



ŞİŞECAM OTOMOTİV A.Ş.
2019 SUSTAINABILITY
REPORT

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With its third sustainability report, Şişecam Otomotiv A.Ş. (Şişecam Automotive) presents its stakeholders its sustainability performance covering the period from January 1, 2019 to December 31, 2019 based on the “Core” compliance option of the Global Reporting Initiative (GRI) Standards.

Data in the report covers all legal enterprises of Şişecam Automotive in Turkey and abroad. Performance reporting only includes the yearly data of 2018 and 2019 based on the expansion made in 2018. In future reporting periods, performance data will continue to be presented comparatively, taking year 2018 as the starting point.



Stakeholder feedback is extremely important in improving both our activities and our reporting process. Accordingly, you can send all your opinions, suggestions and complaints to carefornext@sisecam.com.tr.

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In 2019, our Group produced 5.1 million tons of glass; 2.4 million tons of soda; and 3.9 million tons of industrial raw materials. The sales revenue of our Group reached TRY 18 billion with a 16% increase compared to the previous year.

MESSAGE FROM THE GENERAL MANAGER OF ŞİŞECAM

Esteemed Stakeholders,

Şişecam Group, with this, the seventh edition of our report, presents the key developments in our operations towards of our goal of "growth that creates sustainable value". As with the previous editions, our report was issued in accordance with the Global Reporting Initiative, and is a summary of the practices that we have undertaken within the scope of the United Nations Sustainable Development Goals.

Our Group, as one of the world's leading glass producers, operates across 14 countries with 42 production facilities and 22,000 employees. Having already ranked among the first 3 in glassware, the first 5 in glass packaging and flat glass, the first 8 in soda production and number one in chromium chemicals, Şişecam Group continued to progress ambitiously in line with the Group's vision of acceding to the top three producers across all our lines of business.

The Şişecam Group has maintained operations efficiently despite the challenging conditions in the reporting period. In 2019, our Group produced 5.1 million tons of glass, 2.4 million tons of soda and 3.9 million tons of industrial raw materials. The Group's sales revenue reached TRY 18 billion, representing growth of 16% over the previous year. Total exports from Turkey amounted to USD 788 billion, a rise of 4%, with the contribution of our high export performance in glass packaging and flat glass products. The share of our international sales reached 63% as of the end of 2019.

Şişecam Group has continued to integrate our CareforNext sustainability approach, which is built on the pillars of "Preserve", "Empower" and "Progress", into our business processes. In line with our sustainability strategy, Şişecam continued rolling out activities in the reporting period, while involving all stakeholders across the value chain. The Sustainability Committee oversaw all of these efforts, with full participation by the Energy and Production Technologies, Environment, Corporate Social Responsibility, Occupational Health and Safety, Diversity and Inclusion, and Digitalization & Innovation Technologies work groups. Our Group's high performance, which we owe to our great belief in sustainability, was deemed successful by independent assessment agencies. Traded on Borsa Istanbul (BIST-100), Şişecam and Şişecam Group companies maintained their position in the "November 2019-October 2020 BIST Sustainability Index".

Our Group has achieved numerous improvements in 2019 in order to manage, prevent and/or minimize of and to ensure full compliance with the respective legal requirements against the environmental impacts generated upon its operations. In this direction, corporate level procedures were issued and having being implemented across the Group to govern the essential corporate principles and to organize implementation steps regarding the environmental impact of the Group as well as to ensure coordination of the associated responsibilities.

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Şişecam has determined the transition to “Integrated Waste and Wastewater Management” in accordance with the “zero waste” and “circular economy” approaches in avoidable wastes resulting from its activities as a Group objective. It is aimed to manage waste and wastewater from the production and facilities of the Group with cost analysis and to evaluate industrial symbiosis opportunities more effectively. Furthermore, numerous projects were undertaken to ensure conscious use of natural resources. In 2019, approximately 15,500 tons of paper, carton, plastic and wood were recycled.

Having operated in an energy intensive industry, Şişecam’s top priorities included minimizing energy use and increasing energy efficiency through its manufacturing activities. Accordingly, the year 2019 marked energy saving amounting to 734,000 GJ as part of the activities continued for achieving efficient energy use.

Şişecam Group’s human resources policy targets “continuous success” at the cornerstone of its operations as well as disseminates a collective learning culture while promoting best practices on human resources across its business lines and adding value to stakeholders. The qualifications, talent and competency of our human resources within our Group constitute the most important element that will enable our Group to reach its targets in the future, as it has done so far. Driven by this understanding, we undertook numerous projects and investments aimed at building capacities of our employees. Our Group has started to reap the fruits of such projects and investments, further boosting its competitive structure with innovative, pioneering and distinctive human resources.

In 2019, “The Şişecam Group Diversity and Inclusion Guidelines” were published in order to expand the inclusive corporate culture across all of Şişecam’s operations and value chain to support and further enhance diversity and inclusion efforts. The “Women-Friendly Manufacturing Plant Project” continued in the reporting period with an aim to disseminate a culture of equal opportunities and inclusion across the Şişecam Group, and to ensure supporting women’s participation in employee force. The project has been primarily initiated at the production facilities in Turkey by with the goal of promoting equal opportunities at the work life.

The research, technological development and digitalization efforts continued at a full pace during the reporting period, since those are recognized as the major elements of global competition for Şişecam Group. Our Group addresses digitalization as a 360-degree integrated model that includes the entire value chain, from total supply chain to customer experience. We follow a digital transformation strategy aims to pioneer integration of business processes into innovative digital technologies. Accordingly, our Group has been implementing a series of programs while commissioning the responsive systems successfully. Our Group has fully continued to implement Industry 4.0 applications while enlarging comprehensive projects in the fields of operational excellence.

As part of our “RTD” (Research, Technology and Development) activities, we have cooperated with the R&D departments of 60 (32 local and 28 international) institutions including universities, research organizations, private companies as well as carried out design projects jointly with a 23 designers. We have completed the laboratory operations of 27 out of 120 work packages on development of new products and technologies as well as conducted the production tests over 20 work packages while commercialized 13 new products/technologies. Moreover, completed applications of 3 patents and 8 PCT/EPO; registrations of 7 patents and achieved official endorsement of 2 design applications.

Mainstreaming sustainability into supply chain management has been one of Şişecam’s areas of focus. In 2019, Environmental, Social and Governance (ESG) priorities were screened across all relevant work flows of supplier management including review, implementation, monitoring and improvement phases. Accordingly, suppliers are assessed on their performances regarding delivery, quality, financial, production technologies, risk management and sustainability through Supplier Performance System.

Our Group has been pioneering in establishment of a domestic infrastructure for glass recycling and investing in the future through efforts for increasing glass recycling practices. “Glass and Glass Again” Project has been one of the key contributors to such achievements since 2011 as being recognized one of the largest and most compelling social responsibility projects of Turkey in the field of sustainability. Having recognized as one of the best practices on enhancement of The Project was awarded by the Sustainable Business Awards in the Social Impact category.

Şişecam Group is among the longest-standing representatives of cultural heritage of glass production in Turkey. In the reporting period, we continued to implement such practices to protect and nourish this heritage. As a global player, our Group will continue to increase its long-term, sustainable investments that contribute to social development with new model applications and projects in line with its goals of shaping its future by creating value in all the geographies where it operates.

We are fully aware of our responsibilities in sustaining the value we have created to date. I would like to sincerely thank all of our stakeholders who have contributed to our sustainability journey, which is driven by the fulfillment of such responsibilities.



Prof. Dr. Ahmet Kirman
Vice Chairman and CEO

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For Şişecam Automotive which achieved an 8% increase in turnover (TRY) based automotive glass sales compared to the previous year, 2019 was a year in which we focused on the management of commercial and operational excellence.

THE MESSAGE OF FLAT GLASS GROUP PRESIDENT

Dear Stakeholders,

I am very pleased to share with you the 2019 Sustainability Report which is Şişecam Automotive's third sustainability report. With this report which we prepared in accordance with the Global Reporting Initiative Standard, we demonstrate how we have transformed our sustainability approach, which is a part of our way of doing business across Şişecam Group, into performance by integrating them into our business processes.

2019 was a year of economic, political and social turmoil around the globe, leaving significant impact on Turkey. For Şişecam Automotive which achieved an 8% increase in turnover (TRY) based automotive glass sales compared to the previous year, 2019 was a year in which we focused on the management of commercial and operational excellence.

At Şişecam Automotive, we realize our corporate growth and development without compromising our sustainability principles. Within the scope of Şişecam Group's "Care for Next" sustainability strategy, we continued to take strong steps towards the objectives we set in the axes of Preserve, Empower and Progress and generate value for our stakeholders. In line with this strategy, we focused on preserving natural resources and corporate heritage for future generations, adopting an approach based on diversity and inclusion towards our stakeholders, promoting digitalization, and reducing our impact on climate change. We aimed to contribute to Sustainable Development Goals with our activities and practices regarding sustainability.

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We continued our environmental investments and training activities without slowing down within the framework of our “Preserve” approach. In 2019, we allocated a budget of TRY 10.5 million for environmental investment and management expenditures. In order to create environmental awareness, our employees were provided with 1,800 hours of environmental training. As a result of the efficiency efforts conducted, there were also positive developments in water saving in 2019, and significant reductions were observed in our total water consumption and waste water quantities. Water density decreased by 43% compared to 2018.

