



# MOVING INTO THE FUTURE!

SUSTAINABILITY 2024 AT ALISAN

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**Dear Stakeholders,**  
**Since 1985, as Alışan Lojistik A.Ş., we have been determinedly continuing our way with the vision of becoming an international logistics service provider that adds value to our customers.**

With our innovative, flexible and integrated technological solutions, we have reached a strong position in both local and global markets. With the expertise we have gained especially in hazardous chemicals logistics, we have become one of the leading companies in the Turkish market in the logistics of fast-moving consumer goods and chemicals. We aim to embed sustainability into long-term success.

We derive our strength from the devoted work and innovative perspectives of our approximately 1,500 employees. We offer our customers in the chemical industry, FMCG, food, agriculture and many other sectors a wide range of services such as international transportation, warehouse and bonded warehouse services, bulk, dry bulk and bulk liquid transportation. While providing these services, we always prioritize our responsibility and safety principles.

In our sustainability journey, we focus on the principles of environmental awareness, social contribution and safety. Within the scope of our environmentally sensitive logistics activities, we continue to develop projects for fuel efficiency, waste management and reducing our carbon footprint. We aimed to increase our use of renewable energy with the solar energy system project we launched at our Konya Logistics Center, and with a sustainable perspective, we started generating our own electricity as of June 2024.

While 70% of our fleet consists of Euro 6 engine vehicles in 2023, we have increased this ratio to 90% by 2024 with the steps we have taken in line with our sustainable transportation vision. We are one step closer to our goal of reducing our carbon footprint by further expanding environmentally friendly transportation. Our biggest goal is to reduce our Scope 1&2 carbon emissions by 50% by 2030.

As part of our vision to add value to society, we also attach great importance to our social responsibility projects. Accordingly, we raised awareness by providing environmental awareness and sustainability training to our children as part of World Environment Day. Following the training event, we organized environmental cleaning and waste collection with our employees.

This event, which we aimed to instill environmental awareness, was an important step towards building a sustainable future. With our main project “Alışan Mutluluk Taşıyor”, we strive to contribute to society in a wide range of areas from education to health, from security to social awareness projects.

In supply chain management, we adopt sustainability principles and work meticulously on issues such as respect for human rights and combating child labor. We observe both our economic and social responsibilities in strong cooperation with our suppliers.

In the 40th year of our founding, we will continue to increase our sustainable logistics solutions while putting customer satisfaction at the center of our future growth strategy. We see sustainability not only as an obligation but also as part of our responsibility to the future. Accordingly, I am very pleased to share with you our Sustainability Report, which includes the progress we have made in environmental, social and governance (ESG) areas and our future goals.

This report reveals how we put sustainability at the center of our operations, how we reduce our environmental impact, our contributions to society and our ethical management approach. We have taken important steps towards our goals of reducing our carbon footprint, supporting the circular economy, enhancing the well-being of our employees and providing social benefit.

All these achievements have been possible thanks to the support and trust of our valued stakeholders. In line with our principles of transparency, accountability and continuous improvement, I believe we will take even greater steps together on our journey of sustainable growth.

In line with our vision of leaving a more livable world for the future, I would like to thank all our stakeholders, business partners and valuable employees for their cooperation and support. I firmly believe that we will build a better future together.

**Damla ALIŞAN**  
CEO, Member of the Board of Directors

# OUR NOTABLE ACHIEVEMENTS



We raised our CDP score to B.

2023

B-

2024

B

Our climate change score was announced as “B-” in the Carbon Disclosure Project (CDP) 2023 rating results and “B” in the 2024 rating results.

ecovadis

2023 score 45

2024 score 56

We improved our sustainability impact performance.

ISO50001

We received our ISO50001 Energy Management Certificate, which enables more efficient and sustainable management of our energy systems.



We verified the greenhouse gas declaration report for 2023, which we prepared for our direct and indirect emissions under the control of our climate activities.

%90

The ratio of Euro 6 vehicles in our fleet has reached 90%. Thus, we offer more environmentally friendly services to our customers by carrying out lower emission transportation.

%400

We increased our Renewable Energy power by 4 times. The energy we use in our operations is increasingly obtained from clean energy sources each year.

%50

Ratio of Women Representatives on the Board of Directors

%42

Ratio of female employees at the Head Office



# ABOUT THE COMPANY



Founded in 1985 by M. Ertuğrul ALIŞAN, Alişan Logistics provides logistics services to many different regions of the world with approximately 1500 employees nationwide, subsidiaries and services in Europe and the Middle East. As one of the leading logistics service providers in the Turkish market, our company aims to become the market leader in the fields of Fast Moving Consumer Goods and Chemicals Logistics in a short period of time. In addition to these sectors, Alişan today offers various services such as international transportation, warehouse, storage, bulk dry cargo, bulk liquid and energy transportation in food, agriculture, construction, automotive, ceramics, telecommunications, health and many other sectors.

Aiming for continuous growth and development, Alişan Lojistik A.Ş. continues its journey, which started with international transportation, by adding companies and services that can produce solutions in different fields. In 2005, the company established Turkey's first tanker and tank container cleaning facility Alişan-Den Hartogh and has reached a corporate and modern structure today.

Following these successful processes, PSA International (PSA), a leading global port group headquartered in Singapore, acquired a 75% stake in Alişan through PSA BDP, its cargo solutions arm. With this majority acquisition, Alişan became part of PSA BDP, PSA's cargo solutions group. This majority acquisition allows Alişan to offer its customers advanced services with end-to-end traceability.

## SHAREHOLDING STRUCTURE AND MANAGEMENT

Our CEO, the highest management body of our Company, is appointed by our Board of Directors and is a shareholder of Alişan. Our CEO is also a member of the Board of Directors, where representatives of PSA - BDP Turkey Supply Chain Solutions PTE. LTD. hold the positions of Chairman and Deputy Chairman of the Board of Directors and members.



## OUR VISION

To be one of Turkey's leading logistics service providers that empowers its customers with innovative, flexible and integrated technological solutions in the local and global market.

## OUR MISSION

To provide our customers with innovative, fast, flexible and value-adding integrated logistics solutions that will provide competitive advantage.

## OUR VALUES

### Customer Satisfaction

Processes based on the satisfaction of our customers and employees

**Reliability** Trust-based relationship and cooperation with all our stakeholders

**Respect** Respect for people, the law and the environment

**Courage and Innovation** Approaching technology, innovation and difference with courage, openness to learning and development

**Sustainability** Corporate sustainability, where our economic and social responsibilities for all our stakeholders are at the forefront and we make our presence felt with confidence

**Ethics** Transparency, accountability, honesty and discipline in all our work and relationships

## HISTORY

**1985**

ALIŞAN INTERNATIONAL TRANSPORTATION A.Ş. was established.

**1997**

Liquid Logistics Services Established

**2005**

ALIŞAN - Den Hartogh was established (Turkey's first tanker and Tank Container Cleaning Plant)

**2010**

Value Added Services started to be provided.

**2013**

Sub-companies were gathered under the ALIŞAN brand.

**2016**

Alişan Konya Logistics Center (Tank Cleaning, Storage, Heating and Tank Storage) was established.

**1995**

DILOVASI Storage Facility Established

**1998**

Granule Logistics Services was established. Dilovasi Warehouse became operational.

**2006**

Turkey's first European standard hazardous chemical warehouse

**2011**

Energy Logistics service launched

**2014**

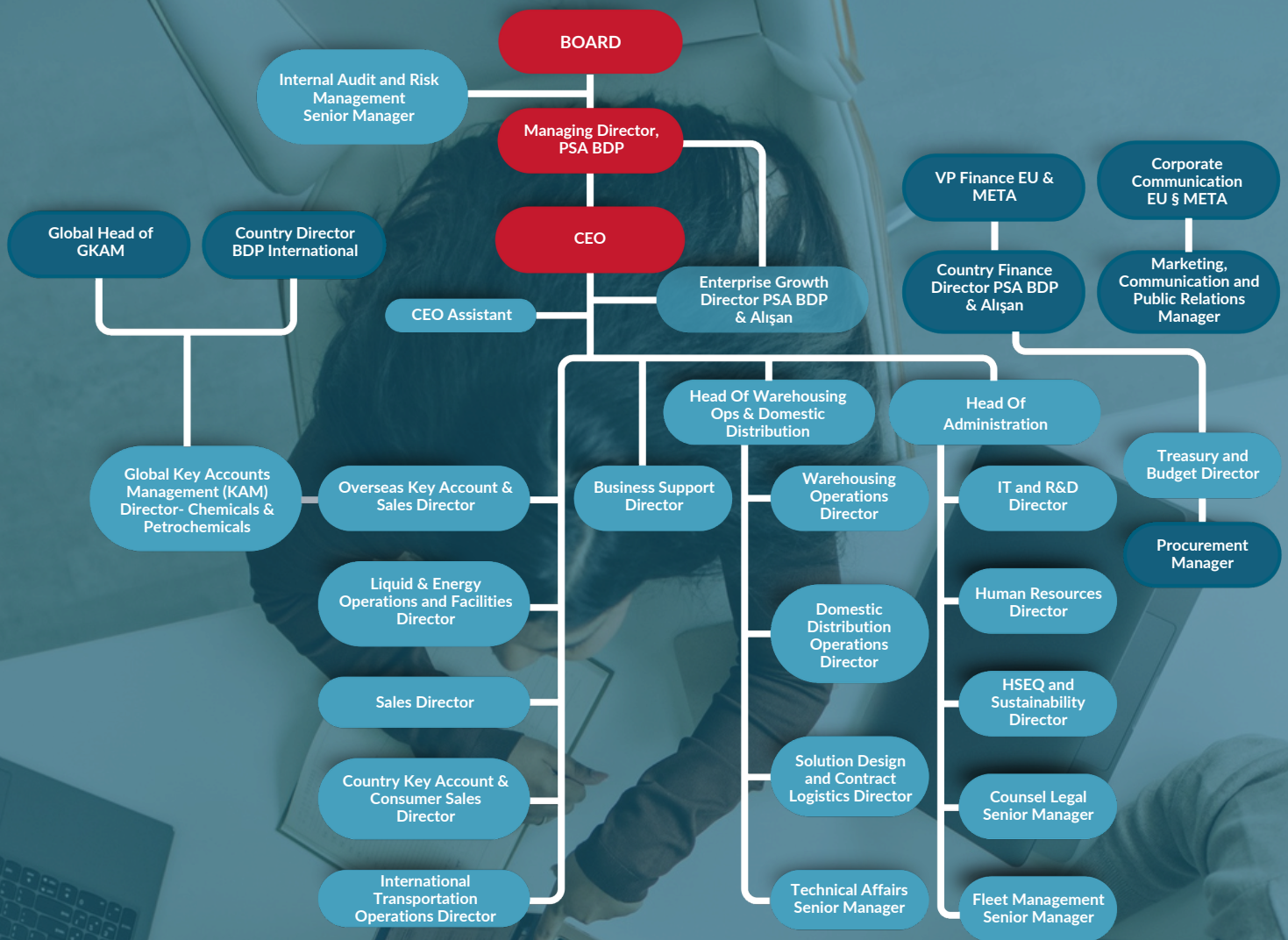
Our company title changed to Alişan Lojistik A.Ş.

**2023**

75% shares of ALIŞAN Lojistik A.Ş. were acquired by PSA International Pte Ltd.



## About the Company



In order for our activities to proceed in a healthy and effective manner, our sub-committees act in line with their own work plans but interact intensively with each other.

## BOARD OF DIRECTORS

The highest management body of our Company is our Board of Directors, which is responsible for the effective management and supervision of the Company and makes decisions on behalf of the Company's operations and stakeholders. The members of the board of directors of Alişan are aware of the impacts of their activities in terms of sustainability and their responsibilities, and they have responsibilities and oversight authority in this context. It is the board's responsibility to oversee the setting of corporate objectives, monitor progress towards corporate objectives, review and guide the assessment process for dependencies, impacts, risks and opportunities. We monitor the performance of sustainability efforts, which are very important on the agenda of the Board of Directors, through KPIs and reports. The steps we take and the work we carry out as Alişan are evaluated and examined by the board of directors and guidance is provided. Providing resources in the areas evaluated is also among the duties of the board of directors.

## EXECUTIVE BOARD

The Executive Board is a senior management body that operates to determine the strategic goals of the company, formulate business plans and ensure that these plans are realized. It plans and implements the decisions to be taken for the effective and efficient execution of the Company's activities. The Board is usually composed of senior managers.

The main responsibilities of the Executive Board include formulating strategies by determining the company's long-term goals, making managerial and operational decisions and ensuring their implementation. It is also responsible for monitoring and analyzing financial and operational performance, planning and auditing for the effective use of human, financial and physical resources, assessing potential risks and taking necessary measures. Board meetings are held quarterly with the participation of the Board of Directors.

## AUDIT COMMITTEE

Alişan has an Audit Committee composed of members of the Board of Directors. The Internal Audit Department also reports its activity results to this committee on a monthly basis. The audit mechanism consists of process audits, periodic control activities, field audits, inspections and investigations carried out within the scope of the annual audit plan.

Internal audit activities at Alişan are carried out within the scope of regularly prepared annual audit plans. Process audits start with an opening meeting, the audit program and individual work plan are prepared, tests are conducted, the results are discussed at the closing meeting, an action plan is created for the findings and the report is published. Subsequently, follow-up audits are carried out regarding the agreed actions.

## ETHICS COMMITTEE

The Ethics Committee is an audit and advisory body established to ensure compliance with ethical principles in company activities, to encourage employees to act in accordance with ethical rules and to evaluate possible ethical violations. The Board strengthens corporate trust by supporting employees to act in a fair, transparent and responsible manner and contributes to the protection of ethical values in business processes.

The duties of the Ethics Committee include determining and updating the rules to be followed in line with company values and business ethics, raising awareness among employees by providing training on ethical principles, investigating reported ethical violations and offering solutions, monitoring and reporting the level of compliance with ethical principles. The Committee is also responsible for providing guidance and counseling to employees and managers on ethical issues.

## OCCUPATIONAL SAFETY COMMITTEE

The Occupational Health and Safety Committee is a structure established in the workplace to protect the health and safety of employees. The main task of the Committee is to establish a safe and healthy working environment by preventing occupational accidents and occupational diseases.

The Occupational Health and Safety Committee consists of the employer's representative, occupational safety specialist, employee representative, workplace physician and relevant persons from the human resources department. The main responsibilities of the Board include taking necessary measures by identifying existing and potential risks in the workplace, raising employee awareness by organizing training programs on occupational health and safety, and regularly supervising the implementation of the measures taken. It is also responsible for planning for emergencies such as fires, natural disasters and occupational accidents, organizing drills, and investigating and reporting occupational accidents and occupational diseases. It meets monthly. It consists of the employer's representative, occupational safety specialist, employee representative, workplace physician, relevant persons in the human resources department.

## SUSTAINABILITY COMMITTEE

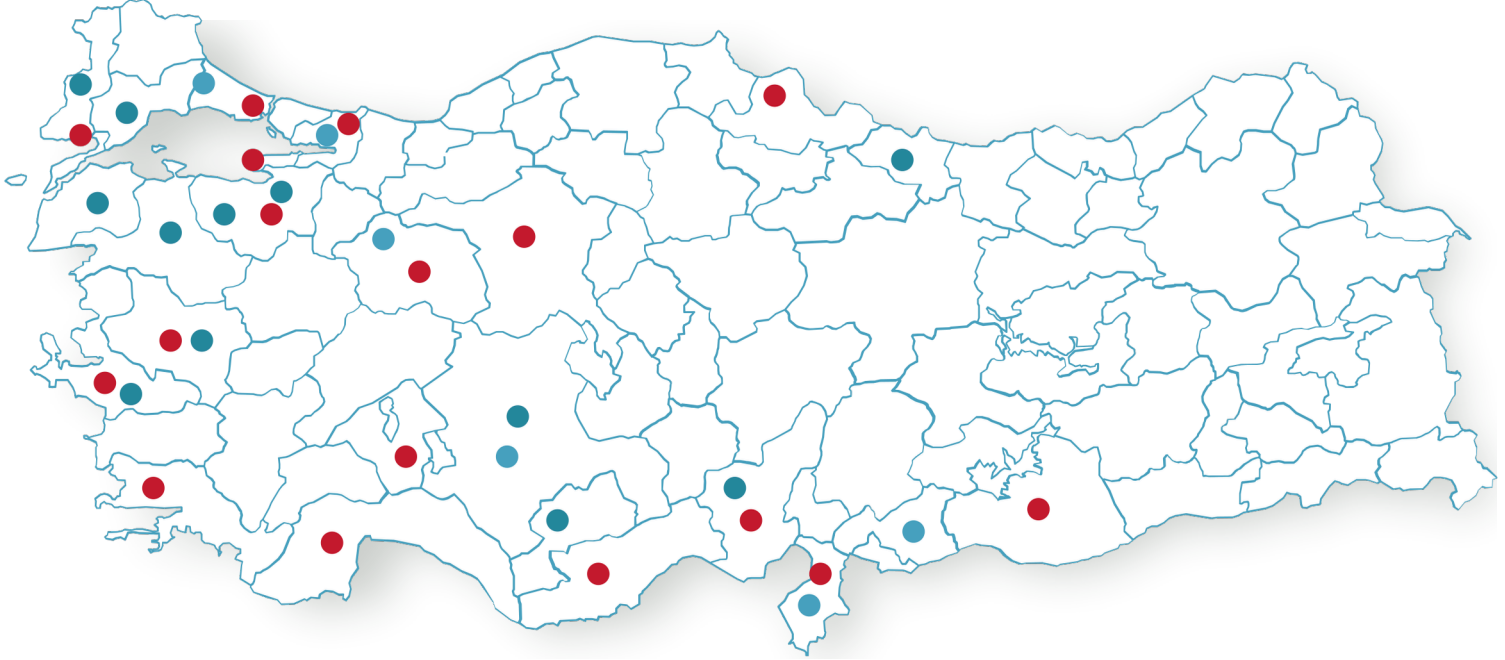
The Sustainability Committee is a structure that develops strategies to achieve the company's environmental, social and governance (ESG) goals and oversees the implementation of these strategies. It is obliged to determine sustainability policies, integrate them into business processes and regularly monitor sustainability performance. It supports the goal of creating long-term value by fulfilling environmental and social responsibilities and encourages sustainable business practices.

