



[torunmetal.com](http://torunmetal.com)

# SUSTAINABILITY REPORT 2024

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# About The Report

TORUN Metal A.Ş. (later referred as TORUN or TORUN Metal) believes sustainable business practices are essential for the company's long-term success and the well-being of the wider society. We are committed to creating a more sustainable future by reducing our environmental footprint, encouraging ethical sourcing, and investing in our employees and communities. We prioritize transparency and accountability in our stakeholder relationships.

The 2024 Sustainability Report marks TORUN Metal's seventh annual publication of its sustainability performance, encompassing its two manufacturing facilities in Gebze. This report covers the environmental, social, and economic activities and data in the field of sustainability from January 1, 2024, to December 31, 2024. Prepared following the Global Reporting Initiative (GRI) Standards, the report includes a "GRI Content Index" in the Appendix. Additionally, it documents our progress towards the Sustainable Development Goals (SDGs) and the principles of the United Nations Global Compact (UNGC), which we have supported since 2019.

TORUN Metal values the feedback and suggestions of all stakeholders. Stakeholders are encouraged to contact us at [sustainability@torunmetal.com](mailto:sustainability@torunmetal.com) with any opinions, recommendations, or contributions regarding the report.



TORUN has been a signatory to the UN Global Compact since 2019. It also manages its sustainability activities in a way that will take as a basis and support the principles of this contract. Read more on [unglobalcompact.org](http://unglobalcompact.org)



# CEO's Letter

Dear Stakeholders,

In a time when the world is grappling with intensifying conflicts, diminishing tolerance, and an erosion of shared values, we are once again reminded of the essential truth: before all else, we are human. As TORUN Metal, we believe that the foundation of sustainability is not only environmental or economic— but moral. The principles of sharing, compassion, respect for beliefs, and standing above the demands of unchecked capitalism are not just ideals for us; they are non-negotiable values.

In 2023, we continued to respond to the urgent signals of our planet—signals of exhaustion, inequality, and imbalance. But in 2024, we are even more conscious that sustainable growth is impossible without sustainable humanity. As a company and as individuals, we carry the responsibility of ensuring that our actions do not only serve progress but also preserve dignity, peace, and fairness.

Since 2019, as a proud signatory of the United Nations Global Compact (UNGC), we have embedded sustainability into every level of our operations. In 2023, we further established a dedicated Sustainability Management System to support environmental responsibility and raise awareness among all our stakeholders.

Yet, as part of humanity, we declare today that no matter the consequences, we will never compromise on our values. Under the principles of the TORUN Metal family:

- We will share, even when others hoard.
- We will remain tolerant, even when the world turns divisive.
- We will honor all beliefs, even when ideologies clash.
- And we will put people before profit, always.

Our 2023 initiatives—ranging from emission reduction and resource recycling to energy efficiency and inclusive workforce development—reflected our commitment to both the planet and its people. We trained our teams, communicated transparently, and supported communities in need, not as a strategy, but as a duty.

As part of the future, we reinforced our investments in innovation, automation, and waste-free production. But we did so with an unwavering awareness that technology must serve humanity—not replace it, not overpower it.

Dear stakeholders, in 2024, our resolve is firmer than ever. We are not merely a metal company; we are a community of people committed to building a better world together. I thank all our employees, partners, and customers for walking this path with courage, compassion, and integrity. We believe that by holding onto our human values, we will not only sustain our company but also contribute meaningfully to a more just, inclusive, and peaceful world.

With respect and hope,



**Ahmet TORUN**  
CEO





# COMPANY OVERVIEW



# Company Profile

**Brass, Aluminum, Magnesium and Stainless Steel** solutions under one roof.

TORUN started its journey in 2000, built around one goal: to become the most preferred strategic partner of major industrial brands while having the leading expert staff and the latest technological abilities. Since the beginning, we are working passionately to provide the best quality and service for our partners all around the world. We process brass, aluminum, magnesium and stainless steel as per customer requirements in our strategically selected locations to provide the best quality and service, wherever you are.

Considering customer demands, we are investing in raw materials and processes that are promising, scalable, involving high technology and know-how, to produce solutions under the same roof for the different needs of our customers.

At TORUN, we believe in universal values and ethics without prioritizing any language, religion and nation, and we place human at the core of our organization. In line with our commitment to UN Global Compact, we regard human and nature in every step we take.

**2000**

established  
in Turkey

**900+**

employees

**€133m**

revenue  
in 2024



HVAC



INDUSTRIAL  
GOODS



WATER  
TREATMENT



AUTOMOTIVE  
& MOBILITY



ENERGY



FLUID  
HANDLING



FIRE &  
SECURITY



HOUSEHOLD  
APPLIANCES



AVIATION

# Mission, Vision & Values

## Our Mission

Our mission is to become the most preferred strategic partner of major industrial brands while having the leading expert staff and the latest technological abilities

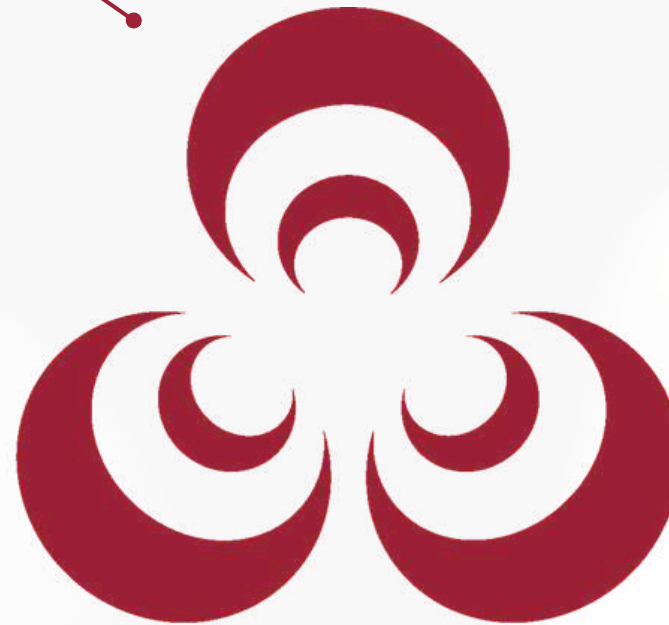
## Our Vision

Our vision is to provide our customers with different raw materials and production processes, and offer them;

- optimum cost, quality and speed,
- service in global locations,
- simultaneous engineering and design skills.

## Our Values

- We **share** and succeed together.
- We add **meaning** to whatever we do.
- We **care** about and **support** each other.
- We believe in **continuous growth**.
- **Happy** work environment comes first for us.