As part of our concept of “Empower,” we continued our investments for our people in 2019. We contributed to occupational and personal development of our people through 24 thousand hours of training. In 2019, the number of suggestions received by Nar Suggestion Development Platform to which our people submit their innovative and creative ideas increased 16 fold and reached to 807.

Like the entire Şişecam Group, occupational health and safety is among our uncompromisable business priorities in Şişecam Automotive. Our employees were provided with 24 thousand hours of OHS training in 2019. In 2019, no fatal incidents or occupational diseases occurred in Şişecam Automotive. Accident intensity rate decreased by 38% compared to the previous year.

At Şişecam Automotive, we also support social projects that will enhance the welfare of the communities we operate in and the know-how of the industry. Launched in 2016 with Gebze Technical University in order to provide qualified human resources to the glass industry, the “Glass Science and Technology Master Program” produced its first graduate in 2019.

With our approach of “Empower,” we sustained our fight with climate change, and innovation and digitalization efforts. With the energy efficiency efforts carried out during the reporting period, we saved 1,800 GJ of energy.

We continued, without slowing down, our innovation efforts we carried out with a vision to design products and services of tomorrow. In cooperation with the regional laboratories within Şişecam Group Science and Technology Center, we transferred approximately TRY 1.6 million to the R&D studies that we conduct.

We believe sustainability calls for a far-sighted perspective and stakeholder relations based on trust. I would like to express my gratitude to all our stakeholders, especially our employees, shareholders and business partners for their continuous support to us in this challenging journey.



Dr. Reha Akçakaya
President, Flat Glass Group

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Şişecam Automotive, Şişecam Flat Glass' main line of business, operates in the categories of autoglass and encapsulated glass.

Şişecam Automotive, which produced 11 million m² of automotive glass and 12 millions of encapsulated glass in 2019, increased its turnover-based total automotive glass sales by 8% compared to the previous year. Şişecam Otomotiv works to improve the level of efficiency and productivity with its development investments.

Vision & Mission

Flat Glass's vision is: "To grow rapidly as a flat glass company with a global reach, backed by strong brands and innovative solutions..." not just in Turkey but also abroad where the company maintains its activities. It sustains this ambitious claim through a robust manufacturing infrastructure, coupled with a diversifying product range that is constantly updated and upgraded.

Strategy Sustainable profitable growth » Effective cost management » Energy efficiency » Market diversity and penetration » Strengthening the leading position in the markets » Customer orientation » Environment and sustainability

OUR VALUES



We derive strength from our traditions and support each other



We thrive and develop together



We care for our environment



We adopt a fair and transparent management approach



We respect differences

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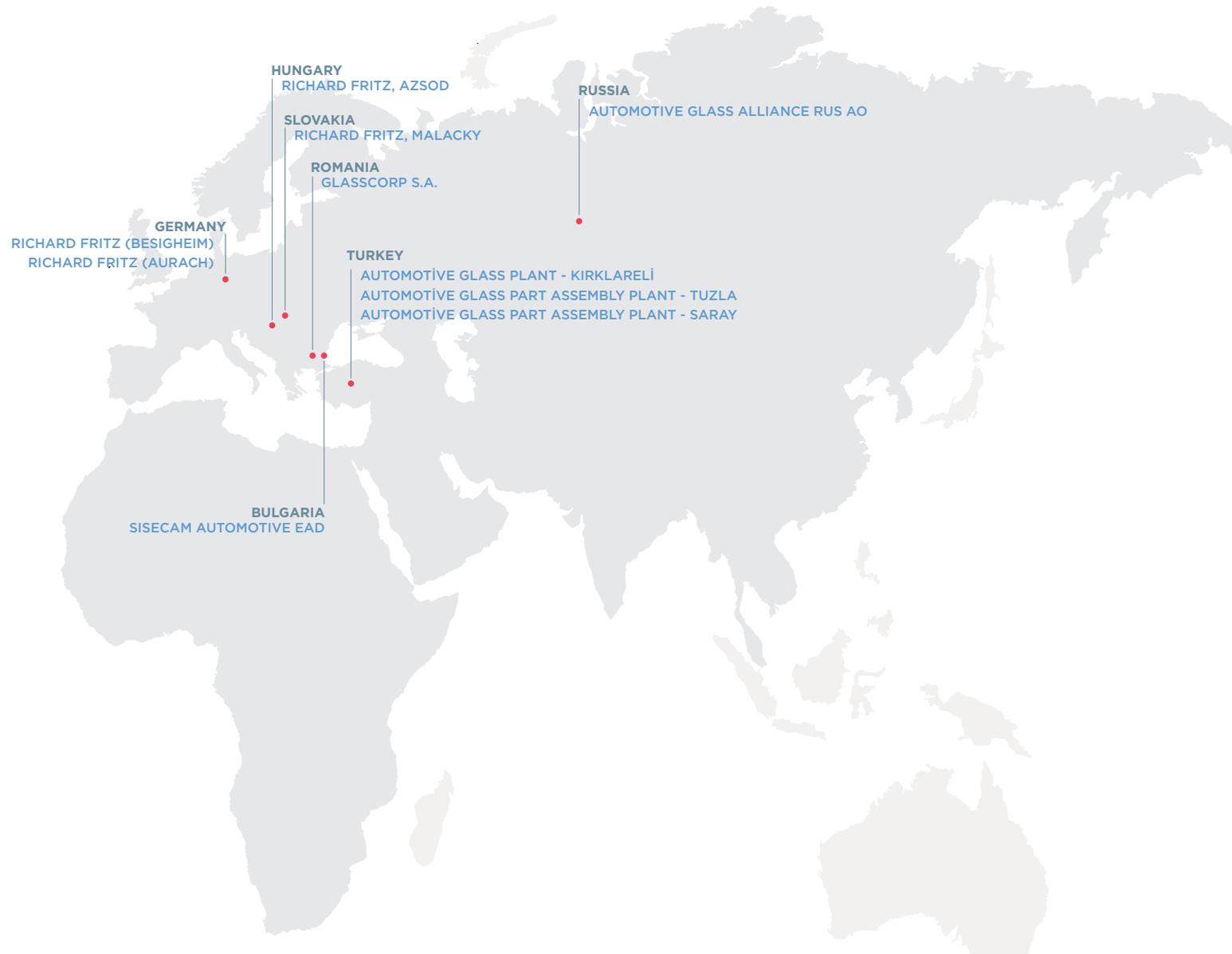
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11 Million m²
Automotive Glass
Production



15 Million m²
Automotive Glass
Production Capacity



12 Million Pieces
Encapsulated Glass
Production



15 Million Pieces
Encapsulated Glass
Production Capacity



7
Number of Countries
with Production



10
Number of Production
Facilities



2,503 Million TL
Sales Revenues



1,680 Million TL
International Sales
Revenues



8%
Increase in Sales
Revenues



10%
European Market Share



211 Million TL
EBITDA



31 Million TL
Net Profit for the Period



148 Million TL
Investments



3,061
Employees

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Sustainability in Şişecam: Why? What? How?

The uncertain global economy, unstable social integration and unpredictable rapidly increasing digitalization are some of the obstacles to maintaining a successful business in a rapidly changing framework. Being a sustainable business is no longer limited to meeting expectations regarding profit growth and stakeholder value. Challenges such as the rapid demands of young employees, digitization that provides information transparency, climate change, energy consumption,

waste generation, threats to public health, poverty, social exclusion, biodiversity reduction, land use, resource scarcity and responsible resource consumption change the system in which our business and supply chains operate. In this context, creating sustainability approaches is now an obligation. Şişecam Group, one of the leading companies in the world glass industry, is also aware of its responsibility to create a sustainable world and protect its corporate heritage.



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Şişecam Sustainability Strategy: Care For Next

Sustainability is the focus of Şişecam operations and it is an important element that forms the basis of the way of doing business. Accordingly, all investment decisions, product and process development activities are planned and carried out by taking into account the social and environmental impacts of the activities. Şişecam aims to expand its sustainability vision to include all its stakeholders in this wide value chain, from raw material supply to post-consumption recycling.

Şişecam’s sustainability strategy evaluates risks to key cases that affect business processes, with a holistic approach to risk. Risks and opportunities in all related issues are actively evaluated, and continuously increasing the added value foreseen for stakeholders is aimed. This approach, which is integrated into the business strategy of Şişecam Group, is based on its main axes to create permanent value, protect natural resources, invest in people, and follow technological innovations.

Şişecam Sustainability Strategy: Care for Next



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In this respect, Şişecam Group, which revised its sustainability strategy in 2017, launched the “Care for Next”, an integrated corporate sustainability strategy, in 2018. The strategy shaped around the “Preserve”, “Empower” and “Progress” pillars, protects natural resources and corporate heritage for new generations; aims to approach all its stakeholders with the principles of respect for diversity and inclusion, to progress on digitalization, and to continue operations that do not have a negative impact on climate change.

The “Care for Next” strategy, which has been mainstreamed into Şişecam’s business strategy and in consideration of the stakeholder expectations, has an integrated and compatible framework with the United Nations Sustainable Development Goals. Şişecam Group has adopted the United Nations Sustainable Development Goals (SDG) and developed its sustainability strategy in line with these global goals. Şişecam has identified the SDGs that it contributes the most while concentrating its efforts in the field of sustainability towards these goals. Şişecam contributes

to 11 development goals upon its implementations under these main headings.