The Committee is responsible for developing and implementing strategies in line with sustainability goals, monitoring and evaluating environmental and social sustainability performance. In addition, the committee's duties include regularly reporting sustainability efforts and presenting them to stakeholders in a transparent manner, raising awareness by providing training to employees on sustainability, and evaluating new opportunities by continuously improving existing practices. The Committee meets every three months unless a special agenda is required. All senior management participates.



# OUR OPERATIONS IN TURKEY

About the Company



## MULTI-PURPOSE WAREHOUSES

- Kocaeli
- Konya
- İstanbul
- Gaziantep
- Hatay

## SPECIAL WAREHOUSES

- İstanbul
- Kocaeli
- Edirne
- Yalova
- Bursa
- Manisa
- İzmir
- Muğla
- Eskişehir
- Ankara
- Konya
- Antalya
- Isparta
- Mersin
- Adana
- İskenderun
- Samsun
- Şanlıurfa

## DISTRIBUTION OFFICES

- Edirne
- Kocaeli
- Çanakkale
- Bursa
- Manisa
- İzmir
- Konya
- Karaman
- Adana
- Ordu
- Balıkesir
- Çorlu
- Tekirdağ

29

CITY

28

WAREHOUSES

261.900

m2

342.900

PALLET

1.493

EMPLOYEE

+1.450

VEHICLE

# Sectors and Services

SECTORS	International Road Transportation & Intermodal Transportation	Domestic Packaged Product Transportation	Liquid & Powder Bulk Transportation
<ul style="list-style-type: none"> <li>Chemicals</li> <li>Fast Moving Consumer Goods</li> <li>Food</li> <li>Agriculture.</li> <li>Health - Cosmetics</li> <li>Automotive</li> <li>Construction</li> <li>Ceramic</li> <li>Telecommunications</li> <li>Packaging Products</li> </ul>	<ul style="list-style-type: none"> <li>Owned &amp; Leased Fleet &amp; Extensive Supplier Network</li> <li>SRC Licensed Drivers &amp; ADR compliant equipment</li> <li>+800 shipments per month in Export &amp; Import</li> <li>Daily FTL&amp;LTL service lines</li> <li>Central Europe, Balkans, CIS countries, Turk Republics</li> <li>Inhouse TMS system</li> <li>Monitoring &amp; Tracking</li> </ul>	<ul style="list-style-type: none"> <li>+20.000 FTL &amp; LTL shipment / month</li> <li>Fleet of 250 Trucks &amp; Trailers</li> <li>Inbound &amp; Outbound Shipments</li> <li>Container Shipment</li> <li>Project Based Vessel Deployments</li> <li>Regional Operations Management with dedicated teams</li> <li>Seasonal Management</li> </ul>	<ul style="list-style-type: none"> <li>Self-owned Fleet of +550 Isotank/Tanker/Silobas</li> <li>SRC/ISOPA licensed Drivers</li> <li>+4.000 shipment / month</li> <li>National &amp; International Destinations</li> <li>Road &amp; Intermodal Transport</li> <li>Liquid Chemical &amp; Food Products / Raw Material</li> <li>Dry Chemical and Food Products / Raw Material</li> <li>Energy Sector / Lubricants and Compressed Gases (CNG etc.).</li> <li>Filling / Discharging operations</li> <li>Tank &amp; IBC Washing</li> <li>Tank Storage &amp; Heating</li> </ul>
Tank Cleaning & Storage Services	Bonded & Duty Free Warehousing	Value Added Services	On-site Management Services & R&D
<p><b>Cleaning</b></p> <ul style="list-style-type: none"> <li>Special cleaning lines for Chemical &amp; Food</li> <li>1.750 m3 wastewater unit</li> <li>SQAS audited, ISO 9001 &amp; ISO 14001 certified</li> <li>Authorized for ECD &amp; Türk Tanker Cleaning Certificate</li> <li>IBC &amp; ISO Tank Container Cleaning</li> </ul> <p><b>Storage</b></p> <ul style="list-style-type: none"> <li>Tank Heating with Steam and Hot Water</li> <li>Spare Part Supply, Basic Maintenance Services</li> <li>IMO Periodical ISO Tank Container Tests, Dew Point Tests</li> <li>On-Site Emergency Team</li> </ul>	<p><b>Multi-user Storage Operations</b></p> <p><b>Customer Specific Storage &amp; Warehousing Operations</b></p> <p><b>On-Site Logistics Services</b></p> <p><b>+490.000 Pallet Capacity</b></p> <ul style="list-style-type: none"> <li>Bonded &amp; Non-Bonded Warehouse Management</li> <li>Compliant with Hazardous Chemical Storage</li> <li>Temperature Controlled Sections</li> <li>Close Distance to Ports and Industrial Zones</li> <li>In-house WMS system</li> </ul>	<p><b>Re-Pack Operations</b></p> <ul style="list-style-type: none"> <li>Bulk to Pack</li> <li>Co-packing</li> <li>Mixed Cases &amp; Stand Production</li> <li>Powder Packaging</li> <li>Envelop Type Product Packaging</li> </ul> <p><b>Other Operations</b></p> <ul style="list-style-type: none"> <li>Agro (Aggregatin &amp; Sterilaztion)</li> <li>Shrinking</li> <li>Labeling</li> <li>Sleeve</li> <li>Blister Operations</li> <li>Price / BB / Inkjet Typing</li> <li>Tinting</li> </ul>	<ul style="list-style-type: none"> <li>Artificial Intelligence based Digital Logistics Solutions</li> <li>Route forecasting, Payment Planning, Inventory Management</li> <li>Design and Development of Safe-driving Devices</li> <li>Euroka ITEA and Green Deal-compliant Sustainability Projects</li> <li>Design and development of Utility Drones</li> </ul>



## R&D ACTIVITIES

With the awareness that our R&D efforts have played a major role in helping Alışan reach the corporate and modern point it has reached today, we are carrying our work in this field forward.

**Our projects that we are working on on this basis are;**

- Artificial Intelligence based vehicle and equipment planning
- Artificial Intelligence based vehicle capacity and route planning
- Accident prevention for Safe Driving
- Safe driving projects
- Design and Development of Vehicle Drones

**OUR GROWING TEAM INCLUDES TECHNICIANS, RESEARCHERS AND SOFTWARE DEVELOPERS.**

We believe that digital solutions and the use of technology contribute positively to our sustainability efforts. For example, with driver and route optimization through technology, ensuring that the most suitable driver is positioned on the most suitable route means less emissions and efficiency in operations, as well as energy and fuel savings.

## DIGITALIZATION

We attach great importance to digitalization and the use of technology in the logistics industry to ensure competitive advantage and increase operational efficiency. By integrating advanced and innovative technologies such as data analytics, IoT and artificial intelligence into our business processes, we aim to reduce costs and increase sustainability in our business processes. In order to respond to customer expectations in the best way possible, we improve our service quality by using innovative logistics applications and tracking systems. Our work is clustered around many new projects.

**WE ARE RISING RAPIDLY WITH OUR R&D STUDIES IN LOGISTICS SECTOR!**

We are happy and proud to be among the 250 companies that invest the most in R&D with our rising graph in the "Turkey R&D 250 Survey" conducted by the economy and business world portal Turkishtime, which includes Turkey's most prestigious R&D and design centers. With more than 50 experts working in our 2 different R&D centers in Istanbul and Konya, we have taken our place among the 250 companies with the highest R&D expenditure in Turkey. Our company ranked 127th, up 42 places compared to the previous year, and ranked 21st in Turkey in design registration activities within the scope of Intellectual Industrial Property Rights

Logistics is to  
carry innovation.

# R&D PROJECTS

## VEHICLE CONTROL SYSTEM WITH DRONE

The project will use innovative drone technology to meet the needs of the business. This drone system will enable the matching of tractor, trailer and ISO tanks with RFID and the control of mandatory equipment through image scanning. Compatible with 4.5G technology and integrated with all mobile platforms, the data tracking system will enable continuous monitoring of operations, fast communication and instant reporting. This model, which will be implemented for the first time in the sector, will increase the corporate capacity of the enterprise and lead the logistics sector to adapt to the Industry 4.0 process. In addition, entry-exit photos of vehicles will be recorded and embezzlement management will be carried out.

Project completed.

## WAREHOUSE SHELF CONTROL SYSTEM WITH DRONE

The project aims to use autonomous drones for warehouse shelf control. Drones that move independently in warehouses using indoor positioning technology will be able to detect physical deterioration on shelves with image processing algorithms and instantly monitor chemical leaks and leaks with the chemosensors on them. Stock counting operations will be carried out within minutes without the need for manpower and without stopping the operation. 4.5G compatible data tracking system will enable instant tracking and reporting of processes. The project aims to support adaptation to the Industry 4.0 process in the logistics sector.

Project completed.

## AUTOMATIC CONTROLLED ISO TANK HEATING AND MIXING SYSTEM DESIGN AND PROTOTYPE PRODUCTION SYSTEM

The project aims to automate the heating and mixing of chemicals in ISO tank containers. Instead of manually monitoring hot steam and hot water applications in existing systems, a more effective monitoring and recording system has been developed by establishing M2M interaction through digital sensors. While the heating process is accelerated by the mixing process, the temperature data is continuously monitored and recorded. This automation system will offer significant added value in the processes of chemical discharge and product transformation.

Prototype produced and international patent application filed

## DRIVER SLEEP MONITORING SYSTEM

Driver Sleep Monitoring System aims to develop a new method that can remotely monitor the driver's fatigue and sleep status. Existing systems often use camera-based image processing, which creates stress on the driver and can negatively affect driving performance. In this project, a system that can be monitored remotely without disturbing the driver has been developed.

Prototype produced  
**4th place at Teknofest**

## ARTIFICIAL INTELLIGENCE SUPPORTED FINANCE PAYMENT SYSTEM CONTROL

The AI-powered financial payment system aims to provide a solution to the increasing data burden and complexity of financial institutions. While existing technologies (ERP and EPM cloud systems) provide efficiencies, employees still spend most of their time on routine tasks. AI will take over invoice processing, accounting and payment processes, enabling employees to focus on value-added financial analysis and strategic decision-making.

The system is up and running.

## CORPORATE DOCUMENT MANAGEMENT SYSTEM

The Corporate Document Management System aims to improve information and document management with technologies such as paperless office and digital archiving. With AI-supported pattern recognition technology, documents are accurately labeled and archived. This system reduces document search and access times, lowers physical archive costs, reduces the risk of loss and provides protection against disasters. It also increases the security of data by providing authorized access and minimizes human errors.

The system is up and running.



<p>CUSTOMER STOCK TRACKING SYSTEM</p>	<p>Customer Inventory Tracking System aims to ensure supply-demand balance by effectively managing the stocks of businesses. In a competitive environment that is increasing with the advancement of technology, businesses need to offer fast and quality solutions at low cost. The system optimizes production and distribution processes by accurately tracking stocks, ensuring that customer demands are met on time and in the right quantity. Effective inventory management increases customer satisfaction and helps businesses stay competitive in the market.</p>	<p>The system is up and running</p>
<p>END-TO-END ORDER TRACKING AND SUPPLIER MANAGEMENT MOBILE PLATFORM</p>	<p>End-to-end order tracking and supplier management mobile platform is a software solution developed to monitor a company's supply chain processes, track orders and communicate with suppliers. The platform integrates with the company's supplier network, updating the status of orders, delivery dates and other relevant information in real time. The company can track the progress of orders live, enabling it to respond quickly to customer requests, reduce inventory costs and manage supplier relationships more effectively. The mobile platform offers data analytics and reporting tools, enabling businesses to analyze their ordering, delivery times and inventory levels and evaluate their performance.</p>	<p>Project Completed</p>
<p>FUEL CONSUMPTION ESTIMATION WITH MACHINE LEARNING</p>	<p>It aims to estimate the fuel costs of self-owned vehicles in the logistics sector and to calculate the trip costs accurately. It is planned to analyze data obtained from various factors such as load status, vehicle make and model, maintenance history, road condition, weather conditions, driving techniques, etc. using machine learning techniques. These analyses will allow for more efficient scheduling of trips, increased accuracy of budgeting processes and more effective negotiations with suppliers. In addition, carbon emissions will be estimated to ensure compliance with environmental commitments and contribute to sustainable logistics practices. With this scope, the project aims to offer an innovative approach in the sector.</p>	<p>Project Completed</p>
<p>ENSURING EFFECTIVE MONITORING AND MANAGEMENT OF EMERGENCY EQUIPMENT IN LIQUID CHEMICAL OVERFLOWS WITH RFID</p>	<p>This project is a system developed to ensure effective management of emergency response equipment of vehicles carrying dangerous goods. The main objective of the project includes the procurement of emergency response equipment, positioning of these equipment on transport vehicles in line with institutional requirements, tracking with RFID tagging and tracking methods, and checking of expiration dates.</p>	<p>Project Completed</p>
<p>ACCIDENT BLACK SPOTS WARNING SYSTEM</p>	<p>On the website of the General Directorate of Highways, there is data on "Accident Black Spots", which is constantly updated based on the frequency of traffic accidents across the country. The number of data here is small, and as a different source, all accidents in Turkey for which electronic accident reports are kept are shared at the Insurance Information and Monitoring Center. By processing this data in the project, accident risks will be minimized with a system that communicates audio to drivers. The driver approaching the accident black spot will be more careful with the warning he/she receives and by focusing on the risks of the road, it is aimed to reduce the accident rate by 30-50%.</p>	<p>Project Completed</p>
<p>IOT BASED HEATING SYSTEM OF LIQUID ISO TANKS</p>	<p>For logistics operations (activities such as storage or transportation) of all hazardous and non-hazardous liquid chemicals in the Chemical, Petro Chemical and Food fields, companies need materials that can easily transport and store products. In order to meet this need, equipment such as tankers, isotank containers, IBCs, barrels etc. are used. The processes of making the equipment ready for filling, filling, storing, transporting, emptying, cleaning, repair and maintenance are carried out in accordance with the standards specified in the material safety forms of liquid chemical products.</p> <p>This project aims to develop an innovative automation and heating system for ISO tanks used in the chemical, petrochemical and food industries. The project aims to design an automation system that works with inputs of pressure, flow and temperature measurement values and optimize mixing processes with specially designed hydraulic systems. Experimentally verifying the system performance and evaluating the results in real-world conditions are also among the main objectives of the project.</p>	<p>Project Completed</p>

<p>AUTOMATIC PRESSURE CONTROL AND WARNING SYSTEM THAT INCREASES SAFETY IN THE LIQUID TRANSPORTATION SECTOR</p>	<p>Developed to solve pressure control problems and improve safety in the liquid transportation sector, the project on Warning System for Chemical Filling/Discharge aims to minimize occupational accidents and environmental spills in the sector. This automatic control system is designed to be equipped with pressure gauges and audible alarm systems positioned on hoses or vehicle connection points. The system continuously monitors the pressure levels of hoses used in liquid transportation. In overpressure situations that may occur in the hose, it detects the critical levels determined and performs audible warnings and automatic stop operations. The two-stage control system prevents the risk of explosion by giving an initial warning at 5 bar and automatically stopping the evacuation when exceeding 6 bar. However, sometimes, since automatic shutdown system integration is not possible in vehicles that are not owned by Alişan, only the warning system will be sufficient.</p>	<p>Project Completed</p>
<p>PERIODIC VEHICLE DEMAND FORECASTING WITH DEEP LEARNING IN LOGISTICS SECTOR</p>	<p>The main objective of the project is to develop analytical tools that will help the company to make more informed decisions in critical areas such as demand forecasting and inventory management by increasing their operational efficiency. The project results show that the machine learning models used are successful in predicting pallet transport quantities in the logistics sector and that these models can be used effectively in decision-making processes. This study also provides methods to improve existing data analysis and forecasting methods to more accurately predict future needs. Effective management of goods and services in the logistics sector requires delivering products to consumers at the right time and place.</p> <p>The fast-growing e-commerce sector and increasing consumer demands have made this process more complex and challenging.</p> <p>Increasing customer demands and supply chain complexities require logistics companies to accurately forecast future needs. The accuracy of demand forecasts is critical for inventory management and logistics planning. The competitive and innovative nature of the logistics industry requires companies to use their resources more efficiently and require advanced analytical tools to make strategic decisions.</p> <p>Advances in big data and machine learning technologies require new opportunities in the logistics industry. These technologies play an important role in making logistics operations more efficient with capabilities such as analyzing large amounts of data and identifying trends.</p>	<p>Project Completed</p>



## WORKING PRINCIPLES, COMPLIANCE & CERTIFICATES

In accordance with our corporate governance policies, we monitor and manage the changes in new and existing regulations, standards and requirements concerning the working principles and all related studies by the responsible units. On this basis, certifications related to the integrated management system are important indicators of our compliance with key national and international legislation.

ISO 45001 2018	Occupational Health and Safety Management System
ISO 27001 2013	Information Security Management System
ISO 14064-1 2018	Calculation of Greenhouse Gas Emissions
ISO 14046 2014	Water Footprint Calculation
ISO 9001 2015	Quality Management Systems
ISO 10002 2018	Customer Satisfaction and Complaint Management System
ISO 14001 2015	Environmental Management System
ISO 50001 2018	Energy Management System
SQAS	Safety and Quality Assessment System for Sustainability
Green Logistics Certificate	
SEDEX	Supplier Ethical Data Exchange
AEO	Authorized Liabile Certificate
CDP	Carbon Disclosure Project
ECOVADIS	Sustainable Supplier Evaluation System
Responsible Care	
Operation Clean Sweep Sistem Taahhütü	
FSSC 22000	Food Safety Management System
BRC	Storage and Distribution Management System



We are proud of our recent certifications and our performance, especially in terms of reducing our carbon emissions, and we promise our stakeholders to do even better.