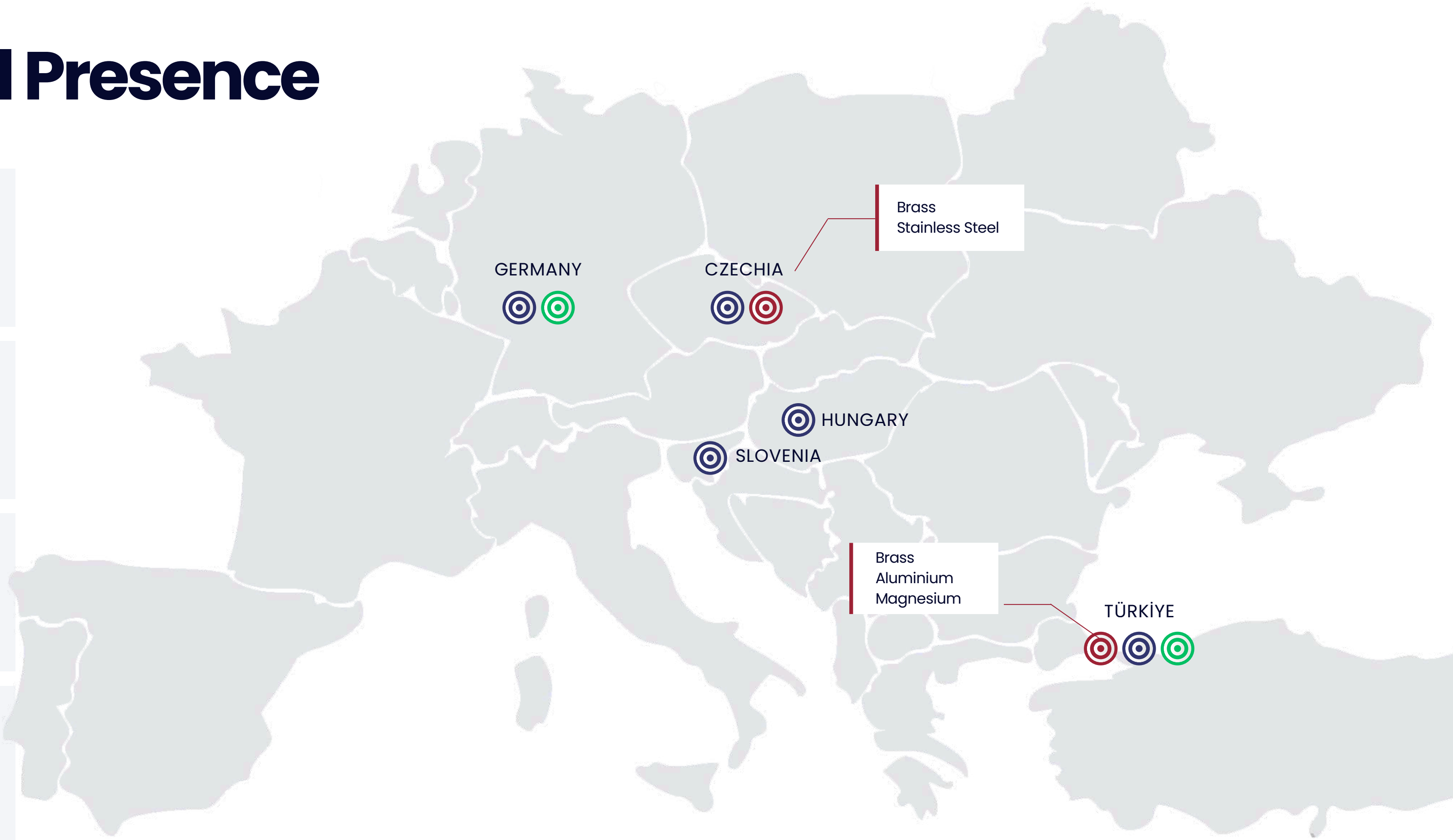
# Global Presence

**5**  
Production Facilities

**5**  
Warehouses

**90%**  
Export Rate

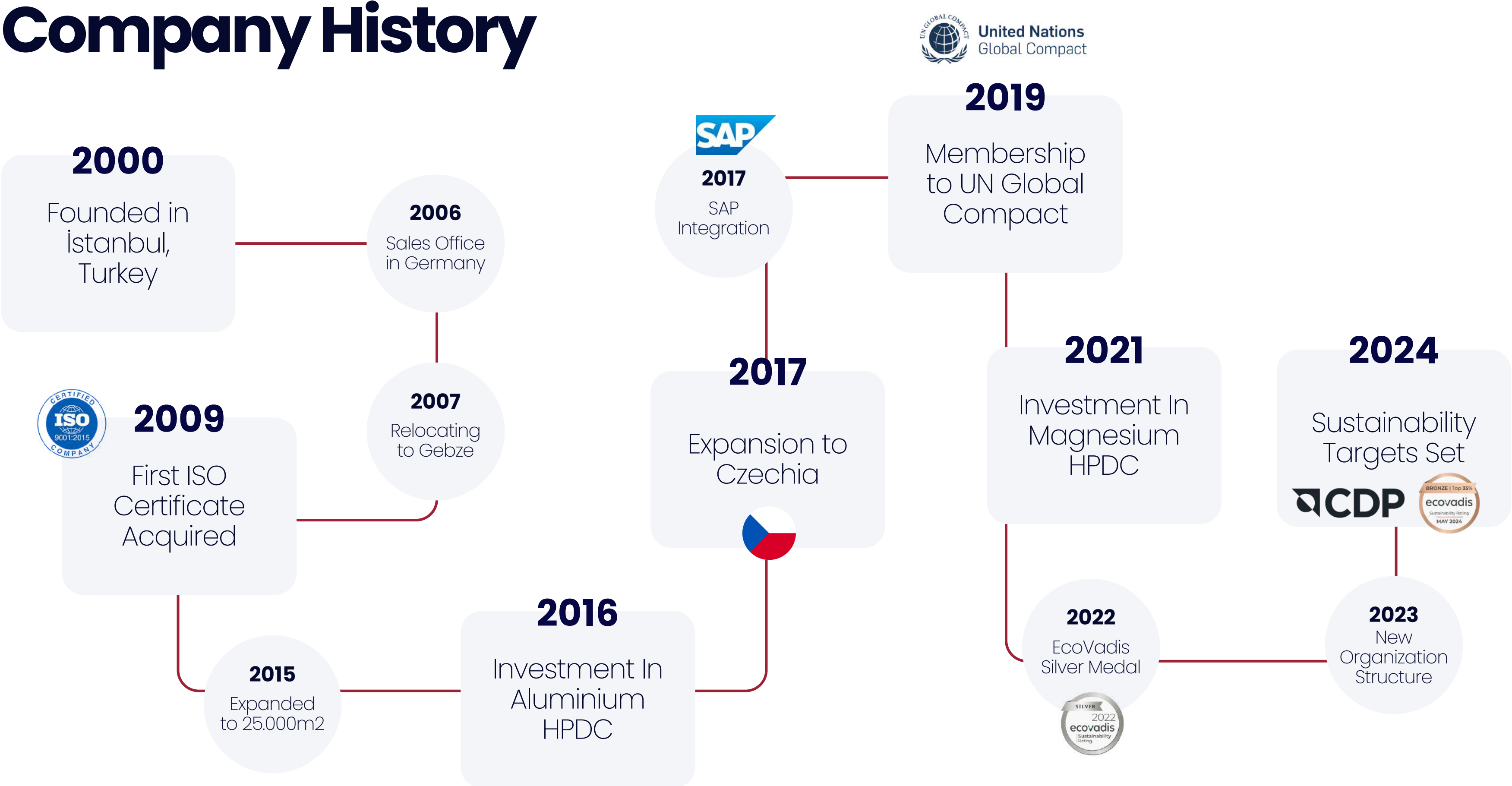
**60k**  
m2 total  
production area



Production Warehouse Sales Office

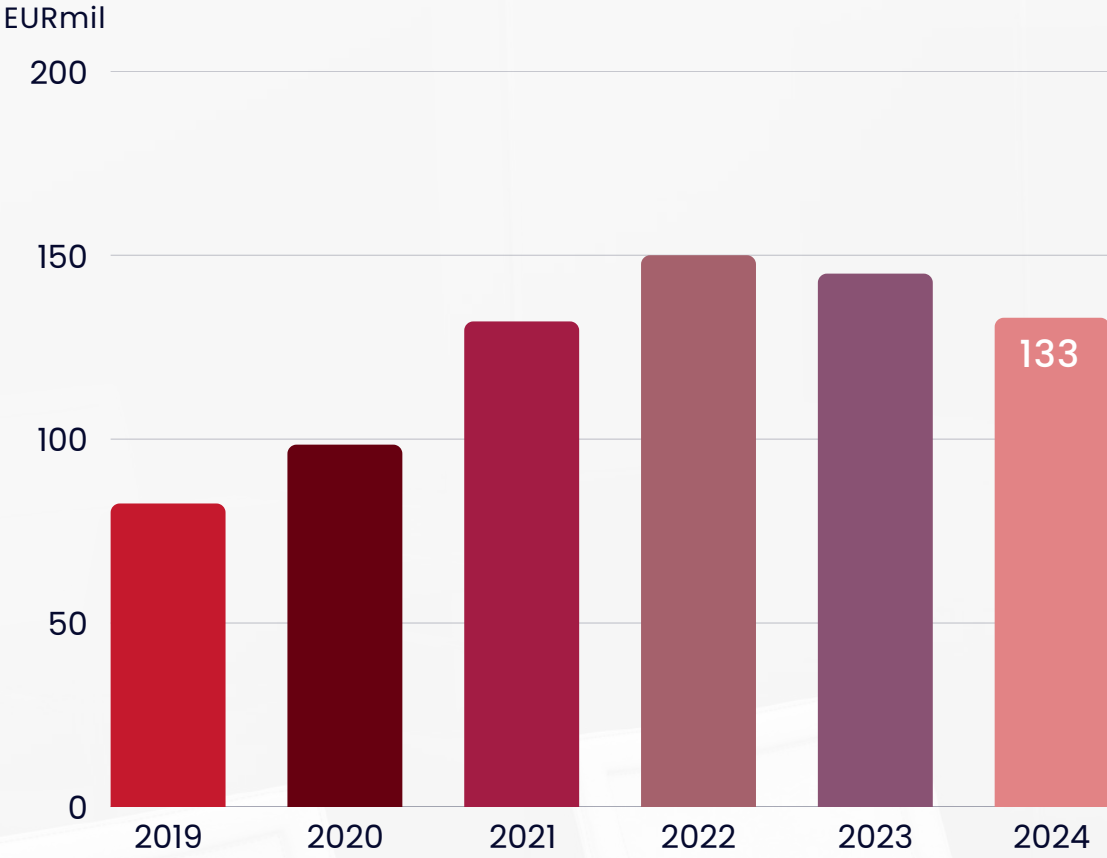


# Company History

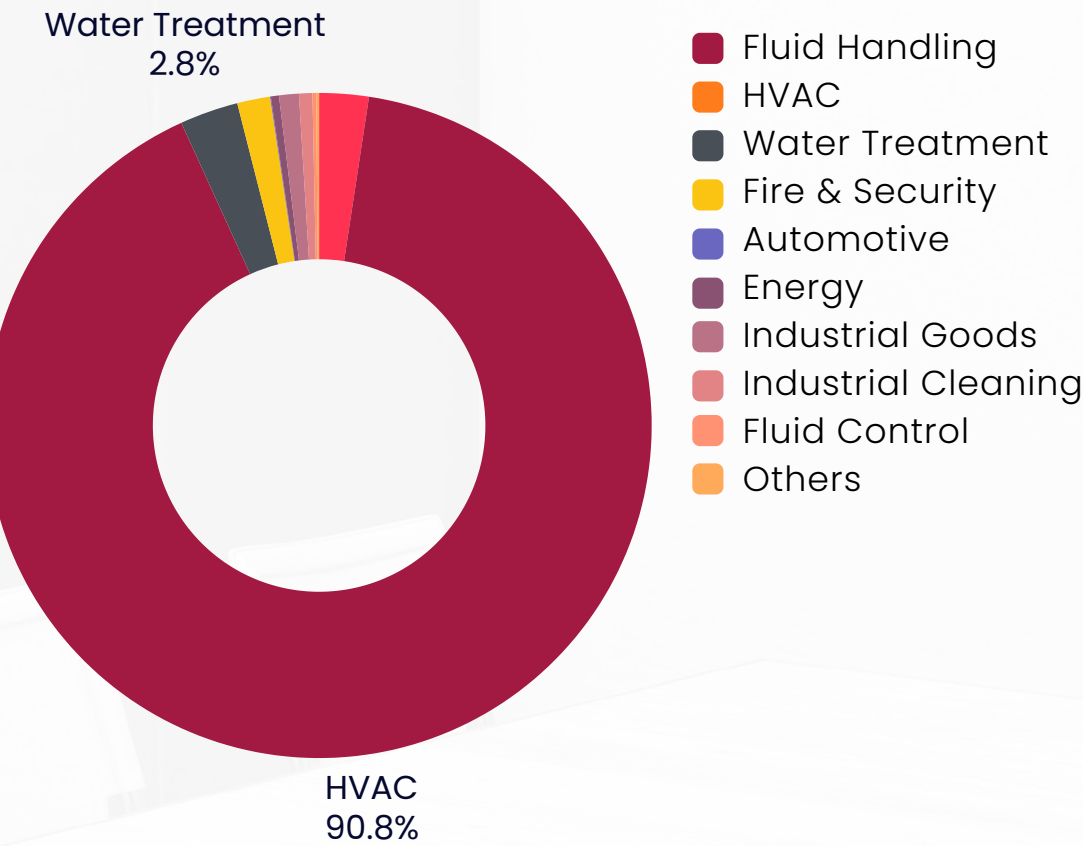


# Financial Profile

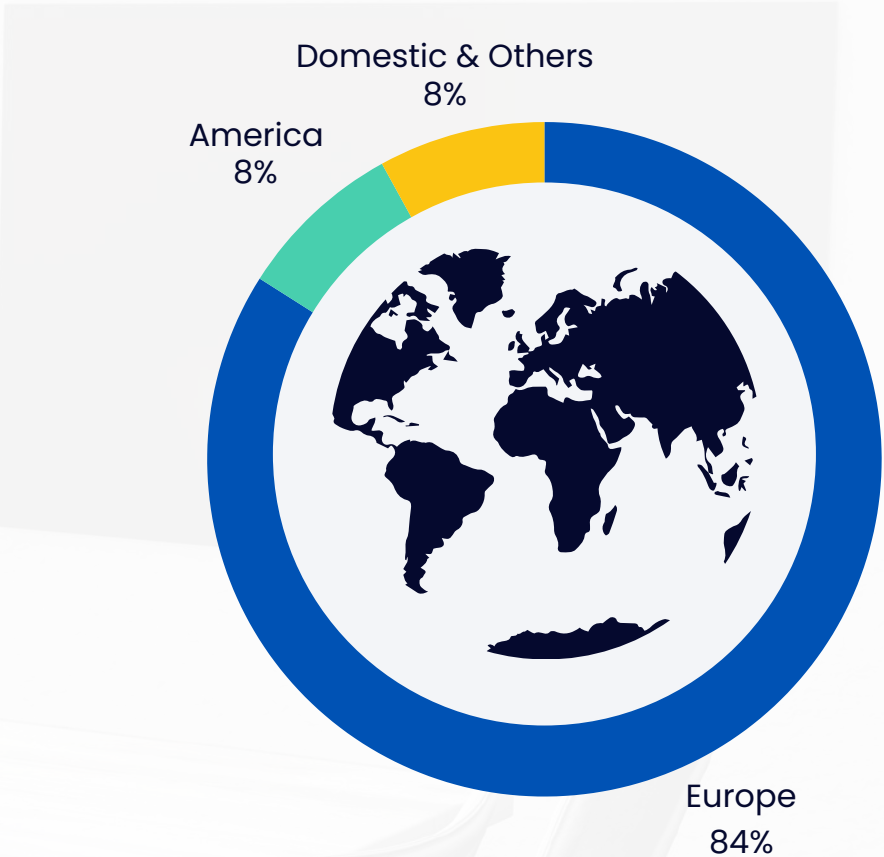
Total Sales



Sales % Per Sector

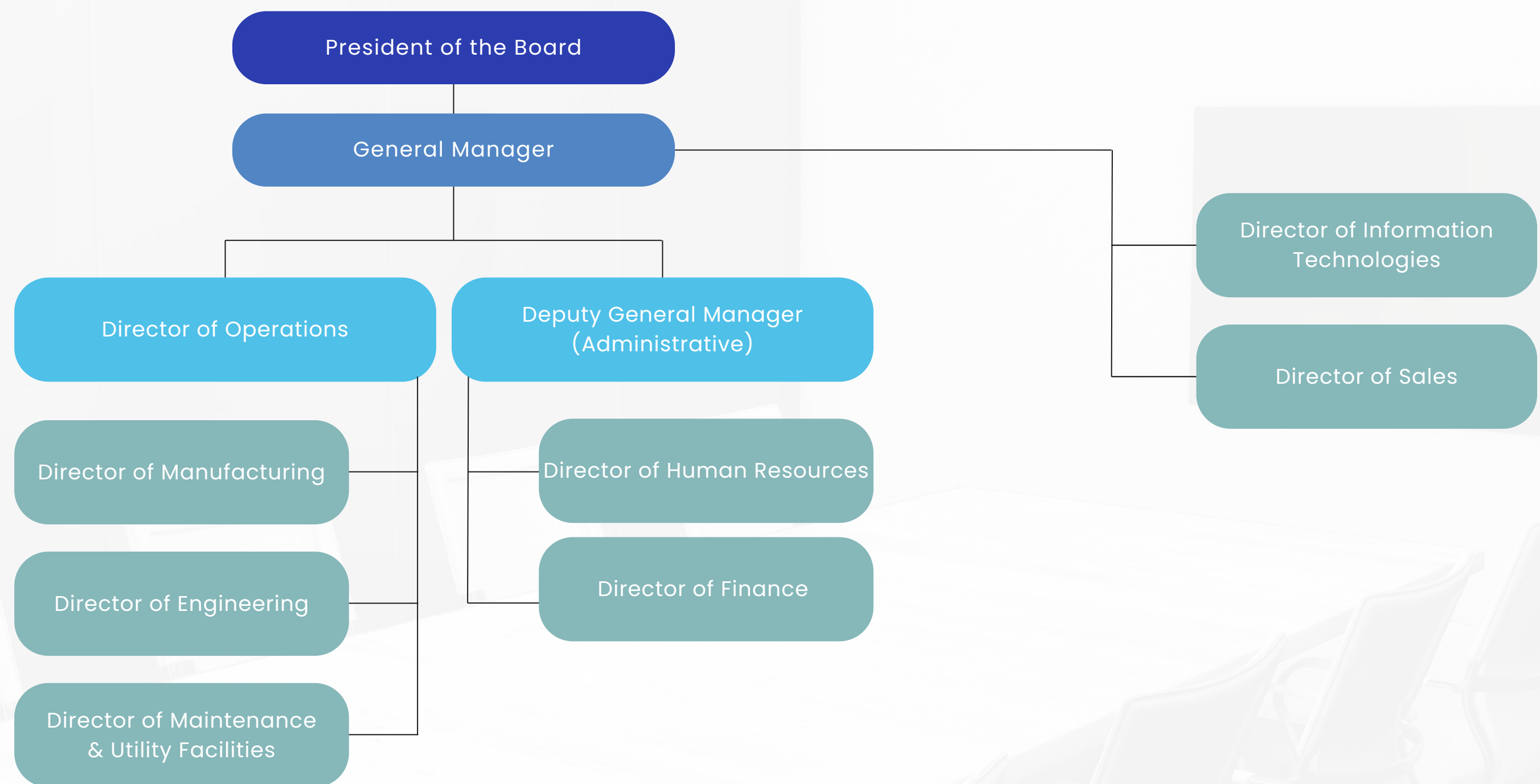


Sales % Per Region





# Organization Structure



# Certifications

At TORUN Metal, we prioritize quality and exclusivity in our production processes, delivering the most effective solutions to our customers in line with international standards. We ensure that our facilities adhere to the relevant management systems and production certifications on global levels.



## ISO 9001

This certification demonstrates our commitment to maintaining quality management standards and processes, is a mark of credibility, and indicates customer satisfaction.



## ISO 10002

High customer satisfaction by implementing standardized principles and procedures with an effective and efficient complaints management system.



## ISO 14001

We manage our business operations with a high regard for our environmental responsibilities.



## ISO 27001

We are dedicated to effectively managing and protecting the sensitive information of our stakeholders.



## ISO 45001

We are committed to providing a safe and healthy work environment for our employees, customers and stakeholders.



## ISO 50001

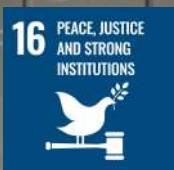
With our energy efficiency projects, we systematically manage and improve our energy performance.



## IATF 16949

With our quality management system, we deliver high-quality products, meeting automotive industry standards and ensuring customer satisfaction.





# CORPORATE GOVERNANCE



# Ethics & Compliance

At TORUN Metal, we uphold ethical values and foster a transparent company culture. We prioritize our commitment to ethics and harmonious societal engagement. The **"TORUN Ethics Reporting Line"** encourages and supports reporting ethical violations. Concerns regarding ethical issues are reported directly to this line, enabling the detection of actions contrary to our Ethics Policy and mitigating potential risks. The Ethics Reporting Line addresses harassment, mobbing, discrimination, corruption, bribery, abuse of office, and conflicts of interest, ensuring confidentiality and anonymity to protect our employees from retaliation.

Our Ethics Policy aims to prevent conflicts of interest by ensuring employees do not abuse their authority for personal or familial gain. To further this aim, we plan to provide ethics training in 2024, focusing on bribery and corruption awareness. We are committed to protecting the rights of our employees and suppliers by adhering to business ethics, occupational health and safety standards, fair wages, equal opportunities, and respect for human rights.

In collaboration with our suppliers, we ensure the procurement of materials that meet ethical standards and conduct regular audits to uphold these standards. Our adherence to sustainability principles ensures transparency in managing our supply chain. Compliance with our Ethics Policy is crucial for maintaining TORUN's values and achieving our goals.





# Risk Management & Internal Audit

At TORUN Metal, our Internal Audit and Enterprise Risk Management department oversees business process efficiency, legal compliance, and the risks associated with our strategies and targets. We adopt a holistic view, assessing risks from a value chain perspective. Anticipating potential risks and opportunities is central to our risk management culture. We proactively identify these risks and opportunities in line with our strategies and goals and take necessary actions to address them. This approach allows us to mitigate or eliminate risks effectively.

We aim to encourage departments to conduct risk assessments using internal information, thereby raising awareness. We create awareness and synergy by integrating internal audit and risk activities with the company's corporate strategy. This integration aims to assure stakeholders reasonably, protect TORUN Metal's tangible and intangible assets, resources, and environment, capitalize on value-added investments, minimize losses from uncertainties, and maximize potential opportunities.

Under the periodic audit plan approved by the board of directors, we conduct audit activities across all facilities, adding value by considering the corporate strategy and process-related risks. A "risk-based approach" is fundamental to developing the audit plan.



# Data Security



As an ISO 14001-certified company, we commit to environmental management standards to minimize our impact on the environment.

With the rise of digitalization and advancing technology, information and data security have become our top priorities at TORUN Metal. We are committed to preventing cyber security risks such as operational disruptions, data breaches, financial losses, and reputational damage from cyber attacks. Our processes are aligned with risk analyses and precautionary measures.

We employ various security solutions to safeguard against unauthorized access, including SIEM, NAC, email filters, Sandbox, EDR, antivirus, honeypot, firewalls, MFA, and penetration testing. We conduct internal and external information security audits within the ISO 27001 Information Security Management System framework. As an ISO 27001-certified company, we ensure that information remains secure from unauthorized access and that data accuracy is maintained for stored and shared information.

We take a sustainable approach to protecting the confidentiality, integrity, and availability of information for all stakeholders. We provide regular training to all employees to cultivate a culture of information security and raise awareness. We also ensure the fair use of our stakeholders' data in compliance with relevant laws and our Personal Data Protection Policy.

At TORUN Metal, we conduct all operations with a focus on privacy and security to maintain business continuity and prevent information security violations. The security and privacy of our customers' information are our top priorities. Confidentiality agreements between TORUN Metal and its stakeholders further ensure information security. Notably, in 2024, there were no complaints regarding customer information privacy breaches or data loss.





# Customer Relations & Quality

At TORUN Metal, we prioritize quality and communication in our customer relationships. To provide optimal service in terms of cost, quality, and speed, we meet customer demands with integrated solutions and tailored designs. Our innovative approach, continuous improvement management systems, and lean production practices drive our sustainable success. We address our customers' needs, expectations, and feedback with objectivity, confidentiality, and reliability, offering effective solutions.

Customer feedback is seen as an opportunity for growth, and we review all suggestions, requests, and complaints through a **"Corrective Action Report"**. We communicate improvements and corrections to our customers and monitor them closely. Alongside our monthly satisfaction criteria, we send an annual "Customer Satisfaction Evaluation Form" to determine our goals based on the feedback received. We utilize the **SAP S/4HANA ERP** system to reduce risks, manage processes from a single system, and automate manual tasks to enhance efficiency.

We use **SalesForce CRM** to manage customer processes accurately, ensuring we meet customer demands effectively from one platform. Our commitment to excellence extends to every facet of our operations, from production to customer service. We aim to build long-term partnerships with our customers, based on trust and mutual benefit, ensuring their satisfaction and loyalty in line with our Quality Policy.

As of 2024, customer audits have been successfully completed with an average score of **96.5%**, reflecting our strong commitment to quality and customer satisfaction.



# Responsible Supply Chain

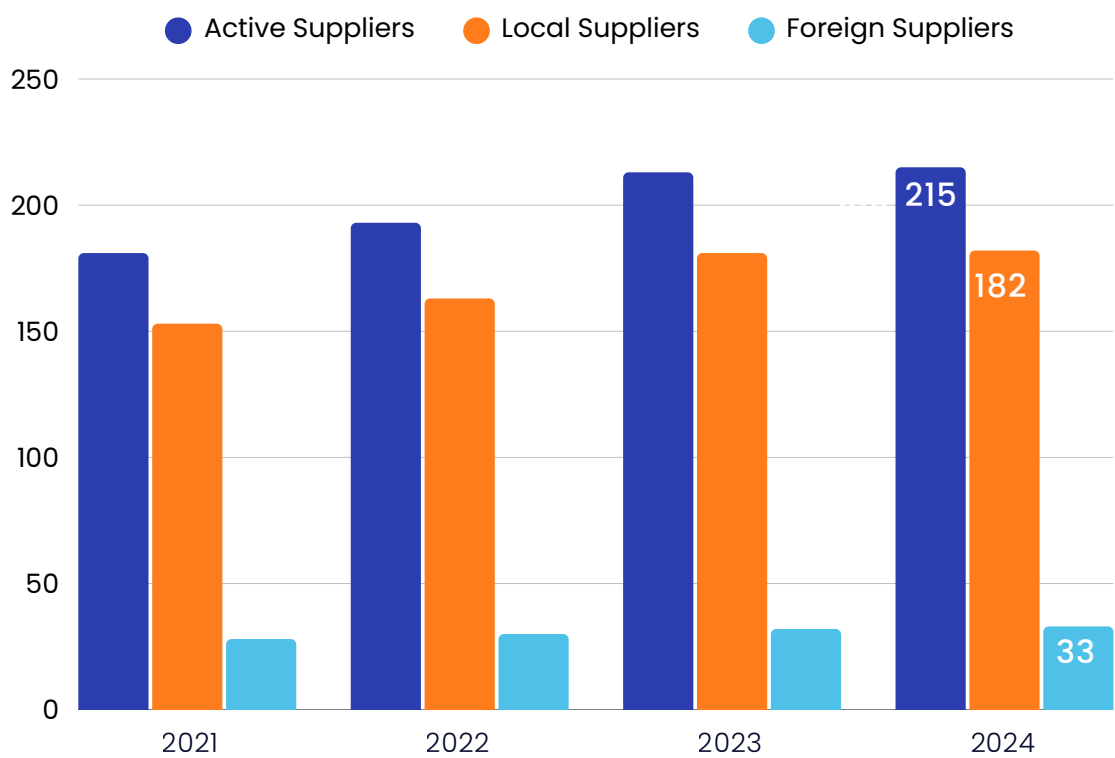
At TORUN Metal, we take all necessary steps to ensure the sustainability of the achieved successes in business processes through a steadfast commitment to human rights. We prioritize equality, diversity, and inclusion in our interactions with stakeholders and all communication channels. As TORUN Metal, we carry out all our supply chain and purchasing operations within the framework of the sustainability principles we have determined.