In order to disclose the contribution provided to the SDGs, the targets set for the Sustainability Committee as well as for the working groups and the actions taken towards these targets are evaluated and followed on the basis of their contribution to the SDGs. In addition, “good practices” carried out throughout the year within the Group are matched with SDGs. Accordingly, level of awareness among the Group Companies on SDGs alongwith their contributions to those have increased upon implementation of solid practices.



You can access the details of Şişecam’s sustainability approach from the Sustainability section of the Şişecam Group corporate website.

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Sustainability Management

Sustainability management in Şişecam Group is a multi-layered and participatory structure. With different roles and responsibilities, the Sustainability Committee, Working Groups and Sustainability Directorate are the bodies responsible for implementing the Community sustainability strategy.

The Sustainability Committee, which is under the direction of the Strategy Directorate and is formed with the high level participation of Production Groups, Human Resources, Strategy,

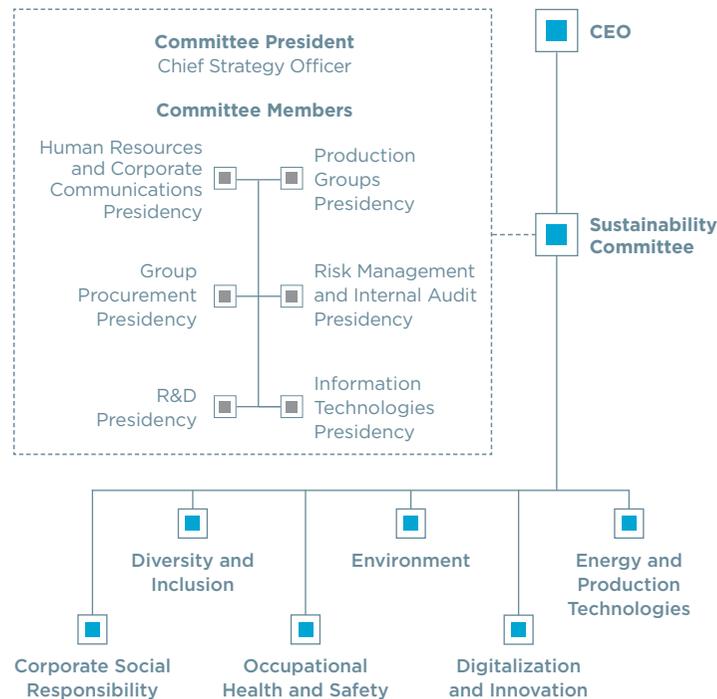
Information Technologies, Finance, Risk and Internal Audit, Purchasing and Department of Research and Technological Development coordinates sustainability efforts and creates synergies to find system-based solutions with high impact actions. The Sustainability Committee ensures increased communication between the working groups and Group companies on sustainability and realizes joint projects. The Committee is responsible for the integration of the sustainability strategy into Şişecam processes, the implementation of operational improvement activities, and the coordination, direction and monitoring of the activities of the Sustainability Committee sub-working groups.

Group Production Vice Presidents are active members of the Sustainability Committee and manage the practices of the sustainability strategy within the Groups. The Committee convened 4 times in 2019 and evaluated the performance of the Group Companies to achieve their sustainability goals.

Six active working groups within the Committee ensure the direct implementation of Şişecam Group's sustainability strategy and action plan. Working groups operating in the fields of environment, energy and production technologies, occupational health and safety, digitalization and innovation, diversity and inclusion, corporate social responsibility continued their regular meetings in 2019.

Sustainability Directorate within Şişecam Group Strategy Directorate brings together teams responsible for production, brand, communication, human resources, infrastructure, supply and quality, by coordinating corporate sustainability activities. The Directorate acts as the center within the Group to implement practices such as corporate sustainability reporting, supply chain sustainability, sustainability training programs, measurement of sustainability effectiveness, energy and natural resources management in line with the Sustainability Strategy.

Şişecam Group Sustainability Management Structure



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Performance Monitoring and Tracking

Sustainability performance of Şişecam Group is carefully monitored and reported in line with its related strategy. The main axes of the "Preserve", "Empower" and "Progress" Sustainability Strategy and the prioritized issues within this scope are followed up with basic performance indicators. Short and medium-term goals have also been set for all major goals, so that the impact of variable social and economic developments is also taken into account. Benchmarking studies, annual sustainability scorecards and half-year evaluations are important mechanisms in monitoring the sustainability performance and providing feedback in Şişecam Group.

In addition to the goals set by Şişecam Group, sustainability parameters determined by international financial institutions such as EBRD and IFC in areas such as occupational health and safety, ethics, and environmental sustainability are indicators that are monitored and reported.

Following an investigation among companies traded on Borsa Istanbul (BIST), Şişecam has entered the "BIST Sustainability Index" for the period of November 2019–October 2020. In the BIST Sustainability Index, in which only 56 companies are entitled to be included in the evaluation made in cooperation with EIRIS - an independent research company; all Şişecam companies included in BIST-100 including Şişecam, Trakya Cam, Anadolu Cam, and Soda Industry were included.



You can reach all corporate policies that are referenced in performance monitoring and monitoring systems in Şişecam Group from the Sustainability section of the corporate [website](#).



Şişecam A.Ş has been included in the Borsa Istanbul Sustainability Index since 2015 as a result of its performance in the field of sustainability.

Collaborations and Stakeholder Engagement

Şişecam Group aims to improve both its institutional capacity and the size of its impact through collaborations in the local and global areas. Accordingly, it develops subject-based partnerships in areas such as product life cycle management, social inclusion, integration of sustainability into business processes, big data management, and biodiversity. Plans are also made to extend these partnerships to the entire value chain. In this context, Şişecam plays various roles in many events, summits and forums throughout the year and shares its experiences in the industry with its business partners.

Şişecam cooperates with domestic and international universities and research institutions within the scope of research, technological development and design activities. The "Glass Science and Technology Graduate Program", which was launched in 2016 with Gebze Technical University in order to provide human resources to the glass industry, continues successfully and gave its first graduate in 2019.

Şişecam Group considers dialogue with stakeholders as an important element of its sustainability performance. In this regard, it is of great importance to meet with different stakeholder groups in different channels and to actively use the feedback obtained from them and reflect them to the operations. Aware of the added value created by different ideas, stakeholders' expectations are constantly included in decision-making processes.

Sustainability reports were also prepared in Turkish and English audiobooks and uploaded to relevant websites, to ensure easy access for visually impaired internal and external stakeholders, using a creative communication strategy to increase the impact of the reports. The CEO message distributed with the communication package was also written in Braille alphabet, recycled in printed materials, and FSC (Forest Stewardship Council) certified papers were used to raise awareness of the visually impaired.



You can access the stakeholder communication methods applied in Şişecam Auto on the 33 page of the report.

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Putting sustainable, transparent and accountable management to the focus of its operations, Şişecam acts in line with its vision of becoming a global company by increasing the value it creates with responsible management practices. In this regard, Şişecam takes into consideration future needs as well as today's requirements; it aims to carry out responsible management practices at international standards and thereby continuously increase shareholder value.

Acting with the awareness that the adoption of transparent, fair, accountable management practices by companies is at least as important as financial performance, Şişecam's Corporate Governance Rating in 2019 was at 9.53 level as in 2018. Şişecam Automotive, a member of Şişecam Group, adopts progressive and transparent governance practices.

Şişecam Automotive adopts progressive corporate governance practices within the framework of responsible management approach, respects fair competition, spreads its corporate ethics understanding to all its stakeholders, and offers equality and diversity-oriented employment conditions.



You can reach the details of corporate governance principles and practices applied in Şişecam Automotive from the Corporate Governance Principles Compliance Report in the Investor Relations section of the corporate [website](#) of Şişecam Group.

Business Ethics

Ethical Rules are the guiding principles of responsible business conduct in Şişecam Automotive. The Code of Ethics, which was launched in 2010 and updated through needs assessments, is organized within the framework of the general principles of honesty, transparency, confidentiality, impartiality and compliance with the law. "Şişecam Group Code of Ethics" is a map that guides the relations of all Group employees with customers, suppliers, shareholders and other stakeholders.

The "Ethics Committee" established in 2014 and working under the Corporate Governance Committee, works to ensure compliance with the Code of Ethics in the Community activities, evaluate contradictory practices, disseminate the ethical culture throughout the Group, and raise awareness on this issue. Şişecam Group Code of Ethics also defines the duties and responsibilities of managers and all employees.

Employees can forward transactions that are not ethically appropriate to the Audit Committee and the Internal Audit Unit. An ethical hotline has been set up so that stakeholders can communicate transactions considered to be incompatible with the law or the ethical values of the company to members of the Audit Committee, which consists of independent board members. In addition, complaints can be submitted through the e-mail address of "etik@sisecam.com".



You can find detailed information about the Code of Ethics on the Corporate Management Policies section of the Şişecam Group corporate [website](#).

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Combating Corruption

The Anti-Bribery and Anti-Corruption Policy, which clearly reveals Şişecam Group's commitments and approach to combating bribery and corruption, is an integral part of the Group's Code of Ethics. With this policy, it is aimed to provide necessary information and to determine the responsibilities and rules in this regard in order to prevent bribery and corruption in all Community activities.