- ISO 50001: 2018 Energy Management System
- FSSC 22000 Food Safety Management System
- BRC Storage and Distribution Management System

## OUR SUSTAINABILITY-BASED INITIATIVES



Responsible Care aims to further improve the management of chemicals produced and used by the chemical industry. Responsible Care is a commitment program implemented by the chemical industry worldwide in the areas of occupational health and safety, environmental protection and technical safety. As a member and authorized implementer of the Responsible Care program, we invest in projects that reduce our carbon footprint.



As a logistics company that transports and stores plastic raw materials, we have been supporting Operation Clean Sweep since 2020.

Operation Clean Sweep is an international initiative led by the plastics industry to reduce the loss of plastic granules to the environment. Alişan Logistics has been a signatory of this initiative since 2020.

In 2023, Alişan Logistics operations were evaluated by the SQAS OCS department within the scope of the Operation Clean Sweep practices implemented and took its place among the evaluated companies with a score of 100.

### Operation Clean Sweep



Women In is a global movement supporting women in leadership roles across all sectors. At the core of this movement is the goal of not only women's participation in the workforce, but also their representation, participation, influence and leadership. This approach can be seen in many fields such as "Women in Logistics", "Women in Leadership", "Women in Finance".

The Women in Logistics initiative aims to create a more inclusive, equitable and innovative work environment by reducing gender inequality in the logistics industry. This initiative, which works with companies operating in the chemical logistics sector, especially in Europe, aims to increase women's participation in the sector and to ensure that they are more involved in leadership and operational positions. Women assuming more effective roles in the logistics sector will bring positive results such as increasing productivity and ensuring sustainability in the business environment.

This initiative aims to consolidate companies' diversity policies and provide guidance for concrete action plans. In this way, it is aimed to increase employee loyalty and the efficiency of the logistics sector with a balanced logistics sector between men and women.



# OUR CORPORATE PROJECTS

## JUNE 5TH WORLD ENVIRONMENT DAY ACTIVITIES

“WE SET OUT WITH THE MOTTO  
“PROUDLY BEARING OUR  
CORPORATE RESPONSIBILITIES”... 

Our first stop was Ayşe Sıdika Alışan Primary School, which we built in Kocaeli's Gebze district in 2006 as part of our support for education. Within the scope of the training program we prepared for young generations to have environmental awareness, we told students about the saving methods they can apply at home. At the end of the training, we presented books on “Environment and Zero Waste” to all students.



## ENVIRONMENTAL CLEANING ACTIVITY

Our second stop was Aydos Forests on the Anatolian side, known as the lungs of Istanbul, where our company's headquarters is located. Led by our HSE-Q (Health, Safety, Environment and Quality) team, we collected over 60 bags of waste in the garbage collection event we organized with nearly 50 environmental volunteers. The collected wastes over 300 kg, which can remain in nature for a long time, were recycled in cooperation with Kartal Municipality. It is our duty to leave our world more livable for the next generations...



## AYŞE SIDIKA ALIŞAN PRIMARY SCHOOL

Ayşe Sıdika Alışan Primary School, which we opened in Kocaeli's Gebze district in the 2006-2007 academic year, brings hundreds of students together with qualified education every year. We continue to carry out many important projects such as sustainability and innovation with the students of our school; we take care to prepare them for the business world.



## ALIŞAN SPREADING SMILES

For the last 5 years, we have reached more than 1000 students studying in village schools in different provinces of our country every year with our project named “Alışan Spreading Smiles”, which we developed in order to spread this initiative throughout Turkey. In addition to providing regular mentoring with our employees for the education of our girls in particular, we have provided and continue to provide support through need lists. Our aim is to be a role model in becoming a female entrepreneur for girls who struggle to get an education in the eastern part of our country with limited opportunities.



## 100 COMPANIES FRIENDLY TO WOMEN EXECUTIVES

As PSA BDP & Alışan Logistics Family, we proudly ranked 94th in the list of “100 Companies Friendly to Women Executives” surveyed by Capital magazine. We will continue our efforts to create opportunities for women leaders to make their presence felt more in the logistics industry.



## DO NOT THROW AWAY/DONATE WITH TEGV

### OUR SUSTAINABILITY EFFORTS MEET EDUCATION PROJECTS...

With TEGV - Educational Volunteers Foundation of Turkey, we say “Don't Throw Away/Donate”. We contribute to the quality education of children by donating electronic devices not used by approximately 1,500 employees and their families to recycling, and on the other hand, we aim to reduce our carbon footprint and environmental impact through sustainable waste management.





## HELP FOR CHILDREN IN NEED

As PSA BDP & Alışan, we contributed to the future of children in need by cooperating with Sarıyer Municipality's Friendly Hands Charity Store. We take great pride in spreading goodness with our donations of books, school bags, stationery, toys and clothes. We raised goodness together with our special blue clothes for the day.



## PROTECTING LIFE AND WELL-BEING

**“ WE BELIEVE THAT ALL LIVING BEINGS THAT ARE PART OF THE ECOSYSTEM HAVE THE RIGHT TO LIFE AND WE SUPPORT THEIR RIGHT TO LIFE. ”**





# OUR AWARDS



## BRITISH SAFETY COUNCIL AWARD

Our company has been participating in the International Safety Awards organized by the British Safety Council every year since 2014 and has been awarded every year, showing our commitment in this field. In 2023 and 2024, we were again awarded by the British Safety Council in the field of occupational health and safety.

## CUSTOMER AWARD

The 4STAR Service Awards event, where the world chemical giant Dow Chemical Europe evaluates the outstanding contributions of its business partners in the logistics sector in the fields of Safety, Service, Social Responsibility and Sustainability, took place in Antwerp this year.

As Alişan Lojistik, we were deemed worthy of the gold award in the Storage and Transportation Operations categories at the event. Our CEO Damla Alişan received this award, which we won for the fourth time in a row, on behalf of Alişan Lojistik.



## PSA BDP WHALE TAIL AWARD

The Whale Tail Award is given by the PSA BDP to team members who have made a significant contribution to sustainability goals and who stand out for their efforts to support green initiatives. The awards are handmade from recycled wood, contributing to the conservation of natural resources.

As Alişan, this award shows that we are on the right track in our sustainability journey and is a source of motivation for us to take even bigger steps in the future.



MEMBERSHIP CENTER	REPRESENTATION DEGREE
ISTANBUL CHAMBER OF COMMERCE	MEMBER
GAZIANTEP CHAMBER OF COMMERCE	MEMBER
IZMIR CHAMBER OF COMMERCE	MEMBER
ANTALYA CHAMBER OF COMMERCE (TURKCELL WAREHOUSE)	MEMBER
GEBZE CHAMBER OF COMMERCE	MEMBER
KONYA CHAMBER OF COMMERCE	MEMBER
KOCAELI CHAMBER OF COMMERCE	MEMBER
INTERNATIONAL TRANSPORTERS ASSOCIATION	HIGH ADVISORY BOARD MEMBER
CHEMICAL TRANSPORTATION VEHICLE CLEANING ASSOCIATION	FOUNDING MEMBER/ CHAIRMAN OF THE BOARD OF DIRECTORS
INTERNATIONAL TRANSPORTATION AND LOGISTICS SERVICE PROVIDERS ASSOCIATION	VICE CHAIRMAN OF THE HIGHWAY COMMISSION/ VICE CHAIRMAN OF THE GENERAL ASSEMBLY
SERVICE EXPORTERS ASSOCIATION	MEMBER
DIŞ EKONOMİK İLİŞKİLER KURULU	LOGISTICS COMMITTEE MEMBER
THE EUROPEAN PETROCHEMICAL ASSOCIATION	MEMBER
ALMAN TÜRK TİCARET VE SANAYİ ODASI	MEMBER
EUROPEAN CHEMICAL TRANSPORT ASSOCIATION	BOARD OF DIRECTORS
ITALIAN CHAMBER OF COMMERCE ASSOCIATION	MEMBER
WOMEN ENTREPRENEURS ASSOCIATION OF TURKEY	MEMBER
TURKISH INDUSTRIAL BUSINESS PEOPLE ASSOCIATION	MEMBER
RAILWAY TRANSPORTATION ASSOCIATION	MEMBER
BONDED WAREHOUSE MANAGEMENT ASSOCIATION	MEMBER
TOBB GS1 ASSOCIATION	MEMBER
PRIVATE LABEL PRODUCTS SUPPLIERS ASSOCIATION	MEMBER
LIQUID TRANSPORTERS ASSOCIATION	FOUNDING
SURDER HEALTH PRODUCTS ASSOCIATION	MEMBER





**Olson**  
**LOGISTICS**  
A MEMBER OF THE OYSA GROUP

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# SUSTAINABILITY APPROACH

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## GLOBAL, LOCAL AND SECTORAL DEVELOPMENTS

The sector, which recovered quickly after the pandemic, was adversely affected by events such as the Russia-Ukraine war, the Red Sea crisis, the Israeli-Palestinian conflict and the drought in the Panama Canal. These unexpected environmental and geopolitical events caused serious disruptions to sea, air and road transport, resulting in delays at ports and restrictions on road traffic. The ongoing uncertainty and the search for solutions present both partial uncertainties and potential risks as well as various opportunities for the sector. These developments have led to volatility and increases in insurance and service costs. This situation, which is particularly challenging for SMEs, is still ongoing.

The logistics sector is responsible for 37% of global carbon emissions. In 2024, the guidelines published at the World Economic Forum target green logistics practices in line with the goals of reducing emissions from the logistics sector. The EU's Carbon Regulation at the Border (CCSR) and Euro 7 emissions standards are reshaping logistics operations. Today, technologies such as artificial intelligence, robotic automation, and autonomous vehicles are being used to make logistics processes more efficient and environmentally friendly.

In warehousing services, innovative solutions such as micro-storage systems, drone deliveries, and autonomous vehicle transportation have come to the fore with the growth of the e-commerce sector. These developments have made warehousing processes more flexible and faster. By the end of 2024, the global logistics industry will have made significant progress on the axis of sustainability and digital transformation, with innovative practices being adopted in land and air transportation and warehousing services.

During this period, approaches such as green logistics, lean logistics, and reverse logistics have been adopted. Green logistics aims to reduce carbon emissions and use resources more efficiently, while reverse logistics ensures that waste products are recycled.

Cost increases caused by unexpected crises, carbon taxes, green fuel obligations, insurance costs, global and/or local legal regulations, and delays in companies' transition to low-carbon solutions are among the risks for the sector.

In addition to these, supply chain disruptions, increasing global recession, digital security risks and infrastructure inadequacies, especially in developing countries, are seen as obstacles that the sector must overcome.

In Turkey, in addition to these obstacles, there is a risk of falling behind in international competition due to economic instability, the fact that companies in our country have not yet adapted to sustainability transformation and therefore the risk of market loss in international trade is growing, and companies that have not reached a sufficient level in digitalization and automation.

Risks in the logistics sector are diversifying and becoming more complex. For success, geopolitical developments should be closely monitored, measures should be taken against climate change and digital infrastructure should be secured. It is also critical for the sector to produce more effective solutions on sustainability.



## ALIŞAN AND SUSTAINABILITY

As Alişan, the sense of responsibility that we have had since the first day of our establishment is the foundation of our corporate culture and values. We work with this awareness, which we believe has brought us to a successful point, and we aim to provide innovative, integrated, and flexible services with technological solutions to our customers and to become an organization that is sustainably preferred by our customers.

As we create value for our country and all our stakeholders, we believe it is our responsibility as a corporate citizen to manage the impact of our business on the economy, the environment and people. We believe that we manage our economic impact by improving our business efficiency and ensuring its continuity; our environmental impact through our efforts to conserve energy and reduce emissions; and our impact on people through our approach and attitude that respects the human rights of our employees and all other stakeholders.

Our primary approach to sustainability, Value Creation and Development, also overlaps with our Integrated Risk Management and Operational Efficiency strategies. This awareness makes sustainability an integral part of our core strategy.

In planning our business, we are aware that we should not limit the sustainability approach to internal developments, but should also integrate social, environmental, managerial and economic changes in global, sectoral and local platforms into our strategies. Even if we look at our business in a traditional way, we recognize that sustainability is an important factor in financial resilience. We believe that our financial resilience will increase through the management of environmental risks, efficient use of natural resources, and increased awareness of social responsibility, which are the basis of our sustainability practices.

Therefore, at Alişan, we work in a culture that attaches particular importance to environmental protection and conservation of natural resources as a requirement of our business. Adhering to ethical codes while conducting our business means adopting ethical thinking and ethical practices not only in our business and business relations, but also in our relations with the environment and society. As Alişan, we take a strong approach in this regard.

The happiness of the society and our contribution to the economy and thus to prosperity are important to us.

In order to integrate the sustainability approach within the company, we recognize the importance of not only training our employees but also learning by doing and developing their skills. While developing systems and processes to support this environment, we are also planning activities that will enable our employees to integrate more systematically into the subject in order to achieve our sustainability goals together. We are aware that the attitudes and behaviors, skills, knowledge and practices of our employees have a holistic impact separately but also together.

### Internal and external factors play an important role in determining our Sustainability Strategy.

#### INTERNAL FACTORS:

- The company's understanding of sustainability and awareness of social responsibility
- How efficiently resources are used within the scope of resource management
- Integration of technological developments into Alişan by producing sustainable solutions
- Sustainability awareness of employees
- Senior management's vision and commitment to sustainability
- The company's capacity to allocate resources for sustainability investments
- Company awareness on climate change, emission reduction, energy and waste management

#### EXTERNAL FACTORS:

- Legal regulations and policies
- Customer requests
- Environmental factors such as extreme weather events due to climate change, natural disasters
- Challenges in the context of today's economic conditions
- Social expectations
- Existence of a competitive environment on sustainability in the sector

## SUSTAINABILITY APPROACH

Our approach to sustainability is as follows,

- Value creation and development,
- Risk management
- It is based on operational efficiency.

This approach goes beyond traditional methods and places sustainability at the center of our core strategy. Accordingly, we are aware that a successful Risk Management is indispensable for the success of the Value Creation and Development process, which is the main objective of our sustainability efforts.

Like any commercial organization, financial sustainability and profitability are important for us. However, this does not mean that we depart from our sustainability principles. On the contrary, our company's financial risk management is directly related to our sustainability goals. Thanks to our sustainability goals, we are able to identify environmental and social risks in advance. This helps us to be more resilient against financial crises.

These impacts could be summarized as follows;

- Renewable energy use and energy saving practices help us reduce energy-related costs.
- Water saving projects that reduce our water consumption and help us reduce water costs.
- Our environmentally sensitive approach enables us to be preferred by our customers.
- Improving our ability to compete in the sector in the field of sustainability.
- Preventing the risks that may arise from climate change by identifying them in advance and thus preventing possible costs
- Sustainability-oriented projects, such as renewable energy, provide economic gains in the long term.
- By integrating sustainability into business processes, employee rights and the environment of trust provided increase employee satisfaction and provide economic benefits by reducing turnover rates.

- Leadership and awareness in the field of sustainability strengthens company reputation and improves economic performance

## EU Taxonomy, Sustainable Development Goals, Standards

In recent years, changes in regulations and trade-related rules in the European Union and our country in the field of sustainability demand that we take our sustainability approach to more concrete steps.

Compliance with environmental sustainability criteria, which are at the forefront of these studies, is important not only for our country but also for everyone doing business with the region. On this basis, we are trying to comply with the objectives of the EU Taxonomy, which is a classification system for compliance with environmental sustainability criteria. In this context, we analyze our activities in order to comply with the stated targets and take into account the targets of this taxonomy when making our investments.

We shape our activities in line with the UN Sustainable Development Goals and we carry out our sustainability reporting in accordance with the GRI standard. We continuously improve and develop our management systems within the framework of international standards such as ISO 9001, ISO 14001, ISO 50001, ISO 45001, ISO 14064-1.

We manage and evaluate our sustainability performance through KPIs. In this context, we conduct measurements and evaluations in areas such as waste management, carbon footprint, water management and energy management. In addition, we regularly evaluate our sustainability performance through sustainability reporting (GRI, CDP, Ecovadis).



## ENTERPRISE RISK MANAGEMENT

As Alışan Logistics, we apply a comprehensive Enterprise Risk Management (ERM) process to monitor, control and manage the risks we may encounter during our activities for the success of all our operations. This process aims to evaluate not only threats but also opportunities.

Through our Enterprise Risk Management system, we aim to effectively manage strategic, operational, financial, legal and environmental risks. Our risk management process has a dynamic and constantly evolving structure that supports our company in achieving its goals.

### Enterprise Risk Management Process

#### Identification of Risks:

- Risks are identified through brainstorming, internal analysis, historical data and workflow analysis.
- Our Risk Management Committee evaluates the risks and identifies the root causes of each risk.

#### Assessment of Risks:

- Each risk is scored using impact and probability criteria.
- Risks are analyzed according to their impact on operations, compliance/legal obligations, reputation and financial consequences and are included in our risk matrix.

#### Responding to Risks:

- Risks are responded to through risk mitigation, risk avoidance, risk transfer or risk acceptance.
- Risk responses are determined by considering risk appetite and risk tolerances.

#### Monitoring and Evaluation of Risks:

- Risks are monitored until they are completely eliminated or become irrelevant.
- Internal Audit and Risk Management Unit audits the Enterprise Risk Management process at least once a year.