We have developed the Responsible Supply Chain Policy for implementation in our purchasing and supply processes. Regarding this policy, we do not tolerate any form of bribery or corruption in our supply chain processes. We are absolutely against forced or compulsory labor and child labor. We regularly audit our suppliers' occupational health and safety, as well as environmental and social performance.

In 2024, we communicated the **Supplier Code of Conduct** to our suppliers and received responses from **102** of them. **100%** of our procurement team received training on sustainable supply chain and green procurement, strengthening sustainability awareness across our procurement processes.

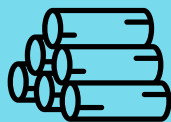
Looking ahead, in 2025, we plan to go beyond commitments and begin evaluating the sustainability performance of our critical suppliers. Our long-term goal is to complete sustainability audits for all critical suppliers by 2030.

SUPPLIER DEMOGRAPHICS



77.4%

Locally Sourced Raw Material Ratio in 2024



102

Number of suppliers that accepted our Supplier Code of Conduct, committing to our ethical, environmental, and social standards in 2024.







# SUSTAINABILITY APPROACH



# Sustainability Approach

At TORUN Metal, we build our sustainability approach by considering our existing business processes and addressing sustainability strategically. We create our future strategy by including the protection of the ecosystem in our sustainability priorities and managing the environmental, social, and economic impacts of our activities from a holistic perspective considering our Sustainability Policy. While carrying out our operations, we attach importance to ensuring that everything we do is compatible with the sustainability vision. We guarantee that our sustainability approach spreads as a culture in all processes and stakeholder relations. By applying sustainability management at the highest level, we monitor our sustainability performance through the **Sustainability Committee** and report it to our Senior Management. We actively implement the decisions taken with the established working groups to carry out studies aligned with our sustainability goals and ensure coordination between different functions.

Our sustainability journey started in 2019. As a company, we have prioritized sustainability by signing the **United Nations Global Compact**. While we continue our activities in line with 17 global goals, we report our sustainability activities every year. We conducted a prioritization analysis with the participation of our employees and other stakeholders, and we plan to work on the issues we identified accordingly. As TORUN Metal, we constantly strive to continue our sustainable development in terms of environmental, social, and governance.

## TORUN'S SUSTAINABILITY JOURNEY

### 2019 UNGC Membership and first Sustainability Report

Since 2019, we have become a UN Global Compact signatory company and published our first Sustainability Report yearly to share our goals, commitments, and progress.



### 2022 First Ecovadis Medal

In 2022, we received a higher rating than 74% of EcoVadis member companies and were awarded a silver medal.



### 2022 CDP Disclosure

In 2022, we started disclosing our emissions on the CDP platform, a non-profit charity that runs the global disclosure system. We currently have a 'D' rating for disclosure.



### 2023 Switch To Renewable Energy

We have invested in renewable energy and got our i-REC certifications for the next 3 years.



### 2023 Sustainability Management System

We established a management system to integrate sustainable practices into our operations.

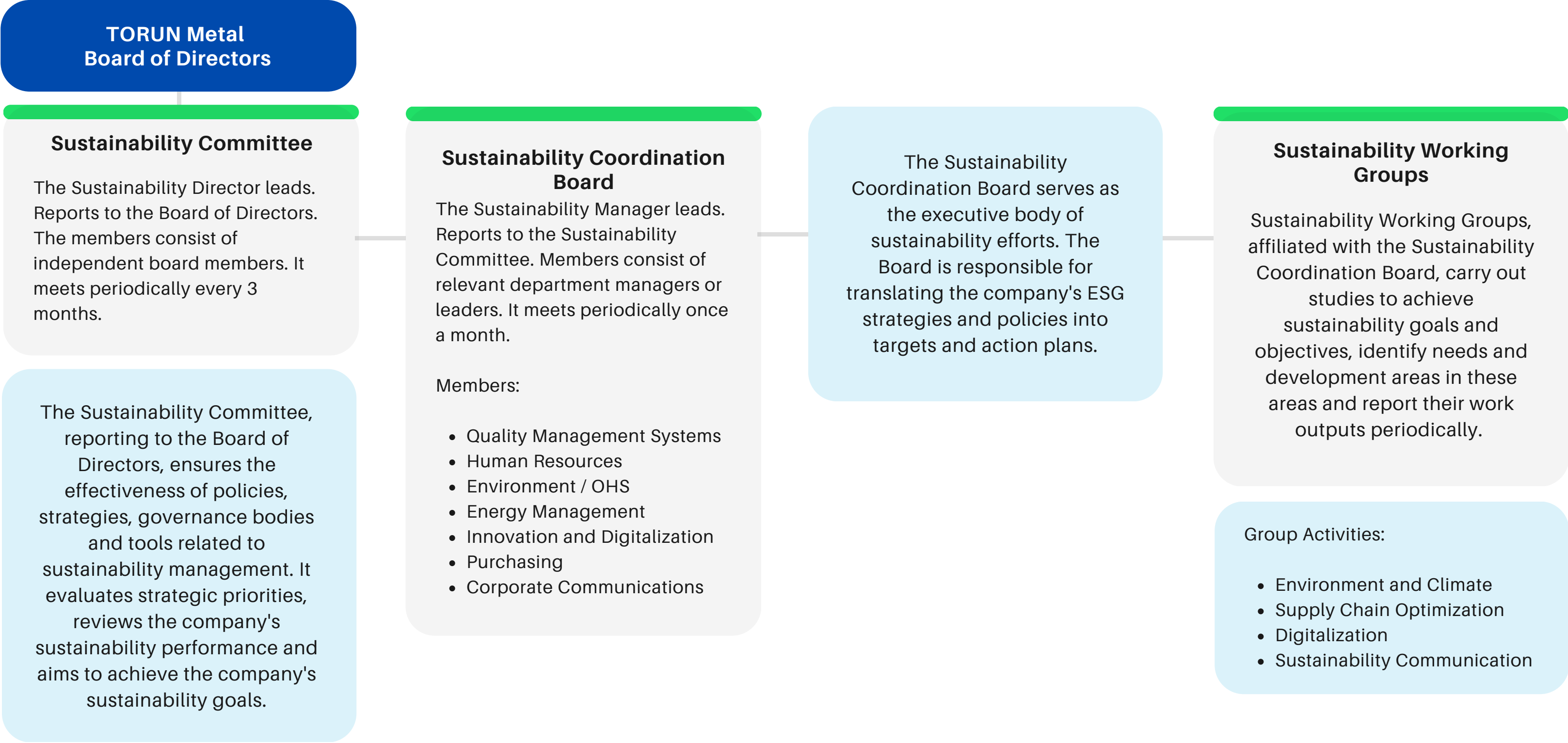
### 2024 Evaluation and Disclosure Improvement

We received EcoVadis Bronze Medal and improved our performance in CDP, achieving a D score for Climate Change and a C score for Water Security.





# Sustainability Governance



# Sustainability Framework

FOCUS AREA	PLANET	PEOPLE	FUTURE
GOAL	Reduce TORUN's Environmental Impact	Ensure Employee Well-Being & Workplace Safety	Supply Chain Integration & Digital Transformation
TOPICS	Reduce Emissions Reduce Water Usage Recycle Waste	Maintain Workplace Safety Ensure Employee Well-Being Create Inclusive Workplace	Responsible Supply Chain Digital Integration Compliance
RELATED SDG	<div><div>7 AFFORDABLE AND CLEAN ENERGY</div><div>6 CLEAN WATER AND SANITATION</div><div>13 CLIMATE ACTION</div></div>	<div><div>4 QUALITY EDUCATION</div><div>8 DECENT WORK AND ECONOMIC GROWTH</div><div>10 REDUCED INEQUALITIES</div></div>	<div><div>9 INDUSTRY, INNOVATION AND INFRASTRUCTURE</div><div>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</div><div>17 PARTNERSHIPS FOR THE GOALS</div></div>
CORPORATE GOVERNANCE			



# Materiality Analysis

At TORUN Metal, we conducted a comprehensive prioritization analysis with stakeholder participation, forming the foundation of our sustainability approach in 2024. This process helped us understand stakeholder expectations and identify areas for improvement in environmental, social, and economic dimensions. The analysis enabled us to proactively manage risks by identifying them early, enhancing the resilience and sustainability of our business processes. By focusing on long-term value creation, our sustainability strategy supports both short-term success and long-term growth. The insights gained guided us in developing innovative projects that positively impact our stakeholders. Moreover, the analysis strengthened our communication and collaboration with stakeholders, leading to increased satisfaction and stronger relationships. In conclusion, the prioritization analysis has been crucial in shaping our strategic decisions, helping TORUN Metal achieve its sustainability goals and create greater value for its stakeholders.

We engaged with 136 internal stakeholders from TORUN Metal and 22 external stakeholders, totaling 158 participants. Our main aim was to gain insights and recalibrate our priorities for all our activities. Hence, we evaluated the megatrends shaping the future, analyzed our impact on the 17 UN Sustainable Development Goals (SDGs), and concluded our study with input from our employees and management.

TORUN'S STRATEGIC PRIORITIZATION MATRIX



# Materiality Analysis

## VERY HIGH PRIORITY

## RELATED SUSTAINABLE DEVELOPMENT GOALS

### SUSTAINABLE ENVIRONMENTAL MANAGEMENT

We aim to minimize our environmental impact through sustainable improvements in our production processes.



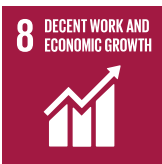
### SUSTAINABLE PRODUCTS AND SERVICES

We ensure product quality and safety at international standards with an integrated management approach in all processes from the production stage to the delivery of products to the customer.



### RESPONSIBLE SUPPLY CHAIN

We strive for sustainable cooperation with all our suppliers and partners, built on mutual trust, development, and improvement.



### EMPLOYEE SATISFACTION

We regularly receive suggestions from our employees to increase their satisfaction and provide a well-being working environment.



### OCCUPATIONAL HEALTH & SAFETY

We create a safe working environment for our employees by taking precautions beyond legal obligations with the goal of "Zero Work Accident" in our production processes.



### R&D AND INNOVATION

We incorporate technological innovations into our processes to enhance product and service quality and increase customer satisfaction by meeting their expectations.



### CUSTOMER EXPERIENCE

We monitor customer expectations and demands to maintain high satisfaction, a core aspect of our business culture. We receive feedback through various contact channels.





# Sustainability Targets

part of the PLANET					
TARGET YEAR	TARGET	BASE YEAR	BASE YEAR PERFORMANCE/KPI	RELATED PRIORITY TOPIC	RELATED SDG
2030	10% reduction in Scope 1 and Scope 2 emission intensity	2024	Merkez: 0.48 ton CO <sub>2</sub> e/ton raw material GOSB: 0.95 ton CO <sub>2</sub> e/ton raw material	Sustainable Environmental Management	
	10% reduction in disposed waste intensity	2024	Merkez: 11,41 kg waste/ ton raw material GOSB: 32,77 kg waste/ton raw material	Sustainable Environmental Management	
	Integration of rainwater harvesting and reuse systems across all facilities	2024	Feasibility studies initiated.	Sustainable Environmental Management	
2035	Increase the share of renewable energy use in production processes to 100%	2024	Feasibility studies initiated.	Sustainable Environmental Management	
part of the PEOPLE					
2030	Increase average training hours per employee (excluding mandatory trainings) to 18 hours/person	2024	9,9 hours/person	Employee Satisfaction	
	Ensure the share of woman employees does not fall below 10% across total workforce	2024	15,9%	Employee Satisfaction	
	Achieve continuous annual improvement in employee engagement score	2024	Increased by 17% compared to 2023	Employee Satisfaction	
part of the FUTURE					
2030	Standardize carbon accounting across the supply chain and complete sustainability audits for all critical suppliers	2024	Criteria and suppliers identified.	Responsible Supply Chain	
	Publish and verify annual corporate carbon footprint report	2024	Calculations completed; verification not initiated.	Sustainable Products and Services	
	Achieve Gold Medal level in EcoVadis assessment	2024	Bronze Medal	Sustainable Products and Services Responsible Supply Chain	
	Develop projects annually to respond to sustainability-related customer demands	2024	Project planning in progress.	Customer Experience R&D and Inovation	

# Climate Change

At TORUN Metal, we prioritize climate change and place it at the core of our sustainability strategy. We are accelerating our efforts to minimize environmental impacts in our production processes, increase the use of low-carbon materials across our supply chain, and develop innovative solutions. In this direction, we are taking concrete steps in areas such as energy efficiency projects, renewable energy investments, and circular economy practices.

To measure and manage our progress in combating climate change, we have developed a comprehensive set of metrics and targets. These metrics are used to monitor our environmental performance, better understand risks and opportunities, and base our strategic decisions on scientific foundations. We regularly evaluate our performance using transparent, measurable, and time-comparable indicators. These indicators also help us align with international sustainability platforms such as the European Green Deal, CDP, SBTi, and EcoVadis.

While setting our climate-related goals, we consider both our short-term operational needs and our long-term resilience and competitiveness. The defined targets go beyond emission reduction and also cover energy efficiency, renewable energy use, circular economy practices, waste management, and sustainable supply chain processes. Moreover, our aim is to manage climate-related performance not only from an environmental perspective but also by considering its economic and reputational implications.

In this context, we conduct measurements under various topics such as emissions, energy consumption, waste management, water efficiency, supplier sustainability audits, and market demand for sustainable products. Improvement areas are identified, and a continuous improvement approach is adopted. By integrating these metrics into our corporate governance processes, climate impacts are taken into account in every strategic decision we make. In addition, our performance results are shared transparently with our stakeholders through our annual sustainability report.

To better understand the impact of climate-related risks and opportunities, we aim to conduct climate scenario-based analyses and integrate these analyses into our corporate risk management processes. In the medium and long term, we plan to clarify our emission reduction strategy further by setting science-based targets and evaluating the goal of achieving net-zero emissions by 2050. In this context, emission reduction scenarios consistent with our base year data will be created, and our energy transition plans will be updated accordingly.

We are aware that success in combating climate change cannot be achieved through internal efforts alone and therefore value collaboration with all our stakeholders. In this regard, we aim to organize awareness-raising training programs for our employees and create shared development areas with our suppliers in line with sustainability principles.



# Climate Change & Sustainability Risks and Opportunities

*We conduct a comprehensive risk and opportunity analysis to systematically evaluate the potential impacts of climate change on our operations. This process is aligned with the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD) and aims to assess both physical and transition risks while enhancing our resilience through proactive management.*

### Methodology

Our climate risk assessment process is carried out with the consideration of key business functions, including production, supply chain, finance, human resources, and occupational health and safety. This multidisciplinary approach ensures that climate-related risks are assessed not only from an environmental perspective but also from operational, financial, and reputational standpoints.

We categorize climate-related risks under two main pillars:

- **Transition Risks:** Regulatory changes, evolving market expectations, technological transformation, customer demands, and shifts in access to finance.
- **Physical Risks:** Acute events (floods, storms, heatwaves) and chronic impacts (temperature increases, water scarcity) stemming from long-term climate change.

In addition to risks, we also identify climate-related opportunities such as increased demand for cost advantages from renewable energy investments, access to sustainable financing, and enhanced competitive positioning.

Each identified risk is evaluated based on:

Time Horizon: **Short Term** (0–3 years), **Medium Term** (3–5 years), **Long Term** (5+ years)

Likelihood: Low, Medium, High

### Governance

To ensure effective management of climate-related risks and opportunities, TORUN Metal has established a Sustainability Coordination Committee reports key findings and development”s to senior management and oversees the progress of sustainability initiatives such as energy efficiency, emission reduction, responsible sourcing, and resource efficiency. Each identified risk and opportunity is assigned to the relevant departments, with designated responsibilities for monitoring, mitigation, and action planning. Climate-related risks are embedded into corporate strategy, influencing investment and operational decision-making at all levels of the organization.

### TSRS Aligned Risk Evaluation

Our work on climate risk and opportunity analysis extends beyond voluntary disclosure frameworks and is being expanded to align with the Türkiye Sustainability Reporting Standards (TSRS). In this context, we are preparing a TSRS-compliant risk assessment process that considers climate change and other environmental and social issues across the value chain.

This TSRS-aligned evaluation will adopt an impact-oriented approach, focusing on how sustainability-related risks may affect the company’s value creation over time. Through this process, we aim not only to meet regulatory expectations but also to enhance the company’s long-term resilience and strategic adaptability.

# Climate Change & Sustainability Risks



Risk Type: Transition Risk  
Risk Name: Current and Future Regulatory Requirements



Risk Description:  
Current and upcoming climate-related regulations—such as carbon pricing, emissions trading systems, and energy efficiency directives, particularly within the European Union—pose a significant transition risk for our operations. These regulatory developments may lead to increased compliance costs, operational adjustments, and shifts in our cost structure.