You can find detailed information about **Anti-Bribery and Anti-Corruption Policy on the Corporate Management Policies section of Şişecam Group corporate website.**

Corporate Environmental Management

It is one of the important parts of the responsible management approach to monitor and reduce all direct and indirect environmental impacts that occur through Şişecam Group operations. The Environment and Energy Policy, which was created within this scope and taken as a basis in all Şişecam operations consists of the dissemination of following activities:

- Using production techniques to reduce the environmental impacts of the Group's activities,
- Effective energy and resource management,
- Developing implementations to reduce climate change impacts and
- Dissemination of waste recycling and regaining activities.

The works carried out within the scope of this policy continued in 2019 to cover all domestic and international facilities. As a

result of environmental controls based on the production value chain, including legal compliance, natural resource and waste management, improvement areas were examined and relevant actions were determined and continued to be associated with investment plans to be projected when necessary.

In order to regulate the necessary institutional principles and implementation steps for the management of environmental impacts and to coordinate related responsibilities, the documents of "Corporate Environmental Management Procedure", "Waste Management Principles Implementation Instruction" and "Environmental Aspects Assessment Guide" have been prepared covering the entire community geography, taking into account the relevant local legislation requirements. Relevant procedures were published in the Community in 2019 and started to be implemented.

The Environmental Management of the Group is carried out under the responsibility of environmental engineers at operational level, Quality and Environmental Directorates at Production Groups level, and Environmental Management Directorate affiliated to the Sustainability Directorate at the General Directorate level. The environmental management approach is supported by the ISO 14001 Environmental Management System at the community production facilities, and effective communication, supervision and reporting practices are carried out with a multi-layered structure that extends from Şişecam's top management to the level of the factory and subcontractor.

Periodic studies are carried out to provide a holistic monitoring of the environmental impact of all activities carried out within Şişecam Group, continuous improvement and management with a common understanding across the Community. Şişecam Group Environmental Pillars Evaluation Guidelines, published in 2019 and is in line with ISO 14001 Standards, is used to evaluate environmental impacts of production facilities and reviewed annually.

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RESPONSIBLE MANAGEMENT PRACTICES

With the Environmental Data Management System, information such as natural resource consumption, waste generation and legal compliance, which constitute the basis of the Group's environmental performance, are periodically reported and monitored through the QDMS (Quality Document Integrated Management System) infrastructure. The scope of the Environmental Data Management System has been expanded to cover the production facilities abroad with the efforts to expand the system.

The follow-up of the obligations within the scope of the legal environmental legislation in force in the operational geography is periodically provided through the Environmental Data System and by the Environmental Cross Checks carried out by the Environmental Management Department, based on the declaration of the production groups and facilities.

Environmental investment and management expenditures realized in the reporting period amounted to 10.537.376 TL. In the same period, 1,227 person * hour environmental training was provided to our employees and 599 person * hour environmental training for contractor company employees.



You can find detailed information on environmental performance in the "Preserve" and "Progress" sections of our report.

Sustainability in the Supply Chain

Sustainable supply chain management is among the primary focus areas of Şişecam. In 2019, Environmental, Social and Governance (ESG) priorities in the supply chain started to be addressed in all phases of supplier management including evaluation, implementation, monitoring and development. Accordingly, the relevant processes were reviewed and supplier management systems, including ESG dimensions, were put into operation. Following systems were prepared and put into practice where ESG is also integrated:

- Supplier Commissioning and Decommissioning Systems,
- Supplier Risk Assessment and Monitoring Application,
- General Terms and Conditions of Purchase,
- Şişecam Group Suppliers Code of Conduct,
- Supplier Proficiency Audit Question List,
- Supplier Performance Evaluation System.

With the supplier performance system, suppliers are evaluated in the areas of dispatch performance, quality, financial, production technologies, risk and sustainability.

With the Supplier Risk Assessment and Monitoring Application, the activities of the suppliers are evaluated under financial, ethical, geopolitical, strategic headings and the risk score of the suppliers is determined. In order to increase supplier cooperation, the order confirmation portal application was launched.

In order to increase product and service quality by category, supplier commissioning, selection, auditing and performance evaluation processes are constantly reviewed, and action plans for improvement areas are developed and monitored depending on the audit results carried out by third party independent audit firms. With these practices, awareness of sustainability of Şişecam suppliers and their continuous development in this field are provided.

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RESPONSIBLE MANAGEMENT PRACTICES

Process and Continuous Development

While Şişecam Group reinforces its strong position on a global scale, it continues to evaluate opportunities in alternative markets and to move towards global expansion targets. The value created for stakeholders is increased by continuing projects and studies aimed at increasing productivity with a continuous improvement approach throughout the Group.

In the reporting period, the works targeted within the scope of the process and continuous development have been reached to a large extent, and additional studies that will accelerate 2020 according to the new development areas and opportunities have been completed by adding them to the business plan. In this context, in addition to the Development and Change

Management, Process Management Infrastructure, Process Management Sustainability, Operational Excellence and Customer Orientation studies planned for 2019, Automation and Digitalization, Process Improvement, 5S Studies and Transformation Projects were carried out. The Lean Maturity Level model was designed in 2019 and lean maturity level development studies were initiated in the related factories.

When evaluated within the scope of the process and continuous development, 2019 studies focused on sub-structural development, consultancy and support, automation and digitalization dimensions.

Within the scope of restructuring of global process rules, in Şişecam Automotive facilities, process maps are restructured and commonized.

Infrastructural Works		Coaching, Consultancy and Support		Automation and Digitalization
 Excellent Process Management	 Continuous Development	 Lean Management	 Process Improvement Projects	 Automation and Digitalization in Processes
Şişecam Process Architecture	Operational Excellence Program	Lean Maturity Level Reviews	Groups Based Process Improvement Projects	Process Management Software Infrastructure
Integration with Transformation Projects	Inventory Of Past Period Process Improvement Projects	Lean Maturity Level Development Studies	Process Improvement Trainings	Robotic Process Automation Studies
Process Maturity Level Evaluation in Governance Processes			Process Improvement Projects Above Groups	Overall Equipment Effectiveness



PRESERVE

We PRESERVE to contribute to environmental sustainability and share our experience of eighty five years with future generations.



PRODUCT SAFETY

USE OF NATURAL RESOURCES



Şişecam Automotive undertakes to preserve the safety of its products, natural resources and biological diversity as part of “Preserve,” one of the three key components of Şişecam’s sustainability strategy “Care for Next”.

PRODUCT SAFETY

Şişecam Automotive manages product safety as a business priority up to the global standards, in line with all legal requirements across the geography it operates in. Şişecam Automotive, the business partner of the world’s leading automotive manufacturers, is subject to the quality management systems and audits of these companies.

The efficiency of the production processes is increased with the root cause analyses applied at Şişecam Automotive. The functionality of the products is tested by applying the End-of-Line (EOL) test for all new projects at Fritz Production Facilities. In order to prevent user errors, Failure Mode and Effect Analysis

(FMEA) studies are performed. Safety information can be accessed through the safety certificate number on the products.

Şişecam Automotive requests International Material Data System (IMDS) entry and SoC (Substances of Concern) letter of undertaking from its suppliers to prevent the use of harmful chemicals. Chemical substance suppliers are requested to be registered to REACH. Şişecam Automotive also has ECE R 43 (European Otomotiv Safety Standards Certificate), DOT (American Otomotiv Safety Standards Certificate), CCC (China Compulsory Certificate), Inmetro (Brazilian Certificate), SNI (Indonesian Certificate), VSCC (Taiwanese Certificate) regulation certificates.

Certificates and Standards Held

	Country	IATF 16949	ISO 9001	ISO 14001	ISO 50001	OHSAS 18001	ISO 27001
Şişecam Otomotiv A.Ş.	Turkey	✓	✓	✓	✓	✓	✓
Şişecam Automotive Bulgaria EAD	Bulgaria	✓	✓	✓		✓	
Glasscorp S.A.	Romania	✓	✓	✓		✓	
Automotive Glass Alliance Rus AO	Russia	✓	✓	✓		✓	
Richard Fritz Holding	Germany	✓	✓	✓			
Richard Fritz Prototype + Spare Parts GmbH	Germany	✓	✓	✓			
Richard Fritz Spol, S.R.O.	Slovakia	✓	✓	✓			
Richard Fritz Kft	Hungary	✓	✓	✓			

IATF 16949: Automotive Quality Management System » ISO 9001: Quality Management System » ISO 14001: Environment Management System » ISO 50001: Energy Management System » OHSAS: Occupational Health and Safety Management System » ISO 27001: Information Security Management System

USE OF NATURAL RESOURCES

In this period of climate change where effects are experienced even more intensely, efficient use of natural resources is a prime topic for all enterprises. Sustainability in the use of natural resources is a business priority at Şişecam Group. Within this scope, Şişecam Automotive supports circular economy, develops applications that help reduce water consumption, and formulate projects to foster biological diversity throughout its operational geography.

Water Management

Water consumption is an environmental indicator diligently tracked at Şişecam Automotive. Total water use in 2019 decreased by 2% compared to the previous year, to 648,214 m³, and 162,489 m³ of water was recovered. As a result of

the efficiency projects, Şişecam Automotive's water density decreased by 16% compared to the previous year, to 0,06. Waste water is decreased by 12.6% to 700.000 m³.

HIGHLIGHTS

Waste water reduction

Thanks to the 2-stage reverse-osmosis system at Bulgaria Factory, waste water can be made free from fine particles and used in reproduction. In this way, a significant amount of water is saved.

