

Annexes

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Annex 1: Stakeholder Relations and Communication

As Sabancı Holding, we ensure alignment with our stakeholders' priorities and foster strong, transparent relationships through Collaboration and Effective Communication with Stakeholders.

| Stakeholders | Frequency | Communication Platforms | Stakeholder Priorities |
|--|------------------|---|--|
| Employees | Daily | Regular e-mails, internal communication bulletins, employee-CEO meetings, social activities, workshops on different topics, employee engagement & satisfaction surveys, trainings | Business results, remuneration, performance & talent management, professional growth, leadership, communication between Group companies, work-life balance, sustainability performance, diverse and inclusive work environment |
| Shareholders and Investors | Constantly | Investor meetings, conferences, roadshows, SBU day meetings, analyst day meetings, ESG day meetings, corporate & IR websites, annual reports, sustainability reports | Financial performance, sustainability performance, future targets, responsible investment approach |
| Suppliers | Periodically | Audits, supplier meetings, training | Business performance, incentives, quality, investment in sustainable business models |
| Dealers and Partners | At least weekly | Regular meetings, field visits | Business performance, business goals |
| Professional Associations | Periodically | Meetings, panels, project partnerships | Sectoral problems, compliance, benchmarking, advocacy, industry enhancement |
| Public Institutions | Periodically | Regular meetings, projects | Compliance, transparency and accountability |
| National and International Regulatory Bodies | Periodically | Panels, conferences and regular meetings | Compliance, enhanced standards, transparency and public trust |
| Local Administrations | Periodically | Visits, panels | Social impact, public services, local development, partnership on sustainability issues |
| Nongovernmental Organizations | At least monthly | Conferences, project partnerships, panels, regular meetings | Social justice and community empowerment, thought leadership, partnership on sustainability issues, advocacy, influence |
| Universities | Project-based | Career days, project partnerships | Research & development, education, industry partnerships, innovation, talent development and creating positive impact on society |
| Mass media | Daily | Press conferences, press releases, exclusive interviews, special news studies, digital communication channels | Business goal development, driving sectoral development, agenda assessment, transparency |

Annex 2: Corporate Memberships and Initiatives

| Stakeholders | Representation |
|--|--|
| The World Economic Forum (WEF) | Partner |
| 30% Club Türkiye | Member |
| World Business Council for Sustainable Development (WBCSD) | Member |
| UN Global Compact | Member |
| The Turkish Industry and Business Association (TÜSİAD) | High-Level Representation and Representation in various commissions & working groups |
| Foreign Economic Relations Board (DEİK) | Business Councils Member / Member |
| Corporate Governance Association of Türkiye (TKYD) | Member |
| Istanbul Chamber of Commerce (İTO) | Member |
| Turkish Investor Relations Society (TÜYİD) | High-Level Representation / Board Member / Member |
| The Board of Directors Association | Member |
| The American Turkish Society | Board Member |
| The World Energy Council | Board Member |
| The Turkish Cement Manufacturers' Association | Chair |
| The Cement Industry Employers' Association | Board Member/Member |
| The Global Cement and Concrete Association | Member |
| Global Impact Coalition | Member |
| Business Plastics Initiative (İPG) | Member |
| Business Council for Sustainable Development Türkiye (SKD Türkiye) | Board Member/Member |
| Ethics and Reputation Society (TEİD) | Member |
| The People Management Association of Türkiye (PERYÖN) | Member |
| UNICEF Türkiye | Member |
| The Institute of Internal Auditing Türkiye (TİDE) | Member of Ethical Board |

Annex 3: Performance Indicators

ENVIRONMENTAL PERFORMANCE INDICATORS

| Energy Consumption | 2021 | 2022 | 2023 | 2024 |
|------------------------------------|------------|------------|------------|--------------|
| Total energy consumption (MWh) | 43,342,048 | 38,141,793 | 33,014,062 | 36,681,225 ✓ |
| Renewable energy consumption (MWh) | 355,920 | 1,169,642 | 1,369,537 | 1,822,402 ✓ |
| Purchased heat/steam/cooling (kg) | 39,873 | 37,802 | 30,925 | 215,814 ✓ |

| Savings and Reductions Based on Environmental Investments | 2021 | 2022 | 2023 | 2024 |
|--|---------|---------|---------|----------|
| Energy savings (MWh) | 43,157 | 73,792 | 70,816 | 31,569 ✓ |
| Greenhouse gas emission reductions (ton CO ₂ e) | 117,570 | 334,678 | 300,431 | 77,334 ✓ |

| Greenhouse Gas Emissions (ton CO ₂ e) | 2021 | 2022 | 2023 | 2024 |
|--|------------|------------|------------|--------------|
| Scope 1 | 9,977,578 | 9,065,147 | 8,077,625 | 8,845,242 ✓ |
| Scope 2 (market-based) | 1,227,675 | 887,826 | 863,964 | 842,520 ✓ |
| Total (Scope 1 and Scope 2 (market-based)) | 11,205,253 | 9,952,973 | 8,941,589 | 9,687,762 ✓ |
| Scope 3 | 11,594,615 | 10,290,896 | 9,368,685 | 10,073,041 ✓ |
| Total | 22,799,868 | 20,243,869 | 18,310,274 | 19,760,803 ✓ |

Annex 3: Performance Indicators

| Air Emissions (kg) | 2021 | 2022 | 2023 | 2024 |
|-------------------------------------|------------|------------|------------|------------|
| NOx | 36,759,565 | 28,042,536 | 19,566,984 | 11,419,470 |
| SOx | 10,962,819 | 3,650,508 | 3,548,438 | 3,794,691 |
| Persistent organic pollutants (POP) | - | 0.000124 | 0.42 | - |
| Volatile organic compounds (VOC) | 347,715 | 252,415 | 251,361 | 300,936 |
| Hazardous air pollutants (HAP)* | 11,183 | 850 | 252,103 | 258,367 |
| Particulate matter (PM)** | 301,282 | 306,490 | 120,020 | 640,410 |

| Water Consumption (m³) | 2021 | 2022 | 2023 | 2024 |
|----------------------------------|------------|------------|-------------|---------------|
| Water consumption | 10,585,542 | 8,429,288 | 8,034,293 | 8,910,471 ✓ |
| Water withdrawal | 10,647,280 | 10,026,518 | 342,535,940 | 316,761,476 ✓ |
| Water recycled and reused | 23% | 31% | 38% | 26% ✓ |
| Total amount of discharged water | 5,378,280 | 2,340,655 | 334,217,456 | 307,881,435 ✓ |

* The HAP value was increased due to a calculation error at Brisa, and the 2023 data has been revised accordingly.

