System. In this context, various activities, including motors used in production, heating and cooling systems, and ventilation systems, were analyzed, and energy calculations were conducted. Energy-efficient use was highlighted for improvement initiatives, which were included in the investment plan for 2023. Ensuring effective management of energy usage not only contributes to reducing environmental pollution but also plays a significant role in lowering operational costs. Through energy calculations and the implementation of energy-efficient measures, we contribute to reducing our company's carbon footprint and achieving our environmental sustainability goals.



# EMISSION MANAGEMENT

Akademi Çevre is increasing its capacity through investments in its operations. However, there has been an increase in greenhouse gas emissions. As a result of the growth in the company's activities, the greenhouse gas emissions generated are offset by the recycling of waste products, which helps reduce the use of natural resources. By producing value-added secondary raw materials instead of relying on raw materials from nature, the company ensures savings in various resources such as energy, water, and labor.

Greenhouse Gas Emissions (tCO <sub>2</sub> e)	2018	2019-2020	2021	2022	2023
Scope 1 (Direct)	532	647	1,219	1,903.40	2,138.92
Scope 2 (Energy Indirect)	122	194	129	103.45	150.33
Scope 1+2	654	841	1,348	2006.45	2,289.25
Scope 3 (Other Indirect)	370	317	669	1757.7	2,326.53
<b>Total</b>	<b>1,024</b>	<b>1,158</b>	<b>2,017</b>	<b>3,764.55</b>	<b>4,615.78</b>

In 2023, through recycling activities carried out within Akademi Çevre, a total of 7,284.34 tons of Scrap Aluminum, Scrap Iron, and Copper were recycled. As a result, the extraction of these materials from primary sources was prevented to the same extent as the amount recycled. The use of these materials on the consumer side has contributed to a total reduction of 22,724.37 tons of CO<sub>2</sub>e emissions compared to the extraction of these materials from primary sources.

Recycled Materials	Quantity (tons)	Primary Production Emissions (tCO <sub>2</sub> e)	Secondary Production Emissions (tCO <sub>2</sub> e)	Difference (Emissions Avoided) (tCO <sub>2</sub> e)
Aluminum	1,698	15,490.25	1,697	13,793.26
Copper	880.62	4,403.11	880.62	3,552.48
Scrap iron	2,639	9,718.59	4,309.96	5,408.63
<b>TOTAL</b>	<b>5,217.62</b>	<b>29,611.95</b>	<b>6,887.58</b>	<b>22,724.37</b>

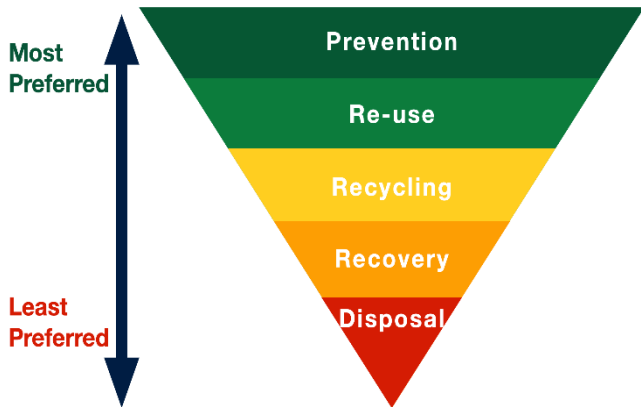
Recycled Material	Unit Emission Reduction (tCO <sub>2</sub> e/ton product)
Aluminum	8.12
Copper	4.00
Scrap iron	2.05

# WASTE MANAGEMENT



In today's world, as in the past, industrialization and population growth are leading to the unconscious consumption of natural resources, resulting in an unstoppable increase in waste generation. When waste, which holds no value for consumers, is randomly discarded into nature, it poses a serious threat to both the environment and human health. To reduce and even eliminate these negative impacts, the proper management of all types of waste, especially hazardous and chemical waste, is becoming increasingly important. However, nowadays, these wastes are no longer viewed as mere "trash" but are recognized as secondary raw materials. The key concept in this approach is the waste management hierarchy.

The waste management hierarchy consists of the following steps, listed from the most preferred to the least preferred: Prevention, Re-use, Recycling, Recovery, and Disposal. For waste that needs to be managed with specific procedures, efforts should primarily focus on preventing its creation. Methods such as awareness-raising campaigns and technological improvements should be used to prevent waste generation. If waste creation cannot be prevented, efforts should be made to reduce its quantity. If reduction is not possible, reuse should be encouraged. Waste that can be recycled should be separately collected at the source and processed for recycling as secondary raw material. Waste that cannot be recycled should be subjected to appropriate processes for energy recovery. According to the waste hierarchy, the least preferred and most unsuitable method in modern waste management is the disposal of waste in landfills.



## Waste Hierarchy

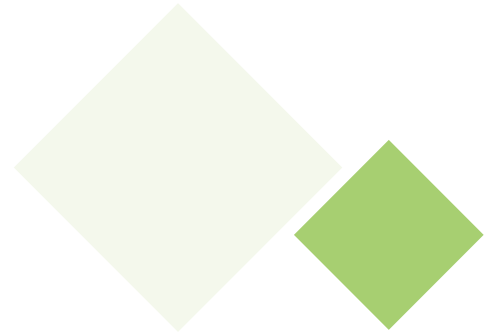
In line with our vision, we provide consultancy services to prevent waste generation and offer solutions for the most important steps in the waste hierarchy: waste prevention, reduction, and reuse. As Akademi Çevre, we are authorized to carry out recycling and recovery activities for over 700 waste codes within our waste processing facilities, based on the legal requirements and standards published under the Environmental Law.

By utilizing the latest technologies, we transform waste with economic value into raw materials and reintroduce these materials into the market. With this approach, we actively contribute to the sustainability efforts of our clients, both at the national and global levels.





# EMPLOYEES AND HUMAN RIGHTS



## Inclusion / Diversity

Within the framework of respect for human rights, we are committed to providing equal opportunities to all individuals and contributing to gender equality. All personnel working in the Electronic Waste Recycling Department are women. In order to further support our goal of promoting gender equality, we aim to increase female employment across the company in the coming years.

Total Workforce by Education Level (Number)	2018	2019	2020	2021	2022	2023
Primary education	50	69	70	75	57	96
High school	125	170	210	195	105	44
University and Above	35	85	85	80	76	60

Employees by Age Group (Age Range)	2018	2019	2020	2021	2022	2023
18-30	70	134	143	138	58	38
30-45	105	155	157	162	100	93
45+	35	35	65	50	80	69

By Education Level Total Workforce (Number)	2018	2019	2020	2021	2022	2023
<b>Top Management</b>						
Woman	8	8	10	10	6	2
Male	15	15	15	15	14	7
<b>Middle Management</b>						
Woman	10	14	20	20	12	10
Male	11	20	24	25	27	31

New Hires By Gender	2018	2019	2020	2021	2022	2023
Woman	20	27	13	15	27	10
Male	50	75	18	35	124	67

Employees with Disabilities	2018	2019	2020	2021	2022	2023
Woman	0	0	0	0	0	2
Male	1	2	2	1	1	3





# TALENT AND PERFORMANCE MANAGEMENT

At Akademi Çevre, the source of our success in achieving our goals is primarily our employees. For us, the most important resource is people. We see our work not just as a job, but as a social responsibility. We take great pride in and enjoy being part of the solution to environmental issues. The addition of new members to our growing family, who share the same mission, vision, and values, excites us even more.

We operate with the awareness of the total value of experience, knowledge, and skills, which are the key to utilizing human capital more effectively. We recognize that our employees are our greatest strength and play a fundamental role in the efficient operation of our production processes. Therefore, we always provide support for our employees to further develop in their fields and specialize. We offer opportunities to create a harmonious working environment, strengthen the sense of belonging, and ensure that they have access to the necessary training for personal development. We adopt an approach that encourages organizational motivation and focuses on sustainability for the professional and personal development of our employees. In this regard, the foundations of our human resources strategy are:

- To attract talented individuals eager to develop themselves, in line with our company values and ongoing culture, and to build long-term, trust-based relationships with them,
- To transform our work environment into an academy where our employees can develop themselves in all aspects,
- To create a harmonious work environment where inherent characteristics cannot lead to discrimination, and all differences are accepted,
- To support our employees in building a career where they can explore their talents and creativity,
- To foster an environment where our employees, who internalize the prestige of being part of Akademi Çevre, continuously embrace mutual growth.

In our company, we trust in the correct positioning of labor, which forms the foundation of value, our dynamic structure, and our ability to make quick decisions. The high rotation skills we achieve among our employees contribute to their knowledge and experience by offering a 360-degree perspective in their professional lives. In this context, the career planning for each member of the Akademi Çevre family is done individually by our human resources specialists. We are pleased to support our employees in achieving their career goals, considering their potential, talents, knowledge, and skills.



Mentorship, the in-house competency academy, and external professional-technical training are tools we use to enhance our employees' knowledge and skills.

**Mentorship:** We support new hires and employees transitioning between departments by helping them increase their competencies on their career path with the guidance of our voluntary mentors, who are experts in their fields and possess strong knowledge and skills in the industry.

