

ANNEX 3: Performance Indicators

ENVIRONMENTAL PERFORMANCE INDICATORS

Energy Consumption	2021	2022	2023
Total energy consumption (MWh)	43,342,048	38,141,793	33,014,062 ✓
Renewable energy consumption (MWh)	355,920	1,169,642	1,369,537 ✓
Purchased heat/steam/cooling (kg)	39,873	37,802	30,925 ✓

Savings and Reductions Based on Environmental Investments	2021	2022	2023
Energy savings (MWh)	43,157	73,792	70,816 ✓
Greenhouse gas emission reductions (ton CO ₂ e)	117,570	334,678	300,431 ✓

Greenhouse Gas Emissions (ton CO ₂ e) ¹	2021	2022	2023
Scope 1	9,977,578	9,065,147	8,077,625 ✓
Scope 2 (market-based)	1,227,675	887,826	863,964 ✓
Total (Scope 1 and Scope 2 (market-based))	11,205,253	9,952,973	8,941,589 ✓
Scope 3	11,594,615	10,290,896	9,368,685 ² ✓
Total	22,799,868	20,243,869	18,310,274 ✓

¹ Scope 1,2 and 3 GHG emissions of the Group for the year 2020 and 2021 have been restated due to the change in consolidation approach. Sabancı Holding's GHG emissions have been calculated by using the equity share approach in accordance with the Greenhouse Gas Protocol. Accordingly, Sabancı Holding accounts for GHG emissions from operations according to its share of equity in the operation.

² Only Sabancı Holding's business travel data and employee commuting were included, along with Category 15 Scope 3 emissions.

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Air Emissions (kg)	2021	2022	2023
NOx	36,759,565	28,042,536	19,566,984
SOx	10,962,819	3,650,508	3,548,438
Persistent organic pollutants (POP)	-	0.000124	0.42
Volatile organic compounds (VOC)	347,715	252,415	251,361
Hazardous air pollutants (HAP)	11,183	850	38,295
Particulate matter (PM)	301,282	306,490	120,020
Water Consumption³ (m³)	2021	2022	2023
Water consumption	10,585,542	8,429,288	8,034,293 ✓
Water withdrawal	10,647,280	10,026,518	342,264,156 ✓
Water recycled and reused	23%	31%	38% ✓
Total amount of discharged water	5,378,280	2,340,655	334,229,864 ✓

³ 2021 total water consumption data has been restated because of the latest calculations. The volume of water withdrawal has increased due to a change in Enerjisa Üretim's methodology, which now includes seawater in the total withdrawal data.

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Waste (ton)	2021	2022	2023
Hazardous waste	8,206	10,625	10,436 ✓
Non-hazardous waste	34,555	41,746	44,843 ✓
Non-hazardous waste including ash waste	-	2,333,819	2,373,644 ✓
Total waste without ash waste	42,761	52,445	55,279 ✓
Total waste with ash waste	-	2,302,625	2,384,080 ✓
Percentage of waste reused and recycled	80%	78%	94% ✓
Percentage of waste reused and recycled including ash waste	-	2%	2% ✓
Plastic consumption	2,725	4,066	4,256 ✓

Intensity Indicators	2021	2022	2023
Energy intensity (MWh/ million TL)	284.93	94.51	71.70 ✓
Greenhouse gas emission intensity (ton CO ₂ e/ million TL)	73.66	24.66	19.42 ✓
Water intensity (m ³ / million TL)	70.11	20.89	17.45
Waste intensity (ton/million TL)	0.28	0.13	0.12
Waste intensity with ash waste (ton/million TL)	-	5.71	5.18

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ECONOMIC PERFORMANCE INDICATORS

Total Environmental Investments and Expenditures (TL)	2021	2022 ⁵	2023
Mitigation investments	148,608,145	3,463,624,009	5,695,878,806 ✓
Transition investments	72,309,255	295,960,665	322,281,017 ✓
Enabler investments	255,505,514	1,290,404,438	3,494,471,303 ✓
Environmental expenditures mandatory by law	19,952,712	39,984,869	114,372,066 ✓
Environmental expenditures that are not required by law	14,407,163	62,933,911	239,866,027 ✓