Management Response:  
We are actively monitoring regulatory developments at both national and international levels and integrating compliance requirements into our internal systems and processes. Our strategy includes enhancing our reporting capabilities to align with EU carbon regulations and implementing decarbonization roadmaps. To mitigate cost risks and increase resilience, we are prioritizing the use of renewable energy and implementing energy efficiency projects across our operations.

Risk Type: Transition Risk  
Risk Name: Technological Transformation



Risk Description:  
The rapid pace of technological innovation and digital transformation presents a significant transition risk for our operations. Adapting to emerging technologies—particularly in the areas of energy efficiency, low-carbon manufacturing, automation, and digitalization—may require substantial changes to existing production systems. Failure to adopt such technologies in a timely manner could compromise our competitiveness and hinder compliance with future environmental and climate-related regulations.

Management Response:  
At TORUN Metal, we proactively adapt to innovative manufacturing technologies and support this transformation through R&D initiatives. Our strategic focus on digitalization aims to improve efficiency across production and logistics processes. By aligning technological upgrades with our sustainability targets, we are building a more agile and future-ready operational model that supports long-term environmental compliance and competitiveness.

Risk Type: Transition Risk  
Risk Name: Market Risk



Risk Description:  
Market risk may arise from a range of factors affecting the company’s operational and competitive dynamics. The increasing prevalence of climate-related regulations and carbon pricing mechanisms may lead to higher input costs for suppliers, which could in turn raise our overall production costs and challenge our competitive pricing strategies. Additionally, climate-induced disruptions—such as raw material shortages and supply chain instability—could exacerbate volatility in input prices and availability.

Management Response:  
To mitigate this risk, TORUN Metal plans to strengthen relationships with suppliers through more flexible and sustainable partnerships, while pursuing raw material diversification strategies. These measures are intended to enhance our supply chain resilience, reduce cost volatility, and maintain competitiveness in a carbon-constrained market environment.



# Climate Change & Sustainability Risks



Risk Type: Transition Risk  
Risk Name: Reputational Risk



**Risk Description:**

Reputational risk may arise from the company’s actual or perceived performance in fulfilling its environmental and social responsibilities. Inadequate efforts to reduce environmental impacts or insufficient progress in sustainability initiatives could negatively affect public perception and brand value. As customer and stakeholder expectations for environmentally responsible and ethical production increase, failure to meet these demands may damage the company’s market reputation and erode stakeholder trust.

**Management Response:**

TORUN Metal is committed to implementing a robust sustainability strategy focused on continuous improvement of environmentally friendly production practices. We regularly disclose our environmental impacts through our sustainability report and actively work toward alignment with international platforms such as EcoVadis and CDP. Through transparency, adherence to sustainability standards, and investment in responsible production processes, we aim to mitigate reputational risk and enhance stakeholder confidence.

Risk Type: Physical Risk  
Risk Name: Acute Physical Risk



**Risk Description:**

Acute physical risks refer to sudden and severe weather-related events that may disrupt business operations. Due to climate change, the frequency and intensity of extreme weather conditions—such as floods, storms, and abrupt temperature fluctuations—may increase in the regions where TORUN Metal operates. These events could interrupt production, damage infrastructure, pose safety risks to employees, and lead to supply chain disruptions and infrastructure failures.

**Management Response:**

To address these risks, TORUN Metal conducts risk assessments and prioritizes employee safety in all operations. We have developed emergency preparedness and evacuation procedures to ensure a rapid response to natural disasters. Regular training sessions and drills are conducted to enhance readiness. Furthermore, we continually monitor supply chain risks and develop alternative plans to mitigate potential disruptions.

Risk Type: Physical Risk  
Risk Name: Chronic Physical Risk



**Risk Description:**

Chronic physical risks arise from long-term environmental and climatic changes. In regions where TORUN Metal operates, sustained climate shifts—such as rising average temperatures, prolonged droughts, and the depletion of water resources—can adversely affect production processes and supply chains. These conditions may reduce operational capacity and create challenges in raw material procurement and energy access, particularly in energy- and water-intensive industries.

**Management Response:**

TORUN Metal prioritizes investments in water and energy efficiency, aiming to minimize the environmental footprint of our production processes. We are developing long-term adaptation strategies based on climate scenario analysis, focusing on strengthening operational resilience. Additionally, we aim to identify alternative resources and suppliers to manage potential water and energy scarcity risks across our supply chain.

# Climate Change & Sustainability Opportunities



Opportunity Type: Technological Opportunity  
Opportunity Name: Green Production Through Innovative Technologies



Opportunity Description:  
The development and adoption of green production technologies present a significant opportunity for TORUN Metal to enhance its climate performance. Transitioning to cleaner technologies not only reduces environmental impacts but also facilitates compliance with evolving environmental regulations and increases long-term operational efficiency.

Opportunity Type: Market Opportunity  
Opportunity Name: Rising Demand for Sustainable Products



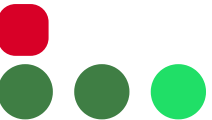
Opportunity Description:  
There is a growing global demand, particularly in the European market, for sustainable and low-carbon footprint products. This trend offers TORUN Metal the opportunity to strengthen its competitive position by aligning its offerings with the environmental expectations of customers and stakeholders.

Opportunity Type: Regulatory and Financial Opportunity  
Opportunity Name: Policy-Driven Incentives



Opportunity Description:  
Climate-related policy frameworks at national and international levels provide financial incentives and support mechanisms for renewable energy investments, energy efficiency improvements, and sustainability initiatives. Leveraging these incentives can reduce implementation costs and accelerate the transition to a low-carbon economy.

Opportunity Type: Reputational Opportunity  
Opportunity Name: Market Leadership



Opportunity Description:  
Establishing a leadership position in environmentally responsible manufacturing enhances brand reputation and customer loyalty. Being recognized as a green manufacturer can differentiate TORUN Metal in increasingly sustainability-focused markets.

Opportunity Type: Product and Resource Opportunity  
Opportunity Name: Environmentally Friendly Raw Materials



Opportunity Description:  
Increasing the use of recycled and low-carbon raw materials reduces overall environmental impact and aligns with the expectations of sustainability-conscious customers. This shift also contributes to regulatory compliance and circular economy goals.

Opportunity Type: Technological Opportunity  
Opportunity Name: Digital Transformation in Operations



Opportunity Description:  
Establishing a leadership position in environmentally responsible manufacturing enhances brand reputation and customer loyalty. Being recognized as a green manufacturer can differentiate TORUN Metal in increasingly sustainability-focused markets.



# Stakeholder Relations

Communications with all TORUN stakeholders are carried out via various methods and mediums, from monthly board meetings to regularly updated website news and social media to yearly reports like sustainability reports and project presentations. As TORUN, we care about identifying and meeting the expectations and needs of our stakeholders in order to reach the most accurate methods and mediums to include and inform our stakeholders in the process and take their feedback.

## Employees

PLATFORM	PURPOSE	FREQUENCY
EMPLOYEE SATISFACTION SURVEY	SETTING PRIORITIES AND IMPROVEMENT	ONCE A YEAR
BRAND PERCEPTION SURVEY	ACTIONS TO DETECT AND INTERNAL COMMUNICATION	ONCE IN TWO YEARS
SUSTAINABILITY REPORT	SUSTAINABILITY AWARENESS AND PERFORMANCE	ONCE A YEAR
TORUN BULLETIN	ANNOUNCEMENT OF IMPORTANT DEVELOPMENTS ABOUT THE COMPANY	EVERY TWO MONTHS
IN HOUSE TVs	INFORMATION SHARING	CONTINUOUS
TORUN IDEA FACTORY	INNOVATION NEWS	CONTINUOUS
SOCIAL MEDIA	COMPANY ANNOUNCEMENTS	CONTINUOUS
YEARLY VISION MEETING	EVALUATION OF THE PREVIOUS YEAR AND THE VISION OF THE NEXT YEAR	ONCE A YEAR

## Customers

PLATFORM	PURPOSE	FREQUENCY
CUSTOMER SATISFACTION SURVEY	SETTING PRIORITIES AND IMPROVEMENT	ONCE A YEAR
SUSTAINABILITY REPORT	SUSTAINABILITY AWARENESS AND PERFORMANCE	ONCE A YEAR
WEBSITE	COMPANY NEWS	CONTINUOUS
SOCIAL MEDIA	COMPANY ANNOUNCEMENTS	CONTINUOUS
E-MAIL NEWSLETTERS	RECENT NEWS AND DEVELOPMENTS	FOUR TIMES A YEAR
TRADE FAIRS & EXHIBITIONS	COMMUNICATION WITH EXISTING AND NEW CUSTOMERS	EVERY TWO YEARS

Suppliers

PLATFORM	PURPOSE	FREQUENCY
SUSTAINABILITY REPORT	SUSTAINABILITY AWARENESS AND PERFORMANCE	ONCE A YEAR
WEBSITE	COMPANY NEWS	CONTINUOUS
SOCIAL MEDIA	COMPANY ANNOUNCEMENTS	CONTINUOUS
E-MAIL NEWSLETTERS	RECENT NEWS AND DEVELOPMENTS	FOUR TIMES A YEAR
TRADE FAIRS & EXHIBITIONS	COMMUNICATION WITH EXISTING AND NEW CUSTOMERS	EVERY TWO YEARS

Public

PLATFORM	PURPOSE	FREQUENCY
SUSTAINABILITY REPORT	SUSTAINABILITY AWARENESS AND PERFORMANCE	ONCE A YEAR
WEBSITE	COMPANY NEWS	CONTINUOUS
SOCIAL MEDIA	COMPANY ANNOUNCEMENTS	CONTINUOUS
JOINT PROJECTS WITH FOUNDATIONS AND ASSOCIATIONS	SOCIAL IMPACT	PROJECT BASED
UNIVERSITY – INDUSTRY COLLABORATIONS	JOINT R&D and INNOVATION	PROJECT BASED

Shareholders

PLATFORM	PURPOSE	FREQUENCY
GENERAL ASSEMBLY & BOARD OF INVESTORS	EVALUATION OF ANNUAL RESULTS, DETERMINATION OF STRATEGIES	ONCE A YEAR
INTERNAL AUDIT AND CORPORATE RISK MEETINGS	INTERNAL AUDIT AND CORPORATE RISK PROCESS REPORT	FOUR TIMES A YEAR
EXECUTIVE BOARD MEETINGS	ACTIONS OF THE PREVIOUS MONTH AND RECEIVING SUGGESTIONS	MONTHLY
MANAGERIAL BOARD MEETINGS	ANNOUNCEMENT OF MONTHLY RESULTS	MONTHLY
E-MAILS / PHONE CALLS	INFORMATION SHARING	UPON REQUEST



# PART OF THE PLANET





# Environmental Approach

As TORUN Metal, our commitment to the environment is our top priority. We understand the impact of unconscious consumption of natural and water resources on the ecosystem. We observe the dangers posed by extreme weather events, droughts, floods, and forest fires of the climate crisis. Therefore, we aim to ensure that all stakeholders in our value chain use natural resources efficiently and sustainably, take necessary actions against climate change, minimize our environmental impacts, and support environmental sustainability in all our activities.

We manage water usage effectively and strive to prevent environmental pollution caused by our activities. We focus on minimizing waste generation at source, reuse, recycle, and environmentally friendly disposal methods. We carry out projects such as waste reduction and reuse of waste oil on site. Also, we use recycled raw materials in the production process. We minimize the environmental impact of emissions resulting from our production processes. We calculate our carbon and water footprint and aim to minimize it.

We organize regular training to increase our employees' environmental awareness. We routinely carry out our field checks and take necessary actions. As an ISO 14001-certified company, we carry out all our activities within the scope of our standards and Environment, Climate and Energy Policy.



As an ISO 14001-certified company, we commit to environmental management standards to minimize our impact on the environment.



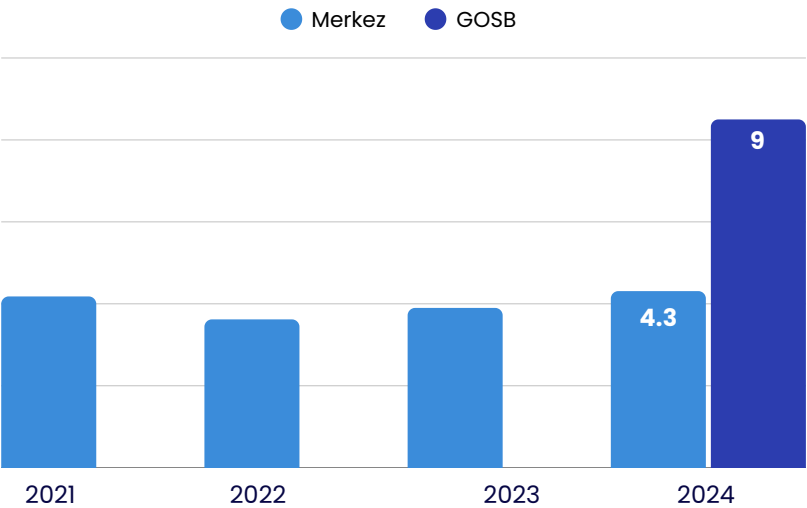


# Energy

We understand the significance of the rapid depletion of energy resources for the continuance of life and sustainability. At TORUN Metal, we take care to use energy resources efficiently. As an institution with ISO 50001 standards, we carry out activities that will contribute to the saving potential and efficiency studies of energy usage throughout our business processes. We monitor the energy consumption instantly and periodically. In this context, we aim to reduce the energy per unit production. By using the Online Energy Monitoring System, we can monitor energy regionally. Online Energy Monitoring System informs units about a power outage and receives notifications via SMS. We constantly plan and execute projects to efficiently use our energy and find energy-saving solutions in all facilities. We report energy news at our monthly sustainability committee meeting. At TORUN Metal, projects are implemented to increase energy efficiency. Training emphasizing the importance of energy saving has been provided to employees and society. Within the scope of our “Leak Hunt” project, we prevented unnecessary energy consumption caused by gas leaks. As TORUN Metal, 30% of our electrical energy consumption was obtained from renewable energy in 2024. As a company aligned with IREC standards, we are committed to increasing this rate to 50% in 2025.

In line with our commitment to climate leadership, we have set a bold target: by **2034**, we aim to **complete our solar energy investment** and, starting from **2035**, meet **100% of our electricity needs** from **renewable sources**. In addition, we will implement at least two high-impact energy efficiency projects annually to continuously reduce our energy intensity and environmental footprint.

Energy Consumption Intensity (GJ/ton raw material)



Energy Consumption (GJ)	Merkez	GOSB
2021	79759	*Data from the GOSB facility prior to 2023 is not considered fully reliable due to lack of systematic monitoring.
2022	69559	
2023	67112	
2024	86900	53300



As an ISO 50001 certified company, we are committed to addressing our impact and conserving resources through efficient energy management.

%30

Ratio of Renewable Energy in 2024\*



\*7800 MWh of electricity generated from renewable sources

ENERGY EFFICIENCY INITIATIVE: LED CONVERSION PROJECT

In 2024, we implemented an energy efficiency initiative titled the LED Conversion Project. Within the scope of this project, conventional lighting systems were replaced with energy-efficient LED fixtures over a period of two months. As a result of this transition, the company achieved an annual energy savings of **17,500 kWh**, corresponding to an **85%** reduction in lighting-related energy consumption.



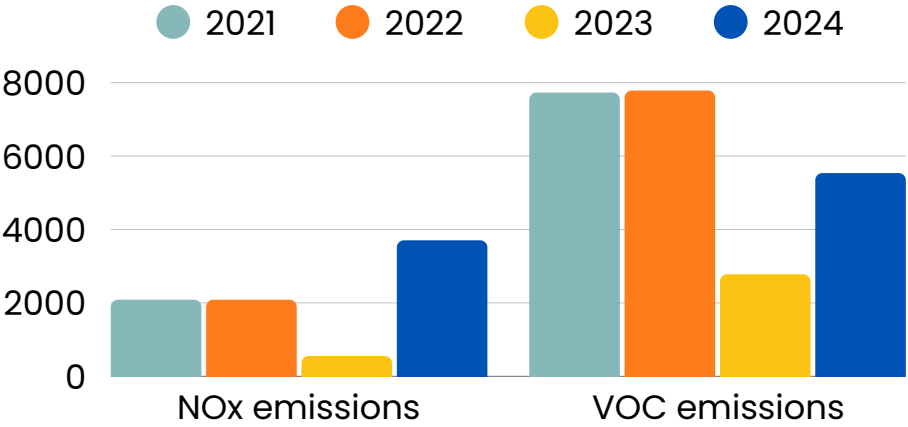
# Emissions

As TORUN Metal, we manage 19 emission sources equipped with various control systems for dust, combustion gases, and volatile organic compounds (VOCs). Our primary mitigation technologies include flue gas treatment systems such as electrostatic precipitators, activated carbon filters, and particulate filters. These technologies ensure that our emissions remain well below regulatory thresholds. To further support compliance and operational continuity, we perform frequent filter maintenance and apply continuous monitoring to minimize fugitive emissions.