TOTAL WATER CONSUMPTION (m³)



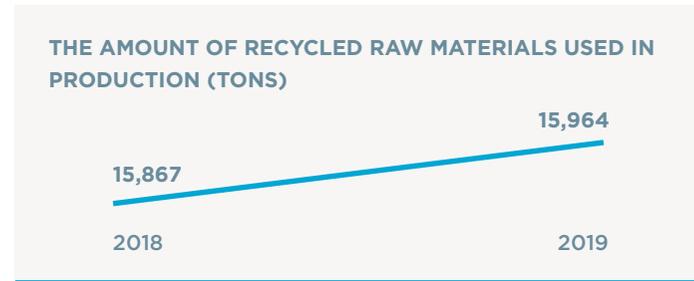
WATER DENSITY (m³/m²)



Support to Circular Economy and Waste Management

Reuse of glass, which can be recycled infinitely, is among the business priorities of Şişecam Automotive. Recycling, which constitutes an important part of the waste management approach, reduces the amount of waste, and ensures resource efficiency by reusing the recycled raw materials in the production processes.

In 2019, 15,964 tons of recycled raw materials were used at Şişecam Automotive. As a result of the importance attached to recycling studies, more than 121 thousand tons of non-hazardous waste was recovered in 2019.



HIGHLIGHTS

Waste reduction project in Bulgaria

With an optimization project conducted in Bulgaria, raw material optimization was achieved, and the amount of waste glass was significantly reduced.

Recycling of laminated glass shards

With a project realized at the Russia Factory in 2019, it was ensured that all laminated glass cullets are sent for recycling. Thus, the re-use of glass cullets in the hazardous waste class was allowed to be reused, and recycling rates were increased.

Employee awareness

With a project conducted at the Romania Factory, comprehensive informational activities were conducted to inform employees about the importance of proper waste separation. Thus, the recycling rate of the Factory was increased.

Biodiversity

Global climate change and man-made environmental disasters threaten the continuity of numerous living species. Respect for biodiversity is an issue that should be among the environmental priorities of all enterprises. Şişecam Automotive works to minimize its environmental impacts by developing projects that will contribute to biodiversity in the regions where its factories are located. 41 saplings were planted in 2019 in the regions where the factories of Şişecam Automotive are located.



EMPOWER

We Empower the inclusive corporate culture in order to entrust future generations to a better tomorrow.



DIVERSITY AND INCLUSION

- TALENT MANAGEMENT
- EMPLOYEE DEVELOPMENT
- EMPLOYEE HAPPINESS
- OCCUPATIONAL HEALTH AND SAFETY
- CORPORATE SOCIAL RESPONSIBILITY

DIVERSITY AND INCLUSION

Şişecam Automotive believes that human resource diversity is an element that supports and strengthens cultural heritage. Having adopted an inclusive approach to diversity, Şişecam Automotive provides everyone with equal opportunities for the participation and development of human resources in business life. Şişecam Automotive considers its diversity and inclusion as an important principle in building a better tomorrow and leaving a stronger heritage to future generations. Şişecam Automotive's concept of diversity and inclusion is based on the "Empower" principle of Şişecam Sustainability Strategy. In parallel with this principle, a human-oriented management approach based on the empowerment of all stakeholders, especially women, is followed.

Şişecam Automotive organizes its human resources approach and management within the framework of the Human Resources Policy of Şişecam Group. This Policy covers topics such as globalism, equal opportunities, respect for diversity, objectivity and continuous development.

Şişecam Automotive works in the Diversity and Inclusion Working Group, which operates affiliated to Şişecam Sustainability Committee. In the Working Group to which internal and external stakeholders contribute; the paths are created for improving and facilitating women's working conditions, women's participation in the workforce and supporting their career development, awareness and cooperation with stakeholders.

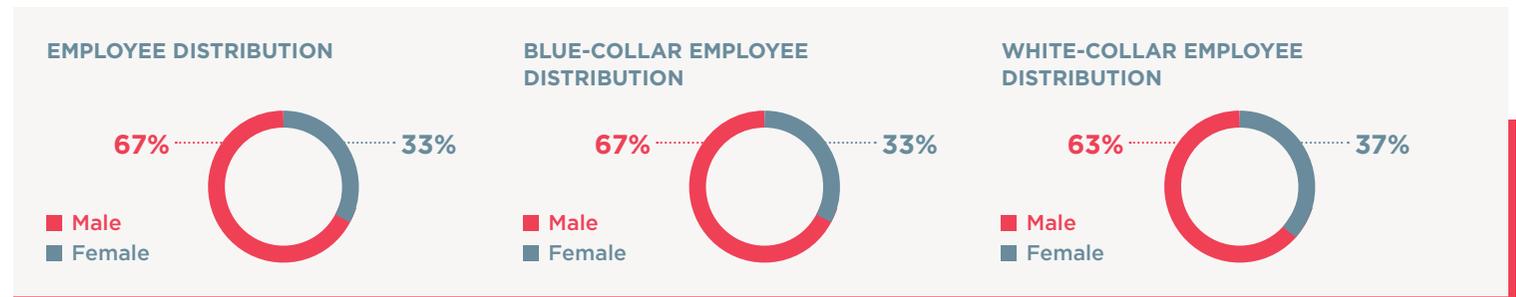


Şişecam Automotive adopts the Diversity and Inclusion Guide published by the Şişecam Group in 2019 for the purpose of strengthening and furthering its diversity and inclusion efforts. With this guide, the principles of equal opportunities adopted by the Group were explained to all stakeholders, and corporate goals were set to monitor the progress in this direction. The efforts carried out under the priority of gender mainstreaming focused on increasing the number of female employees at all levels of the organization by 30%. In the reporting period, the physical conditions of Şişecam Automotive factories reached to "female friendly factory" standard and female employment was encouraged.

As of 2019, female employees at Şişecam Automotive account for 33% of the total workforce. Similarly, this rate is above 30% among blue-collar employees. Among white-collar employees, the rate of female employees increased by 5% compared to the previous year and reached 37%.

Şişecam Automotive does not limit its understanding of diversity only to the employment of women employees, but also works to increase the employment of the disabled. The business environment is organized to facilitate the working conditions of disabled employees. Thanks to the facilitating practices, 63 disabled employees work within Şişecam Automotive as of 2019. During the period, various maintenance and renewal works were carried out by considering the ergonomic needs of disabled employees.

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DIVERSITY AND INCLUSION

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TALENT MANAGEMENT

Şişecam Automotive's talent management approach is based on the objectives of being the most preferred workplace and attracting the right talents. In order to achieve these objectives, a working environment is created in which innovative practices are followed and a cooperative learning culture is dominant. Employees' knowledge and skills are constantly supported by talent programs, career and performance management practices. Having adopted a development-oriented approach, Şişecam Automotive follows the talent management, career and performance development practices of Şişecam Group.

Career management is conducted in line with Şişecam Group's Career Management System. Within this context, talent pool, career maps and succession plans are created by co-evaluating the expectations of the employees and the needs of the organization. Competency analyses are made under the Evaluation and Development Center, and are designed based on the development plans and analyses.

Talent management is conducted in parallel with Şişecam Group's Talent Management System. The purpose of this system is to attract the right talents, unlock the potentials of existing talents in the best way, and train the future leaders. Focusing on sustainable corporate success culture, Şişecam Group continues to make global and local development investments. Journey, the

Global Talent Management Program, was realized in 2019 and covers all levels of the organization. Its purpose is to identify high potentials, support the development of these employees and prepare them for leadership roles. With its integrated structure including recruitment, career management, succession and development management systems, the program provides an end-to-end talent management.

Şişecam Group's Performance Development System is used for employee performance tracking. The Performance Development System supports the success-oriented performance culture and is conducted with a common objective awareness where corporate objectives are reduced to individual objectives. The system, which works integrated with Şişecam Group's strategic planning process, is constantly being developed in order to achieve human-oriented, fast and reliable outcomes. It is designed to allow employees and managers to make objective evaluations.

An Orientation Program is conducted at Şişecam Automotive in order to facilitate the adaptation process of newly recruited employees to the job and the enterprise, to increase their contribution to the work, to maintain the corporate culture and create experience sharing platforms.

DIVERSITY AND INCLUSION

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EMPLOYEE DEVELOPMENT

Şişecam Automotive supports the development of its employees with various development programs created under the roof of Şişecam Academy. Internal and external training programs are provided to allow employees to strengthen their personal and professional competencies. Şişecam Academy designs schools and programs, organizes seminars and constructs career solutions in technical and professional development, personal development, corporate development and leadership for the needs of Group employees.

During the reporting period, Şişecam Academy moved its training experience further to establish online training classes at the training facilities in Turkey. Production field employees easily access remote training activities from these classes. The program, for which a pilot scheme was performed for the field employees in 2019, is expected to be rolled out across the Group.

Şişecam Academy supports the participation of employees in domestic and international conferences, seminars and summits. It also provides certain rates of corporate support for employees' requests to learn foreign languages and pursue a master's degree. In parallel with the global adaptation strategy, the English Language Development Program is conducted to enable them to improve their English language competencies.

 In 2019, Şişecam Automotive employees were provided with 24,220 person*hour training.