#### Reporting and Improvement:

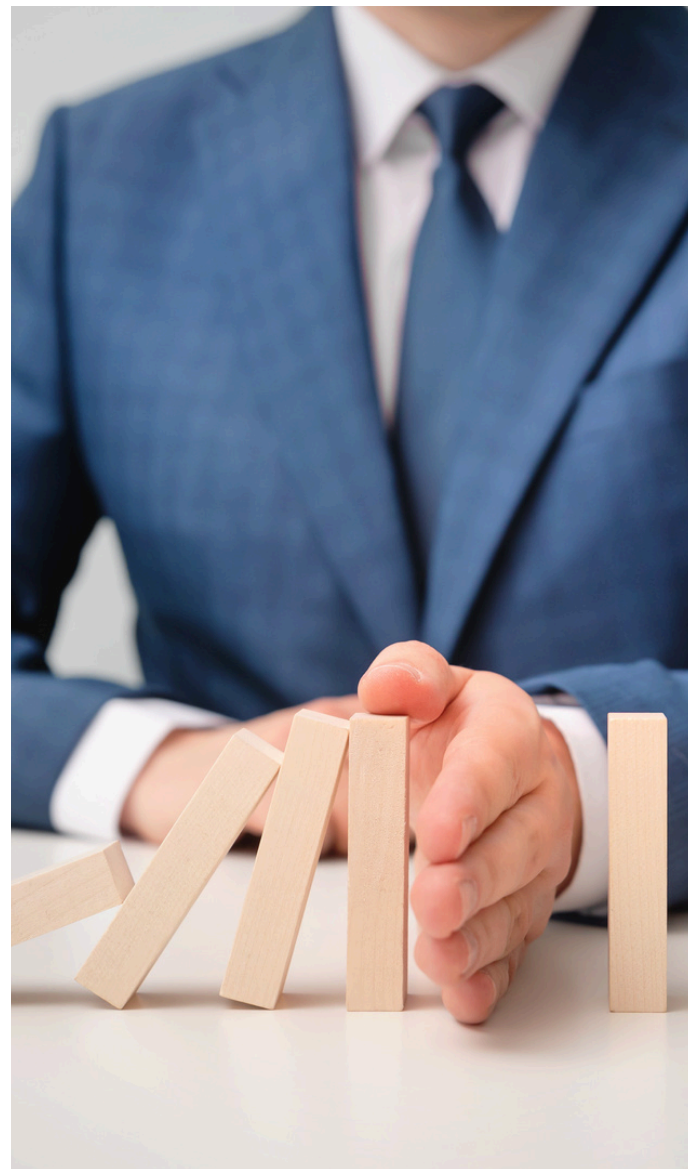
- The Risk Management Committee submits written or verbal reports to the Board of Directors on the status of risks.
- Efforts are made to continuously improve Enterprise Risk Management practices.

### Responsibilities

- Our Board of Directors approves Corporate Risk Management policies, determines risk appetite and sets risk limits.
- Our Risk Management Committee develops strategies for monitoring, evaluating and managing corporate risks.
- Our Internal Audit and Risk Management Unit ensures the correct implementation of all risk management activities.
- Our Company Risk Officers take action on the control and management of identified risks.



### Corporate Risk Management Policy



## RISK MANAGEMENT FOR SUSTAINABILITY

### Environmental and Social Risks and Climate Change

As Alişan Lojistik A.Ş., we closely monitor the impacts of climate change and other environmental risks on our operations and develop proactive approaches against these risks. Climate change is an important issue that directly affects increasing fuel costs, the costs of investments to be made for emission reduction, our customers' demands for environmentally friendly transportation, energy efficiency requirements and our legal obligations.

Increasing fuel costs and regulations on carbon emissions have the potential to increase our logistics costs. In addition, erratic increases in temperatures and extreme weather events as a result of climate change pose risks that may result in additional heating and cooling costs in our storage areas. This situation shows once again that our energy consumption needs to be managed more efficiently.

### Our Preparations Against Social and Economic Risks

Our approach to managing social and economic risks is a key element of our sustainability approach. In this context, we avoid being dependent on a single supplier by diversifying our supply chain. This approach plays a critical role in preventing potential disruptions in the supply chain.

We also demonstrate a sensitive approach to social events by participating in social responsibility projects. In order to ensure that our employees are not adversely affected by economic fluctuations, we have implemented protection mechanisms such as health insurance.

In order to minimize economic risks, we are not limited to local markets but aim to expand into international markets. We identify and prioritize our social risks within the framework of sustainability, take the necessary measures and continuously review our efforts in this area.

As Alişan Lojistik A.Ş., we consider environmental and social risks as an integral part of our sustainability strategy, and we continue to ensure the continuity of our operations by effectively managing these risks.

### Our Management Strategies

#### • Infrastructure and Technology Investments:

We invest in infrastructure and technology, especially in our warehouses, such as installing solar power plants, ensuring water efficiency and using Euro 6 engine vehicles.

#### • Energy Efficiency Initiatives:

We replace the existing lighting in our warehouses with LED lights and implement energy efficiency measures. The energy needs of the head office are covered by the YEK G certificate.

#### • Alternative Fuels:

We are exploring the use of alternative fuels such as Hydrolyzed Vegetable Oil (HVO) on our international transportation routes. We aim to reduce fuel consumption with the Vehicle Fuel Tracking System Project.

#### • Supplier Engagement:

We impose environmental requirements on our suppliers to reduce upstream emissions and ensure sustainability standards.

- We take part in International Initiatives. By participating in the CDP Climate Change Program, we monitor and report our environmental impact and answer the Ecovadis survey as part of our sustainability efforts.
- We aim to increase our R&D activities on climate change.



**Environment and Sustainability Policy**



## RISK & OPPORTUNITY MANAGEMENT FOR SUSTAINABILITY

### Management of Sustainability Opportunities

As Alişan Lojistik A.Ş., we attach great importance to evaluating opportunities in the field of sustainability and integrating them into our business model. We make investments to reduce the environmental impact of our operations through renewable energy projects and energy efficiency studies.

Some of the important studies we have realized in this framework are as follows:

#### Opportunities of Sustainability

- Transition to the use of renewable energy with the SPP Project.
- Optimizing resource use with zero waste management system practices.
- To calculate our carbon and water footprint, develop reduction strategies and take necessary measures.
- As the second company in the sector to hold the Green Logistics Certificate, to maintain our commitment in this area.

#### Analysis Methods

We use a variety of analytical methods to assess sustainability opportunities and improve our operations.

These include

- Carbon footprint analysis
- Sustainability reporting
- Energy efficiency analysis
- ESG (Environmental, Social and Corporate Governance) risk analysis

These analysis methods provide critical data to improve our sustainability performance and support our strategic decisions.

#### Financial Impacts of Climate Risks and Opportunities

To capitalize on these opportunities, we continuously invest in renewable energy and energy efficiency projects. We also aim to improve all our processes by applying sustainable supply chain principles.

We evaluate our risk and opportunity analyses financially, and make estimated calculations on how these factors may affect our business processes in the short, medium and long term. These assessments play an important role in shaping our strategic plans.

Integration of Opportunities arising from Climate Change

To integrate opportunities arising from climate change into our business model:

- We develop sustainable services.
- We invest in renewable energy projects.
- We apply sustainable supply chain principles.



**Environment and Sustainability Policy**





## SUSTAINABILITY MANAGEMENT

### Sustainability Committee and Corporate Transformation

As Alışan Logistics, we carry out our sustainability practices under the leadership of the Sustainability Committee, which consists of senior executives and covers all departments of our company. Our committee, which acts with the support of the consultant in this process, ensures that the work proceeds effectively by providing contributions based on their areas of expertise.

Our committee, consisting of seventeen managers, provides content support on sustainability issues with an innovative perspective and offers solutions based on their own visions. These efforts are carried out under the supervision and guidance of our senior management and are considered as a strategic transformation and development process.

Our sustainability initiatives are directly related to our corporate strategy and goals. For this reason, our efforts are owned and actively participated in by the Board of Directors. Our Board members have a holistic approach to implementation processes and play an important role in approval processes.

However, our ultimate goal in our sustainability journey is for all our employees to adopt the sustainability approach and integrate it into their daily business processes. To this end, we are committed to making our sustainability approach an integral part of our corporate culture.

TITLE	PARTICIPATION
CEO - Member of the Board	Head of the Committee
Head of Administration	Committee Member
Sustainability, HSE and Quality Director	Committee Member
Human Resources Director	Committee Member
IT and R&D Director	Committee Member
Finance and Budget Director	Committee Member
Internal Audit and Risk Management	Committee Member
Business Development Director	Committee Member
Overseas Strategic Clients Management	Committee Member
Liquid and Energy Transportation Opr. and Facilities Director	Committee Member
Head of Warehouse and Domestic Distribution	Committee Member
Domestic Transportation Opr. Director	Committee Member
Strategic Customer Management and Per. Sec	Committee Member
Solution Design & Contract Logistics Director	Committee Member
Sales Director	Committee Member
International Transportation	Committee Member
Storage Opr. Director	Committee Member



## OUR STAKEHOLDERS

As Alişan Logistics, we consider all individuals, organizations and communities that are affected by our activities and play a role in achieving our goals as our stakeholders. We adopt a transparent and active communication approach when interacting with our stakeholders. Our stakeholders, who are our business partners, form the cornerstone of our sustainability efforts.

Understanding our stakeholders' expectations on sustainability and benefiting from their knowledge and development in areas we have not experienced is a valuable source of information that guides us on our sustainability journey. With this understanding, we attach importance to continuous cooperation and collaboration with our stakeholders in order to trigger new areas of development and strengthen our sustainability performance.

In 2023 and 2024, we have communicated with our stakeholders mainly through surveys within the framework of the stakeholder relations we have developed since we started our sustainability efforts in 2021. The details of the survey we have carried out to understand the compliance of our suppliers with the sustainability process, especially in 2024, are included in the Supplier Management section of our report. This communication process enabled us to better understand our suppliers, discover areas where we can support them and evaluate potential cooperation opportunities. It has also provided us with a deeper understanding of how important our sustainability issues are to our stakeholders.

In the years ahead, we aim to continue our communication with our stakeholders with the principles of accuracy, completeness, compliance with ethical rules, impartiality, two-way communication and by expanding our cooperation.

Priority	Main Category	Communication Topics	Form of Communication
Priority Stakeholders	Employees	OHS, Rights, Employee Satisfaction, Career Development	Meetings, seminars, trainings, surveys and 1-1 interviews, performance interviews
	Suppliers	Procurement conditions, procurement periods, service quality and criteria, OHS and ESG related interviews	Survey, 1-1 meetings, trainings, website and social media, periodic reporting
	Financial Institutions	Financial and operational development/data, loans, risk management	1-1 meetings
	Customers	Service quality, ESG developments, innovation	Survey, fairs and events, 1-1 meetings, customer meetings, website, social media, annual reports, audits
	Government, Ministries and Local Authorities	Legal and legislative compliance, sectoral developments, regulations	1-1 negotiations, correspondence, auditing and reporting
	Shareholders	Investment areas, Financial performance, new markets and customers, sectoral development and mandatory fields of activity	General Assembly, Board meetings, 1-1 meetings
	Certification Organizations	Developments in legal and regulatory compliance, regulations	1-1 negotiations, correspondence, auditing and reporting
Complementary Stakeholders	Competitors	Sectoral developments, collaborations	1-1 negotiations, joint platform studies
	Academic Institutions	Collaborations for product development, career support relationships, R&D studies	Career development centers, R&D studies, 1-1 meetings, events
	Local Community	Environmental and social issues, responsibilities	1-1 meetings
	Regional Institutions	Regional partnerships and issues	1-1 meetings
	Professional Organizations	Collaborations, event engagement, project support, creating public opinion in sector-based studies Career development centers, R&D studies	Career development centers, R&D studies, 1-1 meetings, events
	Civil Society Organizations	Collaborations, event participation, project support, creating public opinion in sector-based studies	1-1 meetings
	Group Companies	Corporate developments	1-1 meetings, Shared Initiatives & projects

# SUSTAINABILITY ISSUES

## MATERIALITY

We had the opportunity to analyze and discuss our Sustainability Topics, which form the backbone of our work and our areas of progress in sustainability, more than once during this period. One of the most important steps that provided us with this opportunity was taken with the incorporation of our company into PSA BDP. The Sustainability Strategy Alignment studies carried out in line with PSA BDP's significant transformation steps in the field of sustainability did not change our previously identified 'Material' issues, but allowed us to make a slight change in the way they are addressed. This change is reflected in the treatment of this report.

Another area that has influenced the way materiality issues are handled and their importance has been the limited but strong communications we have established with our stakeholders. These communication efforts are included in different sections of our report.

While following the global sustainability agenda, analyzing the internal and external impacts of our company activities contributed significantly to adopting a more strategic approach and revising our sustainability strategy based on our focus areas.



### OUR VERY HIGH PRIORITY ISSUES

- Occupational Health and Safety
- Service Quality and Customer Satisfaction
- Adaptation to Climate Change
- Emission & Energy Management
- Ethical Business Behavior and Legal Compliance
- Cyber Security and Data Privacy
- Employee Rights, Relations and Welfare
- Innovation & Technology Adoption

### OUR HIGH PRIORITY ISSUES

- Waste Management
- Risk Management

### OUR PRIORITY TOPICS

- Sustainable Supply Chain
- Water Management
- Diversity & Inclusion
- Employee Development & Training



## OUR SUSTAINABILITY STRATEGY AND FOCUS AREAS

### Our Strategy

While providing effective and reliable transportation solutions to our customers, we aim to maximize our environmental, social and managerial responsibilities. Accordingly, as part of our sustainability strategy, we aim to create a pioneering impact at the regional level with our sustainable logistics solutions and reach a leading position in the sector.

### Policy and Focus Areas

As Alişan, we have reviewed the roadmap we have created to ensure sustainability and our important issues on behalf of our new shareholders, employees and stakeholders.

We place great importance on pursuing sustainability in parallel with our business strategy. We began integrating and improving our sustainability goals into our overall objectives in 2022. As before, we are advancing and developing our sustainability strategy based on three fundamental principles.

FOCUS AREA	SUSTAINABILITY TOPICS
UNDERSTANDING THAT VALUE ENVIRONMENT	Adaptation to Climate Change Emission and Energy Management Waste Management Water Management
UNDERSTANDING THAT VALUE HUMANITY	Occupational Health and Safety Employee Development and Training Employee Rights, Relations and Well-being Employee Diversity and Inclusion
UNDERSTANDING OF ADOPTING THE SUSTAINABLE BUSINESS MODEL	Ethical Business Conduct and Legal Compliance Cyber Security and Data Privacy Innovation and Technology Adoption Risk Management Sustainable Supply Chain Service Quality and Customer Satisfaction



OUR SUSTAINABILITY  
STRATEGY

**TO BE A REGIONAL PIONEER AND INDUSTRY LEADER  
WITH OUR SUSTAINABLE LOGISTICS SOLUTIONS**

STRATEGIC  
DEVELOPMENT AREAS

CLIMATE ADAPTATION  
& MITIGATING  
ENVIRONMENTAL  
IMPACTS

WORKFORCE THAT  
DRIVES BUSINESS  
SUCCESS

INNOVATION &  
TECHNOLOGY /  
R&D

ISSUES INFLUENCING  
THE PROCESS

**STAKEHOLDERS EXPECTATIONS  
AND ENGAGEMENT**

OUR ORGANIZATIONAL  
APPROACH TO  
DEVELOPMENT AREAS

AN APPROACH  
THAT VALUES THE  
ENVIRONMENT

AN UNDERSTANDING  
THAT VALUES PEOPLE

ADOPTING THE  
SUSTAINABLE BUSINESS  
MODEL

SUSTAINABILITY ISSUES  
(MATERIALITY)

ADAPTATION TO  
CLIMATE CHANGE

OCCUPATIONAL  
HEALTH AND  
SAFETY

SERVICE QUALITY AND  
CUSTOMER  
SATISFACTION

EMISSIONS &  
ENERGY  
MANAGEMENT

EMPLOYEE RIGHTS,  
RELATIONS AND  
WELFARE

ETHICAL BUSINESS  
BEHAVIOR AND  
LEGAL COMPLIANCE

WASTE  
MANAGEMENT

DIVERSITY &  
INCLUSION

CYBER SECURITY  
AND DATA PRIVACY

WATER  
MANAGEMENT

EMPLOYEE  
DEVELOPMENT &  
TRAINING














































INNOVATION &  
ADAPTATION OF  
TECHNOLOGY

RISK MANAGEMENT

SUSTAINABLE  
SUPPLY CHAIN

# TARGETS



TOPIC	GOALS	OUR PERFORMANCE	SDGs SUPPORTED
OHS	Aim for zero fatal and disabling accidents.	In 2024, thanks to our committed approach and proactive measures in occupational health and safety, we operated with zero fatal and disabling accidents. In 2023, the number of fatal accidents was 1.	 
	Accident Severity Rate Reduction (lost days)	We reduced our accident severity rate by 84.57% compared to 2023.	 
	Increase occupational health and safety training hours per person by 100% by 2030	In 2024, we increased our occupational safety training hours per person by 75.14% compared to the base year 2022. We increased our occupational safety training hours per person by 3.33% compared to 2023.	   
Emissions	Emissions Reduce our Scope 1&2 emissions by 50% by 2030	In 2024, we reduced our Scope 1&2 emissions by 16.08% compared to base year 2023.	  
	Increase combined transport by 30% by 2030	Due to the lack of infrastructure facilities across the country and the cost increases experienced throughout the year, the targeted progress could not be achieved, and the rate remained at the same level as the previous year.	  
	Increase the reforestation activities by 50% each year compared to the previous year	We increased our reforestation activities by 50% in 2024 compared to 2023.	 
Energy Management	To increase the use of Euro 6 engine vehicles in the fleet to 90% by 2030	In 2024, the ratio of Euro 6 engine vehicles in the fleet is 90%. We increased the ratio of Euro 6 engine vehicles in our fleet by 19% compared to 2023.	   
	Convert 50% of Alişan's four facilities to use renewable energy by 2030.	Transition to renewable energy as the base energy source has been completed at our Konya facility. As a result, we have achieved our target of 25% renewable energy.	  
	100% LED light use in facilities by 2030	LED lighting is used at a rate of 60% in lighting systems, and we continue our efforts to increase this ratio.	  
	To have ISO 50001 certification in all facilities by 2030	We received ISO 50001 certification in 2 of our facilities.	   
Water Management	By 2030, we aim to reduce per capita water consumption by 20%.	In 2024, we reduced water consumption by 16.30% compared to the base year 2021 and reduced. Compared to 2023, our water consumption increased by 2.21%.	 
Waste Management	Reduce the total amount of waste by 30% by 2030	In 2024, we reduced by 61.19% compared to the base year 2021 and reduced. We reduced by 61.62% compared to 2023.	  
Social	Increase customer satisfaction score	We have not yet measured our customer satisfaction score for 2024, we aim to do so this year	  
	Increase the ratio of female employees by 20% by 2030	In 2024, we increased by 5.60% compared to the base year 2021 and reduced, We increased by 1% compared to 2023	  
	Increase environmental sustainability training hours per employee by 100% by 2030	We increased by 68.06% in 2024. No increase or decrease compared to 2023.	   