** The PM value has been increased due to the new calculation methodology of Tufanbeyli power plant.

Annex 3: Performance Indicators

| Waste (ton) | 2021 | 2022 | 2023 | 2024 |
|---|--------|-----------|-----------|-------------|
| Hazardous waste | 8,206 | 10,625 | 10,436 | 19,240 ✓ |
| Non-hazardous waste | 34,555 | 41,819 | 44,843 | 53,813 ✓ |
| Non-hazardous waste including ash waste | - | 2,333,819 | 2,373,644 | 1,531,856 ✓ |
| Total waste without ash waste | 42,761 | 52,445 | 55,279 | 73,053 ✓ |
| Total waste with ash waste | - | 2,344,445 | 2,384,080 | 1,551,096 ✓ |
| Percentage of waste reused and recycled | 80% | 78% | 94% | 57% ✓ |
| Percentage of waste reused and recycled including ash waste | - | 2% | 2% | 3% ✓ |
| Plastic consumption | 2,725 | 4,066 | 4,256 | 42,054 ✓ |

| Intensity Indicators | 2021 | 2022 | 2023 | 2024 |
|---|--------|-------|-------|---------|
| Energy intensity (MWh/ million TL) | 284.93 | 94.51 | 71.70 | 63.12 ✓ |
| Greenhouse gas emission intensity (ton CO ₂ e/ million TL) | 73.66 | 24.66 | 19.42 | 16.72 ✓ |
| Water intensity (m ³ / million TL) | 70.11 | 24.78 | 17.45 | 15.09 |
| Waste intensity (ton/million TL) | 0.28 | 0.13 | 0.12 | 0.12 |
| Waste intensity with ash waste (ton/million TL) | - | 5.71 | 5.18 | 2.68 |

Annex 3: Performance Indicators

ECONOMIC PERFORMANCE INDICATORS

| Total Environmental Investments and Expenditures (TL) | 2021 | 2022 ⁵ | 2023 | 2024 |
|---|-------------|-------------------|---------------|-----------------|
| Mitigation investments | 148,608,145 | 3,463,624,009 | 5,695,878,806 | 1,322,162,018 ✓ |
| Transition investments | 72,309,255 | 297,802,375 | 322,281,017 | 162,159,671 ✓ |
| Enabler investments | 255,505,514 | 1,290,404,438 | 3,494,471,303 | 2,738,903,905 ✓ |
| Environmental expenditures mandatory by law | 19,952,712 | 39,984,869 | 114,372,066 | 197,319,835 ✓ |
| Environmental expenditures that are not required by law | 14,407,163 | 62,933,911 | 239,866,027 | 398,492,817 ✓ |

SOCIAL PERFORMANCE INDICATORS

| Employees by Category | 2021 | | 2022 | | 2023 | | 2024 | |
|---|--------|--------|--------|--------|--------|--------|----------|----------|
| | WOMEN | MEN | WOMEN | MEN | WOMEN | MEN | WOMEN | MEN |
| Total number of employees | 14,118 | 33,687 | 15,218 | 34,687 | 15,969 | 35,137 | 16,988 ✓ | 37,351 ✓ |
| Employees covered by collective bargaining agreements | 4,321 | 18,496 | 3,022 | 17,485 | 3,047 | 16,137 | 3,353 | 16,186 |
| Number of employees with disabilities | 246 | 986 | 274 | 1,032 | 304 | 986 | 323 | 994 |
| Number of foreign employees | 1 | 15 | – | 14 | 40 | 240 | 48,218 | 216,809 |
| Number of full-time employees | – | – | 15,173 | 34,659 | 15,872 | 34,939 | 16,644 | 35,612 |
| Number of part-time employees | – | – | 45 | 28 | 65 | 48 | 61 | 41 |

Annex 3: Performance Indicators

| | 2021 | | 2022 | | 2023 | | 2024 | |
|---|--------|--------|--------|--------|--------|--------|---------|---------|
| | WOMEN | MEN | WOMEN | MEN | WOMEN | MEN | WOMEN | MEN |
| Employees by Age | | | | | | | | |
| 30 and younger | 3,556 | 6,995 | 4,010 | 7,409 | 4,385 | 7,879 | 4,181 | 8,005 |
| 30-50 years old | 10,404 | 25,529 | 10,990 | 25,849 | 11,237 | 24,794 | 10,658 | 24,554 |
| 50 and older | 158 | 1,163 | 218 | 1,429 | 264 | 1,540 | 497 | 2,352 |
| Number of New Hires | | | | | | | | |
| Under 30 | 2,008 | 3,668 | 2,788 | 3,300 | 3,240 | 4,432 | 3,145 ✓ | 4,060 ✓ |
| 30-50 years old | 818 | 1,567 | 1,306 | 1,789 | 1,475 | 2,142 | 1,675 ✓ | 2,362 ✓ |
| Over 50 | 4 | 57 | 18 | 71 | 31 | 111 | 73 ✓ | 262 ✓ |
| Number of Employees Who Left | | | | | | | | |
| Total number of employees who left | 2,015 | 3,569 | 2,089 | 3,719 | 3,064 | 5,516 | 3,923 ✓ | 7,714 ✓ |
| Number of employees leaving - under 30 | 923 | 1,300 | 962 | 1,561 | 1,506 | 2,079 | 1,975 ✓ | 3,046 ✓ |
| Number of employees leaving - 30-50 years old | 1,068 | 2,023 | 1,094 | 1,938 | 1,484 | 2,953 | 1,803 ✓ | 4,073 ✓ |
| Number of employees leaving - over 50 | 24 | 246 | 33 | 220 | 74 | 484 | 145 ✓ | 595 ✓ |
| Number of employees left voluntarily | 1,329 | 2,223 | 1,621 | 2,613 | 2,261 | 3,422 | 2,406 | 4,259 |
| Voluntary employee turnover rate | 0.09 | 0.07 | 0.11 | 0.08 | 0.14 | 0.10 | 0.14 | 0.11 |
| Total employee turnover rate | 0.14 | 0.11 | 0.14 | 0.11 | 0.19 | 0.16 | 0.23 ✓ | 0.18 ✓ |