**Competency Academy:** Every year, in workshops held together with human resources and relevant department managers, we conduct position-based training needs analysis and determine the topics for training.

This program, aimed at enhancing our employees' knowledge and skills, also increases their awareness of the contributions their work, regardless of the position they hold, makes to our company and the environment.

**External Professional and Technical Trainings:** In line with our continuous education philosophy, in addition to our mentorship and competency academy programs, we also receive training throughout the year from specialized educational institutions in the relevant fields.

Employee Training – Total Hours (person x hours)	2018	2019	2020	2021	2022	2023
Blue - Collar	133	247	272	490	972	976
White - Collar	77	77	93	145	90	256
Female	70	70	300	55	72	160
Male	140	254	65	580	990	1072



# OCCUPATIONAL HEALTH AND SAFETY



With our Occupational Health and Safety (OHS) Policy, which reflects the value we place on people, we provide our employees with a safe, healthy, and welfare-enhancing work environment. Due to the importance we place on our employees and our company culture, Occupational Health and Safety is one of our top priorities. In line with our goal of zero workplace accidents, we work diligently to create and maintain a safe and healthy work environment. In this context, we prioritize full compliance with legal requirements and international standards regarding Occupational Health and Safety. We manage our company activities in accordance with our Occupational Health and Safety Policy and ISO 45001 Occupational Health and Safety Certification.

Within the framework of the ISO 45001 Occupational Health and Safety Management System and in compliance with the requirements of the Occupational Health and Safety Law No. 6331, we establish a team with employees at different levels, from workers to representatives, who have received training.

This team identifies both routine and non-routine risks in detail, in accordance with the Hazard Identification and Risk Assessment Procedure. By following the risk prevention hierarchy, we carefully evaluate steps such as eliminating risks at the source, opting for less risky alternatives, implementing engineering controls, and using personal protective equipment.

We continue our efforts for continuous improvement based on information gathered from accidents and near-miss incidents, hazardous event reports, and inspections conducted. In light of this information, we review and update our current practices, aiming to continually enhance our occupational health and safety performance.

OHS Training Provided to Employees- Total Hours (person x hours)	2018	2019	2020	2021	2022	2023
	2.960	4.384	5.120	6298	5581	5971



We are aware that the most important element in creating awareness of Occupational Health and Safety is training. In this regard, under the "Regulation on the Procedures and Principles of Occupational Health and Safety Training for Employees" as per the Occupational Health and Safety Law No. 6331, we provide our employees with an annual 16 hours of Occupational Health and Safety training per person. With our principle of continuous awareness and reminders, we offer various trainings to our employees, including Working at Heights and Rescue, Fire Safety, Emergency Response Team Protection, Rescue and Evacuation Training, Occupational Health and Safety in Work with Chemical Substances, Electrical Safety Training, Safe and Secure Driving Techniques, and on-the-job briefings.

We have an Occupational Health and Safety (OHS) committee that directly monitors and follows up on OHS matters. The committee members consist of the Deputy General Manager, Trade Manager, Technical and Administrative Affairs Manager, OHS Manager, Project Manager, Procurement Specialist, Workplace Physician, Human Resources Specialist, and an Employee Representative. The committee holds weekly and monthly meetings. The committee's activities, decisions made during the meetings, and meeting reports are regularly presented to the senior management.

At the beginning of 2020, we implemented the necessary OHS management system (OHSMS) application across all our locations. By collecting all our information regarding Occupational Health and Safety (OHS) on the "OHSMS" platform, we enabled digital tracking of the current situation by the technical and OHS departments. This platform, which allows integration across different departments, facilitates the training and legal obligations that are carried out and monitored by the Human Resources and OHS departments. With this system-based approach, independent of individuals or departments, we ensure that periodic maintenance in OHS activities is carried out on schedule.

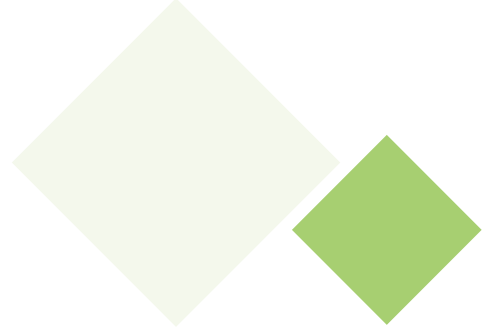
Occupational Health and Safety (OHS) is an area that is highly valued and embraced by top management. In the OHS project, where the Technical Department, Operations, Production, Human Resources, and Senior Management are internal partners, managers and deputy general managers are able to monitor the current status.

Occupational Health and Safety Performance	2018	2019	2020*	2021	2022	2023
Recorded Accident Frequency (All Recorded Accidents/Total Working Hours)*1,000,000	8.1	2.0	0	18.7	0.85	13.64
Lost Time Accident Frequency (Number of Lost Time Accidents/Total working hours)*1,000,000	8.1	2.0	0	14.9	0.85	10.9
Accident Severity Rate (Number of Lost Days/Total working hours)*1,000,000	54.9	6.1	0	250.5	15.3	158.31
Fatal Accident	0	0	0	0	0	0

\*In 2020, due to the Covid-19 pandemic and the transition to a short-time work process, no work-related accidents were recorded in our company.



# SUSTAINABLE GREEN SUPPLY CHAIN POLICY



## With our green supply chain policy;

We conduct our purchasing processes with a management approach focused on environmentally friendly practices at every stage of the supply chain. We operate under the principle of minimizing the impact on natural resources during material procurement and strive to achieve the lowest possible environmental impact. In the production process, we prioritize the efficient use of energy, process improvements, and clean production practices. We work to reduce waste generated during the production phase and minimize environmental impacts, while adopting a management approach that encourages the production of environmentally friendly products. By using eco-friendly materials, we design our products and continuously work to minimize negative environmental effects.

## İlgili SKA'lar



We evaluate the alignment of our suppliers with our Sustainable Supply Chain expectations and ensure the ongoing compliance of processes with our policies.

### Additionally;

- ▶ Legal regulations
- ▶ Ecosystem degradation
- ▶ Customer demands
- ▶ Increased competition
- ▶ Desire to gain a competitive advantage
- ▶ Reducing costs through waste management
- ▶ Shortening product life cycles
- ▶ Stakeholder demands
- ▶ Company policies
- ▶ Growing consumer sensitivity

By considering the above factors, we ensure sustainable sourcing.

As Akademi Çevre, we evaluate our suppliers of products or services across various parameters. In all our procurement operations, we prioritize principles that support the core values of our company. In this context, we focus on suppliers who comply with universal legal standards, adhere to the 10 principles of the United Nations Global Compact, prioritize the development, health, and safety of their employees, and offer fair working conditions. We also collaborate with suppliers who focus on reducing our environmental impact by protecting critical resources, strive for a cleaner environment, and invest in technology.

As Akademi Çevre, we have identified the key areas that our suppliers must comply with, including legal compliance, human rights, Occupational Health and Safety, prohibition of child labor, anti-bribery and anti-corruption, confidentiality, sustainability, management systems, environmental protection, pollution prevention, and resource usage reduction. These topics are addressed in our Supplier Sustainability Policy.

With the investments made in 2023, we increased our supplier count to 340. The participation rate in the Supplier Evaluation Survey was 65%, and 90% of the participating suppliers were rated as "Successful," while 10% were rated as "Open to Improvement." We do not have any suppliers rated as "Unsatisfactory."

Akademi Çevre emphasizes to all its suppliers that environmental responsibility is an integral part of producing world-class products. In production operations, we work to minimize the negative impacts on society, the environment, and natural resources while protecting public health and safety, in line with appropriate standards. Additionally, we ensure that all necessary environmental permits (such as discharge monitoring), approvals, and registrations are obtained and kept up to date, and that operational reporting requirements are followed.

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



# SOCIAL INVESTMENTS



By integrating sustainability into our business model and strategy, we have implemented various awareness, education, and development projects to contribute to the future representatives—children—and the community in which we operate, aligning with our goals in areas such as climate change, circular economy, and waste management. In this regard, while supporting projects that create environmental and social impact, we are making this sense of social responsibility an integral part of our corporate culture.

## Examples of Our Social Responsibility Projects

### Vodafone "These Wastes Write Code"



Since May 2019, as Vodafone's solution partner in the "These Wastes Write Code" project, we have transformed collected e-waste into social, environmental, and economic value. Through this project, we have created a large ecosystem by collaborating with many of Turkey's leading companies. In line with our mission focused on climate change, circular economy, and waste management, contributing to the future representatives—children—and our community is also very important to us. So far, with the collected e-waste, we have opened 10 coding classrooms in 10 cities.

### Akademi Çevre KidZania Recycling Center



In August 2020, the "Akademi Çevre KidZania Recycling Center Project" was launched with the aim of training the waste management experts of the future for a sustainable future. This project allows children to experience the entire process of e-waste separation and recycling's environmental contribution firsthand. As part of the collaboration, children aged 4-14, who are growing up surrounded by technology, gain extensive experience in waste recycling and environmental protection. From 2020 to 2023, a total of 226,820 visitors participated in our activities.