# ENVIRONMENT

A detailed image of a globe where the landmasses are covered in various types of green moss and small plants. The oceans are a deep blue. The globe is set against a background of blue geometric shapes.

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## SUSTAINABILITY PERFORMANCE

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AN APPROACH THAT VALUES  
THE ENVIRONMENT

## MANAGING ENVIRONMENTAL ISSUES

### Our Strategy

At Alışan, we recognize that our environmental risks may arise not only from our corporate activities but also from other stakeholders along our value chain. For this reason, we manage the issue through a structured and comprehensive process that includes risk identification, assessment and management that allows us to see the big picture. These processes are overseen by our Board of Directors. Our CEO is responsible for environmental issues through regular board meetings. She also oversees the environmental strategy and reporting.

Our risk assessment process steps from an Environment and Climate perspective can be listed as identification, assessment and management.

### Identification

**Mapping the Value Chain:** We map our upstream and downstream value chain to identify where environmental risks may arise. We map our upstream and downstream value chain to identify where environmental risks may arise. This process includes understanding the dependencies and impacts of our operations and suppliers.

**Stakeholder Engagement:** We regularly engage with stakeholders such as customers, suppliers, regulators and employees to gather information and insights on potential environmental risks.

### Assessment:

**Qualitative and Quantitative Methods:** We use both qualitative and quantitative methods to assess environmental risks. In this context, we utilize standards such as scenario analysis, ISO 14001 Environmental Management Standard and ISO 31000 Risk Management Standard.

**Frequency of Assessment:** We conduct assessments more than once a year to identify and assess risks in a timely manner.- **Maturity:** We assess risks as short-term (0-2 years), medium-term (3-9 years) and long-term (10 years or more) to understand potential impacts over different periods.

### Management:

**Integration into Risk Management Process:** We provide a holistic approach by integrating environmental risk management into our organization-wide risk management processes - **Location Based Assessments:** We conduct national level assessments to understand the specific environmental risks associated with the regions in which we operate.

**Tools and Methods:** We make our risk management process more effective and informed through tools such as scenario analysis, ISO standards and country-specific databases.

**Consideration of Stakeholders:** We consider the perspectives and concerns of our customers, employees, regulators and suppliers in our risk management process

## VALUE CHAIN

WAREHOUSING  
OPERATIONS

TRANSPORTATION  
OPERATIONS

SUPPLY CHAIN  
MANAGEMENT

CUSTOMER  
MANAGEMENT

TECHNOLOGY &  
INNOVATION

## CLIMATE-RELATED RISK ASSESSMENT

At ALIŞAN Lojistik A.Ş., we conduct risk analysis to adapt to climate change and assess climate risks. We use two different scenarios to fully understand and manage these risks: IPCC RCP 8.5 (High Emissions Scenario) defines our Acute and Chronic Physical Risks, which allows us to be aware of our predominant physical risks and the losses they will bring.

IEA NZE 2050 (Net Zero Emissions Scenario 2050) is a scenario in which we are proactively involved in the fight against climate, but we have the responsibility to manage the risks that need to be managed in this transition process.

### Climate Risks and Opportunities

#### Acute/Physical Risks (RCP 8.5 Scenario)

This scenario represents the situation where no significant effort is made to reduce GHG emissions. The physical risks faced by the company in this case are as follows:

**Acute Physical Risks:** Extreme weather events can cause disruptions to operations, traffic accidents, delays and failure to meet customer expectations. Measures are taken to mitigate these risks, such as changing routes and providing safe accommodation for drivers.

**Chronic Physical Risks:** Rising temperatures can increase energy costs by increasing the need for cooling. Sea level rise may threaten facilities located in coastal areas. We make our facility location choices taking these risks into account.

#### Transition Risks and Opportunities (IEA NZE 2050 Scenario)

This scenario represents a world aiming to achieve net zero emissions by 2050. Transition risks for our company include the following:

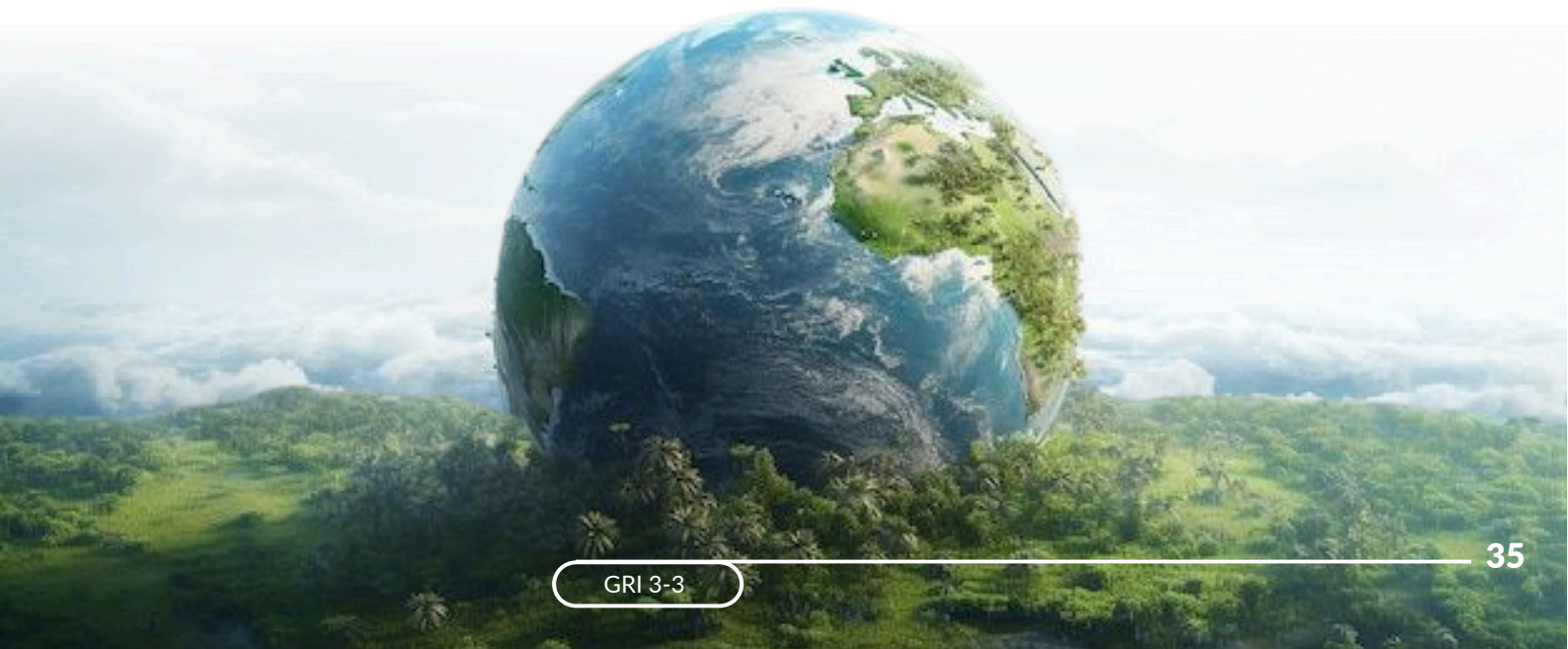
**Policy and Regulatory Risks:** The need to comply with regulations such as carbon pricing systems (ETS, Cap & Trade, Carbon Tax).

**Reputational Risks:** Operational failures or non-compliance with regulations, failure to fulfill environmental requirements and accidents during chemical transportation could damage the company's reputation. In addition, failure to comply with the Sustainable and Intelligent Transportation Strategy and to work towards greenhouse gas reduction could result in customer losses.

**Market Risk:** Failure to meet customer demand for environmentally friendly products and services could result in customer loss.

**Water Risk:** Water used in tank washing activities may be adversely affected by water scarcity due to climate change.

**Technology Risks:** Risk of failure of investments in new technologies. At Alişan Logistics, we continue to increase our resilience to climate change and align our operations with global sustainability goals by systematically identifying, assessing and managing environmental risks.





## EMISSION MANAGEMENT

### Emissions and Energy Management

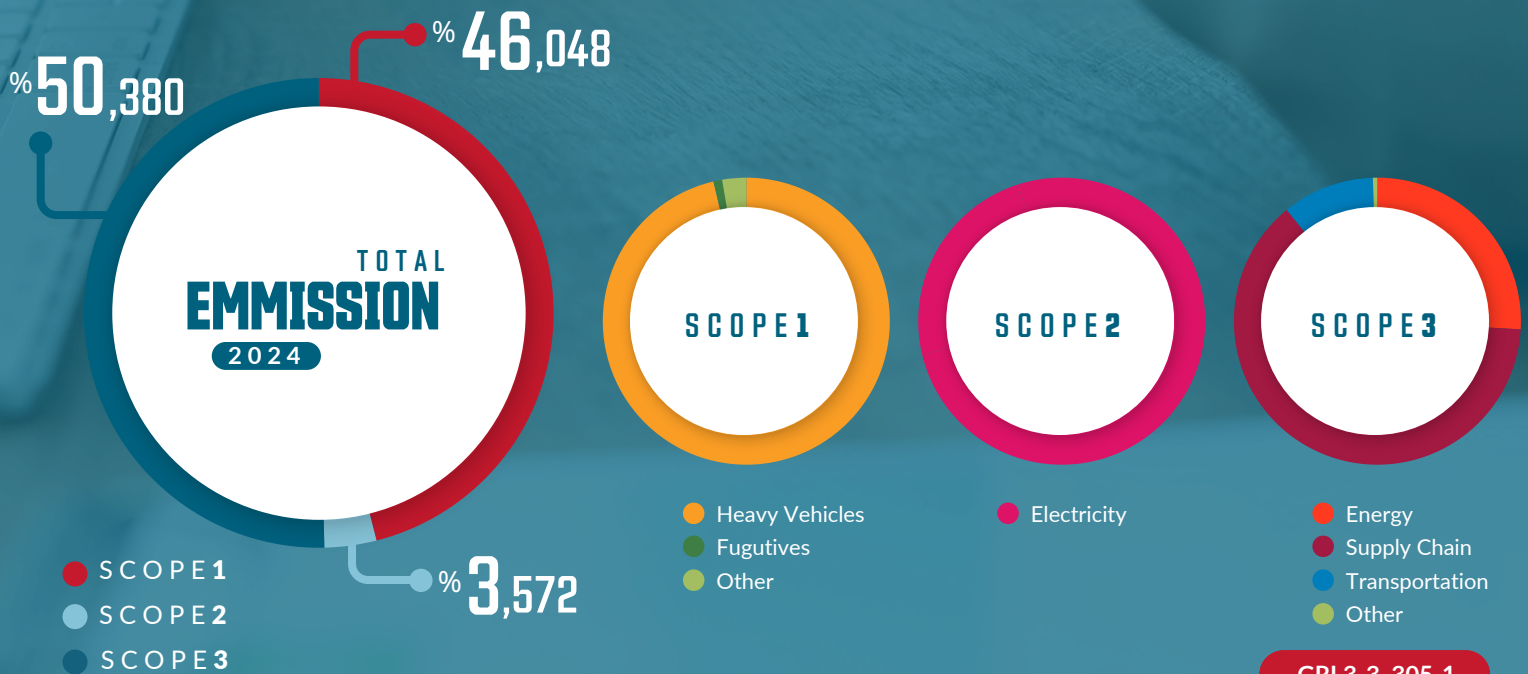
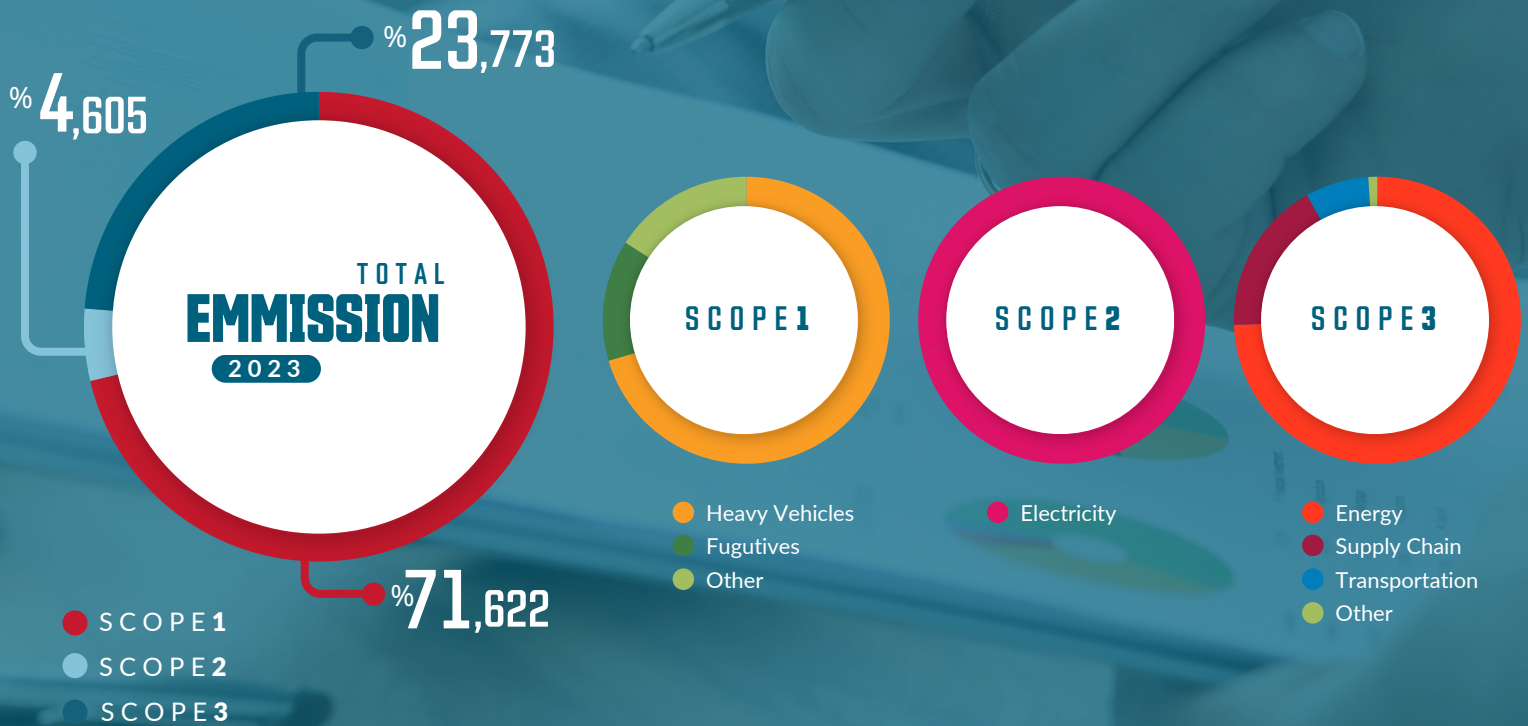
It is essential to reduce the effects of the global climate crisis and leave a more livable world for future generations. As Alişan Logistics, we attach importance to energy efficiency and emission reduction studies in order to minimize the environmental impact of our business processes in line with our sustainable perspective and vision.

As we are in an intermediary position in the global supply chain due to our field of activity, we take active steps to effectively identify our emissions and energy

use points; we increase the use of renewable energy in our operations and continue our transformation efforts to make our vehicle fleet more environmentally friendly.

### Our Carbon Emissions

As Alişan Logistics, we make our calculations as of 2023 with an equity share approach in accordance with the GHG Protocol. In this context, we calculate and report our Scope 1, Scope 2 and Scope 3 emissions.



## PERFORMANCE COMPARISON OF SCOPE 1 EMISSIONS

With our strategy to reduce our greenhouse gas emissions, we have reduced our Scope 1 emissions that are directly under our control. To this end, we focused on innovative and more environmentally friendly solutions that can reduce fuel consumption.