Annex 3: Performance Indicators

| | 2021 | | 2022 | | 2023 | | 2024 | |
|--|-----------|-------|-----------|-------|-----------|-------|-------------|---------|
| Maternal/Paternal Leave | WOMEN | MEN | WOMEN | MEN | WOMEN | MEN | WOMEN | MEN |
| Number of employees granted maternal/paternal leave | 749 | 1,775 | 798 | 1,894 | 539 | 1,727 | 892 ✓ | 1,658 ✓ |
| Number of employees who returned to work after maternal/paternal leave | 682 | 1,775 | 755 | 1,894 | 464 | 1,580 | 873 ✓ | 1,650 |
| Ratio of employees who returned to work after maternal leave (%) | 90% | | 95% | | 86% | | 98% ✓ | |
| Training | 2021 | | 2022 | | 2023 | | 2024 | |
| Total training hours | 1,508,379 | | 1,644,186 | | 1,623,084 | | 1,764,301 ✓ | |
| Average training hours per employee | 32 | | 33 | | 32 | | 32 ✓ | |
| Ethics training | 1,425 | | 12,432 | | 15,692 | | 15,844 ✓ | |
| Sustainability training | 21,118 | | 14,700 | | 29,036 | | 45,490 ✓ | |
| Diversity and inclusion training | 18,476 | | 21,078 | | 10,638 | | 5,713 ✓ | |
| Anti-Bribery training | 8,890 | | 36,770 | | 11,245 | | 35,593 ✓ | |
| Average training cost per person (person/hours) | 1,425 | | 2,765 | | 4,951 | | 7,523 ✓ | |

Annex 3: Performance Indicators

| Occupational Health and Safety Indicators (Employees) | 2021 | 2022 | 2023 | 2024 |
|---|---------|---------|---------|-----------|
| Number of fatalities | 3 | 1 | 2 | 3 ✓ |
| Number of incidents* | 518 | 547 | 698 | 2,083 ✓ |
| Number of occupational diseases | 16 | 9 | 6 | 9 ✓ |
| Incident rate (IR)** | 0.89 | 0.87 | 1.18 | 16.11 |
| Lost day rate (LDR)** | 11.83 | 7.26 | 7.28 | 7.88 ✓ |
| Absentee Rate (AR)**** | - | - | - | 0.28 ✓ |
| Injury-related Absenteeism | 5,387 | 4,573 | 4,319 | 5,349 ✓ |
| OHS training hours | 496,915 | 568,651 | 570,615 | 492,583 ✓ |
| Average OHS training hours per employee | 10 | 11 | 11 | 9 |

| Number of Employees by Nationality | 2023 | 2024 |
|------------------------------------|--------|----------|
| Türkiye | 51,095 | 50,613 ✓ |
| Germany | 2 | 13 ✓ |
| Indonesia | - | 1,117 ✓ |
| Netherlands | 2 | 3 ✓ |
| Spain | - | 135 ✓ |
| Thailand | 1 | 361 ✓ |
| USA | 1 | 738 ✓ |
| Other | 5 | 1,359 ✓ |
| Total | 51,106 | 54,339 ✓ |

* The total number of incidents increased in the reporting period as Enerji Enerji disclosed all incidents instead of reporting only critical ones.

** Increased due to the higher number of reported incidents.

*** The 2023 data was revised due to a calculation error.

**** AR= (Total lost days/Total working days)x100

Annex 4: Reporting Principles

These Reporting Principles (“Principles”) set out the data preparation and reporting methodologies for the indicators subject to limited assurance in the Hacı Ömer Sabancı Holding A.Ş. and its Group companies (collectively, the “Sabancı Holding”, “Group”) 2024 Sustainability Report. The indicators covered include social, environmental, and economic metrics. The Group’s management is responsible for ensuring that appropriate processes and controls are in place to prepare these indicators in all material respects in accordance with the Principles.

Unless otherwise stated, the data in this guideline relates to the fiscal year 2024 (1 January – 31 December 2024) and covers only the relevant operations of the companies defined within the reporting boundaries of the 2024 Sustainability Report.

GENERAL REPORTING PRINCIPLES

In preparing this guidance document, consideration has been given to following principles:

- Information Preparation – to highlight to users of the information the primary principles of relevance and reliability of information; and
- Information Reporting – to highlight the primary principles of comparability / consistency with other data including prior year and understandability / transparency providing clarity to users

Annex 4: Reporting Principles

Environmental Performance Indicators

| Type | Indicator | Definition |
|--------------------------|--|--|
| Energy Consumption | Total energy consumption (MWh) | Total energy consumed from all primary energy sources (natural gas, coal, fuel oil, LPG, CNG, petrocoker, alternative fuels, diesel, gasoline and electricity from renewable and non-renewable sources) during the reporting period. Energy consumption is reported in megawatt-hours (MWh) using internationally recognized conversion factors (e.g. IEA or IPCC). |
| | Renewable energy consumption (MWh) | Amount of renewable energy consumed by the Group, including renewable fuel and electricity produced on-site and consumed, and renewable energy purchased through power purchase agreements or certificates that explicitly include renewable energy. Electricity from the grid cannot be counted as renewable unless associated certificates are retired. The ratio is calculated as renewable energy consumption divided by total energy consumption. |
| Greenhouse Gas Emissions | Purchased heat/steam/cooling (kg) | Amount of heat, steam or cooling energy purchased such as R22, SF6, R407C, R134A, R410A and CO ₂ from external sources during the reporting period, reported in kilograms (kg). These purchases are included in Scope 2 greenhouse gas emission calculations. |
| | Scope 1 (ton CO ₂ e) | Direct greenhouse gas emissions from sources owned or controlled by the entity, such as fuel combustion in boilers, furnaces or vehicles, and process emissions. |
| | Scope 2 (market-based) (ton CO ₂ e) | Indirect greenhouse gas emissions from the generation of purchased or acquired electricity, steam, heating or cooling consumed by the business, calculated using the market-based method. This method reflects the emission factors associated with the organization's electricity purchasing decisions (e.g., renewable energy certificates or green power contracts). |
| | Total (Scope 1 & Scope 2 market-based) (ton CO ₂ e) | Combined Scope 1 and Scope 2 (market-based) greenhouse-gas emissions, reported in metric tons of CO ₂ -equivalent. |
| | Scope 3 (ton CO ₂ e) | Indirect greenhouse-gas emissions arising from the value chain beyond Scope 2, including categories such as purchased goods and services, capital goods, fuel and energy related activities, transportation, waste from operations, business travel, employee commuting, upstream and downstream leased assets, use of sold products, end-of-life treatment, franchises and investments. Sabancı Holding reports Scope 3 Category 15 emissions in line with the equity share approach. |
| | The Greenhouse Gas Emissions (GHG) Consolidation Approach | Sabancı Holding's greenhouse gas (GHG) emissions are calculated using the equity share approach. This approach aligns with the financial consolidation method, ensuring consistency between the share of net income attributable to the Holding and the share of emissions reported. All entities included in the financial consolidation are covered in the GHG emissions reporting, with emissions allocated according to the Holding's ownership share. |