## Circular Conversations Event



As part of the Collective Effort Project, in which Akademi Çevre is a partner, the "Circular Conversations" series was launched, and the first panel discussing e-waste was held at Kolektif House Maslak with the participation of our Business Development Manager. The same event was featured in the **Dünya Gazetesi** on 22.02.2022 with the headline "Collective Effort Against the E-Waste Problem."

## Traditional April 23rd Drawing Competition

As part of the 23rd April National Sovereignty and Children's Day, gifted to the children of the world by the founder of our Republic, Mustafa Kemal Atatürk, a drawing competition was organized for the children of our employees to support the awareness of Zero Waste and showcase their artistic talents. The competition, with participants aged 5-12, was centered around the theme of 'Limited Resource Usage.'

## Design Project Event



In April, one of the educational support activities was carried out, where the campus areas were opened to the students of the Industrial Design Department at Yeditepe University. Within the framework of the 'Design for Advanced Recycling' project, a collaboration between Akademi Çevre, Yeditepe University, and DHL, work was carried out.

## Waste Collection Activities

On May 15th, one of the activities conducted after the pandemic, a Waste Collection Organization, was held at Belgrad Forest in collaboration with Akademi Çevre, the Clean Waste Association, and the Environmental Club of Istanbul Technical University (ITU) Vocational and Technical Anatolian High School. As part of June's Environmental Week, a waste collection event was organized in collaboration with Schneider Electric on June 6th at Manisa Çiftlik Park. The event was followed by a concert, combining awareness-raising efforts with art for a meaningful activity. Our organization, which emphasizes raising awareness among young people about waste management, organized an electronic waste collection event on October 14th, International E-Waste Day, at the Uludağ University campus, in partnership with Akademi Çevre, Uludağ University, Vodafone, and BalkansiAd Bursa.

# SOCIAL INVESTMENT



## Tuzla Facility Visits

As part of our support for the education of future generations, students from various age groups, ranging from kindergarten to university level, have been hosted at our Tuzla facility. During their visits, they were provided with information on the importance of recycling and waste management.

## March 8th International Women's Day Celebration

A wonderful event was organized to remind our female employees that we are always by their side and to acknowledge their efforts and contributions to our company.



Aware that sustainability in social development is only possible with educated, skilled, cultured, proactive, and environmentally and socially conscious generations, Akademi Çevre's donations, primarily focusing on associations, foundations, and social assistance, are summarized in the table below.

DONATIONS	2018	2019	2020	2021	2022	2023
Total (Associations, Foundations and Others Institutions and Organizations)	₺34,731.00	₺26,200.00	₺106,405.00	₺34,250.00	₺51,500.00	₺127,226.00



Channel	Type	Year
Recycling Industry	13th Year Article	2018
Recycling Industry	2017 Investments Article	
Recycling Industry	Motat	
Istanbul Recyclers Association (İGEDDER)	Interview	
Recycling Industry	Interview	
Recycling Industry	Article on the Role of Stakeholders in Sustainable Waste Management	
Recycling Industry	Article on New Airport Waste Management	
Recycling Industry	14th Year Article	2019
Recycling Industry	Article on Fluorinated Greenhouse Gases	
World Newspaper	Interview	
Recycling Economics Journal	Interview	
ST Heavy Industry Solutions	Interview	2020
Water and Environment Local Waste Magazine	Article on Waste Management During Covid-19	
Capital Magazine	Article on Industry 4.0 and its Indispensability	
Recycling Industry	Article on Having a Purpose Beyond Profit	
World Newspaper	Article on Licensed Waste Facilities Increased by 50% in 5 Years	
Recycling Economics Journal	Article on Adapting to the Industrial Revolution	2021
Recycling Industry	Article on Producing 2 Times More Waste with Covid-19	
Istanbul Recyclers Association (İGEDDER)	Article on Sustainable Development Goals for a Better World	
Fortune	News	
Anadolu Agency	News	
Recycling Industry	Article on Climate Crisis, "Natural" Disasters and Code Red for Humanity	
Recycling Industry	Interview	
Recycling Industry	Article on Not Just March 8, But 365 Days for Sustainable Development	2022
Recycling Industry	Introduction Article	
Recycling Industry	Article on "Climate Crisis Cannot Be Tackled Without Women!"	
Recycling Industry	Article on "We Have a World of Responsibilities Because There's a Future at the End of the Business"	2023
Recycling Industry	Article About ATY Facility	
We-Cycle 2nd Environmental Recycling Technologies Fair	Panel on "Electronic Waste Management"	2023
8th Istanbul Carbon Summit (ITU)	Green Energy: Presentation on Refuse Derived Fuel (RDF)	

# FINANCIAL DATA



In line with our activities focused on sustainable development and our environmentally friendly service approach, the positive and stable growth in our financial indicators continued in 2023. Our principles of maintaining the highest level of customer satisfaction and operating with environmental sensitivity have contributed to strengthening our financial performance.

In 2023, despite increased cost pressures in the industry and global economic fluctuations, our sales costs saw a 155% increase compared to the previous year. This increase is related to the investments made to respond to growing customer demands and to develop more recycling and sustainability-focused projects. Our goal of sustaining financial growth in alignment with environmental responsibility has also led to the development of new strategies in cost management and resource efficiency.

## Factors Supporting Financial Success

- **Customer Satisfaction:** In 2023, our customer-focused service approach expanded our customer portfolio, which supported the positive momentum in our financial data.
- **Operational Efficiency and Sustainability:** Our recycling and waste management projects, aimed at minimizing our environmental impact, have increased our operational efficiency and contributed to strengthening our financial structure.
- **Investments and Innovative Solutions:** Investments in new technologies and innovative process improvements in 2023 have been effective in balancing costs and enhancing environmental performance.

**Future Goals** For 2024 and beyond, we will continue to focus on the efficient management of operational costs and strategic investments aimed at customer satisfaction to achieve our financial success and sustainable growth objectives. In this regard, we will sustain our activities in line with our goal of creating both financial and environmental value.

Net Sales Revenues	2018	2019	2020	2021	2022	2023
(Increase Compared to the Previous Financial Year)	84%	33%	35%	108%	78%	255%





# CORPORATE GOVERNANCE AND ORGANIZATIONAL STRUCTURE

At Akademi Çevre, the adoption of a robust corporate governance framework is recognized as a key factor in enhancing business operations' efficiency. With this awareness, necessary steps have been promptly taken and continue to be taken towards institutionalization in both national and international endeavors. The company remains steadfast in operating with a service approach that considers the interests of all its stakeholders and in creating sustainable values across all related processes. As part of its institutionalization efforts, Akademi Çevre aims to establish a strong and dynamic system by maintaining a clear distinction between the Board of Directors and the General Directorate.

Corporate governance at Akademi Çevre aims to ensure compliance with relevant national and international regulations and establish transparent operational practices across all activities. These principles are actively implemented. During the annual Management Review (YGG) meetings and reports, the primary objective is to maintain alignment with national and international standards, with rigorous monitoring conducted to this end. Furthermore, all legal requirements are regularly updated by the relevant departments and communicated to stakeholders through internal communication channels, demonstrating a commitment to meticulous compliance.

Akademi Çevre has established committees to discuss and address standards related to Occupational Health and Safety, Environmental Impacts, Data Security, Quality, and Customer Satisfaction management systems. Based on the decisions made during these committee meetings, necessary internal audits are conducted to adopt not only a reactive but also a proactive approach to these critical areas.

Focusing not only on corrective but also on preventive actions, Environmental and Social Action Plans are developed, implemented, and published to ensure continuous improvement.

Given the importance Akademi Çevre places on valuing its employees, appointing employee representatives to Occupational Health and Safety committees and incorporating their feedback is a priority. All collected feedback is documented, published, monitored, and acted upon in a timely manner. These committees also include senior management representatives and members from relevant departments, ensuring coordinated efforts with employee representatives.

Department representatives gather input from all employees within their respective departments and present this feedback to the committee. Maintaining the continuity of these committee meetings is essential both legally and as a reflection of the company's commitment to employee value. Accordingly, Akademi Çevre is dedicated to ensuring the regularity of these meetings.



# STAKEHOLDER RELATIONS



At Akademi Çevre, we recognize that an organization's value creation strategy is directly linked to the value it generates for its stakeholders. For this reason, we place great importance on maintaining strong communication with our stakeholders. While identifying key issues for the organization and formulating strategies, we consider stakeholder expectations and continuously gather their feedback through regular communication activities.

We prioritize maintaining constant and up-to-date communication with our stakeholders, leveraging this dialogue effectively in various areas such as shaping corporate policies, managing collaborations, and developing social responsibility projects. To assess stakeholder satisfaction, we conduct surveys at least once a year and promptly activate our complaint resolution mechanism to address any adverse situations.