SOCIAL PERFORMANCE INDICATORS

Employees by Category	2021		2022		2023	
	WOMEN	MEN	WOMEN	MEN	WOMEN	MEN
Total number of employees ⁴	14,118	33,687	15,218	34,687	15,969 ✓	35,137 ✓
Number of white-collar employees	9,414	13,863	11,251	14,360	11,730	14,532
Number of blue-collar employees	4,704	19,825	3,967	20,327	4,157	19,682
Employees covered by collective bargaining agreements	4,321	18,496	3,022	17,485	3,047	16,137
Number of employees with disabilities	246	986	274	1,032	304	986
Number of foreign employees	1	15	-	14	40	240
Number of full-time employees	-	-	15,173	34,659	15,872	34,939
Number of part-time employees	-	-	45	28	65	48

⁴ Employees directly working in Türkiye operations are included in the number of employees.

⁵ IAS 29 inflation accounting has not been applied to 2022 figures.

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	2021		2022		2023	
	WOMEN	MEN	WOMEN	MEN	WOMEN	MEN
Employees by Age						
30 and younger	3,556	6,995	4,010	7,409	4,385	7,879
30-50 years old	10,404	25,529	10,990	25,849	11,237	24,794
50 and older	158	1,163	218	1,429	264	1,540
Number of New Hires						
Under 30	2,008	3,668	190	259	3,240 ✓	4,432 ✓
30-50 years old	818	1,567	4,501	6,474	1,475 ✓	2,142 ✓
Over 50	4	57	108	454	31 ✓	111 ✓
Number of Employees Who Left						
Total number of employees who left	2,015	3,569	2,089	3,719	3,064 ✓	5,516 ✓
Number of employees leaving - under 30	923	1,300	962	1,561	1,506 ✓	2,079 ✓
Number of employees leaving - 30-50 years old	1,068	2,023	1,094	1,938	1,484 ✓	2,953 ✓
Number of employees leaving - over 50	24	246	33	220	74 ✓	484 ✓
Number of employees left voluntarily	1,329	2,223	1,621	2,613	2,261	3,422
Voluntary employee turnover rate	0.09	0.07	0.11	0.08	0.14	0.10
Total employee turnover rate ⁶	0.14	0.11	0.14	0.11	0.19 ✓	0.16 ✓

⁶ Employee turnover rate: Number of employees leaving/Total number of employees

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	2021		2022		2023	
	WOMEN	MEN	WOMEN	MEN	WOMEN	MEN
Maternal/Paternal Leave						
Number of employees granted maternal/paternal leave	749	1,775	798	1,894	539 ✓	1,727 ✓
Employees who returned to work after maternal/paternal leave	682	1,775	755	1,894	464 ✓	1,580
Ratio of the employees who returned to work after maternal leave	90%		95%		86% ✓	
Training						
	2021	2022	2023			
Total training hours	1,508,379	1,644,186	1,623,084 ✓			
Average training hours per employee	32	33	32 ✓			
Ethics training	1,425	12,432	15,692 ✓			
Sustainability training	21,118	14,700	29,036 ✓			
Diversity and inclusion training	18,476	21,078	10,638 ✓			
Anti-Bribery training	8,890	36,770	11,245 ✓			
Average training cost per person (person/hours)	9,444	2,765	4,951 ✓			

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Occupational Health and Safety Indicators (Employees)	2021	2022	2023
Number of fatalities	3	1	2 ✓
Number of incidents	518	547	698 ✓
Number of occupational diseases	16	9	6 ✓
Incident rate (IR) ⁷	0.89	0.87	1.18
Lost day rate (LDR) ⁸	11.83	7.26	0.07 ✓
Injury-related Absenteeism ⁹	5,387	4,573	4,319 ✓
OHS training hours	496,915	568,651	570,615 ✓
Average OHS training hours per employee	10	11	11

Number of Employees by Nationality	2023
Türkiye	51,095 ✓
Germany	2 ✓
Indonesia	-
Netherlands	2 ✓
Spain	-
Thailand	1 ✓
USA	1 ✓
Other	5 ✓
Total	51,106 ✓

⁷ Accident frequency rate (IR) is found by multiplying the ratio of the total number of accidents to the total working hours in the relevant year by 200,000

⁸ Employee hours worked

⁹ Absentee (AR) for the respective year is the ratio of total absent days to the employee hours worked