EMPLOYEE HAPPINESS

Şişecam Automotive believes that strengthening the engagement and loyalty of employees is based on ensuring the employee happiness. Accordingly, Şişecam Automotive offers a participatory, open-to-communication business environment by setting out approaches that will increase the employee satisfaction and support positive work climate.

Şişecam Automotive believes that the long-term work history of employees plays an important role in ensuring the business success. At Şişecam Automotive, Seniority Incentive Ceremonies are organized and employees are awarded to encourage employees completing 10, 15, 20, 25 and 30 years of seniority. Thus, employee happiness and belonging are supported.

Employee Loyalty and Satisfaction Survey is conducted within the Group regularly every year in order to improve the positive work climate by obtaining the views and suggestions of the employees. The scope of the survey was extended on a global scale in 2019, and the participation of 70% of the employees was ensured. Practices are improved accordingly by finding out the employees' demands.

 33% of the employees at Şişecam Automotive have been working within the company for more than 10 years.

DIVERSITY AND INCLUSION

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EMPLOYEE HAPPINESS

Şişecam Automotive supports employees to participate in the decision making processes of the company and share their ideas and suggestions. Accordingly, there are communication platforms where employees can be informed about the developments in the Group and within Şişecam Automotive.

One of the important applications that support employee participation is the NAR Suggestion Development Platform. Within the scope of the NAR Suggestion Development Platform application, innovative and creative ideas, which provide added value to Şişecam Automotive, increase work efficiency, help improve the work climate and corporate culture, are evaluated and awarded.

With the Nar Suggestion Development Platform, suggestions, which create added value in line with the Group's strategies and objectives, are evaluated. Within the scope of Recognition and Appreciation practices, employees are remembered on important days, and their exemplary behaviors and achievements within the Company are appreciated.

 In 2019, suggestions submitted to Nar Suggestion Development Platform by i Şişecam Automotive employees increased by 16 times and reached to 807 suggestions. 21 of these suggestions were implemented.

OCCUPATIONAL HEALTH AND SAFETY

Providing a safe and healthy work environment to its employees is among the priorities of Şişecam Automotive. Thanks to the presence of an established occupational health and safety culture throughout the Group, the working environment is continuously improved, and employees can act with the proper awareness of health and safety. Şişecam Automotive contributes to Şişecam Group's "zero occupational accident until 2022" objective with various practices.

Occupational health and safety issues at Şişecam Automotive are managed in cooperation with Şişecam Group's Industrial Relations Directorate, within the framework of OHS policy published by Şişecam Group and in compliance with OHSAS 18001 Standard. The compliance of production facilities with the standard is tracked every year with the audits, and documents are renewed. Cross-audits are carried out at the factories in different groups by the teams of OHS experts at domestic factories.

 In 2019, Şişecam Automotive employees were provided with 24,423 hours of OHS training.

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OCCUPATIONAL HEALTH AND SAFETY

Şişecam Automotive attaches importance to the continuance update of the employees' knowledge and awareness about occupational health and safety. Employees' awareness regarding this issue plays a major role in reducing occupational accidents and performing production activities in a healthy and safe work environment. Şişecam Automotive organizes occupational health and safety training activities in order to support the occupational health and safety culture.

Thanks to the preventive approach of Şişecam Automotive, there was no occupational accident resulting in death during the reporting period. Furthermore, with the improvement efforts, the accident severity rate was reduced by 38% compared to 2018. The accident frequency rate also continued its downtrend.

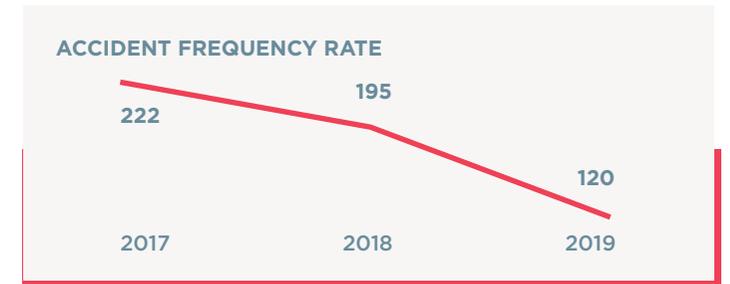
In the reporting period, efforts were made to decrease glass cullets at Şişecam Automotive in order to reduce the risks of occupational accidents. Within the scope of the effort, the way of fastening the pallet glasses was changed to prevent the breaking of glass and the formation of glass cullets during transportation.



CORPORATE SOCIAL RESPONSIBILITY

Şişecam Automotive aims to contribute to the development of the society it is established in. It aims to actively participate in the resolution of social, economic and environmental problems. Şişecam Automotive considers the Sustainable Development Goals as a guide while conducting corporate social responsibility efforts, and prioritizes young people, women and vulnerable groups.

An important part of Şişecam Automotive's corporate social responsibility approach is the protection and reinforcement of cultural heritage in the field of glass. Şişecam Automotive, which adopts a responsible approach for the protection of this heritage, supports the activities conducted within Şişecam Group with its production and value chain.





PROGRESS

Through its “Progress” approach, Şişecam Automotive implements innovative products and services by focusing on R&D, digitalization and combating the climate change.



COMBATING CLIMATE CHANGE

R&D AND DIGITALIZATION

INNOVATIVE PRODUCTS

COMBATING CLIMATE CHANGE

Climate change is one of the important risk factors which the entire business world should jointly combat irrespective of the sector and size and which makes its impact felt increasingly. Şişecam Automotive manages its activities and risks related to the awareness of its own responsibility for combating the climate change.

Activities are conducted to identify and implement a roadmap for sustainable energy supply, practices of renewable energy resources and efficiency projects that will ensure energy efficiency. At the production facilities where the Sustainable Energy Measurement Monitoring System (SEMMS) is established, the main energy consumption items are monitored instantly, and improvements are made for the performance of processes.

Şişecam Automotive constantly reviews energy-related risks and opportunities, and manages its operations accordingly. Management of the risks for climate change is considered as an important priority within Şişecam. Within this scope, Şişecam Automotive shares its performance on the relevant issues with Şişecam within the scope of the Carbon Disclosure Project. In addition to these practices, Şişecam Group's objective of reducing carbon is supported with energy efficiency projects realized at all production facilities.



SAMPLE PROJECTS FOR COMBATING CLIMATE CHANGE

Waste Emission Reduction (Lüleburgaz) - The project, which aims to reduce the OHS risk of LPG and reduce the waste gas caused by LPG by replacing the LPG forklifts, which are used in the enterprise, with electrical forklifts, was implemented. It is planned to be completed at the end of 2020.

LED Fluorescent Replacement (Tuzla) - All fluorescent lights used at the enterprise are replaced by LED lighting with the energy efficiency it provides. The aim is to complete the practice in the second half of 2020.



Şişecam Automotive saved 1,832 GJ of energy with its efficiency and improvement projects realized during the reporting period.



As a result of efficiency studies, Co₂ intensity is reduced 50%.

R&D AND DIGITALIZATION

Şişecam Automotive pays special attention to research and technological development and digitalization activities in order to achieve the objectives set by Şişecam in line with the “sustainability and excellence” approach at every step from raw materials to products, and to maintain its competitive position.

Şişecam Automotive acts with the awareness that one of the most important components of maintaining its position in the global competition and carrying it forward is research and technological development activities. The company conducts its relevant activities in cooperation with the regional laboratories within Şişecam Group’s Science and Technology Center. The total R&D expenditure of Şişecam Automotive in 2019 was TRY 1,615,000.

In the reporting period, within the scope of the ongoing integration activities with Richard Fritz, a company within Şişecam Automotive; new encapsulation projects continued for top class vehicles, which will be produced between 2019 and 2023.

With the awareness of its competitive and pioneering role, Şişecam Automotive performs digital transformation applications to increase its performance. The developments within this scope are constantly tracked, the business processes are reviewed within this scope, and the required applications are implemented. In the reporting period, the QDMS application was deployed exclusively at Şişecam Automotive.

Special attention is paid to Şişecam Automotive for the protection of customer information privacy. Accordingly, the most up-to-date, effective and secure technological infrastructure is used. Confidentiality and information retention in business agreements are secured with ISO 27001 Information Security Management System certificate. During the reporting period, digital and cyber security efforts continued; no cases and complaints were received about the violation of customer privacy.



The total R&D expenditure of Şişecam Automotive in 2019 was TRY 1,615,000.

INNOVATIVE PRODUCTS

With its innovative products developed, Şişecam Automotive aims to increase not only its competitive advantage, but also the positive added value created for stakeholders. The products developed accordingly are created by considering the main factors such as environment and climate change as well as customer expectations.

Development of Heatable Athermic Coated Products for Automotive Applications - Thermal insulation of the vehicle was ensured by integrating the silver-containing coating technology, which is made under vacuum, into automotive windshields; and a heating feature, which does not adversely affect the visibility on the windshield, was introduced.

HIPIMS (High-Power Impulse Magnetron Sputtering) ITO Works
- Ice-free automotive windshield applications by producing ITO coatings whose structure does not change after heat treatment
- The surface energy of the glass was reduced with ITO (Indium Tin Oxide) material coated with High-Power Impulse Magnetron Sputtering Process. The surface of the glass was prevented from freezing due to water retention.

Radiofrequency Permeable Near IR-Cut Nanocomposite Coating with a Coating Technology Under Atmospheric Conditions - Energy transition in the near infrared region of the spectrum is minimized by coating the glass with ultrasonic spraying under atmospheric conditions. Since this coating, which can be made atmospherically, does not contain metal, it does not have an adverse effect on the passage of signals inside and outside the vehicle.