# STAKEHOLDER RELATIONS

## Our Communication Channels

Stakeholders	Communication Channels	Communication Period
Employees	Akademi Çevre website	Continuous
	Social media	Continuous
	Newsletters - Sustainability and compliance, occupational health and safety, environmental, quality management systems, information security, human resources, general announcements, shared experiences, and best practices	Continuous
	Employee satisfaction surveys	Continuous
	Information security incident report form	Continuous
	Audits	Continuous
Customers	Customer satisfaction surveys	At least once a year
	Websites	Continuous
	Meetings	At regular intervals
	Integrated Quality Management System	Continuous
	One-on-one meetings	Continuous
	Trade fairs	During fair periods
	Marketing activities	Continuous
	Activity reports	Once a year
Business Partners (Suppliers, Subcontractors, Second-Party Audit Firms, Third-Party Auditors, Insurance Companies, Logistics Companies, Service Providers, Consultancy Firms, etc.)	Web sites	Continuous
	Evaluation surveys	At least once a year
	Management system audits	At regular intervals
	Akademi Çevre Integrated Quality Management System	Continuous
	Complaint mechanisms	Continuous
	Meetings	At regular intervals
	Audits	At regular intervals
Social Stakeholders (Local communities, NGOs, media)	Web sites	Continuous
	Media, social media	Continuous
	Meetings	At regular intervals
	Complaint mechanisms	Continuous
	Memberships	At regular intervals
Public Institutions (Governments, local institutions, universities and academic bodies, tax authorities)	Web sites	Continuous
	Meetings	At regular intervals
	Official correspondence	Continuous
	Audits	At regular intervals
	Memberships	At regular intervals





# MANAGEMENT OF FINANCIAL AND LEGAL RISKS



At Akademi Çevre, we adopt a proactive and dynamic approach to financial risk management. To mitigate the financial risks posed by fluctuations in foreign exchange rates, we minimize exposure to foreign currency borrowing by primarily utilizing loans in Turkish Lira. We meticulously plan our investment loans and budgets in alignment with our annual sales targets, organizing financial resources such as investment, machinery, and equipment loans in line with long-term strategic planning.

Given our tender-based business structure, we reduce risks in goods and services procurement projects by using provisional and definitive letters of guarantee. These guarantees are regularly monitored to ensure they remain valid and are managed to avoid creating financial risks.

Additionally, we aim to maintain a strong cash flow by setting payment terms for our sales and service invoices as upfront or short-term while scheduling supplier payments and procurement at terms of at least 30, 60, or 90 days.

Financial risk management is critical for ensuring the fulfillment of our financial obligations and mitigating the impacts of sudden market fluctuations. In this regard, we monitor performance indicators (KPIs) throughout the year to assess the effectiveness of our actions and strategies. For instance, cost-saving rates achieved through independent audits and the risk mitigation measures implemented during the year play a significant role in enhancing the effectiveness of our strategies.

At Akademi Çevre, we collaborate with independent organizations to monitor and analyze financial risks, enabling us to anticipate the potential impacts of global economic fluctuations. Based on these analyses, we aim to implement necessary measures against exchange rate, liquidity, credit, interest rate, and commodity price risks using the most appropriate methods. Through our internal processes and independent audit mechanisms, we regularly conduct current situation analyses and develop action plans for process improvements.

In line with our goal of establishing a sustainable structure in our financial strategies, the measures we take against currency fluctuations and our long-term planning efforts contribute to maintaining the sustainability of our company's financial framework.

In managing legal risks, Akademi Çevre works with a competent team that ensures full compliance with regulations and proactively identifies potential risks. Together with this team, we conduct regular risk analyses to minimize the impact of potential legal risks. Our processes are regularly reviewed through independent audits, and we undertake necessary improvements to fulfill our legal obligations effectively.

In the event of any risk materializing, we possess the capacity and expertise to take swift and effective actions to minimize potential damages. In this context, we closely monitor legal and regulatory updates and continuously refine our processes to ensure ongoing compliance and improvement.





# MANAGEMENT OF STRATEGIC, OPERATIONAL, AND ENVIRONMENTAL RISKS

Akademi At Akademi Çevre, we proactively identify strategic and operational risks and take the necessary measures with a forward-thinking approach. To manage sustainability risks, we consistently gather feedback from relevant departments and implement the required measures at both managerial and operational levels. These actions are taken with consideration for the dynamics of our industry and the interests of our stakeholders. We manage our operations in compliance with international standards such as ISO 9001:2015 Quality Management Systems, ISO 14001:2015 Environmental Management Systems, and ISO 45001:2018 Occupational Health and Safety Management Systems. Through these systems, we aim to minimize operational risks and maintain a continuous improvement process.

To mitigate strategic risks, we continuously evaluate project risks, economic stagnation risks, and customer and competitor risks, ensuring that we adopt positions aligned with prevailing economic conditions. Throughout these processes, we make decisions while adhering to our company's corporate values. Akademi Çevre is committed to protecting its brand value and enhancing its reputation by embracing a principle of continuous improvement and implementing various projects within the framework of social responsibility. Additionally, to minimize risks stemming from change management, we follow a balanced policy approach.

In terms of security risks, Akademi Çevre is certified in compliance with the ISO 15713:2009 Secure Destruction of Confidential Material Standard issued by GRS Cert and provides secure destruction services to its clients. We evaluate destruction processes that may be prone to misuse from the perspective of client security and meticulously implement all security protocols in these critical processes. Additionally, Akademi Çevre holds the ISO/IEC 27001:2013 Information Security Management System certification and operates a rigorous monitoring system through its Information Technology department to minimize information security risks.

In cybersecurity, we encourage employees to access up-to-date information and continuously improve our processes through innovative methods.

For managing environmental risks, we prioritize workplace safety and employee health, ensuring work areas comply with relevant standards. In waste management, we use digital tools like mass-balance calculations and mobile tracking systems to proactively address potential risks.

We regularly monitor greenhouse gas emissions under the Stockholm Convention and publish an annual carbon footprint report in line with the ISO 14064:2018 Standard. We also carry out necessary actions to make improvements in these processes.

Our customer portfolio spans a wide range, and despite pricing risks, we continue to deliver high-quality services. In the face of market fluctuations, we take steps to mitigate potential financial risks through projects carried out in collaboration with our clients. By focusing on the principles of a circular economy and environmental sustainability, we reduce resource consumption, support our financial growth, and stand out in the industry.

We carry out our risk assessments in collaboration with our stakeholders and jointly formulate the necessary action plans. By closely following technological advancements, we aim to strengthen our presence in national and international markets. With this strategy, we remain steadfast in our commitment to turning market conditions to our advantage.

Additionally, by collaborating with the country's leading universities and thought leaders, we achieve innovative projects, licenses, and certifications, constantly developing cutting-edge solutions to enhance our processes.



# RISK MANAGEMENT AND ANALYSIS

At Akademi Çevre, we adopt a comprehensive approach to managing financial, legal, strategic, operational, and environmental risks. As part of this approach, we conduct detailed risk analyses to identify and evaluate each type of risk, minimize their impact, and ensure a sustainable structure.

Risk Category	Risk Type	Description	Impact (1-5)	Probability (1-5)	Risk Score	Recommended Actions
Financial	Currency Fluctuation	Potential losses arising from exchange rate fluctuations.	4	3	12	Update budgets during currency fluctuation periods, implement hedging strategies.
	Credit Risk	Risk of financial loss if a customer fails to make payments.	3	3	9	Regularly review customer credit limits; use credit insurance.
	Liquidity Risk	Risk of inability to meet short-term financial obligations.	3	3	9	Ensure alternative financing sources to manage cash flow.
	Interest Rate Risk	Risk of changes in borrowing costs due to interest rate fluctuations.	2	2	4	Consider fixed interest rate loan options.
Legal	Compliance Risk	Risks arising from non-compliance with regulatory standards.	4	2	8	Establish an internal audit team to monitor regulatory changes continuously.
	Data Security Risk	Risks related to data breaches and information security vulnerabilities.	5	3	15	Conduct regular cybersecurity training and update data security software.
Strategic	Market Position	Risks associated with maintaining a competitive market position.	3	3	9	Increase market analysis efforts and update branding strategies.
	Project Risk	Risks of delays and budget overruns in key projects.	4	3	12	Conduct risk analyses in project management and prepare contingency plans.
	Competitor Risk	Risk of competitors' actions affecting market share.	3	3	9	Develop competitive pricing strategies and customer loyalty programs.
	Customer Risk	Risks related to fluctuations in customer demand and satisfaction.	2	2	4	Conduct customer demand analyses and implement measures to enhance customer satisfaction.
Operational	Supply Chain Disruption	Disruptions in the supply chain that could impact operations.	4	3	12	Identify alternative suppliers and update inventory management strategies.
	Safety and Health	Risks related to employee health and occupational safety.	4	3	12	Strengthen safety protocols and provide employee training.
	Quality Control	Risks of maintaining product and service quality.	3	3	9	Regularly review quality control processes.
	Process Failure	Operational disruptions due to process inefficiencies.	2	2	4	Conduct regular process evaluations and increase automation systems.
Environmental	Emissions and Carbon Footprint	Risks of exceeding carbon emission limits.	5	4	20	Use green energy sources to reduce greenhouse gas emissions.
	Waste Management	Risks stemming from improper waste management practices.	4	3	12	Review waste management policies and improve monitoring systems.
	Resource Consumption	Risks of unsustainable resource use and depletion.	3	3	9	Develop programs to improve resource efficiency and shift to sustainable resources.

## Risk Types and Preventive Actions

Our risk analysis has enabled us to identify effective measures by evaluating the potential impact and likelihood of occurrence for each identified risk type. During this assessment process, critical risks that could affect the company's performance, such as currency fluctuations, data security, compliance, and environmental factors, were identified.