Annex 4: Reporting Principles

| Type | Indicator | Definition |
|-------------------|---|--|
| Water Consumption | Water consumption (m³) | Total amount of water withdrawn that is not returned to the water environment or to a third party. Water consumption equals water withdrawal minus water discharge and includes water evaporated, incorporated into products or discharged to a different catchment. |
| | Water withdrawal (m³) | Total volume of water withdrawn from various sources during the reporting period, including fresh surface water, brackish surface water/seawater, renewable groundwater, non-renewable groundwater, produced/transported water and water from third-party suppliers. |
| | Water recycled and reused (%) | Amount of water drawn from external sources that is used more than once in processes before discharge. Represents the ratio of the amount of water reused-recycled to the total consumed water in the reporting period. |
| | Total amount of discharged water (m³) | Total volume of water discharged to different destinations (fresh surface water, brackish surface water/seawater, groundwater and third-party destinations) as a result of operations during the reporting period. |
| Waste | Total hazardous waste (ton) | Total amount of waste that have the potential to harm human health or the environment due to their physical, chemical or biological properties (flammable, toxic, corrosive, reactive or explosive). Reported in tons. |
| | Total non-hazardous waste (ton) | Total amount of waste that do not pose a direct threat to human health or the environment but require proper recycling or disposal. Examples include packaging waste, glass, household waste and metal scrap. |
| | Total non-hazardous waste including ash waste (ton) | Total amount of non-hazardous waste including ash (inorganic residue from combustion) generated during the reporting period. |
| | Total waste without ash waste (ton) | Total amount of hazardous and non-hazardous waste generated during the reporting period, excluding ash waste. |
| | Total waste with ash waste (ton) | Total amount of hazardous and non-hazardous waste generated during the reporting period, including ash waste. |
| | Percentage of waste reused and recycled (%) | Ratio of the amount of waste recycled or reused (including recycling, reuse and incineration for energy recovery) to the total amount of hazardous and non-hazardous waste generated during the reporting period. |
| | Percentage of waste reused and recycled including ash waste (%) | Ratio of the amount of waste recycled or reused, including ash waste, to the total amount of hazardous and non-hazardous waste (including ash) generated during the reporting period. |
| | Plastic consumption (ton) | Total amount of plastic consumed during the reporting period, including single-use plastic products, plastic packaging, recycled plastic used and other plastics, reported in tons. |

Annex 4: Reporting Principles

| Type | Indicator | Definition |
|-----------|--|---|
| Intensity | Energy intensity (MWh/million TL) | Total energy consumption divided by revenue (excluding banks), expressed as MWh per million Turkish lira. Calculated at the consolidated Group level. |
| | Greenhouse gas emission intensity (ton CO ₂ e/million TL) | Total greenhouse-gas emissions (Scope 1 + Scope 2 market-based) divided by revenue (excluding banks), expressed as tCO ₂ e per million Turkish lira. Calculated at the consolidated Group level. |

Economic Performance Indicators

| Type | Indicator | Reporting guide / Definition |
|----------------------------|---|---|
| Environmental Investments | Total environmental investments (TL) | The “Environmental Investments” category includes new or expansion-oriented investments in the company’s core business that are environmentally friendly, cause no significant harm, and are made within the reporting period. Internal investments aimed only at improving existing operations (e.g., efficiency projects) are excluded. All amounts are reported in Turkish Lira (TL). Investments must comply with the Do No Significant Harm (DNSH) principle, ensuring they do not adversely affect any environmental objective. Environmental investments are analyzed under 3 main headings: |
| | Mitigation investments (TL) | Capital expenditures for activities that directly reduce carbon emissions or natural resource consumption, such as renewable energy projects, circular economy projects, decarbonization and efficiency projects. |
| | Transition investments (TL) | Investments that help transition from conventional to more sustainable technologies and practices, such as switching to alternative raw materials, adaptation and modernization projects. |
| | Enabler investments (TL) | Investments that facilitate the diffusion of sustainable technologies and create synergies across sectors, such as electric vehicle charging infrastructure, renewable energy distribution infrastructure and battery production. |
| Environmental Expenditures | Total environmental expenditures (TL) | Sum of all environmental expenditures include technological innovations, process improvements, and environmentally friendly infrastructure aimed at reducing the environmental impact or increasing the efficiency of current operations. Environmental expenditures are analyzed under 2 main headings: |
| | Environmental expenditures mandatory by law (TL) | Operating or capital expenditures required by environmental legislation, including compliance investments such as flue gas treatment systems, mandated energy efficiency projects and waste management measures. |
| | Environmental expenditures not required by law (TL) | Voluntary expenditures undertaken for environmental or social benefit without a legal requirement, including sustainability consultancy, supply chain management and index consultancy services. |

Annex 4: Reporting Principles

| Type | Indicator | Reporting guide / Definition |
|-----------------------------------|--|--|
| Sustainable Business Model | SDG-linked Product and Service (#) | Number of products and services offered by the Group during the reporting period that deliver significant environmental or social benefits. These are classified as: mitigation (directly reducing greenhouse gas emissions or resource use), transition (in activities or sectors that are not inherently sustainable but reduce environmental impacts and support the shift toward a low-carbon economy), enabler (enabling other activities to achieve environmental objectives), and positive social impact (improving welfare, promoting inclusion and equality, and increasing access to essential services and economic opportunities). |
| | SDG-linked Product and Service Revenue (TL) | Income in Turkish Lira generated from the Group's SDG linked products and services; those that provide environmental or social benefits through mitigation, transition or enabling attributes during the reporting period. Reported on a consolidated basis. |
| | SDG-linked R&D and Innovation Investments (TL, %) | Total amount of research, development, and innovation investments explicitly linked to the SDGs during the reporting period, reported in Turkish Lira (TL) on a consolidated basis. The ratio is calculated by dividing SDG-linked R&D and innovation investments by the Group's total R&D and innovation investments for the reporting period. |
| Environmental Investments | Energy savings (MWh) | Energy savings achieved during the reporting period through environmental investments or operational improvements, quantified in MWh based on measured reductions in energy consumption or validated engineering estimates. |
| | Greenhouse gas emission reductions (ton CO ₂ e) | Reductions in greenhouse-gas emissions achieved during the reporting period as a result of environmental investments or operational improvements. Reported in metric tons of CO ₂ -equivalent (tCO ₂ e). |