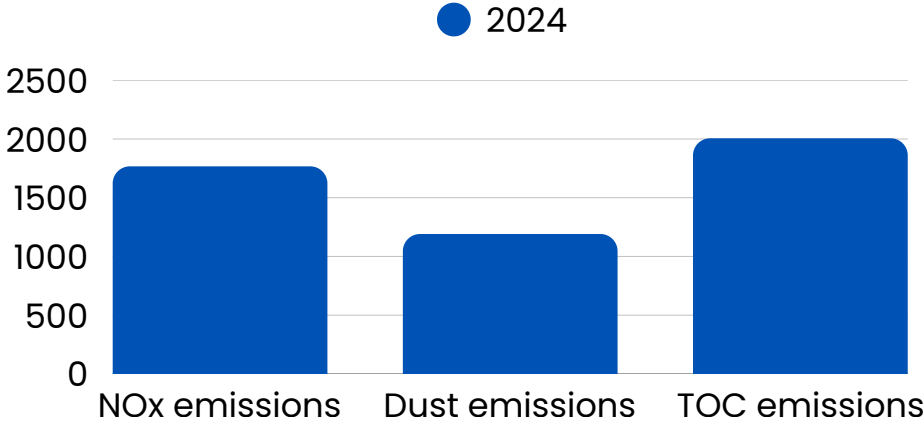
Recognizing our responsibility under the European Green Deal and related climate frameworks, we have been calculating and reporting our greenhouse gas (GHG) emissions for Scope 1, Scope 2, and Scope 3 since 2021. Our corporate carbon footprint reporting complies with the ISO 14064 standard, which forms the foundation of our emission management strategy.

As part of our long-term climate commitment, TORUN Metal has set a **target to reduce Scope 1 and Scope 2 emission intensity by 10% by 2030** (compared to 2024). We will continue to prioritize energy efficiency and invest in cleaner technologies to meet this target and support the transition to a sustainable future.

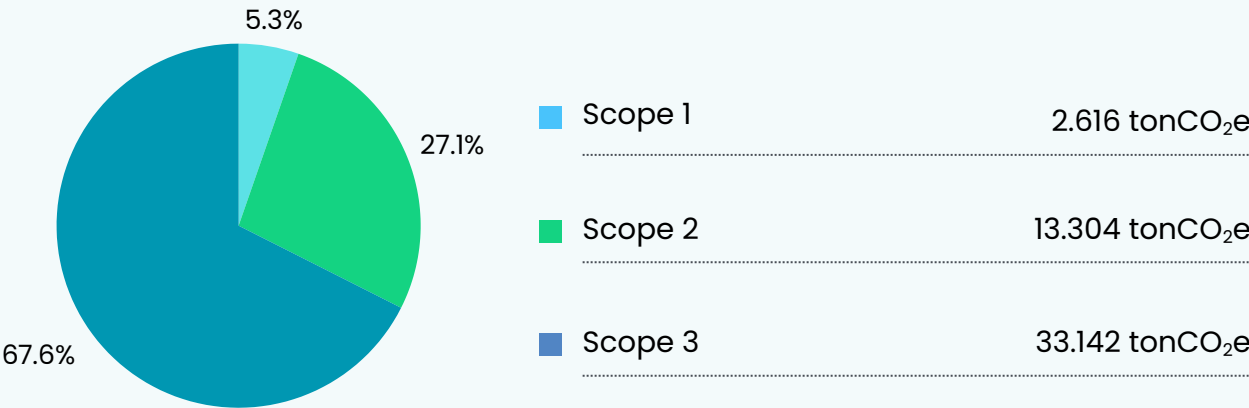
Other Emissions (kg/year), Merkez Facility



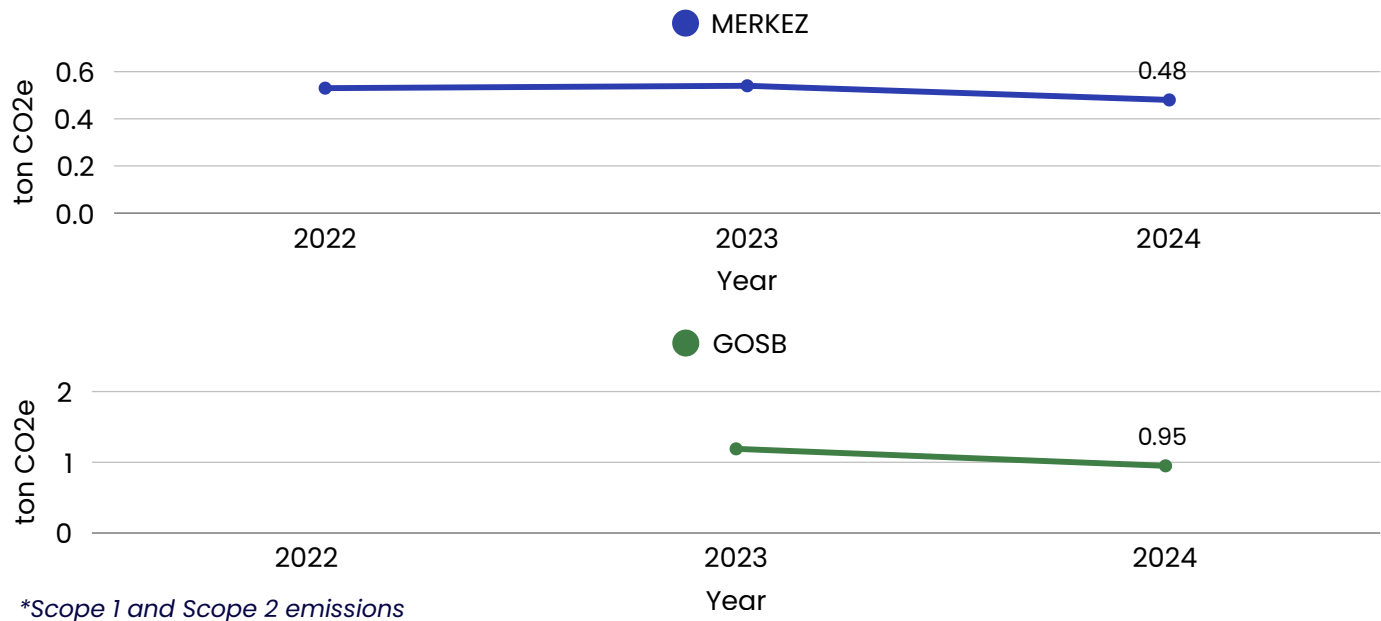
Other Emissions (kg/year), GOSB Facility



Consolidated Emissions Distribution By Scope, Consolidated



Emission Intensity (ton CO<sub>2</sub>e/ton raw material)



\*Scope 1 and Scope 2 emissions

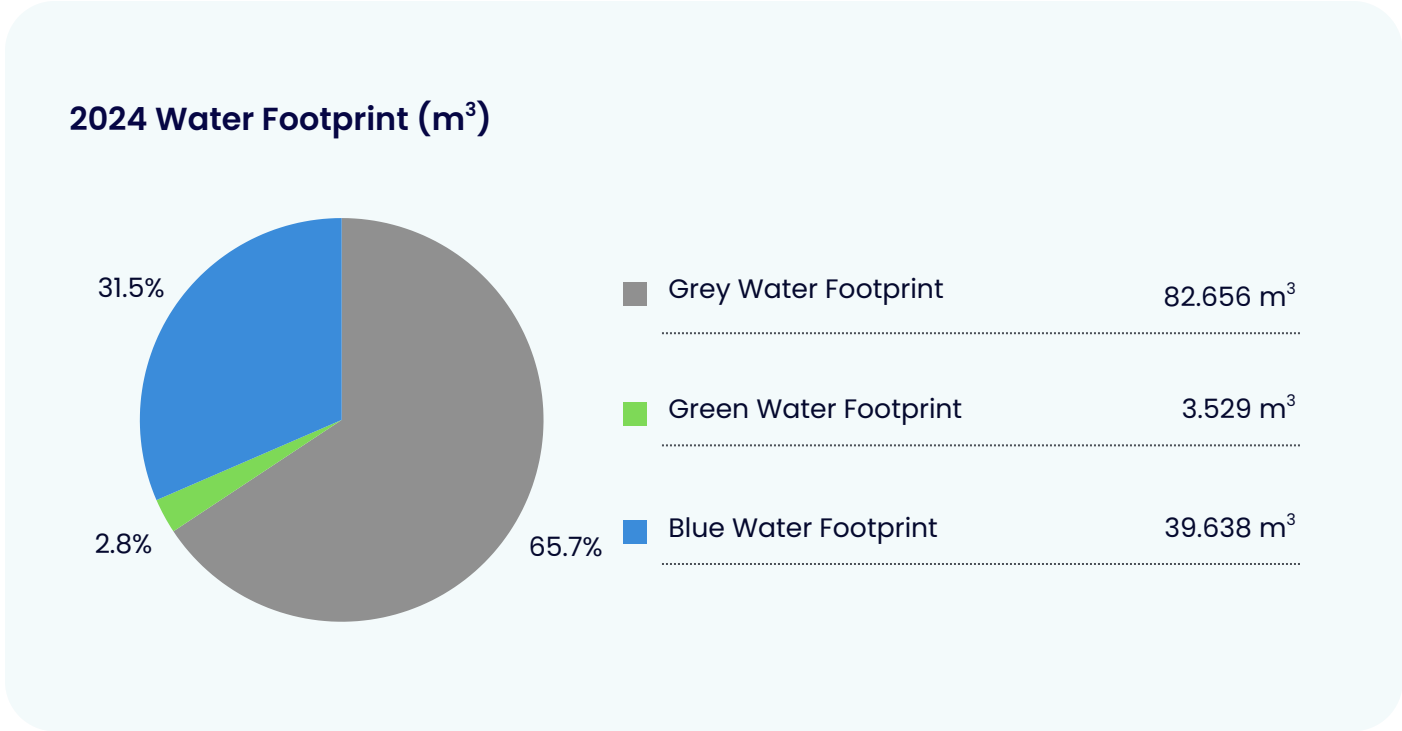


# Water & Wastewater Management

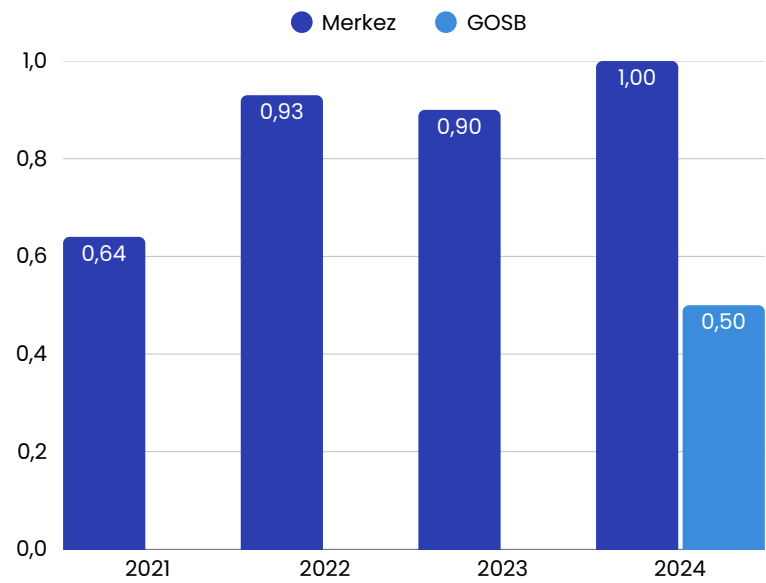
At TORUN Metal, we recognize the increasing impact of climate change on water resources and prioritize their sustainable use and responsible management. We actively promote water conservation among employees and encourage mindful usage across all operations.

Water is primarily used for cooling and washing processes in our Merkez facility, making these activities the main sources of wastewater generation. In our GOSB facility, we operate an on-site wastewater treatment plant. The treated water is subsequently transferred to the GOSB central wastewater treatment facility. All discharges must comply with GOSB's predefined standards. To ensure compliance, regular monthly analyses are conducted, and parameters such as COD, VSS, pH, nitrogen, and phosphorus are monitored. Additionally, since 2022, we have been calculating our water footprint in line with ISO 14046 standards to assess and manage our water-related environmental impacts more effectively.

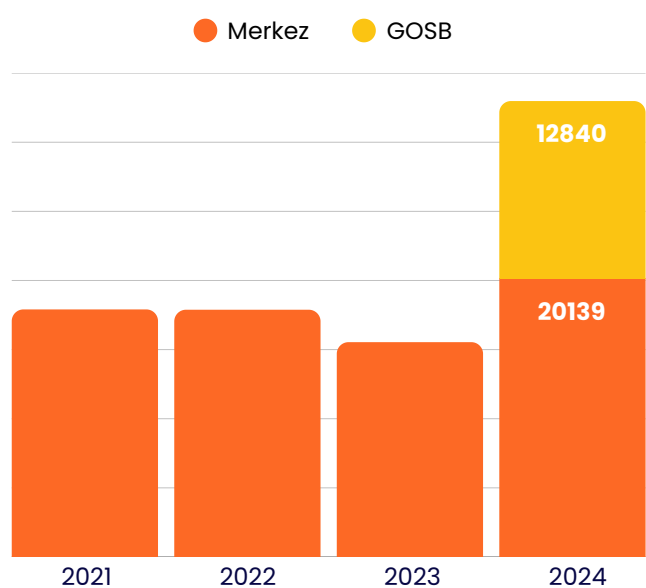
As part of our long-term sustainability strategy, TORUN Metal aims to **fully integrate rainwater harvesting and reuse systems across all facilities** by **2030**. This initiative is expected to reduce our dependence on external water sources, support circular water use, and improve overall water efficiency throughout our operations.



**Wastewater Intensity (m³/ton raw material)**



**Amount of Wastewater (m³)**




# Waste Management

At TORUN Metal, we systematically monitor and aim to reduce the amount of waste generated throughout our operations. As a company certified under the Zero Waste initiative, we practice on-site waste segregation and recycling, and conduct regular training sessions to raise employee awareness on waste management practices. For non-recyclable waste, we ensure proper disposal in compliance with environmental regulations.

Boron oil, used extensively in our production processes, is a key focus of our reduction efforts. In line with our commitment to minimizing waste, we significantly reduce the amount of waste oil generated by reusing boron oil within our processes.

As part of our long-term waste reduction strategy, TORUN Metal has set a **target** to **reduce disposed waste intensity** by **10%** by **2030**, compared to the 2024 baseline. To achieve this, we regularly monitor the amount of landfilled waste and implement action plans aimed at reduction.

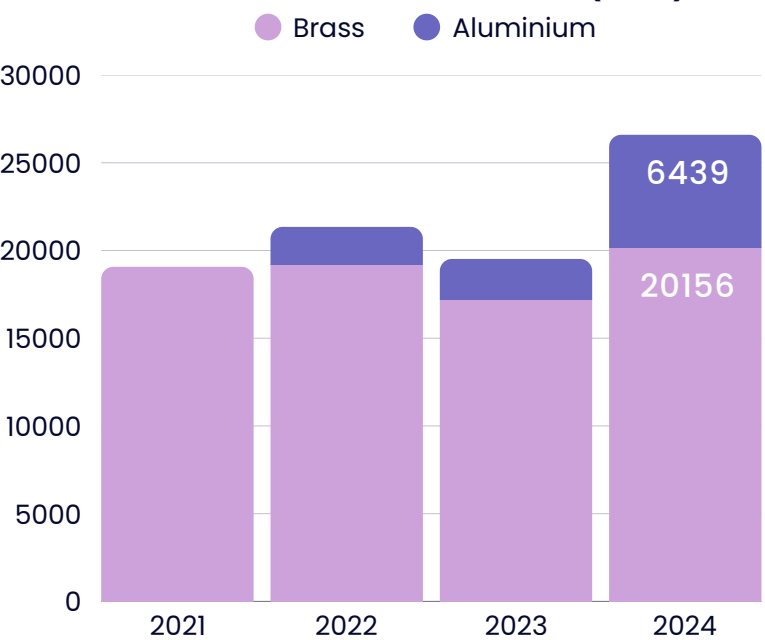
96.3%

 In 2024, we recovered 96.3% of our total waste

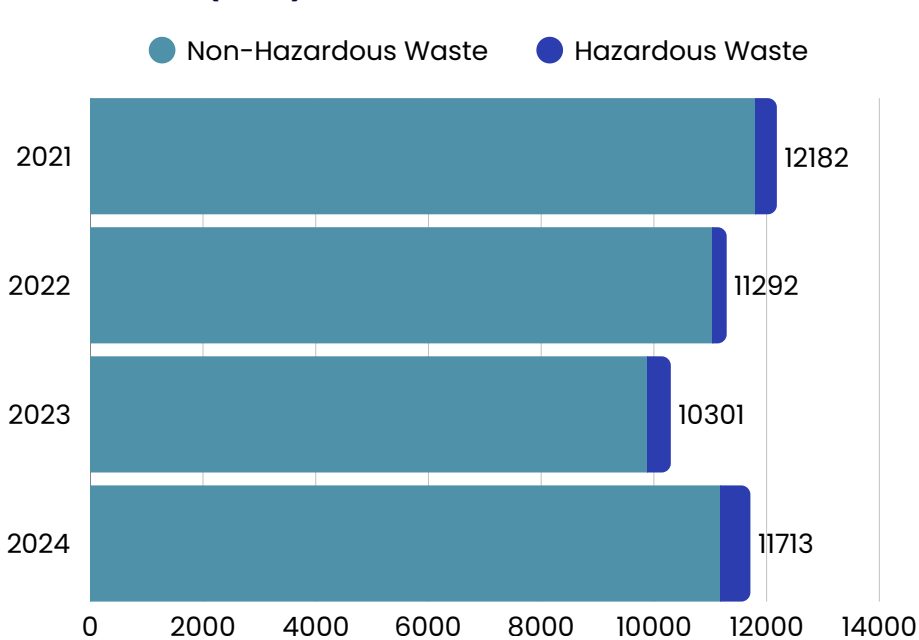


Our brass facility is awarded the "Zero Waste" certificate for adopting a zero-waste approach in accordance with our sustainability policies.