We analyzed how each risk could influence our financial performance, operational efficiency, and sustainability objectives, ensuring that our preventive strategies address these critical areas comprehensively.

## Strategic Measures and Process Improvement

Based on the findings from our risk analysis, we have developed specific action plans for each identified risk. For example:

- **Financial Risks:** Protective hedging strategies have been implemented to mitigate the impact of currency fluctuations, and measures such as utilizing credit insurance have been taken to address customer credit risks.
- **Legal Risks:** Continuous monitoring of regulations is conducted, and regular compliance training is provided to ensure employees stay informed.
- **Strategic Risks:** Regular market research is carried out to enable proactive steps such as competitor

analysis and customer satisfaction programs.

- **Operational Risks** involve the enhancement of safety and health measures, along with the preparation of alternative supplier lists to address potential supply chain disruptions.

- **Environmental Risks** include the implementation of carbon emission reduction projects, waste management processes, and the use of renewable energy.

## Risk Assessment and Monitoring Processes

The impact and likelihood assessment of risks has been a crucial guide in determining our management priorities. For instance, high-risk areas such as data security, currency fluctuations, and environmental risks have been prioritized, with actions implemented promptly. Through regular evaluations and performance measurements, these risks are continuously monitored, and actions are updated as needed to ensure effective management.

## Continuous Improvement and Sustainability Goals

Our risk management efforts are also progressing as an integral part of our sustainability strategies. Improvement actions are taken based on data obtained from risk analysis to achieve our goals in areas such as carbon footprint reduction, environmental impact management, and occupational health and safety.



# BUSINESS ETHICS AND SUSTAINABILITY PRINCIPLES

At Akademi Çevre, we adhere to the highest ethical standards in all our operations and act in accordance with principles of professionalism. Our code of business ethics defines the core values that our employees, managers, and stakeholders are expected to uphold, creating a shared vision for a sustainable future. Guided by the principles of integrity, transparency, and accountability, we aim to optimize our environmental and social impact. Here are the ethical values we embrace within this framework:

## 1. Integrity and Transparency

- **Accurate and Complete Information Sharing:** All our employees and managers provide transparent and accurate information regarding our business activities. We avoid providing misleading or incomplete information.
- **Open Communication:** We establish honest, open, and trust-based communication with our stakeholders. Transparency is one of the fundamental principles of our business processes.

## 2. Fairness and Equality

- **Non-Discrimination:** At Akademi Çevre, we do not tolerate any form of discrimination based on race, gender, religion, language, age, or disability. We treat our employees, business partners, and all stakeholders equally and fairly.
- **Fair Working Conditions:** We respect employee rights and continuously strive to provide safe and healthy working conditions.

## 3. Responsibility and Accountability

- **Environmental Responsibility:** We adopt environmentally conscious practices in waste management and recycling processes. We actively engage in efforts to reduce our carbon footprint.
- **Social Responsibility:** We participate in social responsibility projects aimed at the sustainability and well-being of society, striving to positively enhance our interaction with the community.

## 4. Confidentiality and Data Protection

- **Protection of Personal Data:** We safeguard the personal data of our customers and employees in accordance with the principle of confidentiality and use it only within the legal framework.
- **Information Security:** We ensure the security of internal company information by adhering to our information security policies.

## 5. Innovation and Continuous Improvement

- **Innovation:** We develop innovative projects to enhance environmental sustainability and improve operational efficiency. By adapting to technological advancements, we produce sustainable solutions.
- **Training and Development:** We support the professional development of our employees by providing regular training and development opportunities to enhance their knowledge and skills.

## 6. Relationships with Business Partners and Customers

- **Trust and Respect:** Honesty, respect, and trust form the basis of our relationships with business partners and customers. We act fairly to maintain an environment of mutual collaboration and trust.
- **Quality and Satisfaction:** We strive to continuously improve the quality of our services and prioritize achieving the highest level of customer satisfaction.

## 7. Compliance with Laws and Regulations

- **Regulatory Compliance:** We ensure that all our activities strictly adhere to applicable laws and regulations, fulfilling all legal requirements without exception.

## 8. Ethical Violations and Reporting

- **Violations Reporting:** We encourage our employees to report any ethical violations securely and confidentially. We ensure that all reports are handled appropriately and resolved effectively.
- **Protection:** We protect employees who report ethical violations and guarantee that no retaliation will be taken against them.



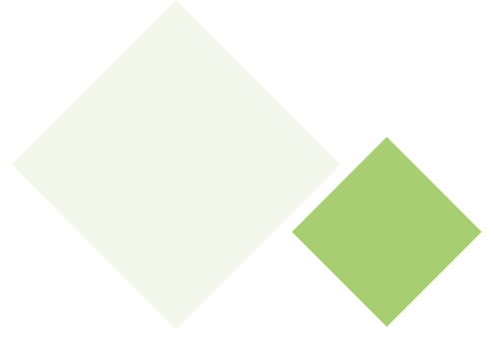


## The Contribution of Our Business Ethics Principles to the Future

At Akademi Çevre, we remain committed to conducting all our activities in alignment with business ethics to contribute to a sustainable future. These ethical principles serve as a guide for all our employees and managers and are an integral part of our corporate culture. Upholding business ethics in line with our principles of sustainability and responsibility is essential to preserving and embodying Akademi Çevre's corporate values.



# ANTI-BRIBERY AND AND ANTI-CORRUPTION



*Among Akademi Çevre's priorities is a firm commitment to combating bribery and corruption through dedicated prevention efforts.*

In this context, we have developed and implemented a detailed policy to enhance our vision and mission. Under our Anti-Bribery and Anti-Corruption Policy, we carefully review and evaluate the full compliance of all our stakeholders with the established principles and guidelines. Through this policy, we formalize our efforts to combat bribery and corruption, ensuring legal integrity and reinforcing our goal of being a trustworthy institution for all stakeholders.

When defining our objectives regarding bribery and corruption, responsibilities, authorities, and accountabilities have been extended not only to our employees but also to relevant legal entities, public institutions, suppliers, and other third parties. Necessary risk assessment programs have been established to identify corruption and bribery risks, and action plans are prepared to address identified risks, taking the necessary precautions. Furthermore, procedures and instructions have been developed to provide essential training and information.

In practice, topics related to bribery and corruption are reviewed following employee performance evaluations, and the results are reported. Based on these evaluations, critical activities and functions in the fight against corruption are identified, and measures are taken to prevent conflicts of interest. Regarding bribery, clear rules have been set concerning gifts from third parties to ensure proper discipline and enforcement. Audit mechanisms have also been established to regulate and maintain the functionality of these systems.

Awareness initiatives play a critical role in business ethics and the fight against bribery and corruption. Accordingly, awareness programs involving our employees and third-party stakeholders are conducted to ensure full compliance with established systems.

Akademi Çevre is committed to preventing bribery and corruption by adhering to legal regulations, ethical principles, and professional standards. In its services and operations, the company aims to uphold the highest standards in line with the principles of integrity, transparency, accountability, and impartiality.

Akademi Çevre has defined its core duties and objectives in the fight against corruption, including the fundamental principles of its anti-corruption system. This system encompasses process stakeholders, their duties, authorities, and responsibilities, as well as relationships with third parties, such as individuals, legal entities, public institutions, and representatives. Employee compliance with other procedures and ethical rules, alongside the continuous and flawless fulfillment of their anti-corruption responsibilities, is also considered in personnel performance evaluations.

Supportive procedures aligned with our anti-corruption policies have been integrated into Akademi Çevre's Quality Management System, ensuring a structured and effective approach to combating corruption.





# DECLARATION OF COMPLIANCE WITH CORPORATE GOVERNANCE PRICIPLES

At Akademi Çevre, we embrace a management approach rooted in the principles of transparency, accountability, fairness, and responsibility to ensure full compliance with corporate governance principles. These principles contribute to the sustainable success of our company and the strengthening of our relationships with stakeholders. Corporate governance is not merely an obligation but a necessity aligned with our company's ethical values and sustainability goals.

## Transparency and Accountability

- Akademi Çevre adheres to the principle of transparency in all business processes. We share accurate and complete financial and operational information about our company with our stakeholders.
- We adopt an accountable management approach in all our activities, striving to meet stakeholder expectations and earn their trust. Our company management ensures regular reporting on our activities to keep stakeholders informed.

## Fairness and Equality

- Akademi Çevre demonstrates a fair and equal approach toward our employees, customers, suppliers, and all stakeholders. We implement equitable policies to support career development, job security, and the protection of employee rights.
- In our decision-making processes, we act transparently and objectively, considering the interests of our stakeholders.

## Responsibility

- At Akademi Çevre, we ensure full compliance with laws and regulations in all areas where we operate. In this context, we are committed to fulfilling our responsibilities toward the environment, society, and all stakeholders.
- In line with our sustainability principles, we develop projects aimed at contributing to society and the environment, embracing social responsibility as an integral part of our corporate culture.