Annex 4: Reporting Principles

Social Performance Indicators

| Type | Indicator | Reporting guide / Definition |
|------------------------|---|--|
| Employees by Category | Total number of employees (#) | Total number of employees at the end of the reporting period, covering all contract types and both genders. |
| | Number of foreign employees (#) | Verified through official documentation such as passports or national identity cards, the data includes a breakdown of all employees by nationality, covering both domestic and foreign nationals employed by Group companies during the reporting period. |
| Women Employee Metrics | Women Employees' Rate (%) | Represents the ratio of total number of women employees of the Group, to the total number of employees during the reporting period. |
| | Ratio of Women Managers in Holding (%) | Represents the ratio of the women managers (N-1; position who directly reports to the CEO, N-2; position which is two levels away from CEO and N-3; position three levels away from CEO) during the reporting period. |
| | Share of Women Managers in Revenue-Generating Roles (%) | Represents the ratio of women managers who worked in the roles that have an impact on the Group's revenue directly during the reporting period. These roles typically focus on activities such as selling the company's products or services, managing relationships with customers, marketing and business development. |
| | Share of Women Employees in STEM Roles (%) | Represents the ratio of women employees worked in STEM (Science, Technology, Engineering, Mathematics) roles during the reporting period. Employees in STEM fields contribute directly to an organization's processes that require innovation, research and development, product design and technical expertise. |
| New Hires | Number of new hires by age and gender | Number of women/men employees hired during the reporting period by age breakdowns 30 and younger, 30-50 , 50 and older. |
| Employees Left | Number of employees left by age and gender(#) | Number of women/men employees whose employment ended during the reporting period for any reason (resignation, retirement, termination, etc.) by age breakdowns 30 and younger, 30-50 , 50 and older. |
| | Total employee turnover rate (%) | Percentage of employees who left the organization for any reason (including voluntary resignations, retirements, dismissals, and other separations) during the reporting period, calculated as: $(\text{Total number of employee separations} / \text{Average number of employees}) \times 100.$ |

Annex 4: Reporting Principles

| Type | Indicator | Reporting guide / Definition |
|------------------------------------|--|--|
| Maternal / Paternal Leave | Number of employees granted maternal/ paternal leave (#) | Total number of employees who were entitled to and took maternity or paternity leave during the reporting period, in accordance with applicable laws and organizational policies. |
| | Employees who returned to work after maternal / paternal leave (#) | Number of employees who returned to work at the end of their maternity or paternity leave within the reporting period. |
| | Ratio of the employees who returned to work after maternal leave (%) | The percentage of employees who returned to work at the end of their maternity leave, calculated as: (Number of employees who returned to work after maternity leave / Number of employees who took maternity leave) × 100. |
| Training | Total training hours (h) | Total hours of training delivered to employees during the reporting period, across all training subjects. |
| | Average training hours per employee (h) | Total training hours divided by the total number of employees during the reporting period. |
| | Total hours of trainings by training types | The total number of hours spent by employees in training and development activities during the reporting period, disaggregated by defined training categories (ethics trainings; diversity, equity and inclusion trainings; sustainability and environment trainings; and anti-bribery and corruption trainings). Training hours are calculated based on the actual duration of each training session attended by employees. |
| | Average training cost per employee(TL) | The total cost of employee training and development activities during the reporting period, divided by the total number of employees. Costs include expenses such as training materials, external trainers, course fees, and other related expenditures, expressed in TL. |
| Occupational Health & Safety | Number of fatalities (#) | Total number of work-related fatalities occurring during the reporting period. |
| | Number of incidents (#) | Total number of work-related injuries, including those resulting in lost time, restricted work, or medical treatment, recorded during the reporting period. |
| | Number of occupational diseases (#) | Total number of recognized cases of occupational diseases diagnosed during the reporting period. |
| | Lost day rate (LDR) | The number of workdays lost due to work-related injuries or diseases per 200,000 hours worked, calculated as: (Number of lost days × 200,000) / Total hours worked. |
| | Absentee Rate (AR) | The ratio of total work days lost during the reporting period for any reason (minor illnesses, personal days, etc.) to total work days. Formula: AR = (Number of days absent / Total work days) × 100 |
| | Injury-related Absenteeism (#) | Total number of workdays of absence resulting from work-related injuries during the reporting period. |

Annex 5: Independent Assurance Report



INDEPENDENT ASSURANCE REPORT

DRT Bağımsız Denetim ve SMMM A.Ş. ("Deloitte") independent auditor's limited assurance report to the Board of Directors of Hacı Ömer Sabancı Holding A.Ş. ("Company") and its subsidiaries (together referred to as "Group") on the 2024 Sustainability Report for the year ended 31 December 2024.

Scope of Limited Assurance Engagement

We have been engaged to perform a limited assurance engagement in accordance with International Standard on Assurance Engagements (ISAE) 3000 (Revised) and (ISAE) 3410 ("Standards") on whether the Selected Sustainability Information listed below (the "Selected Information") in the Company's Sustainability Report for the year ended 31 December 2024 (the "2024 Sustainability Report") has been prepared in accordance with the principles set out in the Reporting Guidance section of the Company's Sustainability Report on pages 174-180.

Our assurance engagement does not cover information related to previous periods, other information included in the 2024 Sustainability Report, or Sustainability

Information or any other information related to the 2024 Sustainability Report (including any images, audio files, or embedded videos).