Technological Glass with High Mechanical Performance and Low Weight Within the Scope of Lightening the Passenger Cars - Thermal tempering is not applicable for glasses under a

thickness of 3 mm. Therefore, by using the chemical tempering method, in particular, glasses with a thickness of 0.7 to 1.1 mm were strengthened by means of ion exchange, and the resistance limits obtained by thermal tempering were exceeded.

Heatable Athermic Windshield Antenna Works - By using the advantage that the coating made under vacuum contained silver metal, the invisible antenna feature was added to the coated windshields with various designs applied.

Automotive-Based Paint Development Works - A very advanced point was reached as a result of the activities conducted with domestic companies that have the capability to supply black paints for automotive products, which are supplied from the resources abroad, from domestic resources.

Analysis and Design Works Performed With The Simulations of Heating and Defrosting Tests for Automotive - Simulated results of the heating and defrosting designs can be achieved successfully by using the ANSYS program within the possibilities of Şişecam Science and Technology Center.

Optical Performance Simulations for Automotive Glasses
- Windshields with Head Up Display (HUD) feature can be designed by using the ANSYS SPEOS program, and technological support and consultancy are provided to the key automotive industry.

Şişecam Automotive benefits from customer feedbacks when designing its products. Within this scope, actions are developed based on the results of the survey in which the satisfaction of customers is measured. At Şişecam Automotive, complaints as well as customer suggestions are actively evaluated. All customer complaints submitted in 2019 were responded and resolved.

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Key Stakeholder Groups and Attendance Platforms

Stakeholder Group	Attendance Platforms	Attendance Frequency
Employees	Satisfaction survey • Suggestion and idea sharing platforms • Face-to-face meetings • Seniority incentive award • Recognition and reward system	Recurrent
Public Institutions	Regular reporting • Meetings, forums and conferences • Press releases • One-to-one interviews	Recurrent
Customers	Satisfaction surveys • Social media • Face-to-face meetings and conferences • Phone and e-mail • Customer portals • Social media	Recurrent
NGOs	Strategic collaborations • Events • Regular meetings	At least once a month
Suppliers	Daily workflow • Face-to-face meetings • E-mail communication	Recurrent
Universities	Conferences • Active participation in joint efforts • Internship programs	Annual
Media	Press conferences • Press releases • Interviews	At least once a month

Corporate Memberships

Lüleburgaz Chamber of Commerce and Industry	Association of Glass Producers in Bulgaria	Targovishte Chamber of Commerce
TAYSAD	Automobile Manufacturers Association	Buzau Chamber of Commerce
Çerkezköy Chamber of Commerce and Industry	Berufsgenossenschaft	Turkish Business People
Glass for Europe -Automotive Strategy Committee	Glasscorp Turkish Business People Association	Auto Industry Association
Targovishte Chamber of Commerce and Industry	Istanbul Chamber of Commerce	

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Economic Performance Disclosures	2018	2019
Total revenue (TRY)	2,081,689,596	3,562,032,156
Wages and benefits paid to the employees (TRY)	419,936,633	497,173,975
Tax paid (TRY)	38,740,389	49,428,131
Social donations (TRY)	98,544,77	108,550

Social Performance Disclosures		
Employee Demographics	2018	2019
Total Workforce (Number)	3,325	3,061
Female	1,108	1,020
Male	2,217	2,041
Total Employees by Contract Type (Number)		
Permanent	3,232	3,047
Female	1,079	1,012
Male	2,153	2,035
Temporary	93	14
Female	32	8
Male	61	6
Total Employees by Category (Number)	3,325	3,061
Blue Collar	2,685	2,518
Female	903	834
Male	1,782	1,684
White Collar	640	543
Female	205	198
Male	435	343
Total Employees by Employment Type (Number)		
Full-time	3,296	3,041
Female	1,096	1,006

Employee Demographics	2018	2019
Male	2,200	2,035
Part-time	29	16
Female	12	10
Male	17	6
Total Employees by Education Level (Number)		
Primary School and below	488	428
High School	1,560	1,934
University and above	1,277	699
Total Employees by Age (Number)		
Below 30	1,083	590
30-50	1,897	1,964
50+	320	507
Number of contractor employees		
Full-time	1,062	870
Part-time	10	0
Female	458	333
Male	612	376
Tenure		
Female employees 0-5 years	583	500
Female employees 5-10 years	267	200
Female employees 10+ years	259	309
Male employees 0-5 years	1,027	883
Male employees 5-10 years	490	471
Male employees 10+ years	699	698

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Employee Demographics	2018	2019
Top Management Structure (Number)		
By Gender		
Female	2	0
Male	18	13
By Age Group		
30-50	16	11
50+	4	2
By Nationality		
Turkish Citizen	16	9
Expat	4	4
Board Structure (Number)		
Female		4
Male		5
Mid-Level Management Structure (Number)		
By Gender		
Female	8	12
Male	44	41
By Age Group		
30 Altı	0	1
30-50	48	44
50+	4	8
By Nationality		
Turkish Citizen	40	30
Expat	8	23

Turn Over	2018	2019
New Hires (Number)		
By Gender		
Female	273	127
Male	385	233
By Age Group		
Below 30	298	143
30-50	324	190
50+	36	27
Employees Recently Left (Number)		
By Gender		
Female	242	181
Male	405	360
By Age Group		
Below 30	276	184
30-50	299	276
50+	72	81

Social Inclusion and Diversity	2018	2019
Employees on Parental Leave	106	138
Female	42	80
Male	64	58
Employees Returned to Work after Parental Leave	80	72
Female	17	18
Male	63	54
Workforce Covered by Collective Agreement (Number)	1,976	1,806
Female	584	514
Male	1,392	1,292
Cases of Discrimination (number)	0	1
Disabled Employees		
Female	17	13
Male	46	50

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Employee Development	2018	2019
Employee Trainings (personxhour)		
Blue-collar female	3,061	2,622
White-collar female	4,682	6,312
Blue-collar male	19,821	16,394
White-collar male	11,727	14,274
Female	7,743	8,934
Male	24,504	30,668
Contractor Trainings (personxhour)		
Female	6,619	4,971
Male	9,147	6,284
Şişecam Academy Training (personxhour)	12,133	24,220
Employees under Performance Review	2,857	2,081
Female	1,020	960
Male	1,837	1,121
Blue-collar	2,336	1,545
White-collar	521	536

Environmental Trainings	2018	2019
Environmental Trainings (personxhour)	6,492	1,826
Direct employees	6,487	1,227
Contractors	5	599

Research and Development	2018	2019
R&D Budget (TRY)	11,490,000	1,615,000
R&D Employees	165	168
Patent applications	2	0
Nar Development System- suggested / realized projects	48 / 14	807 / 21

Supply Chain Management	2018	2019
Active suppliers	2,723	2,576
Local suppliers	893	2,246
Percentage of local suppliers (%)	26	65
Manufacturer audits	1	-

Occupational Health and Safety	2017	2018	2019
Accident severity rate	222	195	120
Accident frequency rate	15	9	8
Working Hours	-	-	6,431,728
Number of Accident	-	-	54
Lost Day	-	-	742
Occupational Health and safety trainings (personxhour)	-	57,187	24.423
Number of Occupational Health and Safety Committees	-	18	18
Number of Occupational Health and Safety Committee members	-	27	36
Number of employee representatives in Occupational Health and Safety Committees	-	12	13

Environmental Performance Disclosures	2018	2019
Net production	8,867,729 m ²	approximate 12,000,000 (number) 10,957,775 (m ²)
Natural Resources		
Raw material used (ton)	616,030 ton	27,308,281 (number) 9,521,323 m ²
Recycled and recovered raw material used (ton)	15,867	15,964
Total water withdrawal by source (m ³)		
Municipality	89,107	59,674
Underground	571,957	599,839
Total	661,064	659,513

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Environmental Performance Disclosures	2018	2019
Recovered or reused water (m ³)	342,582	162,489
Water intensity (m ³ /m ²)	0.07	0.07
Total Wastewater Discharge by Target Environment (m ³)		
Natural Receiving Environment	467,732	495,883
Sewer	333,170	203,940
Total	800,902	699,773
Hazardous Waste by Disposal Method (ton)		
Energy Recovery	719	1,453
Recovery	1,351	855
Incineration	10,905	747
Landfill	1,194	14,800
Other	0	10
Total	14,168	17,865
Non-Hazardous Waste by Disposal Method (ton)		
Energy Recovery	595	99
Recovery	11,255	121,387
Incineration	-	1,734
Landfill	206,885	112,644
Other	35,469	21,831
Total	254,204	257,695
Total amount of waste (ton)	268,372	275,560
Waste intensity (ton/m ²)	0.03	0.02
Amount of packaging material (ton)	2,350	1,871
Packaging waste recovery rate (%)	59	62

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Management Approach	2018	2019
Environmental Expenditures (TRY)		
Environmental Management Expenditures	1,877,686	9,158,790
Environmental Investment Expenditures	156,450	1,378,586
Total	2,034,136	10,537,376
Sapling planted	30	41

Combating Climate Change	2017	2018	2019
Energy consumption (GJ)			
Natural gas	667,731	594,498	850,479
Electricity	659,470	736,474	725,754
Other	0	0	1,782
Total	1,327,201	1,330,972	1,578,015
Energy Intensity (GJ/ ton)	-	1.73	0.14
Energy Saving (GJ)	-	1,302	1,832
Energy Saving (TRY)	-	2,885	215,064
Scope1 Emissions (ton)	-	1,182	2,548
Scope2 Emissions (ton)	-	4,067	104
Total Emissions (ton)		4,066	2,652
CO ₂ intensity (ton CO ₂ /total production-ton)	-	0.0004	0.0002
GHG savings (ton CO ₂)	-	1,235	1,867
Scope 1	-	73	1,819
Scope 2	-	1,162	48
NOx and SOx Emissions (kg)	-	0	207

As the subcontractor employees' lost days are not taken into consideration, the actual working hour of the subcontractor is not taken into account in the Accident severity Rate calculations.