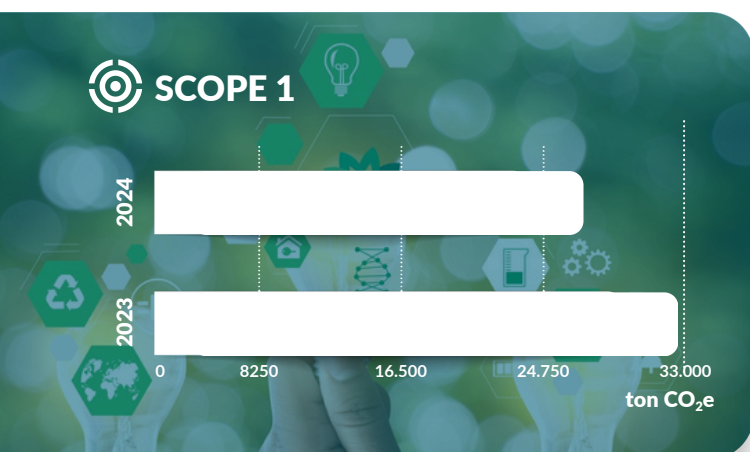
Heavy-duty vehicles accounted for a large share of our Scope 1 emissions in both years. This high ratio clearly shows the impact of logistics activities on emissions. With this in mind, we have increased the use of vehicles with Euro 6 engines, which will increase fuel efficiency, to 90% in our vehicle fleet. In addition, we have also implemented methods such as tire usage and route optimization that increase fuel efficiency.

Although the share of our emissions from the fuel consumed by our heavy-duty vehicles in Scope 1 increased in 2024, the amount of consumption decreased. This result is a sign that our overall carbon minimization strategies have been successful and we have reduced our emissions from our heavy-duty vehicles thanks to the sustainable solutions we have provided to our fleet.

We aim to further expand our Euro 6 vehicle fleet and actively implement the use of environmentally friendly alternative fuels in our operations. In this way, we believe that we will gradually reduce our environmental impact with the solutions to be developed for sustainable transportation.

## PERFORMANCE COMPARISON OF SCOPE 2 EMISSIONS

All of our Scope 2 emissions are caused by electricity consumption. One of our main goals is to reduce our carbon footprint by making electricity use more efficient and to achieve a 50% reduction in our Scope 1&2 emissions by 2030. Thanks to the results of our investments in energy efficiency and renewable energy, we have managed to keep our energy consumption stable even though our operational activities have increased. In addition, our ISO 50001 certification is an indication of our comprehensive approach to energy management and our commitment to achieving our sustainability goals.



## Alişan's Energy Efficiency, Renewable Energy

### Warehouses/Offices:

- Use of Renewable Energy in Facilities to be Leased: Preference is given to facilities that utilize renewable energy sources.
- In Güzeller Warehouse and Tuzla Warehouse, our energy management has been certified by obtaining ISO 50001 certification as of 2024.
- **LED Lighting Systems:** Efforts are underway to switch to the use of energy-saving LEDs in all our facilities. Our goal is to achieve 100% LED conversion in all our facilities within the next three years.
- **Konya Solar Power Plant (SPP):** As of June 2024, we started generating renewable energy at our Konya location. The electricity generated here is used within our own organization.
- **Head Office and Pelitli Warehouse:** The electricity used in our head office is provided from renewable energy sources with YEKG certificate. Some of the electricity used in Pelitli Warehouse is met from solar energy.

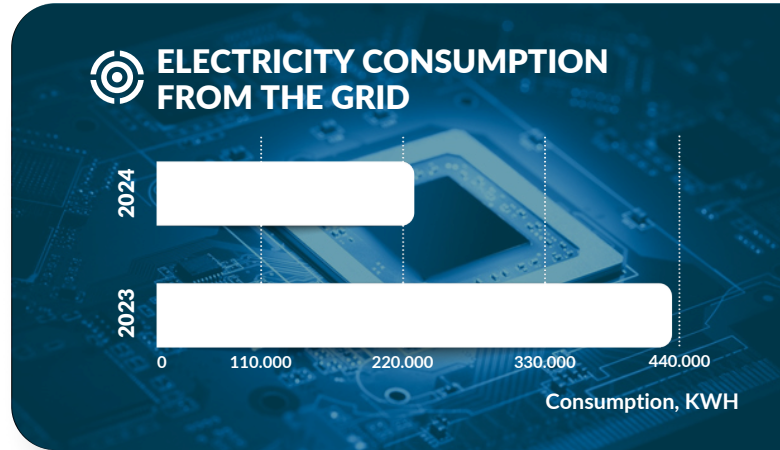
### Transportation:

- In our logistics activities, we apply various methods to reduce our emissions.
- We increased the proportion of low-emission vehicles in our vehicle fleet from 71% to 90% with investments in new Euro 6 vehicles.
- With our vehicle fuel tracking system project, we aim to reduce fuel consumption and therefore emissions by determining the most appropriate routes.
- In our logistics operations, we prioritize intermodal transportation activities that result in lower emissions. By using rail and sea transport instead of road transport on certain routes, we aim to reduce our carbon footprint by causing lower emissions.

## Energy Efficiency with SPP:

One of the most important works we have realized to achieve our sustainability targets is the Solar Power Plant (SPP) project at our Konya location. While the SPP installation work continued in 2023, it was put into operation and electricity generation started in June 2024.

Following the commissioning of the SPP, our dependence on the grid for electrical energy has been significantly reduced. In order to concretize this impact, invoiced electricity consumption for the June-December 2023 and June-December 2024 periods were compared. This reduction in our electricity consumption during the period when the SPP was in operation is a result of the step we have taken towards achieving energy efficiency through the use of renewable energy.



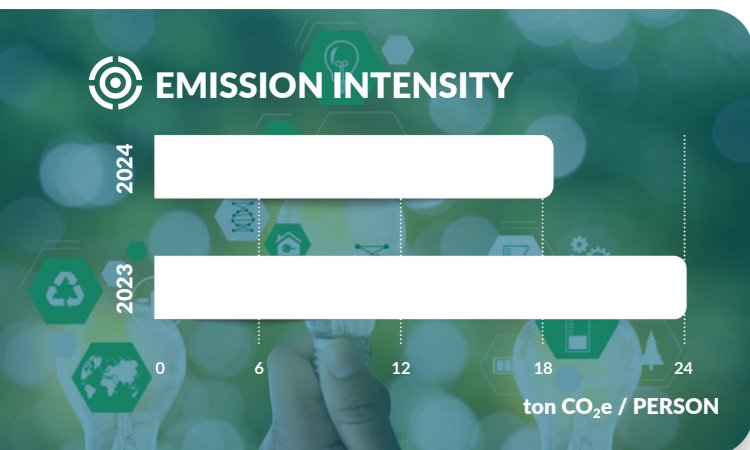
## Energy Management Policy





## PERFORMANCE COMPARISON OF SCOPE 3 EMISSIONS

Our Scope 3 emissions include indirect emissions from our supply chain and operations. Our Scope 3 emissions increased from 10,764.08 tons CO<sub>2</sub>e in 2023 to 29,407.00 tons CO<sub>2</sub>e in 2024. The reason for this increase can be attributed to the more comprehensive reporting of supply chain emissions and the increase in our business volume. In order to reduce our Scope 3 emissions, we aim to improve sustainability standards with our suppliers and prefer transportation methods with a lower carbon footprint.



## Certification and Verification

In order to increase transparency and reliability in our emission management, we have our emission measurement results verified by independent organizations. In this context, we have received ISO 14064-1 verification in 2021, 2022 and 2023. We participated in the CDP Climate Change Program and answered the CDP Climate Module. Our climate change score was announced as “B-” in the Carbon Disclosure Project (CDP) 2023 rating results and “B” in the 2024 rating results. With this development, as Alişan Lojistik, we have once again proved our environmentally sensitive approach in the logistics sector and our determination to contribute to a sustainable future by exceeding the global average.

## Targets for the Future

- Reduce our Scope 1 and Scope 2 emissions by 50% by 2030,
- Achieve our Net Zero target by 2050, reduce scope 1 & 2 emissions by 50% by 2030 and 75% by 2040 compared to our base year 2023.
- To ensure 100% transition to LED use in all our facilities.
- To expand the use of renewable energy in all our facilities,
- To expand the use of alternative fuels in our transportation operations,
- Strengthening emission reduction efforts in our supply chain.

We are committed to achieving our sustainability goals. We aim to reduce our environmental impact by continuously improving our emission management.

## Our Emission Intensity

By 2024, our Scope 1 and Scope 2 GHG intensity decreases to 19.76 tons CO<sub>2</sub>e per capita, and our emissions intensity decreases to 0.00018000 tons CO<sub>2</sub>e per Euro. This supports advances in energy efficiency and the use of renewable energy.

## OUR ENERGY MANAGEMENT POLICY

As Alışan Lojistik A.Ş., we aim to build a sustainable future by managing energy effectively and efficiently. We are committed to reducing our energy consumption, increasing our energy efficiency and contributing to the fight against climate change.

### Our Commitments

- By fully implementing ISO 50001 Energy Management System standards, we aim to continuously improve our energy management system and regularly monitor its performance.
- We encourage process approach, continuous improvement and risk-based thinking philosophies throughout the organization.
- We are determined to comply with national and international legislation and to take the necessary measures to manage energy and combat climate change.
- We carry out efforts to reduce energy consumption and increase energy efficiency in order to contribute to a low carbon economy.
- We organize trainings to raise awareness of our employees on energy efficiency and encourage their active participation in these processes.
- To improve our energy performance, we consider energy efficiency at all stages, from the selection of in-plant equipment to the design of service processes.
- We allocate the necessary resources to ensure the sustainability of our Energy Management System and support our continuous improvement processes.

We transparently share our commitment to energy management with all our stakeholders and continuously improve our efforts to contribute to sustainable development in this direction. As Alışan Lojistik A.Ş., we maintain our commitment to increase energy efficiency and protect the environment.

Emissions	Emissions Reduce our Scope 1&2 emissions by 50% by 2030	In 2024, we reduced our Scope 1&2 emissions by 16.08% compared to base year 2023.
	Increase combined transport by 30% by 2030	Due to the lack of infrastructure facilities across the country and the cost increases experienced throughout the year, the targeted progress could not be achieved, and the rate remained at the same level as the previous year.
	Increase the reforestation activities by 50% each year compared to the previous year	We increased our reforestation activities by 50% in 2024 compared to 2023.
Energy Management	To increase the use of Euro 6 engine vehicles in the fleet to 90% by 2030	In 2024, the ratio of Euro 6 engine vehicles in the fleet is 90%. We increased the ratio of Euro 6 engine vehicles in our fleet by 19% compared to 2023.
	Convert 50% of Alışan's four facilities to use renewable energy by 2030.	Transition to renewable energy as the base energy source has been completed at our Konya facility. As a result, we have achieved our target of 25% renewable energy.
	100% LED light use in facilities by 2030	LED lighting is used at a rate of 60% in lighting systems, and we continue our efforts to increase this ratio.
	To have ISO 50001 certification in all facilities by 2030	We received ISO 50001 certification in 2 of our facilities.



## WASTE MANAGEMENT & CIRCULARITY

### Circular Economy and Resource Use Management

In line with our goal of building a sustainable future, we aim to integrate the circular economy approach into all our business processes. Inspired by circular patterns in nature, we integrate reuse, life cycle extension of products and equipment, recovery and recycling approaches into our operations.

### Our Circular Economy Approach

We adopt a circular economy approach throughout our value chain to reduce our environmental impact and eliminate the impacts arising from our operations. While developing our innovative business models, we focus on using our resources efficiently and reducing, transforming or recycling the waste generated as a result of our operations. Accordingly, we continuously improve our business processes in line with circular economy principles and strive to expand this understanding in all our business areas.

### Effective Resource Management

Effective use of existing resources is of great importance in terms of ensuring environmental sustainability. While aiming to make a difference in all our operational processes, we contribute to the creation of healthy ecosystems by using our resources in the most efficient way. During the COVID-19 pandemic, we increased digital interaction in many events by using online platforms more actively. In this way, we had the opportunity to make our resource consumption more sustainable by reducing paper use.

The other unit we used to reduce our paper use was the transition to HRWEB. With this transition, we prevented paper waste in 2024 by moving the reporting of permits and expenses to a paperless environment.

### Integration of Circular Economy Principles

The priorities we have identified to integrate circular economy principles into our business processes are as follows:

- Ensuring efficient use of resources.
- Ensuring the effective management and recycling of waste.
- Acting in cooperation with our suppliers on circular economy.
- Training our employees on circular economy and raising awareness in this field.

As Alışan Lojistik A.Ş., we are committed to reducing our environmental footprint and integrating circular economy principles into our business model.



## WASTE MANAGEMENT

### Our Waste Management Approach and Activities

Our company attaches great importance to waste management in order to minimize our environmental impact and build a sustainable future. In order to prevent pollution, we adopt a zero waste management system and act in accordance with the principles of waste hierarchy.

#### Our Waste Management Approach

Within the scope of our waste management approach, we aim to reduce our waste generation at source and increase our recycling rate for unavoidable waste. We collect our wastes separately at the source and include them in the recycling process. We believe that the integration of our employees is of great importance to make our waste management more effective by adopting an environmentally friendly approach.

Each of our facilities has temporary waste storage areas approved by the Ministry of Environment, Urbanization and Climate Change. We report all waste generated as a result of our operations to the Ministry in accordance with legal regulations.

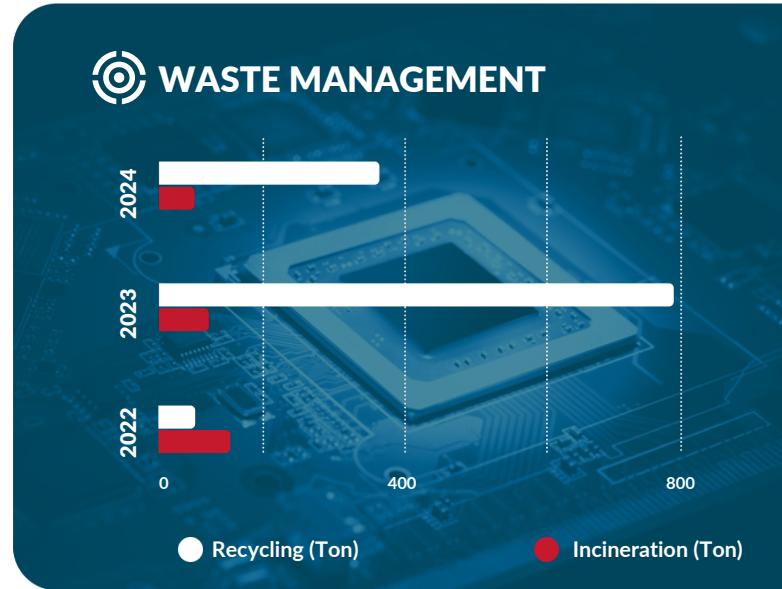
Documents documenting that all other wastes are delivered to licensed recycling, recovery or disposal companies are regularly monitored and recorded.

### Waste Types and Management Practices

Within the scope of our operations, in addition to domestic waste generated in our offices, we also generate various wastes such as packaging and loading material wastes generated during our warehouse operations and product packaging materials generated as a result of value-added services. We make maximum efforts to reuse or recycle these wastes and make improvements every year.

Liquid wastes that may arise due to liquid product transportation and oily and chemical-containing wastewater generated as a result of tanker cleaning services are treated in our treatment plant and discharged by meeting the limit values of the Organized Industrial Zone. In addition, special attention is paid to preventing the risk of surface, groundwater and soil pollution by taking necessary insulation measures in our waste water and waste storage areas.

Documents certifying that all other wastes are delivered to licensed recycling, recovery or disposal companies are regularly monitored and recorded.



## WASTE MANAGEMENT

### Our Resource Utilization Optimization Practices within the Scope of Waste Management

In order to optimize the use of resources and reduce waste, we implement the following innovative solutions in our company;

#### Vehicles with Low Emission Value

We reduce our carbon footprint by using Euro 6 E Segment, turbo compound engine vehicles and low rolling resistance tires in our fleet. These vehicles are especially ideal for urban deliveries, creating an environmentally friendly transportation network.

#### Warehousing and Returns Management

In storage processes, we use optimized racking systems to increase warehouse efficiency by minimizing the use of unnecessary space. In addition, by integrating our warehouse operations management systems with the systems used by our customers, we ensure that products are shipped at the right time and quantity, eliminating the need for excess stock and transportation. This saves storage space and minimizes waste generation. In addition, by managing recycling processes, we support the recovery and reuse of materials (pallets, boxes, packaging, etc.) used in the warehouse. These practices not only reduce the amount of waste, but also contribute to sustainability goals. Proper processing and reuse of returned products also reduces environmental impact and optimizes costs.

#### Zero Waste Policies:

Our company has set a zero waste policy and follows the waste reduction, recycling and reuse rates. This provides significant gains both environmentally and economically.

#### Packaging Optimization

With a circular economy approach, we optimize the type, quantity and size of packaging materials, reducing both material waste and transportation costs. We use recyclable packaging materials and turn to environmentally friendly alternatives.

### Sustainable Supply Chain Management

We aim to minimize environmental impact by adopting sustainable logistics solutions. Together with our suppliers, we develop projects to reduce carbon emissions and establish partnerships to increase resource efficiency.

#### Digitalization and Automation

With digital tools and automation systems, we make processes more efficient by minimizing human errors and unnecessary operations. This saves both time and resources.

#### HR Web Application

An important application we used to reduce our paper use was the transition to HRWEB. With this transition, we prevented paper waste in 2024 by moving the reporting of permits and expenses to a paperless environment.



Alışan Logistics is a part of Operation Clean Sweep international organization since 2020.

This organization aims to minimize the environmental damage of plastic granule loss that occurs during production and/or operations.

We ensure the effective implementation of this program by regularly training our employees and make them its strongest supporters. We also inform our suppliers and customers, who are the stakeholders of our business process, and encourage them to cooperate for zero plastic granule loss.

## WATER MANAGEMENT

### Our Management Approach

As Alişan, we see water as a valuable resource. Efficient use, protection and sustainable management of water resources is a priority issue for us. We carry out various projects to raise awareness on the efficient use and saving of water and regularly calculate our water footprint and improve our management processes. We take necessary measures to continuously improve our water management and minimize water consumption in our operations. In terms of risk management, our locations generally do not carry water-related risks, but since the İskenderun warehouse is located at the port, there may be water-related risks. However, we have assessed the risks in this regard and found that existing measures are complete.