Selected non-financial performance data for limited assurance

We have been engaged by the Group to perform limited assurance procedures on the accuracy of the following key performance indicators included in the 2024 Sustainability Report for the year ended 31 December 2024. The scope of the indicators subject to limited assurance procedures and found on pages 19, 62, 72, 74, 103, 109, 124, 131, 148, 153, 160, 161, 167-173 marked with an of the 2024 Sustainability Report for the year ended 31 December 2024 is as follows:

Social Indicators

Occupational Health and Safety Indicators

- Number of Incidents (#)
- Number of Fatalities (#)
- Number of Occupational Diseases (#)
- Absentee Rate (%)
- Lost Day Rate (%)
- Injury-Related Absenteeism (%)
- OHS Training Hours (H)

Employees by Category

- Total Number of Employees (#)
- Number of Employees by Nationality (#)
- Women Employees' Rate (%)
- Ratio of Women Managers (%)
- Share of Women Managers in Revenue-Generating Roles (%)
- Share of Women Employees in STEM Roles (%)
- Total Number of Employees on Maternity Leave (#)
- Total Number of Employees on Paternity Leave (#)
- Total Number of Employees Returned to Work After Maternity Leave (#)
- Ratio of The Employees Who Returned to Work After Maternal Leave (%)
- Number of Employees Hired by Age (#)
- Number of Employees Left by Gender (#)
- Number of Employees Left by Age (#)
- Turnover Rates by Gender (%)

Inclusion Programs

- People Reached Through Inclusion Programs in Reporting Period (#)

Training

- Total Hours of Training (H)
- Average Training Hours Per Employee (H)
- Total Training Cost (TL)
- Average Training Costs per Person (TL)

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Environmental Performance Indicators

- Energy Consumption
 - Total Energy Consumption (MWh)
 - Renewable Energy Consumption (MWh)
 - Purchased Heat/Steam/Cooling (kg)
- Intensity Indicators
 - Energy Intensity (MWh/Million TL)
 - Greenhouse Gas Emission Intensity (tCO₂e/Million TL)
- Greenhouse Gas Emissions
 - The Greenhouse Gas Emissions (GHG) Consolidation Approach
 - Scope 1 (tCO₂e)
 - Scope 2 (Location Based) (tCO₂e)
 - Scope 2 (Market Based) (tCO₂e)
 - Scope 3 (tCO₂e)
- Water Consumption
 - Water Consumption (m³)
 - Water Withdrawal by Source (m³)
 - Water Recycled and Reused (%)
 - Total Amount of Discharged Water (m³)
- Waste
 - Total Hazardous Waste (Tonnes)
 - Total Non-Hazardous Waste (Tonnes)
 - Non-Hazardous Waste Including Ash Waste (Tonnes)
 - Total Waste without Ash Waste (Tonnes)
 - Total Waste with Ash Waste (Tonnes)

- Percentage of Waste Reused and Recycled (%)
- Percentage of Waste Reused and Recycled Including Ash (%)
- Plastic Consumption (Tonnes)

Economic Performance Indicators

- Sustainable Business Model
 - Number of SDG-Linked Products and Services (#)
 - SDG-Linked Product and Service Revenue (TL)
 - SDG-Linked R&D and Innovation Investments (TL)
 - Ratio of SDG-Linked R&D and Innovation Activities (%)
- Investments and Expenditures
 - Environmental Investments by Type (TL)
 - Environmental Expenditures by Type (TL)
 - Savings and Reduction Based on Environmental Investments (MWh – tCO₂e)

Structural constraints

All assurance engagements have inherent limitations due to the selective testing of the information under review. Fraud, error or non-compliance may therefore occur and not be detected. In addition, non-financial information, such as non-financial information contained in reporting documents, is subject to more structural limitations than financial information, given

the nature and methods used to identify, calculate and sample or estimate such information.

Our assurance engagement provides limited assurance as defined in ISAE 3000 (Revised) and (ISAE) 3410 (“Standards”). The procedures performed as part of a limited assurance engagement differ in nature and timing – and to a lesser extent – from a reasonable assurance engagement. The level of assurance obtained in a limited assurance engagement is therefore significantly narrower than the scope of a reasonable assurance engagement.

Special Purpose

Our work has been undertaken to inform the Group’s Board of Directors of the matters we are required to report in this report and for no other purpose. To the extent permitted by law, we accept no responsibility to any person or entity other than the Group’s Board of Directors for the assurance audit we have conducted or the conclusion we have reached.

This report has not been prepared within the framework of the obligation for certain businesses to comply with the Turkish Sustainability Reporting Standards (TSRS)

Annex 5: Independent Assurance Report



published by the Public Oversight Authority (“POA”) in the Official Gazette dated 29/12/2023, which mandates mandatory sustainability reporting as of 01/01/2024. According to the POA Decision published in the Official Gazette on 5 September 2024, these businesses are required to undergo limited assurance audits for their mandatory sustainability reporting. In the upcoming period, a separate sustainability report and limited assurance report will be prepared within this framework.

Our Independence and Competence

We comply with the independence and other ethical provisions of the Code of Ethics for Accounting Professionals published by the International Ethics Standards Board for Accounting Professionals, which sets out the basic principles of integrity, objectivity, professional competence and due care, confidentiality and professional behavior.

We apply the International Standard on Quality Management 1 (ISQM 1) and accordingly maintain a robust system of quality control, including policies and procedures that document compliance with relevant

ethical and professional standards and requirements in laws or regulations.

Responsibilities of Management

The Group Management is responsible for the preparation, accuracy and completeness of the sustainability information and statements in the report. The Group Management is responsible for setting the Group’s sustainability goals, establishing and maintaining appropriate performance management and internal control systems from which the reported information is derived.

Responsibilities of the Practitioner

Our responsibility is to reach a conclusion on the Selected Information based on our procedures. We conducted our limited assurance engagement in accordance with International Standards on Assurance Engagements and, in particular, International Standard on Assurance Engagements (ISAE 3000) (Revised) and Assurance Engagements on Greenhouse Gas Statements (ISAE 3410) on Assurance Engagements Other than Independent Audits.

The assurance engagement performed represents a limited assurance engagement. The nature, timing and extent of the procedures performed in a limited assurance engagement are limited compared to those required in a reasonable assurance engagement. As a result, the level of assurance obtained in a limited assurance engagement is lower.

Our Key Assurance Procedures

We carried out limited assurance on the accuracy of the selected key performance indicators specified below in the section “Selected non-financial performance data for limited assurance” related to 2024 year and included into the Report.

To achieve limited assurance, the ISAE 3000 (Revised) and (ISAE) 3410 (“Standards”) requires that we review the processes, systems and competencies used to compile the areas on which we provide our assurance. Considering the risk of material error, we planned and performed our work to obtain all of the information and explanations we considered necessary to provide sufficient evidence to support our assurance conclusion.

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To form our conclusions, we undertook the following procedures:

- Analyzed on a sample basis the key systems, processes, policies and controls relating to the collation, aggregation, validation and reporting processes of the selected sustainability performance indicators;
- Made inquiries with employees of the Group responsible for sustainability performance, policies and corresponding reporting;
- Performed selective substantive testing to confirm the accuracy of received data to the selected key performance indicators;
- Made inquiries of management and senior executives to obtain an understanding of the overall governance and internal control environment, risk management, materiality assessment and stakeholder engagement processes relevant to the identification, management and reporting of sustainability issues; and

We believe that our evidence obtained is sufficient and appropriate to provide a basis for our limited assurance conclusion.