Amount of Raw Material Consumed (tons)

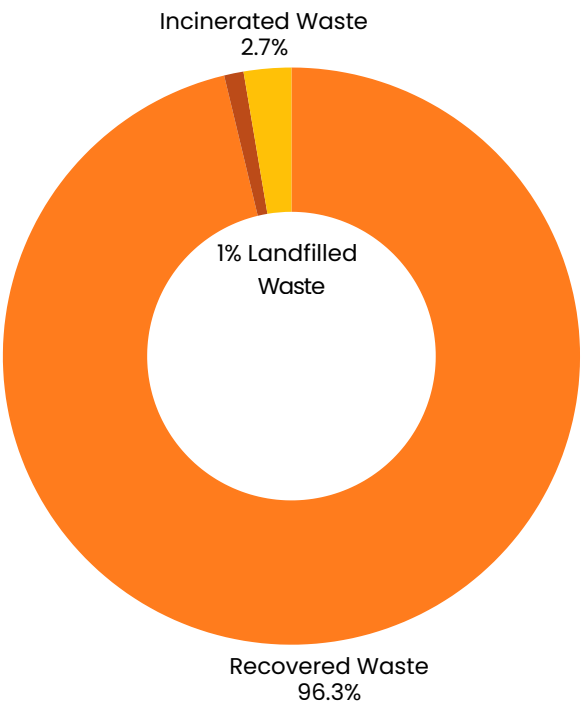


Total Waste (tons)

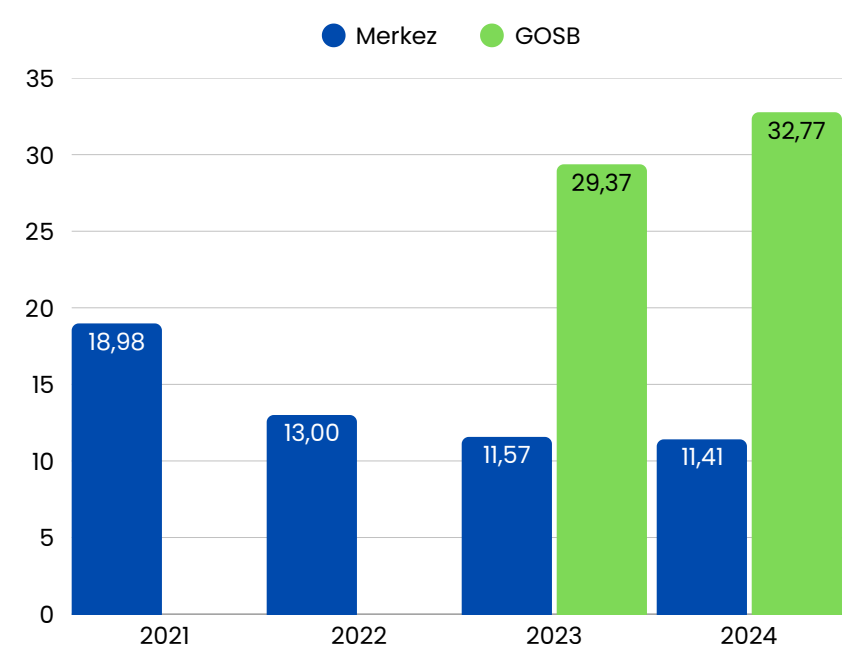


\*2023 and 2024 data are consolidated figures

Waste Distribution by Disposal Method



Disposed Waste Intensity (kg waste/ton raw material)







# PART OF THE PEOPLE



# Human Approach

At TORUN Metal, we recognize that our employees are the cornerstone of our business. We prioritize their well-being at every stage of our operations. Upholding our responsibility towards our employees, we ensure a safe and healthy work environment by carefully implementing necessary precautions. Our commitment extends to complying with both local laws and international standards, unequivocally rejecting forced and child labor within our workforce. Discrimination of any form, be it based on race, color, gender, age, religion, language, disability, political opinion, or ethnicity, is strictly prohibited. We foster an environment of equality, continually reviewing our policies to uphold this principle. Embracing the ethos of equal opportunity, we apply it rigorously across recruitment, promotion, training, and remuneration processes.

At TORUN Metal, we maintain a zero-tolerance stance against corruption, bribery, and unethical behavior. Transparency and honesty underpin all our business relationships. Our commitment to equal opportunity extends to access to training, where development opportunities are distributed equitably. We actively encourage employee participation in our training programs, facilitating professional and personal growth.

Beyond our internal operations, TORUN Metal is dedicated to creating societal value. We engage in social responsibility initiatives and prioritize environmental sustainability. We aim to contribute positively to our society and future generations. Continual development and improvement drive our activities, ensuring alignment with our values and goals.

At the heart of our company's success lies the satisfaction and safety of our employees. Maintaining our people-centric approach, we prioritize their needs and expectations in all our business processes and policies.



# Employee & Employee Rights

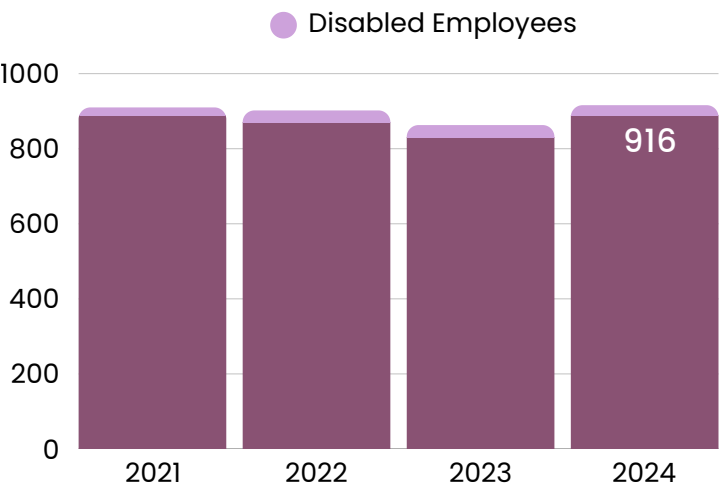
At TORUN Metal, we prioritize fundamental rights and the welfare of our stakeholders through our people-oriented business approach. We determine our human resources management within the United Nations Global Compact framework that we have been a signatory to since 2019, the ILO, laws, and policies. We ensure that our employees work in an environment that promotes open communication and protects human rights, essential for sustaining our business success.

We do not tolerate discrimination among our employees, such on language, religion, sect, race, ethnicity, age, gender, or sexual orientation. We also emphasize equal opportunities in our recruitment processes. We ensure that our understanding of putting people first is implemented throughout the value chain.

We expect the suppliers we cooperate with to be equally important to these topics. Consequently, we do not work with suppliers that fail to provide a safe environment for their employees, do not oppose discrimination, or employ child labor. We ensure that our human-oriented approach spreads throughout our entire value chain by observing the fundamental human rights and fundamental employee rights of all stakeholders.

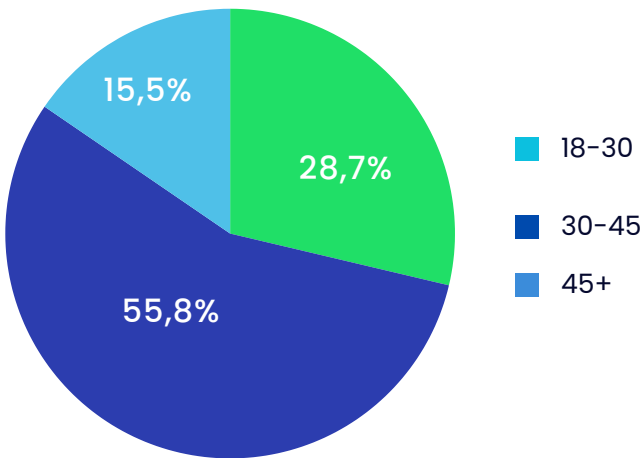
We aim to **increase** our **employee engagement score each year** through 2030. From **2023** to **2024**, we achieved a **17%** improvement. Additionally, we aim to maintain the **woman employee ratio** at **no less than 10%** by **2030**.

Total Number of Employees

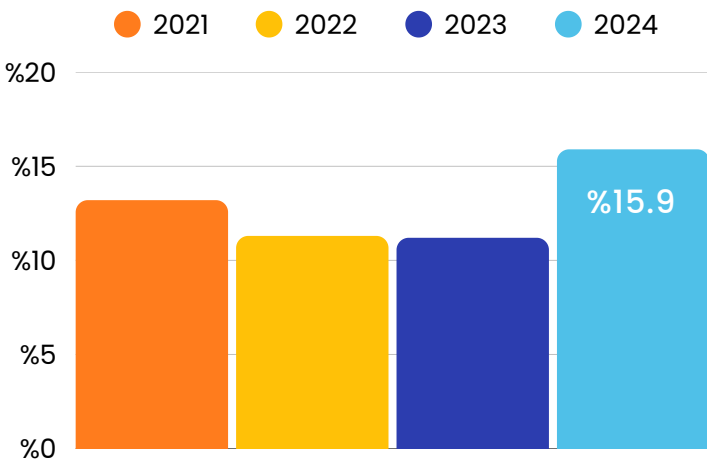


*\*Employees with disabilities represent 3% of total workforce.*

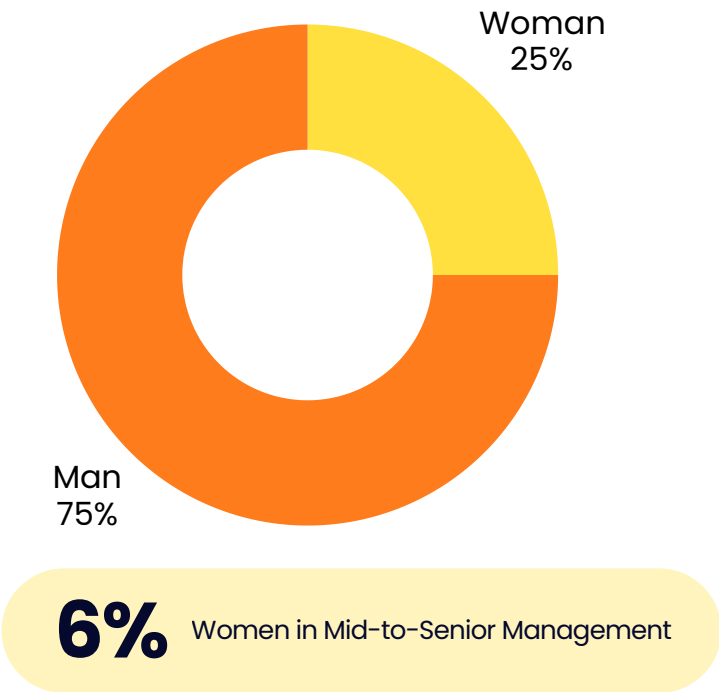
Total Workforce By Age Group



Woman Employee Ratio



Women In Board Of Directors





## Equality, Diversity & Inclusion

As TORUN Metal, we offer equal opportunity to all employees without any discrimination in line with our policies. We propose approaches that use equality, diversity, and inclusion to build sustainable growth. All employees have equal opportunities in the training sections and career development. At TORUN Metal, we respect all the rights of our employees, protect their freedom of expression, and ensure the establishment of an effective and transparent communication network. While we act in line with our principles and values, we ensure that our stakeholders are on the same page as we are on these topics. The stakeholders have been chosen accordingly. At TORUN Metal, we care about and consider employee feedback. The fact that there were no discrimination cases in 2024 shows that the policies we implemented have been embraced.

## Remuneration and Rewarding

At TORUN Metal, we adhere to the principle of "equal pay for equal work" in our business processes. We ensure that our remuneration and reward processes follow a specific procedure. Remuneration is determined based on the seniority of the position, its role within the company, the employee's expertise, and performance. Our reward process recognizes and encourages high performance and loyalty to the company.

In addition to salary and performance-based incentives, we offer a variety of employee benefits, including hybrid working arrangements and allowances for marriage, childbirth, bereavement, fuel, spouse and children, as well as holiday food packages and educational support for employees' children.

At TORUN Metal, we apply our remuneration and reward processes fairly, without regard to gender, language, religion, or race. This commitment ensures a fair and equitable workplace for all employees.





## Talent Management & Employee Development

At TORUN Metal, we adopt an approach that encourages employee development and supports company success. We aim to gain and keep qualified employees through our company vision. Throughout 2024, various human resources projects were implemented to enhance employee engagement, improve operational efficiency, and ensure the long-term sustainability of organizational structures. These initiatives supported the standardization of work processes, employee development, and the company's digital transformation efforts.

The "Orientation Program" is organized for our new employees to help them better understand our corporate culture and increase their sense of belonging. The project focused on helping new hires adapt to their roles and corporate culture more efficiently. We regularly plan and provide training opportunities that cater to our employees' professional and personal development. Our "Innovation Academy" offers training to enhance career management, while training and academies focus on adapting to evolving digital technologies in our products.

A tiered structure was established for blue-collar employees, and a dynamic norm-based staffing system was introduced, linked to production data. This project aimed to ensure consistency and clarity in job responsibilities and workflows. It also contributed to defining accountability areas and supported the development of a fair and measurable promotion and wage policy. The new tiered system has become a cornerstone for sustainable workforce management.

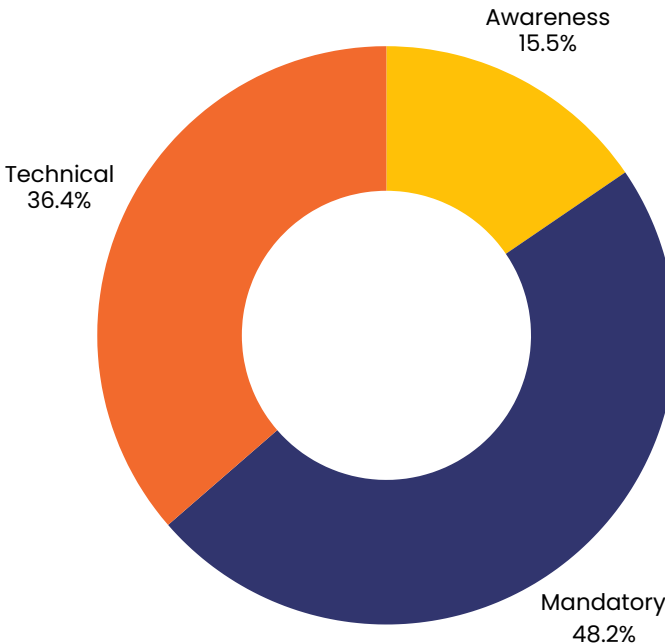
In 2024, the number of training hours per person is **18.2**, including mandatory training. The average is **9.9** hours, covering **technical and personal development** topics. At TORUN Metal, we implement a standardized approach to career management, assessing factors such as adaptation to roles and suitability for positions. We uphold a commitment to fairness and equal opportunity for all employees. We aim to **increase** the **non-mandatory training hours per person** to **18** by **2030**.

# 18.2 Hours

Of Training Per Person in 2024



### Training Distribution by Category



**Toyota Business Practises (TBP) Training**



**Internship Experience Sharing Presentations**



**Sustainable Supply Chain & Green Purchasing Training**

# Occupational Health & Safety

At TORUN Metal, our top priority is ensuring a safe and healthy workplace environment for all employees. We adhere strictly to the ISO 45001 Occupational Health and Safety standards across all business processes. Our goal is to achieve zero work accidents by providing optimal working conditions. We strongly emphasize conducting thorough risk assessments to continually enhance our occupational health and safety performance. Kinney Risk Assessment Method is applied to the risk analysis process to identify risks and minimize hazards. All processes are included in the risk analyses. We carry out a risk analysis of all routine and non-routine activities. By evaluating work accidents, near misses, measurements, and changes in risk analysis, we implement necessary preventive measures and monitor ongoing improvements in our business practices. We evaluate risk assessments and job hazard analyses.

At TORUN Metal, we provide a healthy and safe work environment for employees by reviewing near-miss records and taking preventive actions after accidents. We encourage active employee participation through our Near Miss and Suggestion System initiatives. Recently, we integrated near-miss/hazard notifications into our 'TORUN Idea Factory' application, making it easier for employees to report incidents and contribute to safety enhancements. This transition has significantly increased the reporting of near-miss incidents compared to previous years. Employees and subcontractors are trained regularly to improve occupational health and safety culture. We set targets and conduct internal audits to evaluate compliance with these targets regularly to implement an effective occupational health and safety management system.

Furthermore, we have established a health unit onsite staffed with a doctor and three nurses, ensuring health services are readily available across all shifts. As TORUN Metal continues to grow, our unwavering commitment to regulatory compliance underscores our leadership in safety, innovation, and overall business success.





Occupational Health and Safety Activities

At TORUN Metal, we prioritize Occupational Health and Safety (OHS) by organizing various activities to highlight the importance of personal protective equipment. Activities such as 5 senses, crossword puzzles, word games, and hazard analysis increased our employees' awareness and engagement. Our employees left the event with enhanced understanding and rewards.

Within the scope of our Occupational Health and Safety (OHS) practices, we conducted Risk Analysis studies in the field with our OHS team and employees in 2024. By visiting the field and analyzing risks on-site, we identified risky areas and situations for our employees in advance, carrying out preventive measures and raising awareness.