### Water Use and Management

In addition to the human use in our offices, our water consumption mainly originates from our tanker washing facilities and periodic projects. In particular, we are working to realize the most efficient use of water in our tank cleaning facility in Kocaeli, which we opened in 2006 as a first in Turkey and in line with European Union standards. In these facilities where water use is intensive, water risks arising from climate change are identified and necessary measures are taken.

### Measures Taken and Activities Conducted

#### Measures Taken and Activities Conducted:

In order to regularly monitor our water consumption, we have been calculating, verifying and reporting our water footprint since 2022.

#### Faucets with Aerator and Sensor:

We have switched to the use of faucets with aerators and sensors in all our facilities.

#### Rainwater Collection System:

Our garage location has a simple rainwater collection system. The collected water is used for activities such as vehicle washing.

#### Preventing Water Leaks:

Regular maintenance is carried out to prevent possible water leaks and waste.

#### Awareness Programmes:

Bulletins are regularly published and employees are trained to raise awareness on water conservation.

#### Monitoring Water Consumption:

We regularly measure, monitor and report water consumption on an annual basis

### Waste Water Management

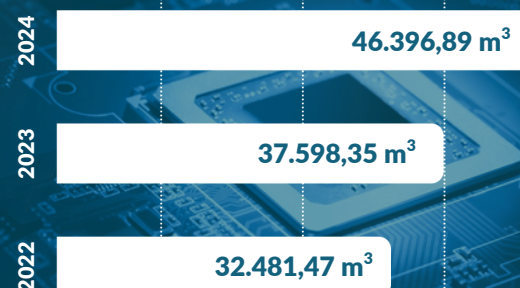
In order to minimize the environmental impact of the water we pollute, we discharge it in accordance with the limit values specified in the Water Pollution Control Regulation. We aim to make improvements to reduce the amount of wastewater and regularly evaluate our performance.

### Our Future Goals

Taking into account the effects of climate change on water resources, we will continue our efforts to reduce our water consumption. In order to ensure the sustainability of water resources, we constantly monitor water use in all our operations and aim to develop innovative methods.

- Adopting water conservation company-wide
- Reuse of wastewater
- Effective treatment of wastewater to prevent environmental pollution caused by water pollution
- Maximizing employee awareness can be counted among these objectives.

### WATER CONSUMPTION



Amount of water (used from the grid) m³/year



REDUCING OUR ENVIRONMENTAL IMPACT	GOALS	2024 PERFORMANCE
Water Management	By 2030, we aim to reduce per capita water consumption by 20%.	In 2024, we reduced water consumption by 16.30% compared to the base year 2021 and reduced. Compared to 2023, our water consumption increased by 2.21%.
Waste Management	Reduce the total amount of waste by 30% by 2030	In 2024, we reduced by 61.19% compared to the base year 2021 and reduced. We reduced by 61.62% compared to 2023.





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## SUSTAINABILITY PERFORMANCE

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AN APPROACH THAT  
VALUES **HUMAN**

## FOCUS AREA HUMAN

### Human Resources

We have established our Human Resources Policy by adopting the principle of “Our Most Valuable Capital is Our Human Resources”. In all our activities, we focus on continuously improving our human resources processes so that our employees can work effectively and efficiently. Our aim is to support our employees' performance and careers by increasing their professional skills, and to recruit individuals with a high level of education, who are well-equipped for their jobs, dynamic, open to change, able to think positively and who are good team players.

Our Human Resources Policy is based on a continuous improvement and development-oriented approach in line with global developments, legal regulations and our company policies. We utilize the most advanced assessment and performance management systems to identify the training and skills our employees need.

### Employment

We carry out our recruitment processes meticulously and evaluate candidates' knowledge and experience by receiving their applications online. We match suitable candidates with open positions and manage our recruitment process with performance-based, result-oriented assessment tools. We invite eligible candidates for job interviews and put them through a comprehensive evaluation process.

When selecting our employees, we attach importance not only to their competencies but also to their compliance with our company values. We aim to employ the right people in the right positions by adopting a fair and transparent approach in our recruitment processes.

Within the scope of our human resources policy, we apply the principle of continuous improvement to support the personal and professional development of our employees. We carry all these processes further every day to contribute to a sustainable future.

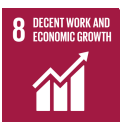
### Employee Rights and Fringe Benefits

All our white and blue collar employees are employed for an indefinite period of time. We carry out our recruitment processes in line with competencies and position requirements.

The fringe benefits we provide to our employees are as follows:

- Health Insurance (Private or complementary health insurance)
- Personal Accident Insurance
- Shuttle Service or Transportation Assistance
- Cafeteria or Food Assistance
- Mandatory Private Pension
- Remote Working Model (Hybrid working)
- Welcome Kit
- Back to School Bag (for primary and secondary school children)
- Ramadan Eid Support
- Birthday Leave
- Attendance bonus and Suggest Your Candidate Rewards (for Blue Collar Employees)
- Contracted Institutions Discounts
- Gold Grant for Marriage or Birth
- Gift card support on special occasions such as Eid
- Happy Hour App

FOCUS AREA HUMAN	TARGET	2024 PERFORMANCE
Social	Increase the ratio of female employees by 20% by 2030	In 2024, we increased by 5.60% compared to the base year 2021 and reduced, We increased by 1% compared to 2023
	Increase environmental sustainability training hours per employee by 100% by 2030	We increased by 68.06% in 2024. No increase or decrease compared to 2023.





## FOCUS AREA HUMAN

### Human Resources

#### Human Rights and Ethical Values

We act with a strong commitment to human rights. We respect the rights of all our employees and stakeholders and act in accordance with ethical values in our business processes.

##### Under our human rights policy:

- We strongly oppose forced labor, discrimination and harassment.
- We adopt a policy of equal pay for equal work.
- We apply a hybrid working model to improve the quality of life of our employees.
- We expect our suppliers to attach importance to ethical and human rights issues.
- We respect the human rights of our employees and all our stakeholders and include these issues in our policies.
- We act in accordance with ethical values in our business processes.
- We offer equal opportunities to our employees and customers regardless of religion, language, race and gender.
- We take our customers' feedback and complaints into account. We have a communication channel in this context.

#### Employee Satisfaction and Feedback

We do not conduct employee engagement surveys. However, we strive to ensure the satisfaction of our employees by actively using continuous communication and feedback mechanisms.

#### Wage Policy

Our Company's remuneration and benefits policy aims to attract competent human resources, offer competitive wages and reward and motivate employees for sustainable success. Our policy aims to create a fair and competitive remuneration system by taking into account the positions, skills, competencies and performance of employees.

This process includes determining the procedures and principles related to remuneration and benefits management, and defining and implementing the necessary sub-processes.

While determining the salary, we make job description of the relevant position, job analysis and valuation, job size, performance evaluation, market comparison.

#### Digitalization

We digitalize our Human Resources processes. With the HR WEB Project, our employees can access payroll monitoring and personal information, and manage their time on digital platforms.

#### HR Based Projects

As ALIŞAN Lojistik A.Ş., we develop various projects to increase the motivation of our employees, improve our business processes and maximize employee satisfaction. We implement three different bonus systems to incentivize our blue-collar employees in particular:

**I Suggested, I Prevented:** This is a system where our field workers can earn bonuses when they identify OHS risks or bring forward suggestions.

**Recommend Your Candidate:** We ensure that we accelerate the recruitment process and reach the right candidate faster through candidates referred by our current employees.

**I Have a Valuable Idea:** We encourage all our employees to contribute to the development process with their innovative ideas once a year.

**Mentimeter Competition:** In order to strengthen our corporate communication, the "Mentimeter" quiz competition is organized on special days and a prize is presented to our employee who comes in first.

**Attendance Bonus (for Blue Collar Employees):** We pay bonuses to our Blue Collar employees who fulfill the absenteeism and compliance criteria.

We integrated HRWEB software to ensure the digitalization of our Human Resources processes. With this system, our employees can automatically perform transactions such as payroll viewing and leave tracking.

## FOCUS AREA HUMAN

### Human Resources

#### Employee Engagement and Interaction

Among the projects and events in which our employees participate are the following:

- **Team Events:** Thanks to the team events that we organize for our employees for 1 week every year, we aim to keep internal communication warm by ensuring employee motivation and to give them a break from their busy work tempo.
- **Happy Hour events:** We organize Happy Hour events to offer a short break to our blue-collar and white-collar employees and to increase internal communication.
- **Knowledge Competitions:** We organize a knowledge competition with prizes on special occasions every month with the participation of all our employees.

#### Work-Life Balance and Preventing Burnout

**Hybrid Working Model Applications:** All departments working in our Head Office have the right to work hybrid. Our white collar employees can benefit from this application that allows them to work from home 2 days a week and from the office 3 days a week.

Birthday leave, which covers all of our employees, allows them to take a half-day leave.

In addition, we aim to increase unity and motivation among our employees through periodic Happy Hour events and Customer Service Week, which we conduct jointly with Global.



## FOCUS AREA HUMAN

### Human Rights, Employee Rights, Diversity and Inclusion Religion, Language, Race, Gender Equality: *Fair Recruitment, Remuneration and Promotion Processes for all employees*

At ALIŞAN Lojistik A.Ş., we place human rights, employee rights, equality and inclusiveness at the center of our way of doing business. In our recruitment and placement processes, we apply the principle of equal pay for equal work by adopting a fair approach regardless of differences such as language, religion, race and gender. Respecting and protecting the rights of all our employees is clearly stated and guaranteed in our policies.

We support our principles of equality and inclusion with our Ethics Policy, which we share with our employees. We ask all new employees to read and sign this policy. We believe that different perspectives and diversity add value to our company. For this reason, we stand against discrimination in our recruitment processes and take care to create an inclusive working environment.

Our principle of diversity and inclusion, which we carry out with our Alişan Ethics Line and Policy, is published in each of our locations so that every employee has easy access to it.

As Alişan Logistics, with the importance we attach to diversity and inclusion, we have an Ethics Line application based on the principle of complete confidentiality, where our employees can inform us about any discrimination or behavior that may be suspected of discrimination.

We have a zero-tolerance policy on human rights. We absolutely do not allow forced labor and child labor. We uphold these standards not only in our own operations but also in our supply chain and expect our suppliers to demonstrate the same responsibility.

We also ensure that the staff of other organizations we work with for security services are trained in accordance with international Human Rights standards.

Based on our Wage Policy, which we implement within the scope of equal pay for equal work, and our Personnel Selection and Placement Procedure, wage determination is carried out using the criteria of market, job and job size, experience, title and seniority. In our recruitments, we make advertisements on the relevant recruitment websites without any discrimination and without specifying gender.

### Future Strategies

We aim to increase the number of female employees in the male-dominated logistics sector.

To increase employee experience by establishing technology and artificial intelligence supported infrastructure.

We believe that our sustainability practices will increase our financial resilience by achieving success in managing environmental risks, using natural resources efficiently and acting with awareness of social responsibilities.



## EDUCATION DEVELOPMENT

At ALIŞAN Lojistik A.Ş., we ensure that all our employees are included in a comprehensive training journey from the moment they start work. While acting with the understanding that “Our Most Valuable Capital is Our Human Resources”, we offer a comprehensive training journey to every employee who starts work in order for our employees to work effectively and efficiently. In addition to annual legal and standard requirements, our Human Resources Department prepares training plans for our employees on the subjects of Environment, Energy OHS, Personal Development, Professional Development\* and Human Rights in line with our company strategies.

At the end of each year, we hold evaluation meetings with process managers, collect training requests, and carry out our budget and planning. The aim of these trainings is to provide a qualified workforce that works with data, is compatible with teamwork and has high communication skills. We also organize training programs to support the professional and technical development of our employees, taking into account the demands of managers.

Our training activities aim to raise the awareness of our employees and support their development. We plan these trainings, which are provided to ensure business continuity and sustainability, according to the needs of the organization and employees.

*\*Operator and VQA Trainings for 2023,  
Hygiene Trainings,  
First Aid Trainings,  
Operator and VQA Trainings for 2024,  
Defensive Driving Trainings,  
Hygiene Trainings,  
First Aid Trainings,  
AEO Trainings,  
OHS and ADR Awareness Trainings,  
SRC5 Trainings*



## OCCUPATIONAL HEALTH AND SAFETY

Occupational health and safety (OHS) is among our top priorities in all activities we carry out in storage, logistics, washing, food production and value-added services.

As Alışan Lojistik A.Ş., we accept legal regulations and international standards as minimum requirements; in this context, we are committed to continuously monitor all compliance obligations, measure and improve our performance.

In line with our goal of zero occupational accidents and occupational diseases, our main priority is to create a healthy, safe and sustainable working environment for all our employees. Accordingly, we systematically identify and manage risks, minimize hazards through preventive approaches and aim to spread the occupational health and safety culture throughout the organization. We regularly monitor, evaluate and improve our OHS performance with a continuous improvement approach.

### Management Systems and Certifications

Since 2008, we have held the Occupational Health and Safety Management System Certificate.

Since 2006, we have been participating in the European Chemical Industry Council's SQAS (Safety and Quality Assessment for Sustainability) assessment and have received scores above European standards. We continue to be the first and only company in Turkey to be evaluated on 3 modules.

As the first and only company in Turkey to be evaluated in three different modules, we maintain our leadership in this field. In addition, we have been regularly participating in the International Safety Awards organized by the British Safety Council since 2014 and have been deemed worthy of an award every year, thus registering our high performance in the field of occupational health and safety on an international platform.

### Risk Management

In our occupational health and safety practices, we analyze risks with a proactive approach before the start of operations and aim to reduce potential hazards to acceptable levels. We see the participation of our employees as a fundamental element in our risk assessment processes; we make our analyses more effective with feedback from the field.

In this context, we carry out our risk assessment activities systematically with our Risk Assessment Teams, who contribute with their field experience and expertise.

In addition, to support the continuous improvement of our OHS practices, we create open and accessible communication channels that encourage employee participation. In this way, we build safer working environments together by spreading occupational safety culture throughout the entire organization.

### Accident Management and Recovery Process

We comprehensively analyze every accident and incident and consider them as opportunities for continuous improvement as one of the key elements of our occupational health and safety approach. In the investigations carried out after the incident, crime scene observations, witness statements and camera recordings (if any) are evaluated in detail, then root cause analyses are carried out and preventive and corrective actions are determined.

### WE PROVIDE CONTINUOUS DEVELOPMENT IN LINE WITH OUR PRINCIPLE OF "HEALTHY INDIVIDUAL AND SAFE WORKPLACE".

All our employees are obliged to report incidents they witness or experience during their activities to the HSEQ and Sustainability Department.

FOCUS AREA HUMAN	TARGET	2024 PERFORMANCE
OHS	Aim for zero fatal and disabling accidents.	In 2024, thanks to our committed approach and proactive measures in occupational health and safety, we operated with zero fatal and disabling accidents. In 2023, the number of fatal accidents was 1.
	Accident Severity Rate Reduction (lost days)	We reduced our accident severity rate by 84.57% compared to 2023.
	Increase occupational health and safety training hours per person by 100% by 2030.	In 2024, we increased our occupational safety training hours per person by 75.14% compared to the base year 2022. We increased our occupational safety training hours per person by 3.33% compared to 2023.



## OCCUPATIONAL HEALTH AND SAFETY

### OHS Trainings

In order to support the development of an occupational health and safety culture and raise the awareness of our employees, we implement comprehensive training and awareness programs that go beyond legal requirements. We shape our training contents specifically for risk groups and fields of activity; we aim to ensure maximum impact by reinforcing theoretical knowledge with practical applications.

Our trainings are provided by internal trainers, each of whom is an expert in their own field, and they both increase the level of knowledge of our employees and contribute to making safe behaviors sustainable. With these regularly updated programs, we aim to ensure continuity of learning and spread security awareness throughout the organization.

Our main OHS trainings are listed below:

- **Job-Specific Trainings:** Position-specific practical trainings such as safe lifting of loads, safe working at heights
- **Risk Assessment Training:** Recognizing and analyzing risks and planning preventive measures
- **Anti-Fatigue Training:** Awareness training to reduce impacts on work performance and safety
- **Working with Dangerous Chemicals Training (ADR):** Special trainings for hazardous material transportation and storage processes within the scope of ADR
- **Behavior-Based Safety Training:** Approaches to identifying and preventing unsafe behaviors
- **First Aid Training:** Effective and correct intervention methods for possible emergencies
- **Fire Training:** Theoretical and practical content on fire prevention, evacuation and extinguishing techniques
- **Post-Accident/Incident Lessons Learned Training:** Providing information on preventing similar risks based on findings from actual events.
- **Toolbox Meetings:** Short and targeted briefing sessions prior to daily operation

### Behavior-Based Security and Toolbox Applications

The Behavior-Based Safety approach is a proactive system that aims to reduce accidents and incidents that may result from unsafe behaviors in operational processes. This approach enables the current situation to be evaluated objectively by allowing the observation of strong and developmental behavior patterns of employees regarding job security.

This system, based on field observations, is an effective tool for identifying areas for improvement and promoting safe behaviors. At the same time, it contributes to the dissemination of occupational health and safety culture at the corporate level by strengthening communication with employees through instant feedback mechanisms.

Another practice that supports the Behavior-Oriented Security approach is the Toolbox meetings. These meetings, which are held before the operation with short, focused and practical information, increase the daily occupational safety awareness of employees and remind them of current risks and safe working methods. Toolbox topics are planned at the beginning of each year to cover the entire year and are carefully selected according to the type of activity, needs in the field and events experienced in previous years.

### "I Suggested, I Prevented" System

The "I Suggested, I Prevented" System, which we have been actively using in all our operations since 2008, is a proactive security approach that allows our employees to report potentially dangerous situations and close calls. Through this system, necessary precautions can be taken before potential accidents occur, so that occupational health and safety risks can be managed effectively.