Limited Assurance Conclusion

Based on our work and the assurance procedures performed, nothing has come to our attention that causes us to believe, in our opinion, that the Selected Information referred to above in the Group's 2024 Sustainability Report for the year ended 31 December 2024, for which we were engaged to provide limited assurance, has not been prepared, in all material respects, in accordance with the Reporting Manual, as described in the "Auditor's Responsibilities" section above.

Restrictions on Use

This Report, including the conclusion, has been prepared for the Board of Directors of Hacı Ömer Sabancı Holding A.Ş. to assist in reporting the Group's performance and activities related to the Selected Information. We hereby authorize the inclusion of this report in the Sustainability Report prepared for the year ending 31 December 2024, to enable Hacı Ömer Sabancı Holding A.Ş. Board of Directors to demonstrate that it has fulfilled its responsibilities by preparing an

independent limited assurance report on Selected Information. Except to the extent permitted by law and in cases where prior written approval has been obtained and expressly agreed upon, we do not accept or assume any responsibility to anyone other than the Board of Directors of Hacı Ömer Sabancı Holding A.Ş. and Hacı Ömer Sabancı Holding A.Ş. in connection with the work we have performed or the report we have prepared.

DRT BAĞIMSIZ DENETİM VE SERBEST MUHASEBECİ MALİ
MÜŞAVİRLİK A.Ş.

Member of DELOITTE TOUCHE TOHMATSU LIMITED

Tolga Sirkecioğlu
Partner

1 September 2025
İstanbul, Türkiye

Annex 6: GRI Content Index



CONTENT INDEX
ESSENTIALS SERVICE

2025

For the Content Index – Essentials Service, GRI Services reviewed that the GRI content index has been presented in a way consistent with the requirements for reporting in accordance with the GRI Standards, and that the information in the index is clearly presented and accessible to the stakeholders. The service was performed on the English version of the report.

Statement of use Sabancı Holding has reported in accordance with the GRI Standards for the period of January 1–December 31, 2024.

GRI 1 used GRI 1: Foundation 2021

| GRI Standard | Disclosure | Subject Heading | Page Number, Sources And/Or Direct Answers | Additional Information/ Reasons Of Omission |
|--|--|--|---|--|
| GRI 2: General Disclosures 2021 | 2-1 Organizational details | About the Report, Our Shareholding Structure | 3, 14 | |
| | 2-2 Entities included in the organization's sustainability reporting | About the Report | 3 | |
| | 2-3 Reporting period, frequency and contact point | About the Report | 3 | |
| | 2-4 Restatements of information | | No significant changes were observed compared to the previous reporting period. | |
| | 2-5 External assurance | Annex 5: Assurance Statement | 181-184 | |
| | 2-6 Activities, value chain and other business relationships | Sabancı Group in Brief, Our Global Presence, Our Shareholding Structure, Our Subsidiaries and Joint Ventures | 11, 12, 13, 14, 15 | |
| | 2-7 Employees | Our Human Capital Strategy, SOCIAL PERFORMANCE INDICATORS | 148-159, 170-173 | |
| | 2-8 Workers who are not employees | Our Human Capital Strategy, SOCIAL PERFORMANCE INDICATORS | 148-159, 170-173 | |

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| GRI Standard | Disclosure | Subject Heading | Page Number, Sources And/Or Direct Answers | Additional Information/ Reasons Of Omission |
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| GRI 2: General Disclosures 2021 | 2-9 Governance structure and composition | Board of Directors, Executive Committee, Committees and Policies | 55, 57, 58-59 | |
| | 2-10 Nomination and selection of the highest governance body | Skill Matrix | 56 | |
| | 2-11 Chair of the highest governance body | Sabancı Group in Brief | 12 | |
| | 2-12 Role of the highest governance body in overseeing the management of impacts | Letter from the Chair, Letter from the CEO, Our Material Issues, Integration of Sustainability into Strategy | 7, 8-10, 32-34, 42-45 | |
| | 2-13 Delegation of responsibility for managing impacts | Integration of Sustainability into Strategy | 42-45 | |
| | 2-14 Role of the highest governance body in sustainability reporting | Integration of Sustainability into Strategy | 42-45 | |
| | 2-15 Conflicts of interest | Enterprise Risk Management at Sabancı Group | 48-54, https://yatirimciiliskileri.sabanci.com/en/sustainability/detail/Sabancı-Group-Code-of-Business-Ethics/620/2942/0 | |
| | 2-16 Communication of critical concerns | Enterprise Risk Management at Sabancı Group | 48-54, https://yatirimciiliskileri.sabanci.com/en/sustainability/detail/Sabancı-Group-Code-of-Business-Ethics/620/2942/0 | |
| | 2-17 Collective knowledge of the highest governance body | Letter from the Chair, Letter from the CEO, Integration of Sustainability into Strategy | 7, 8-10, 42-45 | |
| | 2-18 Evaluation of the performance of the highest governance body | Integration of Sustainability into Strategy, Our Human Capital Strategy | 42-45, 148-159 | |
| | 2-19 Remuneration policies | Integration of Sustainability into Strategy, Our Human Capital Strategy | 42-45, 148-159 | |

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| GRI Standard | Disclosure | Subject Heading | Page Number, Sources And/Or Direct Answers | Additional Information/ Reasons Of Omission |
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| GRI 2: General Disclosures 2021 | 2-20 Process to determine remuneration | Integration of Sustainability into Strategy, Our Human Capital Strategy | 42-45, 148-159 | |
| | 2-21 Annual total compensation ratio | Our Human Capital Strategy | 148-159 | |
| | 2-22 Statement on sustainable development strategy | SDG-Linked Products and Services | 73-78 | |
| | 2-23 Policy commitments | Committees and Policies | 58-59, https://yatirimciiliskileri.sabanci.com/en/sustainability/policies/Policies/184/0/0 | |
| | 2-24 Embedding policy commitments | Committees and Policies | 58-59, https://yatirimciiliskileri.sabanci.com/en/sustainability/policies/Policies/184/0/0 | |
| | 2-25 Processes to remediate negative impacts | Enterprise Risk Management at Sabancı Group | 48-54, https://yatirimciiliskileri.sabanci.com/en/sustainability/detail/Sabanci-Group-Code-of-Business-Ethics/620/2942/0 | |
| | 2-26 Mechanisms for seeking advice and raising concerns | Enterprise Risk Management at Sabancı Group | 48-54, https://yatirimciiliskileri.sabanci.com/en/sustainability/detail/Sabanci-Group-Code-of-Business-Ethics/620/2942/0 | |
| | 2-27 Compliance with laws and regulations | Enterprise Risk Management at Sabancı Group | 50-53 | |
| | 2-28 Membership associations | Annex 2: Corporate Memberships and Initiatives | 166 | |
| | 2-29 Approach to stakeholder engagement | Annex 1: Stakeholder Relations and Communication | 165 | |
| | 2-30 Collective bargaining agreements | Our Human Capital Strategy | 159 | |