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Disclosures	Descriptions and Page Numbers
GRI 101: Foundation 2018	
GRI 102: General Disclosures 2018	
Corporate Profile	
102-1	About Şişecam Automotive, p.7
102-2	About Şişecam Automotive, p.7
102-3	Contact, p.40
102-4	About Şişecam Automotive, p.7
102-5	https://www.sisecamduzcam.com/en/investor-relations/corporate-identity-and-management/shareholder-structure
102-6	About Şişecam Automotive, p.7
102-7	Şişecam Automotive Facilities ,p.8
102-8	Social Performance Indicators, p.36
102-9	Supply chain is shaped by necessities of our products and services. In 2019, we worked with 2,576 suppliers, 2,246 of which are local. Our local supplier rate is 87%.
102-10	About Şişecam Automotive, p.7
102-11	Şişecam Sustainability Strategy :Care For Next, p.11-12
102-12	Collaborations and Stakeholder Engagement, p.14
102-13	Corporate Memberships, p.33
Strategy	
102-14	Message from Flat Glass Group President, p.5-6
102-15	Şişecam Sustainability Strategy :Care For Next, p.11-12
Ethics and Integrity	
102-16	Business Ethics, p.15
102-17	Business Ethics, p.15
Governance	
102-18	Sustainability Management, p.13
102-19	Sustainability Management, p.13
102-20	Sustainability Management, p.13
102-21	Collaborations and Stakeholder Engagement, p.14
102-29	Sustainability Management, p.13
102-30	Sustainability Management, p.13
102-31	Sustainability Management, p.13
102-32	Sustainability Management, p.13
Stakeholder Engagement	
102-40	Collaborations and Stakeholder Engagement, p.14
102-41	Social Performance Indicators, p.36
102-42	Collaborations and Stakeholder Engagement, p.14
102-43	Collaborations and Stakeholder Engagement, p.14
102-44	Collaborations and Stakeholder Engagement, p.14

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Reporting Practices	
102-45	About the Report,p.2
102-46	About the Report,p.2
102-47	Şişecam Sustainability Strategy :Care For Next, p.11-12
102-48	There are no restatements of information
102-49	About the Report, p. ; Şişecam Sustainability Strategy: Care For Next p.11-12
102-50	About the Report,p.2
102-51	https://www.sisecamduzcam.com/en/sustainability/sustainability-reports
102-52	Annual reporting
102-53	Contact, p.40
102-54	About the Report,p.2
102-55	About the Report,p.2
102-56	No external assurance

Material Issues		
Standards	Disclosures	Descriptions and Page Numbers
Combating Climate Change		
GRI 103: Management Approach 2018	103-1 Explanation of the material topic and its boundary	Şişecam Sustainability Strategy: Care For Next, p.11-12 ; Combating Climate Change, p.30
	103-2 The management approach and its components	Combating Climate Change, p.30
	103-3 Evaluation of the management approach	Combating Climate Change, p.30
GRI 302: Energy 2018	302-1 Energy consumption within the organization	Environmental Performance Indicators, p.37
	302-3 Energy intensity	Environmental Performance Indicators, p.37
GRI 305: Emissions 2018	305-1 Direct (Scope1) GHG emissions	Environmental Performance Indicators, p.37
	305-2 Energy indirect (Scope2) GHG emissions	Environmental Performance Indicators, p.37
	305-4 GHG emissions intensity	Environmental Performance Indicators, p.37
	305-5 Reduction of GHG emissions	Environmental Performance Indicators, p.37
Natural Resources Use		
GRI 103: Management Approach 2018	103-1 Explanation of the material topic and its boundary	Şişecam Sustainability Strategy: Care For Next, p.11-12; Natural Resources, p.21
	103-2 The management approach and its components	Natural Resources, p.21
	103-3 Evaluation of the management approach	Natural Resources, p.21

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Material Issues		
Standards	Disclosures	Descriptions and Page Numbers
GRI 303: Water 2018	303-1 Water withdrawal by source	Environmental Performance Indicators, p.36
	303-3 Water recycled and reused	Environmental Performance Indicators, p.36
GRI 306: Effluents and Waste 2018	306-1 Water discharge by quality and destination	Environmental Performance Indicators, p.36
	306-2 Waste by type and disposal method	Environmental Performance Indicators, p.36
Diversity and Inclusion		
GRI 103: Management Approach 2018	103-1 Explanation of the material topic and its boundary	Şişecam Sustainability Strategy: Care For Next, p.11-12 ; Diversity and Inclusion, p.24
	103-2 The management approach and its components	Diversity and Inclusion,p.24
	103-3 Evaluation of the management approach	Diversity and Inclusion,p.24
GRI 401: Employment 2018	401-1 New employee hires and employee turnover	Social Performance Indicators,p.35
	401-3 Parental leave	Social Performance Indicators,p.35
GRI 405: Diversity and Equal Opportunity 2018	405-1 Diversity of governance bodies and employees	Social Performance Indicators,p.35
Occupational Health and Safety		
GRI 103: Management Approach 2018	103-1 Explanation of the material topic and its boundary	Şişecam Sustainability Strategy: Care for Next, p.11-12; Occupational Health and Safety, p.27-28
	103-2 The management approach and its components	Occupational Health and Safety, p.27-28
	103-3 Evaluation of the management approach	Occupational Health and Safety, p.27-28
GRI 403: Occupational Health and Safety 2018	403-1 Workers representation in formal joint management- worker health and safety committees	Social Performance Indicators,p.36
	403-2 Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	Occupational Health and Safety, p.27-28 ; Social Performance Indicators, p.36
Talent Management		
GRI 103: Management Approach 2018	103-1 Explanation of the material topic and its boundary	Şişecam Sustainability Strategy: Care For Next, p.11-12 ; Talent Management, p.25
	103-2 The management approach and its components	Talent Management,p.25
	103-3 Evaluation of the management approach	Talent Management,p.25
GRI 202: Market Presence 2018	202-2 Proportion of senior management hired from the local community	Social Performance Indicators, p.36
GRI 401: Employment 2018	401-1 New employee hires and employee turnover	Social Performance Indicators, p.36

Material Issues		
Standards	Disclosures	Descriptions and Page Numbers
GRI 404: Training and Education 2018	404-1 Average hours of training per year per employe	Social Performance Indicators, p.36
	404-2 Programs for upgrading employee skills and transition assistance programs	Employee Development, p.26
	404-3 Percentage of employees receiving regular performance and career development reviews	Employee Development, p.26
Product Responsibility		
GRI 103: Management Approach 2018	103-1 Explanation of the material topic and its boundary	Şişecam Sustainability Strategy: Care For Next, p.11-12 ; Product Safety, p.20
	103-2 The management approach and its components	Product Safety, p.20
	103-3 Evaluation of the management approach	Product Safety, p.20
GRI 416: Customer Health and Safety 2018	416-1 Assessment of the health and safety impacts of product and service categories	Product Safety, p.20
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	GRI Content Index: There are no non-compliance cases regarding health and safety impacts of products in reporting period.
GRI 417:Marketing and Labeling	417-1 Requirements for product and service information and labeling	Product Safety, p.20
	417-2 Incidents of non-compliance concerning product and service information and labeling	GRI Content Index: There are no non-compliance cases about product labelling in reporting period.
GRI 419: Socio-economic Compliance 2018	419-1 Non-compliance with laws and regulations in the social and economic area	GRI Content Index: No legal fines were paid for non-compliance to social and economic regulations in the reporting period.
Contribution to Social Development		
GRI 103: Management Approach 2018	103-1 Explanation of the material topic and its boundary	Şişecam Sustainability Strategy: Care For Next, p.11-12 ; Corporate Social Responsibility, p.28
	103-2 The management approach and its components	Corporate Social Responsibility, p.28
	103-3 Evaluation of the management approach	Corporate Social Responsibility, p.28
Research&Development and Digitalization		
GRI 103: Management Approach 2018	103-1 Explanation of the material topic and its boundary	Şişecam Sustainability Strategy: Care For Next, p.11-12; Research&Development and Digitalization, p.31
	103-2 The management approach and its components	Research&Development and Digitalization, p.31
	103-3 Evaluation of the management approach	Research&Development and Digitalization, p.31
Innovative Products		
GRI 103: Management Approach 2018	103-1 Explanation of the material topic and its boundary	Şişecam Sustainability Strategy: Care For Next, p.11-12 ; Innovative Products, p.32
	103-2 The management approach and its components	Innovative Products, p.32
	103-3 Evaluation of the management approach	Innovative Products, p.32

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ŞİŞECAM OTOMOTİV

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DISCLAIMER

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