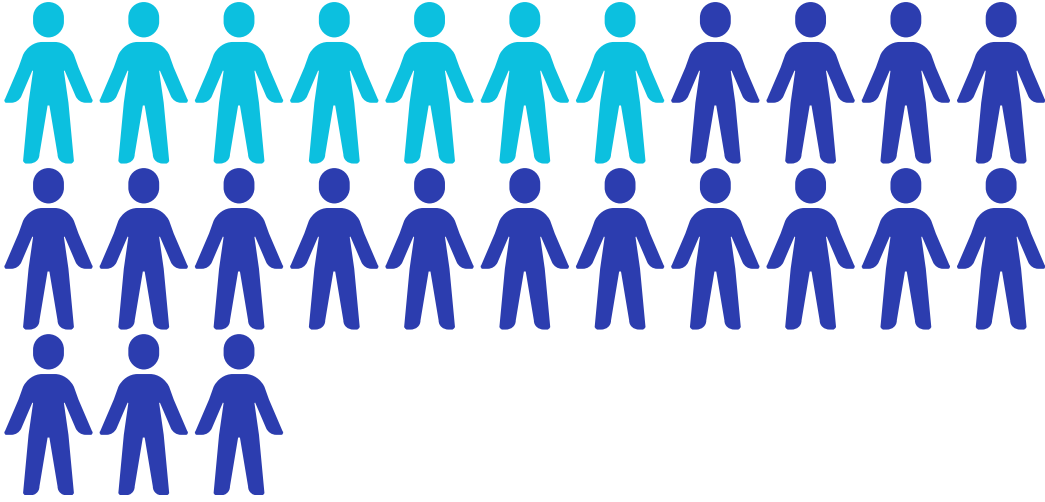
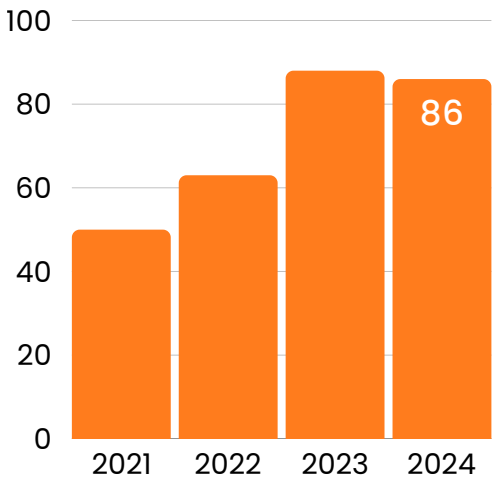


Risk Analysis Studies In The Field



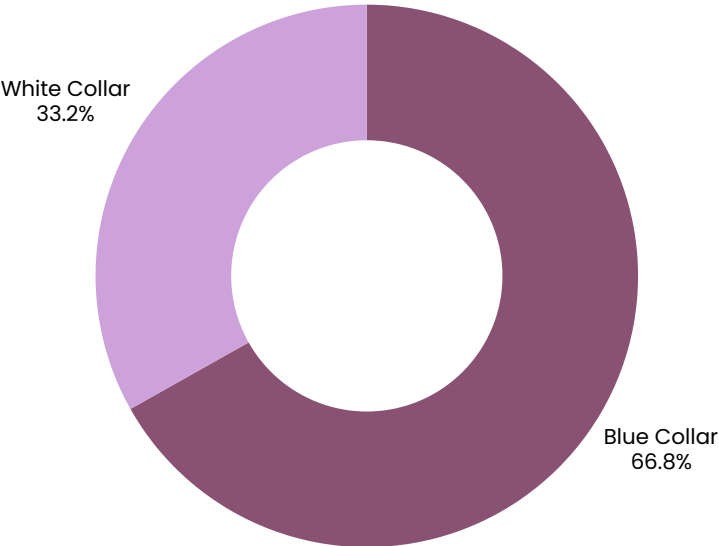
OHS Day Activities

Total Accidents

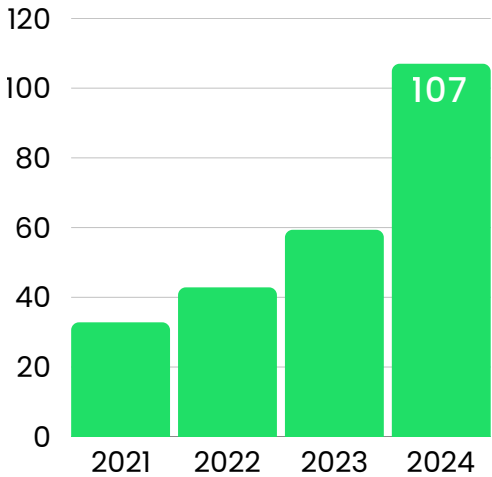


25 members, 7 employee representatives in OHS Committee

Duration of OHS-E Training



Accident Frequency Rate



2024 data is included Merkez & GOSB facilities.

# Social Responsibility

At TORUN Metal, we are committed to creating value for all stakeholders: customers, employees, suppliers, society, and the environment. We integrate these considerations into every step we take. Known for our focus on education, we prioritize and diversify our corporate social responsibility activities accordingly.

Sustainability guides us in increasing our social impact through a sustainable growth strategy. We undertake projects that benefit society in our key areas. By emphasizing "education," we aim to contribute to social development, raise awareness about efficiency and savings, and support projects that positively impact people's futures.

## University Collaboration & Youth Engagement

As TORUN Metal, we support young talent through our collaboration with Yıldız Technical University's Cooperative Education Program (KOOP). Within this scope, we provide students with the opportunity to gain practical experience by integrating academic knowledge with real-world business practices. In addition, we actively participate in university career events to promote our company and engage with future professionals. These efforts reflect our commitment to youth development and building a sustainable talent pipeline for the future.

We believe that early industry engagement helps students develop their competencies and career vision. By investing in education-business partnerships, we contribute to both individual growth and the long-term advancement of our sector.





### Innovative Ideas Turned Into Books For Children

As TORUN Metal, we embellished the imagination of children with the innovative ideas we collected at the TORUN Idea Factory. All the ideas we have collected since the beginning of the year, we donated books to the libraries of Başiskele Doğantepe Primary School and Başiskele Kartonsan Primary School within the scope of Library Week.

### Health Awareness Initiatives

As part of our commitment to employee well-being, TORUN Metal organized a breast cancer awareness seminar for female employees with the participation of a specialist oncology doctor. The seminar aimed to raise awareness about early detection, risk factors, and the importance of regular health check-ups. Informative sessions such as this not only increase health literacy among employees but also foster a culture of care and support within the workplace. We aim to continue similar awareness activities in the future as part of our corporate responsibility to promote health and well-being.

### TORUN Metal Table Tennis Tournament

A table tennis tournament was organized at TORUN Metal to promote employee engagement and workplace motivation. The event served as a fun and interactive way to strengthen team spirit, encourage physical activity, and support work-life balance among employees. We believe in the power of sports to enhance teamwork and motivation, and we congratulate all participating teams for their contribution to the tournament's success.





**Industry Collaboration with Future Engineers**

Students from Okan University’s Industrial Engineering Department visited our company as part of an industry collaboration initiative. During the visit, we introduced TORUN Metal, presented our production processes, and provided students the opportunity to engage directly with our engineers. Following a site tour and a shared lunch, we held a Q&A session where students received insights into our sector and potential career paths.

**Pioneering Sustainable Manufacturing with Expert Guidance**

At TORUN Metal, under the guidance of our consultant Prof. Dr. Yusuf Kaynak, we had the pleasure of hosting Prof. I.S. Jawahir, Professor at the University of Kentucky and Director of the Institute for Sustainable Manufacturing (ISM), whose international contributions to sustainable production add tremendous value to both science and industry. During his seminar, “Sustainable Production for Advancing Circular Economy,” Prof. Jawahir shared invaluable insights with our employees on the role of sustainable production in the transition to a circular economy and the impact of this shift on industrial processes.

**Individual Impact, Collective Change**

To raise environmental awareness among our employees, TORUN Metal organized an engaging activity as part of the World Environment Day celebrations. In this event, employees had the opportunity to calculate their carbon footprints using a simple and interactive tool.

This activity aimed not only to increase awareness but also to inspire behavioral change by encouraging more conscious and sustainable choices in daily life. At the end of the event, a sapling was gifted to each participant, symbolizing a step toward offsetting emissions and contributing to a greener future.





**Celebrating Birthdays Together**

At TORUN Metal, we strive to create a positive and inclusive workplace culture. Each month, we celebrate the birthdays of our employees born in that period through small gatherings. These celebrations foster team spirit and strengthen our sense of community. As part of the tradition, we surprise our colleagues with thoughtful gifts to make their day even more special. These moments help reinforce a sense of appreciation and belonging among our employees.



**International Women’s Day Celebration**

At TORUN Metal, we celebrated International Women’s Day together with our female employees to recognize their invaluable contributions to our workplace. The event was a moment of appreciation, unity, and empowerment, highlighting our commitment to gender equality and an inclusive work environment. We shared heartfelt messages and enjoyed meaningful conversations over refreshments.



**Bi’mola**

At TORUN Metal, we organized a casual welcome break to bring together our newly onboarded colleagues. This event provided an open space for sharing first impressions, encouraging interaction with existing team members, and fostering early-stage engagement. These events help strengthen our corporate culture, support engagement, and ensure that every voice is heard from day one. We aim to continue creating inclusive and supportive environments where every employee feels welcomed and valued.





# PART OF THE FUTURE





# Sustainable Materials

## Lead-Free Brass

Regarding our sustainability targets and regulations in the European Union and the USA, TORUN has been working on Lead-free brass components for more than eight years and has made continuous improvements in this subject. We are a pioneer for lead-free brass, especially with our research and development studies in the forging and machinability of the material, and far ahead of international requirements and standards. We are making the world more healthy with our components driven by sustainable targets.

## Why Prefer Lead-Free Brass?

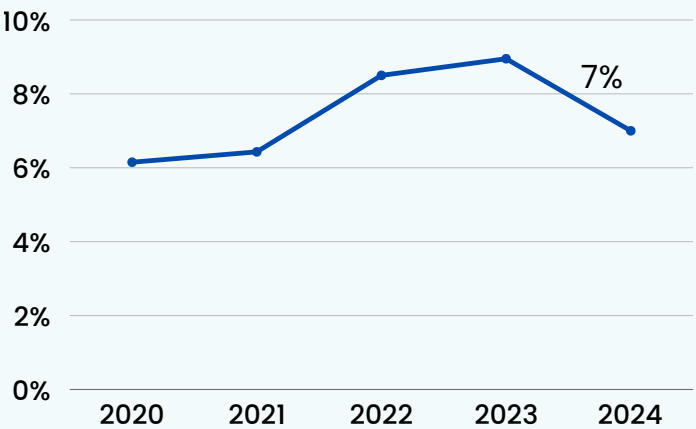
Worldwide sales of Lead-Free Brass have increased rapidly with the tightening of U.S. lead regulations AB1953(2010.1) and S3874(2014.1). As a result, conventional copper alloys used in fixtures or components for drinking water are being smoothly replaced with lead-free brass to get high benefits on material properties. Lead-free brass contains less than 0,09% lead and has high-stress crack corrosion and high dezincification resistance. It is 100% recyclable and complies with the RoHS (Restriction of Hazardous Substances), ELV, and tap water quality standards. In general, brass alloys already have a high antibacterial effect, which could destroy bacteria in a few hours.

## Aluminium and Magnesium

We are dedicated to collaborating with our suppliers and customers to utilize sustainable resources. Aluminum, known as green metal, is exceptionally eco-friendly due to its infinite recyclability and the 95% energy savings from recycling compared to raw production. This recycling process significantly reduces environmental impact and allows aluminum to replace more harmful materials.

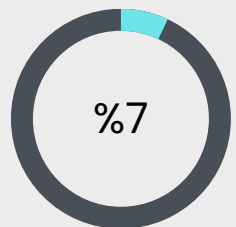
Magnesium, the most sustainable and eco-friendly metal, is 100% recyclable and dissolves naturally without a trace. Its lightweight properties—about one-fourth the density of steel and two-thirds of aluminum—make it ideal for applications in the transportation industry.

Lead-Free Brass Ratio To Total Material Stock



350+

Number of Low-Lead Brass Products



Low-Lead Brass accounts for 7% of Total Manufactured Products



# R&D and Innovation

At TORUN Metal, we strive to drive innovations that add value to our business, stakeholders, and communities in every location where we operate. Guided by our values and strategy, we maintain a sustainable innovation management system. Our mission is to create value by focusing on product, process, and organizational innovations while supporting and implementing innovative ideas from our stakeholders.

Meeting customer expectations for new products quickly and effectively is a priority for us. We continuously improve through new technology and process developments, aiming to be a solutions-oriented partner by collaborating with customers on joint projects. Our projects are initiated based on needs and goals and are managed by our R&D Engineering process and department guidelines.

At TORUN Metal R&D Center, we launch projects with a focus on environmental sustainability, aiming for continual advancement. While our primary goal is to meet customer demands, we also work on adding new materials and enhancing our designs and processes. Our efforts consistently aim to reduce energy and material waste.

We collect and evaluate project ideas during our meetings and store them in our database. To date, a total of 48 R&D Center projects have been implemented, 37 of which have been completed. In addition, 51 Design Center projects have been implemented, and all of these projects have been completed. We have published 8 scientific articles in international journals.

In recent years, organizations such as the EPA, NSF, WHO, and SDWA have imposed limits on lead in materials due to its carcinogenic and harmful effects on human health. In our internally supported project **"Investigation of Malleability and Machinability of Alternative Materials to New Generation Brass Alloys"** we are examining the material and mechanical properties of GloBrass, a lead-free brass alloy, and its performance in forging and machining processes, in response to these limitations. Through our commitment to innovation and sustainability, TORUN is dedicated to advancing industry standards and contributing positively to the global community.

Our project, **"Innovative and Sustainable Approaches for Forged Aluminum Part Production"**, focuses on improving the sustainability and efficiency of production processes for forged aluminum parts by integrating innovative thermal conditioning systems and optimized machining technologies. By transitioning from conventional oxy-gas heating to mold conditioning systems, the company aims to reduce energy.

The project, **"Improvement of Material and Heat Treatment Processes to Eliminate Die Damages Encountered in the Hot Forging Process"**, focused on optimizing the selection of hot-work tool steels and their heat treatment processes. Standardized tests were used to benchmark mechanical performance from different suppliers. A stepwise heat treatment strategy was employed, establishing correlations between temperature, holding time, and final hardness. This led to extended die life, improved product surface quality, reduced tool contamination, and reduced heat treatment costs.



Innovation at TORUN

With our innovation-oriented solid staff, we extend innovation efforts to the entire value chain by integrating with our project management system, supporting with continuous investment, education, and national and international cooperation; studies on intellectual property rights should be included to transform them into projects that are first in their field and that make a difference.

This ecosystem includes Engineering, R&D Center, Design Center, Process Development and Project Management activities.

Our Innovation Strategy

- Establishing and implementing a sustainable, systematic and corporate innovation system that will enable all our stakeholders to share and implement their innovative ideas.
- Encouraging internal and external participants, making innovation a corporate culture and creating an innovation climate.
- Increasing the innovation and technology adaptation competence of human resources.
- To implement digitized and lean applications to make processes faster, more agile, efficient and highly quality.
- To keep up with the global change by ensuring the adaptation of the technologies determined in the technology roadmap.
- To increase TORUN's competitiveness and profitability by providing cost advantage with innovation projects.
- To meet the demands and needs of our customers in a fast, effective and innovative way by improving our customer integration skills.

Innovation Focus Areas

To better concentrate our efforts on Innovation, we are focused on three main fields and actively in contact with startups and the academy to develop and offer technologies which will benefit TORUN and the industry.

<p><b>MATERIAL TECHNOLOGIES</b></p> <ul style="list-style-type: none"><li>• Additive Manufacturing</li><li>• Advanced Materials</li><li>• Coating Technologies</li><li>• Material Recycling and Upcycling</li></ul>	<p><b>CORPORATE INTELLIGENCE</b></p> <ul style="list-style-type: none"><li>• Big Data &amp; Data Science</li><li>• AI and Machine Learning</li><li>• ERP Systems</li><li>• PLC Systems</li><li>• Process Mining</li></ul>	<p><b>INDUSTRY 4.0 &amp; SMART FACTORIES</b></p> <ul style="list-style-type: none"><li>• Industrial IoT</li><li>• Digital Twin</li><li>• Image Processing</li><li>• Robotic Automation</li><li>• Software and System Integration</li></ul>
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TORUN Idea Factory

At TORUN, we are working to drive innovations that will add value to our business, stakeholders, and community in every location we operate, with a sustainable innovation management system that is guided by our values and strategy. Our mission is to create value by focusing on product, process and organizational innovations and supporting and implementing innovative ideas from our stakeholders.



**Best Occupational Health & Safety Idea**

A brush-based oring lubrication system was implemented on the IMI assembly station to eliminate manual oil application. This improvement reduced the risk of hand injuries caused by sharp part edges, standardized the amount of oil used, and minimized excessive lubricant consumption.

**Best Energy Recovery Idea**

A timer relay was installed on the control panel to alternate the band operation between 2 minutes of activity and 10 minutes of idle time. This adjustment eliminated unnecessary energy consumption during idle oil and water stripping, reduced labor needs, and prevented non-oil waste from entering the IBC tank.

**Best Ergonomics Idea**

To address hand strain and discomfort caused by oring removal in the assembly line, a modified tweezer design was implemented. By adding a plastic tip and thickening the grip with tape, the tool became more ergonomic and efficient, helping prevent injuries and improving operator performance.