## Corporate Governance and Ethical Compliance

- Regular training and informational sessions are provided to our managers and employees to ensure compliance with ethical rules and the implementation of corporate governance principles within our company.
- At Akademi Çevre, we place great importance on adherence to ethical principles and encourage all employees to act in accordance with these rules. An effective reporting mechanism has been established to prevent ethical violations, ensuring that employees are supported throughout the process.

## Board of Directors and Oversight

- Our Board of Directors plays an active role in strategic decision-making processes and provides the necessary oversight and guidance to ensure the achievement of our company's sustainable growth objectives.
- Our audit and internal control processes ensure that all activities are conducted in compliance with corporate governance principles. In this context, regular internal audits are performed, and actions are taken to improve our processes under the supervision of the Board of Directors.

Akademi Çevre places the utmost importance on adherence to corporate governance principles and aims to ensure their full implementation within the company. The corporate governance principles that form the foundation of our management approach support the process of creating long-term value, strengthen our trust-based relationships with stakeholders, and guide us on our journey toward sustainable growth.



# COLLABORATIONS



At Akademi Çevre, we place great emphasis on developing strong collaborations to support our sustainability goals and enhance our positive environmental impact. In 2023, we further strengthened our relationships with business partners, taking on a leading role in transforming our sector and achieving sustainable development goals.

These collaborations not only enabled us to fulfill our environmental responsibilities but also enhanced our operational efficiency, allowing us to create value in customer satisfaction, innovation, and social contribution. The strategic partnerships we have established with a wide range of stakeholders, including suppliers, subcontractors, logistics companies, consultancy firms, and academic institutions, have supported us in making all our processes stronger and more efficient.

Throughout 2023, the joint projects and sustainability initiatives we carried out have strengthened our goal of creating societal benefit. We continue to generate long-term value through knowledge sharing and research projects with academic institutions, quality-focused business processes with our customers, and social responsibility projects with local governments and NGOs.

In the coming years, we aim to further expand environmentally conscious, sustainable, and socially beneficial collaborations, embedding these partnerships as an integral part of our corporate culture.

## Milestones in the Impact of Collaborations

The strategic collaborations we developed in 2023 significantly contributed to enhancing our environmental and operational performance, playing a crucial role in achieving our sustainability goals. Here are the key impacts of these collaborations:

### 1. Reduction of Carbon Emissions:

- Through innovative projects conducted in collaboration with our customers and suppliers, we have taken tangible steps toward controlling the growth rate of our carbon footprint and achieving our environmental sustainability goals. This approach not only enabled us to manage the environmental impact of our operations but also reaffirmed our commitment to addressing climate change responsibly.

### 2. Improvement in Waste Management:

- Through recycling projects carried out with our customers, we have optimized our waste management processes. As a result of these collaborations, we successfully increased the amount of recyclable materials by 20%, reducing our negative environmental impact.

### 3. Increase in Operational Efficiency:

- Through collaborations in our logistics operations, we have made our resource usage more efficient. Improvements in our logistics processes have led to a significant reduction in transportation costs.

### 4. Social Contribution and Social Responsibility:

- Through social responsibility projects with local governments, NGOs, and educational institutions, we have increased our contribution to society. We directly reached 2,700 people in the areas of public health, environmental awareness, and education, creating social value.

### 5. Employee Training and Development

- In collaboration with our business partners and academic institutions, we provided a total of 1,200 hours of training for our employees in areas such as information security, environmental management, and occupational health and safety. This enabled us to strengthen the knowledge and skills of our workforce.

Through these impactful collaborations, we have fulfilled our environmental and social responsibilities while making significant strides toward achieving our corporate sustainability goals. We aim to further develop these partnerships and create an even greater impact in 2024 and beyond.

Collaborative Institution	Project Name	Year
Yeditepe University and Istek 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 Education About E-Waste	
Culture College	Within the Scope of Recycling Focused Start-up Development Program Mentoring and Jury Membership	
IGA	Sapling Planting Event Within the Scope of We Are Sprouting Our Future	
Istanbul University	Daily Activity	
IFAT	Fair	
IREMCON	Conference	
TURKTAY	Panel	
REW	Fair	
Beykent University	Workshop	
Yeditepe University	Lighting Equipment Design Workshop	2019
Eloise Hawser	Istanbul Biennial-The Seventh Continent	
Hacettepe University	Environment Summit	
Altinbas University	Speaker at the Garbage and Waste Panel in Istanbul	
Bogazici University	Education	
Dikili, Almond	Zero Waste Blue, Beach Cleaning Awareness Event	
TURMEPA	Zero Waste Blue, Beach Cleaning Awareness Event	
Step by step	Istanbul Marathon	
IGA	November 11th National Arbor Day	
Istanbul Aydin University	Environment and Culture Course, Speaker	
Cop25	Presentation Titled "Effect of E-Waste on Climate Change and Precautions Taken in Turkey"	2020
IFAT	Fair	
IREMCON	Conference	
TURKTAY	Panel	
VODAFONE	These Wastes Write Code	
Emlakkonut Secondary School	Zero Waste Song	
Yeditepe University	Plastic Recycling (Support for Establishing Workshops)	
KIDZANIA	Recycling Center	
Hacettepe University	Industry-Doctorate Project	
Vodafone	Reworld	
Take Care of Your Waste Foundation	Waste Research	2021
KIDZANIA	Akademi Çevre Kidzania Recycling Center	
Sustainability Academy	The New Plastic Economy	
Sustainable Development Association	Circular Economy Week	
Sustainability Academy	Green Business Summit	
Yeditepe University	Webinar	
Green Boy	Instagram Live Broadcast	
Green Boy	Podcast	
Vodafone	Hackathon	
AGID, Habitat, D-Cube, KolektifHouse	E-Waste Project	
KIDZANIA	Akademi Çevre Kidzania Recycling Center	2022
ERTA	Integrated Reporting Awareness Training	
Vodafone	These Wastes Write Code	
TUDAAM	Association Studies	
KIDZANIA	Akademi Çevre Kidzania Recycling Center	
TUDAAM	Association Studies	2023
Vodafone	These Wastes Write Code	

# COLLABORATIONS

At Akademi Çevre, we believe that an interdisciplinary approach and collaboration are crucial when addressing sustainability. With the awareness that the prevention of resource use begins at the design phase, we support this principle through various projects conducted with industrial design students. In line with this mission, we have initiated design-focused projects in collaboration with Beykent University and Yeditepe University. Furthermore, to meet the needs of the industry, we have partnered with Hacettepe University under the TÜBİTAK 2244-Industry PhD Program to support the development of qualified human resources with doctoral degrees. Within this framework, in 2019, our proposal for the "Industrial PhD Project on the Evaluation of Electronic Waste" was deemed worthy of support by TÜBİTAK.

As Akademi Çevre, we regularly provide sponsorship for various social events. The events sponsored are as follows:

2018	9th TÜRKİTAY (Waste Management in Turkey) Program
	İBB Istanbul International Environmental Summit
2019	TÜÇEV (Turkey Environmental Protection Foundation) Waste Management Summit
	IREMCON International Environmental Conference
	5th Istanbul Carbon Summit
	Istanbul Waste and Trash Panel
	İGEDDER (Istanbul Recycling Association) Sectoral Meeting
	Sponsorship for National Athlete Ömer Atar for the 15th World Horseback Archery Championship
	16th Istanbul Biennial
2020	Fenerbahçe DEV Ataşehir Volleyball and Basketball Jersey Naming Sponsor
2021	Main Sponsor of the New Plastics Conference organized by the Sustainability Academy
	Main Sponsor of the Green Business Summit organized by the Sustainability Academy
	Platinum Sponsor at the Istanbul Carbon Summit organized by the Sustainable Production and Consumption Association (SÜT-D)
2022	Silver Sponsor at the YTÜ - 6th EurAsia Waste Management Symposium
	Platinum Sponsor at the ODTÜ BİYÖGEN - Environmental and Sustainability Conference
2023	Platinum Sponsor at the Istanbul Carbon Summit organized by the Sustainable Production and Consumption Association (SÜT-D), İTÜ, and the Ministry of Environment, Urbanization and Climate Change
	Solution Partner in collaboration with Sustainability Academy for Sustainable Event



# ACHIEVEMENTS AND AWARDS



On April 26th, at the "Green Transformation Awards" ceremony organized by the Istanbul Chamber of Industry (ISO), we received the Jury Special Award in the Sustainability Management category. As part of its pioneering role in sustainability, ISO awarded innovative, sustainable, and scalable approaches supporting green transformation across five categories, three of which were Jury Special Awards.



On May 2nd, at the 8th Istanbul Carbon Summit hosted by Istanbul Technical University (ITU), we were once again awarded the "Low Carbon Hero Award." Our award plaque was presented by Prof. Dr. Şule İtir Satoğlu, Vice Rector of ITU, and Ms. Arzu Önsal, Vice President of the Climate Change Department at the Ministry of Environment, Urbanization, and Climate Change.

In October, during the 10th Sustainable Business Awards, we reached the finals in the Environment-Focused Social Impact category with our Akademi Çevre KidZania Recycling Center, where we teach the importance of recycling to children from a young age. We were honored to be awarded first place in this category.



As Akademi Çevre, we were awarded the Bronze Stevie Award in the "Environmental, Social, and Public Administration Excellence" category at the 2023 Stevie International Business Awards, one of the most prestigious competitions in the business world, celebrating its 20th edition this year.