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| GRI 3: Material Topics 2021 | 3-1 Process to determine material topics | Our Material Issues | 32-34 | |
| | 3-2 List of material topics | Our Material Issues | 32-34 | |
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| GRI 3: Material Topics 2021 | 3-3 Management of material topics | Our Repsonse to Emerging Global Risks | 35-39 | |
| GRI 201: Economic Performance 2016 | 201-1 Direct economic value generated and distributed | Impact Investment, Community Investments | 96-98, 132-135 | |
| | 201-2 Financial implications and other risks and opportunities due to climate change | Our Repsonse to Emerging Global Risks | 35 | |
| GRI 202: Market Presence 2016 | 202-1 Ratios of standard entry level wage by gender compared to local minimum wage | Human Rights, Diversity, Equity and Inclusion | 162 | |
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| GRI 3: Material Topics 2021 | 3-3 Management of material topics | Our Social Agenda | 130-131 | |
| GRI 203: Indirect Economic Impacts 2016 | 203-1 Infrastructure investments and services supported | Impact Investment, Community Investments | 96-98, 132-135 | |
| | 203-2 Significant indirect economic impacts | Impact Investment, Community Investments | 96-98, 132-135 | |
| GRI 413: Local Communities 2016 | 413-1 Operations with local community engagement, impact assessments, and development programs | Our Social Agenda, Community Investments | 130-131, 132-135 | |

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| GRI 308: Supplier Environmental Assessment 2016 | 308-2 Negative environmental impacts in the supply chain and actions taken | Enterprise Risk Management at Sabancı Group | 53, https://yatirimciiliskileri.sabanci.com/en/images/pdf/SAHOL-Policy-ENG.pdf | |
| GRI 414: Supplier Social Assessment 2016 | 414-2 Negative social impacts in the supply chain and actions taken | Enterprise Risk Management at Sabancı Group | 53, https://yatirimciiliskileri.sabanci.com/en/images/pdf/SAHOL-Policy-ENG.pdf | |
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| GRI 3: Material Topics 2021 | 3-3 Management of material topics | Committees and Policies | 58-59 | |
| GRI 205: Anti-corruption 2016 | 205-1 Operations assessed for risks related to corruption | Enterprise Risk Management at Sabancı Group | 50-51 | |
| | 205-2 Communication and training about anti-corruption policies and procedures | Our Human Capital Strategy | 153, https://yatirimciiliskileri.sabanci.com/en/sustainability/detail/Anti-Bribery-and-Anti-Corruption-Policy/475/1709/0 | |
| GRI 206: Anti-competitive Behavior 2016 | 206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices | Enterprise Risk Management at Sabancı Group | 50-51, https://yatirimciiliskileri.sabanci.com/en/sustainability/detail/Anti-Bribery-and-Anti-Corruption-Policy/475/1709/0 | |
| GRI 207: Tax 2019 | 207-1 Approach to tax | Committees and Policies | 58-59, https://yatirimciiliskileri.sabanci.com/en/sustainability/detail/Tax-Policy/455/1582/0 | |
| | 207-2 Tax governance, control, and risk management | Committees and Policies | 58-59, https://yatirimciiliskileri.sabanci.com/en/sustainability/detail/Tax-Policy/455/1582/0 | |

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| GRI 302: Energy 2016 | 302-1 Energy consumption within the organization | Decarbonization Initiatives, ENVIRONMENTAL PERFORMANCE INDICATORS | 103, 167-169 | |
| | 302-3 Energy intensity | ENVIRONMENTAL PERFORMANCE INDICATORS | 167-169 | |
| | 302-4 Reduction of energy consumption | Decarbonization Initiatives | 103 | |
| GRI 303: Water and Effluents 2018 | 303-1 Interactions with water as a shared resource | Water Management | 108-111 | |
| | 303-2 Management of water discharge-related impacts | Water Management | 108-111 | |
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| GRI 305: Emissions 2016 | 305-1 Direct (Scope 1) GHG emissions | Driving Sustainability from Targets to Impact, ENVIRONMENTAL PERFORMANCE INDICATORS | 25-30, 167-169 | |
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| | 305-3 Other indirect (Scope 3) GHG emissions | Driving Sustainability from Targets to Impact, ENVIRONMENTAL PERFORMANCE INDICATORS | 25-30, 167-169 | |
| | 305-4 GHG emissions intensity | Decarbonization Initiatives | 103 | |
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| CIRCULAR ECONOMY | | | | |
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| GRI 402: Labor/ Management Relations 2016 | 402-1 Minimum notice periods regarding operational changes | | Minimum notice periods regarding operational changes are respected within the company. | |
| GRI 405: Diversity and Equal Opportunity 2016 | 405-1 Diversity of governance bodies and employees | Driving Sustainability from Targets to Impact, Skill Matrix, Our Human Capital | 27, 56, 148, https://yatirimciiliskileri.sabanci.com/en/sustainability/detail/Diversity-Policy-For-The-Board-Of-Directors/602/2880/0 | |
| | 405-2 Ratio of basic salary and remuneration of women to men | Our Human Capital Strategy | 156 | |
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| | 403-2 Hazard identification, risk assessment, and incident investigation | Occupational Health and Safety Management | 163, https://yatirimciiliskileri.sabanci.com/en/sustainability/detail/Health-and-Safety-Policy/415/1430/0 | |

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| | 403-4 Worker participation, consultation, and communication on occupational health and safety | Occupational Health and Safety Management | 163, https://yatirimciiliskileri.sabanci.com/en/sustainability/detail/Health-and-Safety-Policy/415/1430/0 | |
| | 403-5 Worker training on occupational health and safety | Occupational Health and Safety Management | 163, https://yatirimciiliskileri.sabanci.com/en/sustainability/detail/Health-and-Safety-Policy/415/1430/0 | |
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