**Best Efficiency Idea**

A robotic deburring system was implemented for the shaft section of brass products, replacing the manual process performed by operators over 500 times daily. This automation standardized the operation, reduced ergonomic strain on operators, and minimized musculoskeletal disorder risks.

**Best Sustainability Idea**

To reduce battery waste across departments, including calibration where batteries are frequently used, rechargeable batteries were tested and implemented. The transition significantly minimized battery consumption, with plans to adopt advanced Type-C rechargeable models for broader application.

**Best Waste Management Idea**

By replacing the sedimentation tank with an IBC system, waste oil was separated and recovered using a skimmer, significantly reducing waste volume. Usable oil was reintroduced into the system, and water from the tank bottom was reused. As a result, monthly Bodex usage was halved and total waste generation dropped from 5 tons to 180 kg over three months.





# APPENDIX

# Performance Indicators

## Waste (ton)

Merkez

Year	Total Waste	Hazardous Waste	Non-Hazardous Waste	Disposed Waste	Recovered Waste
2021	12.182	371	11.811	362	11.820
2022	11.292	260	11.032	250	11.042
2023	10.074	206	9.868	199	9.875
2024	11.388	168	11.151	230	11.155

GOSB

Year	Total Waste	Hazardous Waste	Non-Hazardous Waste	Disposed Waste	Recovered Waste
2023	237	214	23	68	169
2024	395	357	38	211	183

## Emissions (kg)

Merkez

Year	NOx	VOC
2021	2.087	7.731
2022	2.087	7.786
2023	552	2.780
2024	3.705	5.537

GOSB

Year	NOx	Dust	TOC
2024	1.767	1.191	2.006

## Wastewater (m³)

Merkez

Year	Wastewater	Water Withdrawal
2021	17.906	17.906
2022	17.844	17.844
2023	15.538	15.538
2024	20.139	20.139

GOSB

Year	Wastewater	Water Withdrawal
2024	12.840	12.840

## Water Footprint (m³)

Consolidated

Year	Total	Green Water	Blue Water	Grey Water
2023	110.668	4.291,7	27.168	79.207,3
2024	125.826	3.529	39.638	82.656

## Energy (GJ)

Merkez

Year	Energy Consumption
2021	79.759
2022	69.559
2023	67.112
2024	86.900

GOSB

Year	Energy Consumption
2023	53.800
2024	53.300

## Greenhouse Gas (ton CO<sub>2</sub>e)

Consolidated

Year	Total	Scope 1	Scope 2	Scope 2 (market based)	Scope 3
2021	77.476,3	2.404,6	11.961,6	-	63.110,1
2022	75.453,4	3.013,9	11.131,2	-	61.308,3
2023	67.588,4	2.910,8	11.842,3	10.223,8	52.835,2
2024	49.061	2.616	13.304	9.742	33.142

## Waste Intensity (kg waste/ton raw material)

Only disposed waste amount is included.

Merkez

Year	Waste Intensity
2021	18,98
2022	13,0
2023	11,57
2024	11,41

GOSB

Year	Waste Intensity
2023	29,37
2024	32,77

## Wastewater Intensity (m³/ton raw material)

Merkez

Year	Wastewater Intensity
2021	0,64
2022	0,93
2023	0,9
2024	1

GOSB

Year	Wastewater Intensity
2024	0,5

## Greenhouse Gas Emissions Intensity (ton CO<sub>2</sub>e/ton raw material)

Scope 1+2 emissions are included.

Merkez

Year	Greenhouse Gas Intensity
2022	0,53
2023	0,54
2024	0,48

GOSB

Year	Greenhouse Gas Intensity
2023	1.19
2024	0.95





# Performance Indicators

Consolidated data

## Total Workforce

Year	Full Time	Woman	Man
2021	723	92	631
2022	684	86	598
2023	863	97	766
2024	916	146	770

## Workforce by Education Level

Year	Primary Education	Highschool	University +
2021	224	276	223
2022	193	260	231
2023	219	358	286
2024	182	439	295

## Employee Circulation by Resignation

Year	Total	Woman	Man
2021	121	8	113
2022	110	7	103
2023	103	10	93
2024	115	21	94

## Parental Leave

Employees Took Parental Leave

Year	Total	Woman	Man
2021	1	1	-
2022	1	1	-
2023	1	1	-
2024	37	1	36

## Workforce by Age Groups

Woman

Year	18-30	30-45	45+
2021	26	41	25
2022	27	37	22
2023	30	38	29
2024	39	72	32

Man

Year	18-30	30-45	45+
2021	151	384	96
2022	172	331	95
2023	209	441	116
2024	221	434	115

## New Employees

Year	Total	Woman	Man
2021	303	64	239
2022	205	29	176
2023	183	11	172
2024	374	94	280

## Disabled Employees

Year	Total	Woman	Man
2021	22	2	20
2022	31	1	30
2023	32	3	29
2024	27	4	23

Employees Returning from Parental Leave

Year	Total	Woman	Man
2021	1	1	-
2022	1	1	-
2023	1	1	-
2024	37	1	36

## Leavers

Year	Total	Woman	Man
2021	194	18	176
2022	241	30	211
2023	224	15	209
2024	334	46	288

## Structure of Board of Directors

Year	Total	Woman	Man
2021	3	-	3
2022	4	-	4
2023	5	1	4
2024	4	1	3

## Ethics

Year	Discrimination Cases	Information Security Incidents
2023	-	0
2024	6*	0

\*All whistleblowing reports have been thoroughly investigated and resolved.

# Performance Indicators

Consolidated data

## Duration of Training (person\*hour)

Year	Total
2021	23.099
2022	20.832
2023	19.156
2024	16.688

## Employees Trained by Category

Year	Total	Blue Collar	White Collar
2021	1.097	871	226
2022	967	753	214
2023	905	679	226
2024	1.226	987	239

## Employees Trained by Gender

Year	Total	Woman	Man
2021	1.149	169	980
2022	1.128	162	966
2023	1.077	138	939
2024	1.357	225	1132

## Duration of OHS-E Training (person\*hour)

Year	Total	Blue Collar	White Collar
2021	576	576	-
2022	1.402	1.374	28
2023	614	532	82
2024	9.716	6.494	3.222

## OHS-E Training Given to Subcontractors (person\*hour)

Year	Total
2021	107
2022	228
2023	282
2024	197,9

## Occupational Health & Safety Committees

Year	Members	Employee Representatives
2021	20	5
2022	21	5
2023	23	5
2024	32	7

## Work Accidents

Year	Total	Lost Days
2021	50	411
2022	62	780
2023	88	616
2024*	86	1.646

2024 data includes Merkez and GOSB facilities.

## Supply Chain

Year	Active	Local	Foreign	Audits
2021	181	153	28	10
2022	193	163	30	19
2023	213	181	32	13
2024	215	182	33	33

## Raw Material (ton)

Year	Brass	Aluminium
2021	19.071	N/A
2022	19.191	2.155
2023	17.203	2.315
2024	20.156	6.439

\*Brass (~85% recycled content), aluminum (fully secondary, ~100% recycled)

## Turnover (million EUR)

Year	Turnover
2021	132
2022	150
2023	142
2024	133

## Greenhouse Gas (ton CO<sub>2</sub>e), by Category

Category 1: Purchased goods and services	2.729,4
Category 2: Capital goods	13.189,9
Category 3: Fuel- and energy related activities (not incl. in Scope 1 or Scope 2 GHG emissions)	57
Category 4: Upstream transportation and distribution	544,3
Category 5: Waste generated in operations	234,7
Category 6: Business travel	108,5
Category 7: Employee commuting	234,7
Category 9: Downstream transportation and distribution	1.450
Category 10: Processing of sold products	30.512,8



# GRI Content Index

Statement of use	TORUN Metal has reported the information cited in this GRI content index for the period 01.01.2024 to 31.12.2024 in accordance with the GRI Standards.
GRI 1 used	GRI 1: Foundation 2021

GRI STANDARD	DISCLOSURE	LOCATION
GRI 2: General Disclosures 2021	2-1 Organizational details	Company Profile p. 6
	2-2 Entities included in the organization’s sustainability reporting	About the Report p. 3
	2-3 Reporting period, frequency and contact point	About the Report p. 3
	2-4 Restatements of information	Performance Indicators p. 56-58
	2-5 External assurance	There is no external audit activity specific to this report.
	2-6 Activities, value chain and other business relationships	Company Profile p. 6
	2-7 Employees	Performance Indicators p. 57-58
	2-8 Workers who are not employees	TORUN Metal can receive external service support for production, auxiliary works and support services such as cleaning and security.
	2-9 Governance structure and composition	Organization Structure p. 11
	2-10 Nomination and selection of the highest governance body	It is not disclosed due to confidentiality reasons.
	2-11 Chair of the highest governance body	Organization Structure p. 11
	2-12 Role of the highest governance body in overseeing the management of impacts	Organization Structure p. 11
	2-13 Delegation of responsibility for managing impacts	Organization Structure p. 11
	2-14 Role of the highest governance body in sustainability reporting	Sustainability Governance p. 21
	2-15 Conflicts of interest	Ethics & Compliance p. 14

# GRI Content Index

GRI STANDARD	DISCLOSURE	LOCATION
GRI 2: General Disclosures 2021	2-16 Communication of critical concerns	Ethics & Compliance p. 14
	2-17 Collective knowledge of the highest governance body	Organization Structure p. 11
	2-18 Evaluation of the performance of the highest governance body	Organization Structure p. 11
	2-19 Remuneration policies	Remuneration and Rewarding p. 42
	2-20 Process to determine remuneration	Remuneration and Rewarding p. 42
	2-21 Annual total compensation ratio	It is not disclosed due to confidentiality reasons.
	2-22 Statement on sustainable development strategy	Sustainability Approach p. 20, Sustainability Framework p. 22
	2-23 Policy commitments	<a href="https://torunmetal.com/sustainability/policies/">https://torunmetal.com/sustainability/policies/</a>
	2-24 Embedding policy commitments	<a href="https://torunmetal.com/sustainability/policies/">https://torunmetal.com/sustainability/policies/</a>
	2-25 Processes to remediate negative impacts	Ethics & Compliance p. 14
	2-26 Mechanisms for seeking advice and raising concerns	Ethics & Compliance p. 14
	2-27 Compliance with laws and regulations	Risk Management & Internal Audit p. 15
	2-28 Membership associations	Sustainability Approach p. 20
	2-29 Approach to stakeholder engagement	Stakeholder Relations p. 31-32
	2-30 Collective bargaining agreements	There is no collective labor agreement.
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Materiality Analysis p. 23
	3-2 List of material topics	Materiality Analysis p. 23-24
	3-3 Management of material topics	Ethics & Compliance p. 14, Data Security p. 16, Responsible Supply Chain p. 18, Customer Relations & Quality p. 17, Sustainability Approach p. 20, Materiality Analysis p. 24, Climate Change p. 26- 30, Environmental Approach p. 34, Employee & Employee Rights p. 41, Occupational Health & Safety p. 44, R&D and Innovation p. 51



# GRI Content Index

GRI STANDARD	DISCLOSURE	LOCATION
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Performance Indicators p. 58
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	R&D and Innovation p. 52
	203-2 Significant indirect economic impacts	R&D and Innovation p. 52
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	Responsible Supply Chain p. 18
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	Ethics & Compliance p. 14
	205-2 Communication and training about anti-corruption policies and procedures	Ethics & Compliance p. 14
	205-3 Confirmed incidents of corruption and actions taken	Ethics & Compliance p. 14
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Ethics & Compliance p. 14
GRI 301: Materials 2016	301-1 Materials used by weight or volume	Performance Indicators p. 58
	301-2 Recycled input materials used	Performance Indicators p. 58
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Energy p. 35, Performance Indicators p. 56
	302-3 Energy intensity	Energy p. 35, Performance Indicators p. 56
	302-4 Reduction of energy consumption	Energy p. 35, Performance Indicators p. 56
	302-5 Reductions in energy requirements of products and services	Energy p. 35, Performance Indicators p. 56
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Water & Wastewater Management p. 38, Performance Indicators p. 56
	303-2 Management of water discharge-related impacts	Water & Wastewater Management p. 38
	303-3 Water withdrawal	Performance Indicators p. 56
	303-4 Water discharge	Performance Indicators p. 56

# GRI Content Index

GRI STANDARD	DISCLOSURE	LOCATION
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Emissions p. 36, Performance Indicators p. 56
	305-2 Energy indirect (Scope 2) GHG emissions	Emissions p. 36, Performance Indicators p. 56
	305-3 Other indirect (Scope 3) GHG emissions	Emissions p. 36, Performance Indicators p. 56
	305-4 GHG emissions intensity	Emissions p. 36, Performance Indicators p. 56
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Emissions p. 36, Performance Indicators p. 56
GRI 306: Waste 2020	306-3 Waste generated	Waste Management p. 37, Performance Indicators p. 56
	306-4 Waste diverted from disposal	Waste Management p. 37, Performance Indicators p. 56
	306-5 Waste directed to disposal	Waste Management p. 37, Performance Indicators p. 56
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	Responsible Supply Chain p. 18
	308-2 Negative environmental impacts in the supply chain and actions taken	Responsible Supply Chain p. 18
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Talent Management & Employee Development p. 43, Performance Indicators p. 57
	401-3 Parental leave	Performance Indicators p. 57
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Occupational Health & Safety p. 44-45
	403-2 Hazard identification, risk assessment, and incident investigation	Occupational Health & Safety p. 44-45
	403-3 Occupational health services	Occupational Health & Safety p. 44-45
	403-4 Worker participation, consultation, and communication on occupational health and safety	Occupational Health & Safety p. 44- 45, Performance Indicators p. 58
	403-5 Worker training on occupational health and safety	Occupational Health & Safety p. 44- 45, Performance Indicators p. 58
	403-6 Promotion of worker health	Occupational Health & Safety p. 44-45



# GRI Content Index

GRI STANDARD	DISCLOSURE	LOCATION
<b>GRI 403: Occupational Health and Safety 2018</b>	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Occupational Health & Safety p. 44-45
	403-8 Workers covered by an occupational health and safety management system	Occupational Health & Safety p. 44-45
	403-9 Work-related injuries	Occupational Health & Safety p. 44- 45, Performance Indicators p. 58
	403-10 Work-related ill health	Occupational Health & Safety p. 44- 45, Performance Indicators p. 58
<b>GRI 404: Training and Education 2016</b>	404-1 Average hours of training per year per employee	Talent Management & Employee Development p. 43, Performance Indicators p. 58
	404-2 Programs for upgrading employee skills and transition assistance programs	Talent Management & Employee Development p. 43
<b>GRI 405: Diversity and Equal Opportunity 2016</b>	405-1 Diversity of governance bodies and employees	Equality, Diversity & Inclusion p. 42, Performance Indicators p. 57
	405-2 Ratio of basic salary and remuneration of women to men	It is not disclosed due to confidentiality reasons.
<b>GRI 406: Non-discrimination 2016</b>	406-1 Incidents of discrimination and corrective actions taken	Ethics & Compliance p. 14, Equality, Diversity & Inclusion p. 42
<b>GRI 408: Child Labor 2016</b>	408-1 Operations and suppliers at significant risk for incidents of child labor	Ethics & Compliance p. 14, Responsible Supply Chain p. 18, Equality, Diversity & Inclusion p. 42
<b>GRI 409: Forced or Compulsory Labor 2016</b>	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Ethics & Compliance p. 14, Responsible Supply Chain p. 18, Equality, Diversity & Inclusion p. 42
<b>GRI 414: Supplier Social Assessment 2016</b>	414-1 New suppliers that were screened using social criteria	Responsible Supply Chain p. 18
	414-2 Negative social impacts in the supply chain and actions taken	Responsible Supply Chain p. 18
<b>GRI 418: Customer Privacy 2016</b>	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Data Security p. 16, Customer Relations & Quality p. 17

# UN GLOBAL COMPACT REFERENCES

UN GLOBAL COMPACT PRINCIPLES	REFERENCES
<b>1. HUMAN RIGHTS</b>	
1.1 Businesses should support and respect the protection of internationally proclaimed human rights	Ethics & Compliance p. 14, Human Approach p. 40
1.2 Make sure that they are not complicit in human rights abuses	Ethics & Compliance p. 14, Human Approach p. 40
<b>2. LABOUR</b>	
2.1 Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining	Human Approach p. 40, Employee & Employee Rights p. 41
2.2 The elimination of all forms of forced and compulsory labour	Human Approach p. 40, Employee & Employee Rights p. 41
2.3 The effective abolition of child labour	Human Approach p. 40, Employee & Employee Rights p. 41
2.4 The elimination of discrimination in respect of employment and occupation	Human Approach p. 40, Employee & Employee Rights p. 41
<b>3. ENVIRONMENT</b>	
3.1 Businesses should support a precautionary approach to environmental challenges	Sustainability Approach p. 20, Environmental Approach p. 34
3.2 Undertake initiatives to promote greater environmental responsibility	Sustainability Approach p. 20, Environmental Approach p. 34
3.3 Encourage the development and diffusion of environmentally friendly technologies	Sustainability Approach p. 20, Environmental Approach p. 34
<b>4. ANTI-CORRUPTION</b>	
4.1 Businesses should work against corruption in all its forms, including extortion and bribery	Ethic & Compliance p. 14



# Legal Warning

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You can write to [sustainability@torunmetal.com](mailto:sustainability@torunmetal.com) to express your opinions and suggestions about the TORUN Metal 2024 Sustainability Report.

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