# ENVIRONMENTAL PERFORMANCE INDICATORS

At Akademi Çevre, we track specific performance indicators to achieve our environmental sustainability goals and minimize our environmental impact. Throughout 2023, we made significant progress in areas such as energy efficiency, carbon footprint, waste management, and water consumption. These indicators help us measure our contribution to sustainability goals and continually improve our environmental performance.

Our 2023 environmental performance indicators reflect the tangible results of the steps we have taken towards a sustainable future. Based on these indicators, we will continue to lead in reducing carbon emissions, saving water, and managing waste, while continually improving our environmental impact.

Water Consumption (m3)	2018	2019	2020	2021	2022	2023
Network	3,109	2,483	1,572	1,838	5,085	6,017.94
Greenhouse Gas Emissions (tCO <sub>2</sub> e)	2018	2019-2020		2021	2022	2023
Scope 1 (Direct)	532	647		1,219	1,903.40	2,138.92
Scope 2 (Energy Indirect)	122	194		129	103.45	150.33
Scope 1+2	654	841		1,348	2006.45	2,289.25
Scope 3 (Other Indirect)	370	317		669	1,757.7	2,326.53
<b>Total</b>	<b>1,024</b>	<b>1,158</b>		<b>2,017</b>	<b>3,764.55</b>	<b>4,615.78</b>
Akademi Çevre, greenhouse gas emissions within the scope of its operations includes: direct emissions (Scope 1) from the consumption of non-renewable fuels used for heating and electricity generation in its Turkey operations; indirect emissions (Scope 2) from energy consumed due to the production of purchased electricity; and indirect emissions (Scope 3) from activities not produced by the company itself, but resulting from individuals in the company's value chain, both upstream and downstream, including those from assets owned or controlled by the company.						
Waste Amount (tons)	2018	2019	2020	2021	2022	2023
Hazardous Waste Generation						
Energy Recovery	58,741	35,432	49,075	75,536	86,437	99,943
Recycling	-	-	67,833	81,587	94,146	108,180
<b>Total amount of hazardous waste</b>	<b>58,741</b>	<b>35,432</b>	<b>116,908</b>	<b>157,123</b>	<b>180,583</b>	<b>208,123</b>
Non-Hazardous Waste Generation						
Recycling	274	370,376	1,029,639	2,550,750	2,647,843	2,747.11
Regular Storage	343,960	285,323	356,473	483,750	502,145	519,870
<b>Total amount of non-hazardous waste</b>	<b>344,234</b>	<b>655,699</b>	<b>1,386,112</b>	<b>3,034,500</b>	<b>3,149,988</b>	<b>522,617.11</b>
<b>Total Waste Generation</b>	<b>402,975</b>	<b>691,131</b>	<b>1,503,020</b>	<b>3,191,623</b>	<b>3,330,571</b>	<b>730,740.11</b>

Energy and Fuel Consumption	2018	2019	2020	2021	2022	2023
<b>Non-renewable resources</b>						
Natural gas (m3)	2,675	4.62	3,467	5,967	7,072	3,545
Electricity (kWh)	193,241	207,685	175,817	267,522	814,524	768,538
LPG (kg)	288	276	300	314	105	1152
Diesel (liter)	200	150	100	175	185	250
<b>Renewable resources</b>						
Solar Energy(kWh)	-	4	4	4	4	4



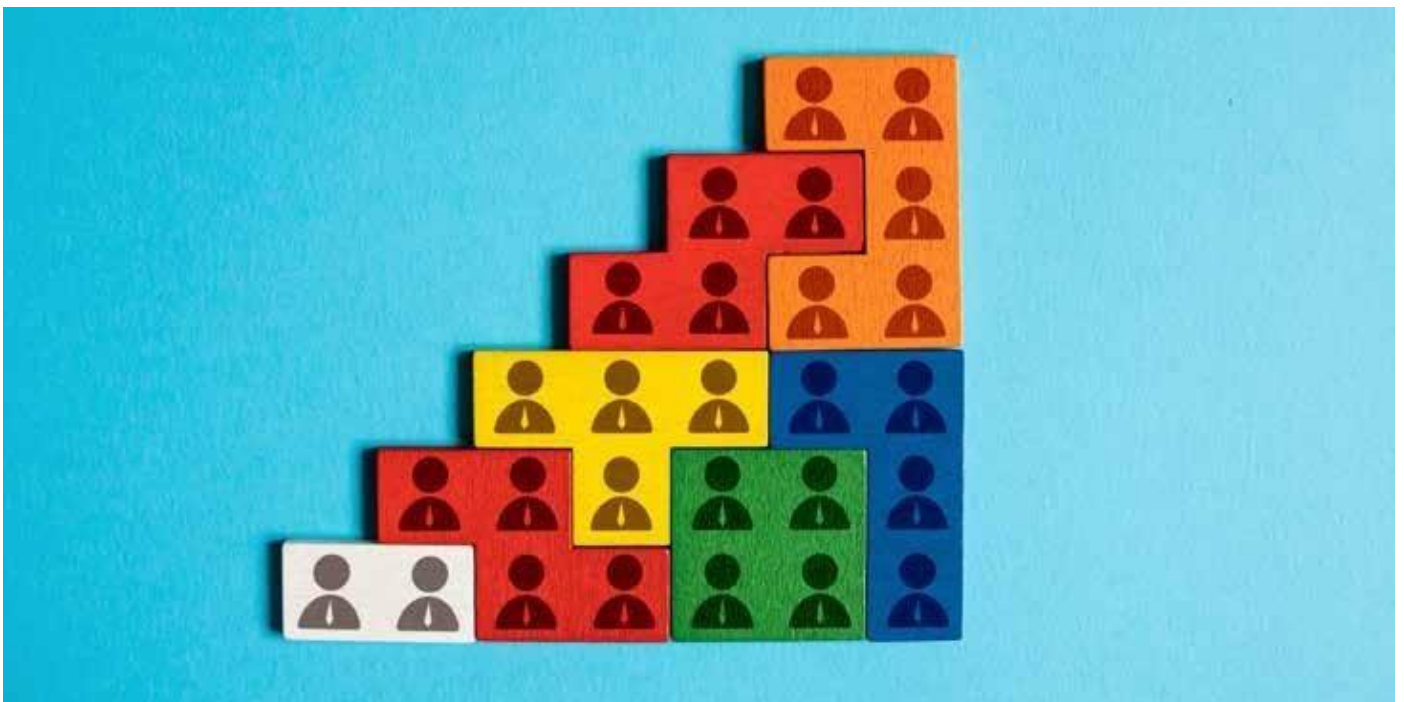
# SOCIAL PERFORMANCE INDICATORS

At Akademi Çevre, in line with our sustainable growth goals, we conduct our activities with a focus not only on financial performance but also on social responsibility. The strong relationships we have built with our employees, social stakeholders, and local communities enable us to expand our social impact. Throughout 2023, we made significant progress in our social performance indicators. These indicators have guided us in achieving our social sustainability objectives.

Our 2023 social performance indicators highlight the concrete steps we have taken to enhance employee engagement, customer satisfaction, and our societal contributions. In light of these indicators, we will continue to develop our projects aimed at improving the lives of our employees and social stakeholders, fostering the creation of sustainable social value.

Between 2018 and 2023, we made significant improvements in our social performance indicators. Progress in areas such as employee satisfaction, training and development, occupational health and safety, customer satisfaction, and social responsibility projects reflects our commitment to creating a sustainable business model.

Year	Employee Satisfaction (%)	Training and Development Hours	Female Employee Rate (%)	Customer Satisfaction (%)	Social Responsibility Projects	Ethics Training Hours
2018	70	2.960	12	85	3	100
2019	72	4.384	12	86	4	120
2020	74	5.120	14	87	5	140
2021	76	4.900	16	88	6	160
2022	78	4.102	15	89	7	180
2023	80	19.712	19	92	8	200



# CORPORATE MEMBERSHIPS



## Our Corporate Memberships

	UN GLOBAL COMPACT TÜRKİYE		ÖTASAD - Association of End-of-Life Vehicle Manufacturers
	ISWA - International Solid Waste Association		İGEDDER - Istanbul Recyclers Association
	SKD Türkiye		Recyclers Confederation
	TOBB - Union of Chambers and Commodity Exchanges of Turkey		BIR.ORG
	Sustainability Academy		British Chamber of Commerce
	Türkiye Materials Marketplace		Italian Chamber of Commerce
	TÜDAM - Association of Recyclable Waste Materials Manufacturers		

# GRAY CONTENTS INDEX



Usage Statement	Akademi Çevre Integrated Waste Management Industry Inc. has reported the period from 01.01.2023 to 31.12.2023 in accordance with GRI Standards.
GRI Standard Used	GRI 1: Universal Standards 2021
Applicable GRI Sector Standards	No applicable sector standard available

GRI Standard	Explanations	Place in the Report
<b>GENEL AÇIKLAMALAR</b>		
GRI 2: GENERAL OPEN-LLAMAS 2021	2-1 Details about the organization	
	2-2 "Assets" included in the company's sustainability reporting	
	2-3 Reporting period, frequency and contact information	
	2-4 Restatement of information	
	2-5 External assurance	
	2-6 The company's activities, 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 Chairman of the highest governing body	
	2-12 The role of the highest governing body in overseeing the management of agency impacts	
	2-13 Delegation of responsibility for managing organizational impacts	
	2-14 The role of the highest governing body in sustainability reporting	
	2-15 Conflicts of interest	
	2-16 Communicating sensitive issues	
	2-17 Collective information 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 the fee	
	2-21 Annual total wage rate	
	2-22 Statement on sustainable development strategy	
	2-23 Policy commitments	
	2-24 Processing of policy commitments	
	2-25 The process of improving negative effects	
	2-26 Consultation and complaint mechanisms	
	2-27 Laws and compliance with legislation	
	Memberships 2-28	
	2-29 Approach to stakeholder engagement	
	2-30 Collective labor agreements	

GRAY STANDARD	EXPLANATIONS	PLACE IN THE REPORT
<b>PRIORITY ISSUES</b>		
GRI 3: PRIORITY TOPICS 2021	3-1 Process of determining priority issues	
	3-2 List of priority issues	
<b>CIRCULAR ECONOMY AND NATURAL RESOURCE MANAGEMENT</b>		
GRI 3: PRIORITY TOPICS 2021	3-3 Priority management of issues	
GRI 201: ECONOMIC PERFORMANCE 2016	201-1 Direct economic value produced and distributed	
	201-2 Financial consequences and other risks and opportunities arising from climate change	
	201-3 Defined benefit pension plan obligations and other retirement plans	
	201-4 Financial assistance received from the state	
GRI 203: INDIRECT ECONOMIC IMPACTS 2016	203-1 Supported infrastructure investments and services	
	203-2 Significant indirect economic impacts	
GRI 301: MATERIAL-LER 2016	301-1 Materials used by weight or volume	
	301-2 Recycled materials used as inputs	
	301-3 Recovered products and packaging materials	
<b>OPERATIONAL EFFICIENCY AND SUSTAINABLE ENERGY MANAGEMENT</b>		
GRI 3: PRIORITY TOPICS 2021	3-3 Priority management of issues	
GRI 302: ENERGY 2016	302-1 Energy consumption within the organization	
	302-2 Energy consumption outside the establishment	
	302-3 Energy density	
	302-4 Reducing energy consumption	
	302-5 Reductions in energy requirements of products and services	
<b>OCCUPATIONAL HEALTH AND SAFETY, HUMAN RIGHTS AND DECENT WORK</b>		
GRI 3: PRIORITY TOPICS 2021	3-3 Priority management of issues	
GRI 403: OCCUPATIONAL HEALTH AND SAFETY 2018	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, consultation and communication with workers in occupational health and safety	
	403-5 Worker training in occupational health and safety	
	403-6 Occupational health promotion	
	403-7 Prevention and reduction of occupational health and safety impacts directly related to work relations	
	403-8 Workers covered by the occupational health and safety management system	
	403-9 Work-related injury	
	403-10 Work-related illness	
GRI 401: EMPLOYMENT 2016	401-1 New employees and employee turnover	
	401-2 Benefits provided to full-time employees but not to temporary or part-time employees	Maternity leave, retirement compensation
	401-3 Maternity leave	
GRI 402: LABOR/MANAGEMENT RELATIONS 2016	402-1 Minimum notice periods for operational changes	In case of critical operational changes, legal notice periods are complied with.

GRAY STANDARD	EXPLANATIONS	PLACE IN THE REPORT
GRI 405: DIVERSITY AND EQUAL OPPORTUNITY 2016	405-1 Diversity of governance bodies and employees	
GRI 406: DISCRIMINATION DON'T DO IT 2016	406-1 Cases of discrimination and corrective measures taken	Related page human resources... No discrimination cases occurred during the reporting period.
GRI 407: COLLECTIVE BARGAINING RIGHT 2016	407-1 Identified activities and suppliers where the right to freedom of association and collective bargaining may be at risk	
GRI 408: CHILD WORKMANSHIP 2016	408-1 Activities and suppliers identified as having significant risks for child labor	Akademi Çevre does not employ 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 encountered.
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 forced or compulsory labor cases were observed in Akademi Çevre operations. The same principle was not encountered 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	New suppliers screened using 414-1 Human rights criteria	
	414-2 Negative in the supply chain effects and measures taken	
<b>COMPLIANCE WITH LEGAL REGULATIONS AND LEGAL REDUCING RISKS</b>		
GRI 3: PRIORITY TOPICS 2021	3-3 Priority management of issues	
GRI 207: TAX 2019	207-1 Tax approach	
	207-2 Tax administration, control and risk management	
	207-3 With Tax Identifying and managing stakeholder concerns on related issues	
	207-4 Country-based reporting	
GRI 205: FIGHTING AGAINST CORRUPTION 2016	205-1 Assessed for risks related to corruption activities	
	205-2 Communication and training on anti-corruption policies and procedures	
	205-3 Confirmed cases of corruption and actions taken	Confirmation during the reporting period There are no reported cases of corruption.
GRI 206: COMPETITION DISORDERLY BEHAVIOR 2016	206-1 Legal actions against anti-competitive behavior, anti-trust and monopolistic activities	There were no legal actions regarding anti-competitive behavior, anti-trust and monopoly activities during the reporting period.
GRI 415: PUBLIC POLICY TIKALARI 2016	415-1 Political support	Akademi Çevre does not support any political formation.



GRAY STANDARD	EXPLANATIONS	PLACE IN THE REPORT
<b>DATA SECURITY</b>		
GRI 3: PRIORITY TOPICS 2021	3-3 Prioritymanagement of issues	
GRI 418: CUSTOMER PRIVACY 2016	418-1 Substantiated complaints regarding breach of customer privacy and loss of customer data	There were no substantiated complaints regarding breach of customer privacy and loss of customer data during the reporting period.
<b>SUSTAINABILITY IN THE VALUE CHAIN, RESPONSIBLE PRODUCTION AND CONSUMPTION</b>		
GRI 3: PRIORITY TOPICS 2021	3-3 Prioritymanagement of issues	
GRI 204: PURCHASING APPLICATIONS 2016	204-1 Proportion of expenditure on local suppliers	
GRI 308: ENVIRONMENTAL ASSESSMENT OF SUPPLIERS 2016	308-1 New suppliers screened using environmental criteria	
	308-2 Negative effects in the supply chainenvironmental impacts and measures taken	
GRI 414: SOCIAL ASSESSMENT OF SUPPLIERS 2016	414-1 New suppliers screened using social criteria	
	414-2 Negative in the supply chaineffects and measures taken	
<b>STAKEHOLDER RELATIONS ANDCUSTOMER SATISFACTION</b>		
GRI 204: PURCHASING APPLICATIONS 2016	204-1 Proportion of expenditure on local suppliers	
GRI 413: LOCAL TOP-LULUKS 2016	413-1 Local community participation, impact assessments and development programs and operations	
	413-2 Operations with specific actual and potential negative impacts on the local community	
<b>TALENT MANAGEMENT, EMPLOYEE DEVELOPMENT AND SATISFACTION</b>		
GRI 3: PRIORITY TOPICS 2021	3-3 Prioritymanagement of issues	
GRI 404: EDUCATION ANDEDUCATION 2016	404-1 Average hours of training per employee per year	
	404-2 Employee skills development programs and transition assistance programs / Talent management and lifelong learning programs	
	404-3 Percentage of employees who receive regular performance and career development evaluations	
<b>FIGHTING CLIMATE CHANGE AND REDUCING ENVIRONMENTAL IMPACTS</b>		
GRI 3: PRIORITY TOPICS 2021	3-3 Prioritymanagement of issues	
GRI 305: EMISSION-LAR 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 Reduction of greenhouse gas emissions	
	305-6 Emission of substances that deplete the ozone layer	
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx) and other significant air emissions	

GRAY STANDARD	EXPLANATIONS	PLACE IN THE REPORT
GRI 303: WATER AND WASTE-WATERS 2018	303-1 Interactions related to water as a shared resource	
	303-2 Management of impacts related to water discharge	
	303-3 Withdrawal of water	
	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 specific wastes	
	306-3 Waste produced	
	306-4Waste recycled from disposal	
	306-5Waste directed to disposal	
GRI 304: BIODIVERSITY-LILIK 2016	304-1 Operational sites owned, leased or managed 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	308-1Screening new suppliers using environmental criteria	
	308-2 Negative effects in the supply chainenvironmental impacts and measures taken	
<b>PRIORITY ISSUES WITHOUT CORRESPONDENT IN SPECIAL NOTIFICATIONS</b>		
<b>COOPERATION WITH ACADEMY AND EDUCATIONAL INSTITUTIONS</b>		
GRI 3: PRIORITY TOPICS 2021	3-3 Prioritymanagement of issues	
<b>SUPPORTING SOCIAL DEVELOPMENT</b>		
GRI 3: PRIORITY TOPICS 2021	3-3 Prioritymanagement of issues	
<b>DIGITALIZATION, R&amp;DAND INNOVATION</b>		
GRI 3: PRIORITY TOPICS 2021	3-3 Prioritymanagement of issues	



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