Even if our employees have not experienced an incident, they can report all hazards and risks they notice through the system and submit suggestions for improvement. This structure, which operates on the principle of "Suggest and Prevent", encourages employee participation and contributes to the development of our safety culture at the corporate level.

In order to encourage participation, an award is given to the employee who makes the most effective notification every month; thus, the sustainability of the system is ensured. The system, which we moved to the digital platform in 2022, forms the basis of the action plans created to achieve our "Zero Accident" goal.



## OCCUPATIONAL HEALTH AND SAFETY

### OHS Trainings

#### OHS Week: Participatory Activities Strengthening Safety Culture

We organize OHS Week Activities every year between May 4-10 in order to spread the **Occupational Health and Safety (OHS)** culture throughout the organization and increase employee awareness. In these events, which are held at all our facilities, gamified trainings, practical drills, workshops and quiz competitions are organized with the active participation of our employees.

These activities contribute to our employees reinforcing their safe working habits and taking preventive steps by better identifying potential risks. In addition, the permanence of learning is supported through field observations, awareness walks and fun physical activities, and occupational safety issues are made an integral part of daily operational life.

These activities carried out within the scope of OHS Week go beyond just fulfilling legal obligations and are considered as an important tool that ensures the sustainability of the “**preventive safety culture**”. As an organization, we believe that such interactive applications play a critical role in our journey to reach our “**zero accident**” target.

#### Management of Hazardous Materials

In order to minimize the risks that may arise during the transportation and management of dangerous goods, we carry out all our processes in line with national legislation as well as relevant international agreements, especially ADR (European Agreement concerning the International Carriage of Dangerous Goods by Road).

In this context, we ensure the creation of safe working environments and ensure that all our employees involved in the process use the appropriate personal protective equipment completely and correctly.

Additionally, we prioritize both operational safety and environmental sustainability with procedures, checklists and training programs specific to the transportation of hazardous materials.



#### Occupational Health & Safety Policy



## OCCUPATIONAL HEALTH AND SAFETY

### Implemented Applications

We have implemented a series of innovative practices to improve the health and safety of our employees. Thanks to these practices, we ensure that our employees take part in a safe working environment and fulfill their duties in a healthy manner:

#### Driver Sleep Tracking System

We have developed an important project by acting with an innovative approach on the detection of fatigue and sleepiness of drivers, which is one of the most critical issues within the scope of road safety, and we are carrying out our final studies to produce a prototype and put it into practice.

Within the scope of the project we developed in cooperation with Marmara University, we are working on a system that can remotely monitor the sleep and fatigue status of our drivers without a camera system. Thanks to this innovative system, which ranked 4th at Teknofest, we are able to monitor the condition of drivers instantly and aim to minimize the risk of possible traffic accidents.

Our Driver Sleep Tracking System project is an important step towards strengthening our road safety standards and ensuring safe driving. As Alişan Logistics, we aim to ensure the highest level of road safety by developing this project.

#### Travel Management Plan and Risk Analysis

The Travel Management Plan is a comprehensive strategy to optimize operational processes, control costs, improve safety and reduce environmental impact. By implementing this plan, our company aims to operate in a more efficient, safe and sustainable manner. We try to anticipate risks in advance by creating travel management plans before the flights. In this way, we create simulations of possible accidents in storage and transportation processes and try to analyze which situations carry safety risks. We take proactive measures and try to minimize accidents by creating a travel management plan and conducting risk analyses.

#### Advanced Training and Simulations

We ensure that our employees receive continuous training on safety. We also ensure that they receive real-time training against dangerous situations using virtual reality (VR) based simulations we organize throughout the year. This enables employees to react more quickly and effectively in emergency situations.

#### Emergency Technologies and Incident Tracking Systems

We have installed advanced emergency technologies in all our warehouses and logistics centers to respond quickly to emergencies. Thanks to intelligent detection sensors, emergencies such as fire, gas leakage or equipment failure are detected instantly. Our employees can quickly report incidents via digital platforms (QR Code Application) and immediately reach the relevant managers. These platforms also allow us to monitor the development of emergency situations with an instant tracking system.

#### Occupational Safety and Personal Protective Equipment

As an integral part of our occupational health and safety culture, we provide the necessary personal protective equipment (PPE) at all our operation points and meticulously monitor their use. In our warehouses and vehicles; we regularly check the suitability of equipment such as protective clothing, helmets, gloves, work shoes and goggles, and we make the selection of PPE suitable for field conditions under the guidance of our Occupational Safety Experts.

We regularly remind our drivers that the use of safety belts in their vehicles is mandatory, that emergency kits should always be kept ready and that the necessary protective equipment should be used in full during the activity. In addition, regular trainings and inspections are carried out on the correct use of this equipment, ensuring that occupational safety is transformed into behavior in the field.

# MANAGEMENT

A white semi-truck is shown driving on a road that curves around a small, lush green island. The island is covered in trees and rocks, and the road is paved with white dashed lines. The background is a solid blue color with abstract, light blue shapes.

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## SUSTAINABILITY PERFORMANCE

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EMBRACING A SUSTAINABLE  
BUSINESS MODEL  
MANAGEMENT



## ALIŞAN AND GOVERNANCE

### Our Sustainability Management Approach and Strategy

As a company, we carry out our activities in a way that will add value to our sector and the national economy thanks to the collaborations we realize with our customers and business partners. The employment we provide for approximately 1,500 employees and our efforts to support the welfare of our employees and their families contribute significantly to the Turkish economy through the services we offer to international customers. In addition, we act with the responsibility of protecting economic and social value on behalf of all our stakeholders, taking into account the economic contribution we provide through our collaborations with our suppliers.

### Creating and Distributing Economic Value

We manage our processes of creating and distributing economic value based on sustainability principles. We believe that our sustainability goals have a positive impact on our financial performance. It is now well known that companies that focus on sustainability increase their value in the eyes of both customers and investors. This approach also helps reduce financial risks by increasing brand value. Additionally, sustainability enables us to identify and take precautions against potential future risks in advance. In summary, we believe that our sustainability goals will enable us to achieve strong financial performance in the long term.

We aim to provide services that can provide environmental and social benefits by focusing on the needs of our customers and suppliers. We aim to create economic value by reducing the costs arising from our operations through energy efficiency, and while carrying out these processes, we focus on our long-term sustainability goals rather than a short-term profit-oriented approach.

Our increasing business volume between 2021 and 2024 has increased our contributions to all our stakeholders, especially the national economy. In addition to this growth trend, we aim to increase our economic performance with new projects and planned investments within the framework of the sustainability efforts we launched in 2021.

In this context, we develop our activities with the aim of using our country's resources efficiently and providing solutions to climate and emission problems.

### Long-Term Economic Impacts of Sustainable Investments

We believe that sustainable investments support economic growth and development in the long term. Consideration of environmental and social impacts helps to put the economy on a firmer footing against potential crises. Such investments create improvements in energy and waste management, promoting the efficient use of natural resources. Reducing energy consumption helps conserve natural resources and creates long-term economic benefits.

In addition, sustainable investments help to identify and mitigate environmental and social risks, prevent financial crises, create favorable environmental conditions and increase job opportunities.

### Sustainability Investments and Financing

**Our Company attaches special importance to investments in sustainability:**

- Investments in SPP systems
- Investments in lighting (LED) systems to increase energy efficiency
- To carry out active work in all our warehouses within the scope of the Zero Waste Project and to aim to obtain this certificate in all our warehouses
- Sustainability consulting services.

Internal budgets have been allocated for all these sustainability projects, and the financing of these investments supports our financial performance and contributes to our long-term growth.

## ALIŞAN AND GOVERNANCE

### Our Legal Responsibilities

As the Company management, it is our fundamental responsibility to ensure that our activities are in compliance with the law, accurate, honest and reliable. All our employees are obliged to act in compliance with all legal regulations without exception. We carry out all our operational and commercial activities in Turkey and abroad within the framework of our 'Ethics Policy', in compliance with the rules of the Republic of Turkey and international law; we provide accurate, complete and comprehensible information to legal regulatory bodies and organizations in a timely manner.

In all our activities, we stand at an equal distance to public institutions, administrative formations, non-governmental organizations and political parties without expectation of benefit, and we fulfill our obligations with this sense of responsibility.

We proactively follow the changing regulations, legislation and standards regarding compliance with the law from the source by our relevant departments. Process managers and the HSE Department work in collaboration to ensure legal compliance with changing situations, meet customer requirements and manage changes in processes appropriately.

### Our Tax Policy

Within the framework of our corporate citizenship approach, our approach to the tax system, which is an important indicator of our social responsibility, is fair and transparent. We fully fulfill our tax obligations, comply with applicable laws and regulations and adhere to the principle of maintaining a transparent and honest relationship with tax authorities.

Our tax processes are carried out and reported in cooperation with the 'Tax and Legal Compliance' teams within the Financial Affairs department. In our business activities, we utilize the incentives and aids provided by the government by using them in accordance with the legislative purpose.

### Our Audit Approach

Our Company has an Audit Committee composed of members of the Board of Directors. The Internal Audit Department reports the results of its activities to this committee on a quarterly basis. The audit mechanism consists of process audits, periodic controls, field audits, inspections and investigations within the scope of the annual audit plan.

Internal audit activities are carried out in line with regularly prepared annual audit plans. Process audits start with opening meetings, audit programs and individual work plans are created, results are discussed at the closing meeting, and action plans for findings are created and reported. Subsequently, follow-up audits are carried out regarding the agreed actions.

Internal Audit is not subject to audit restrictions on any operational, administrative or financial function, and high-risk operational processes are prioritized upon Management request.

## BUSINESS ETHICS

### Business Ethics and Code of Conduct

As ALIŞAN Lojistik A.Ş., it is our main priority to carry out our activities in line with ethical principles and to prioritize accuracy and honesty in all our business relationships. Our business ethics policy sets out the ethical rules and behavioral standards that all our employees must comply with in line with our company's core values and principles.

### Code of Ethics and Working Principles

Our Company is committed to universal ethical principles such as integrity, honesty, legality, confidentiality, impartiality and fair competition in all its activities. All our employees must comply with these principles while performing their jobs.

#### Honesty and Transparency:

Integrity and honesty are essential in relations with the government, customers, employees and all stakeholders. It is the primary responsibility of our company to ensure that our activities are carried out in accordance with the law and in a reliable manner.

#### Protection of Company Assets:

All our employees are responsible for protecting company assets and using them efficiently. The use of resources for improper or personal purposes is unacceptable.

#### Protection of Trade Secrets and Confidentiality:

It is obligatory to protect the confidential information belonging to our company, and to use and share it only in accordance with the specified authorizations. Commercial gain with confidential information is strictly prohibited.

#### Protection of Competition:

Our Company continues its activities by adhering to the principles of fair and legal competition. It is not acceptable to enter into agreements contrary to competition laws, influence bidding processes or gather unethical information about competitors.

**Principles of Business Ethics:** Company personnel are required to observe ethical principles while performing their duties. An objective, professional and responsible approach is adopted in all business processes.

**Combating Discrimination and Harassment:** Our Company is committed to ensuring that employees are not subjected to any form of discrimination or harassment. Treating employees with respect and dignity is a fundamental element of our company policy.

### Whistleblowing Procedure:

Our company implements a whistleblowing procedure to create a working culture that aims to maximize ethical and legal compliance. We provide a transparent and accessible whistleblowing mechanism for our employees and interested parties to safely report any situation that is unethical, illegal or against company policies. All notifications are evaluated in accordance with the principle of confidentiality and the identities of the persons who report are protected. In addition, it is ensured that whistleblowers are handled objectively through an independent review process. However, making intentionally misleading statements may be subject to disciplinary sanctions. With an understanding of continuous improvement, we continue to take steps to improve our processes and strengthen business ethics in line with the findings obtained from whistleblowing.

### Our Responsibilities

#### Our Legal Responsibilities

We conduct our activities in accordance with the laws of the Republic of Turkey and international law. We provide accurate, complete and comprehensible information to regulatory bodies and organizations in a timely manner.

#### Our Responsibilities Towards Our Customers

We prioritize customer satisfaction and provide service by adhering to the principle of confidentiality.

#### Our Responsibilities Towards Our Employees

We provide fair employment opportunities, protect the rights of our employees and ensure a safe working environment. We keep the personal information of our employees in line with the principles of confidentiality.

#### Our Responsibilities to Our Suppliers and Business Partners

We treat our business partners fairly, fulfill our obligations on time and protect their confidential information with care.



### Business Ethics Policy





## BUSINESS ETHICS

### Ethics Committee and Communication

The Ethics Committee, which evaluates notifications to be made in cases where ethical rules are violated, examines internal complaints with the principle of confidentiality and offers solutions. Notifications are made directly to the Ethics Committee and reported regularly. Notifications made through the Ethics Line are evaluated in absolute confidentiality and necessary actions are taken.

This ethical approach strengthens the sustainable business culture of Alişan Lojistik A.Ş. and enables us to maintain our relations with all our stakeholders on a reliable and transparent basis.

The Ethics Committee consists of a Board Member, Human Resources Director, Internal Audit Director and Legal Director. The Internal Audit Director acts as the rapporteur of the Ethics Committee.

### Ethics Committee Working Principles

The Ethics Committee conducts its activities within the framework of the principles set out below:

- It shall keep the identity of the notifications and complaints and the notifiers or complainants confidential.
- Conduct the investigation as confidentially as possible.
- It is authorized to request information, documents and evidence related to the investigation directly from the unit in question.
- The investigation process is recorded in a written report from the beginning. Information, evidence and documents are added to the minutes.
- The decisions taken by the Board are put into effect immediately.
- Relevant departments and authorities are informed about the outcome.
- The chairperson and members of the Board act independently of and without being influenced by their department managers and the hierarchy within the organization while fulfilling their duties on this issue. They cannot be pressured or indoctrinated on the subject.

- If deemed necessary, the Board may seek expert opinion and benefit from experts by taking precautions that will not violate the principles of confidentiality during the investigation.

### Ethical Line

At ALIŞAN Logistics, we value open and transparent communication. There is an Ethics Line application for our employees and stakeholders to report activities that violate Alişan's "Business Conduct Rules or Company Policies".

Every ALIŞAN Lojistik A.Ş. employee, supplier and business partners have the right and responsibility to make notifications in writing or verbally through the communication channels specified below;



- Transactions and actions contrary to all applicable laws and regulations
- Transactions and actions contrary to the applicable accounting records, practices, regulations, procedures and principles
- Transactions and actions that undermine the internal control environment and contradict the company's practices and procedures.
- Embezzlement, corruption, fraud, abuse and similar actions, all ethical irregularities regarding corporate business principles

All notifications will be treated with absolute confidentiality under all circumstances. **It is the responsibility of the Ethics Committee to keep all matters communicated confidential.**

## QUALITY MANAGEMENT, INFORMATION SECURITY AND CONFIDENTIALITY

### Quality Management Policy

As ALIŞAN Lojistik A.Ş., our main priorities are to comply with national and international legislation, to fulfill the requirements of ISO 9001 Quality Management System and to continuously improve and develop this system. We promote a process approach, continuous improvement and risk-based thinking to ensure an effective quality management system.

Our company closely follows technological developments and sectoral best practices by providing our employees with suitable working environments, necessary resources and training opportunities. In this way, we aim to increase the efficiency of our processes and realize our operational activities at the highest quality standards.

We aim to maintain the highest level of quality in the storage, logistics, washing, value-added services and food production activities we offer by adopting customer satisfaction as a fundamental principle. By monitoring and evaluating every stage of our service chain, we continuously monitor our performance, record inconvenient situations, and resolutely continue improvement efforts.

Within the scope of our quality policy, we carefully select our suppliers, cooperate with companies that have equipment and competencies suitable for chemical and food transportation, audit their standards and support them to contribute to their development.

While fulfilling our commitments regarding our quality, environment, safety and health management systems within the framework of this policy, our company aims to keep them accessible to all relevant parties. We are committed to help protect all interested parties - our employees, suppliers, customers and society at large - and to promote continuous improvement and progress towards this goal.

### Information Security

We see information security as an integral part of our business processes. Our Information Security Management System (ISMS) policy aims to protect our information assets, ensure their confidentiality, integrity and accessibility in accordance with national and international regulations.

Within the scope of this policy, we attach great importance to the protection of customer data, internal information assets and electronic information systems.

Our Company carries out all activities related to information security in accordance with the TSISO/IEC 27001 Information Security Management System standard. With the support of our management, information security targets are set, risk assessments are made and appropriate security measures are implemented.

Within the scope of the Information Security Management System (ISMS), we provide regular trainings to increase the awareness of our employees and provide the necessary controls to detect, monitor and prevent security breaches. All our activities related to information security continuously improved through regular internal audits. are evaluated and continuously improved through regular internal audits.

All our employees are obliged to comply with ISMS policies and act in accordance with information security requirements. In addition, we take great care to ensure compliance with information security principles in cooperation processes with third parties.

Our policy for the protection of information security is constantly reviewed and improved in order to minimize information security risks, to ensure the sustainability of our reliable service delivery and to ensure the trust of our stakeholders at all times. Accordingly, as Alişan Lojistik A.Ş., we are committed to keeping information security at the highest level and to continuously improve this policy.

### Personal Data Protection and Privacy Policy

As ALIŞAN Lojistik A.Ş., within the scope of the Law No. 6698 on the Protection of Personal Data (KVKK), we consider the processing and protection of all personal data that we contact while conducting our commercial activities in accordance with the law as our highest priority. With this awareness, we fully implement all administrative and technical measures for the secure processing and storage of personal data.



[Quality Management Policy](#)

[Information Security Policy](#)

[Processing of Personal Data](#)

[Protection and Privacy Policy](#)

[Storage of Personal Data and Disposal Policy](#)



## CUSTOMER SATISFACTION, SERVICE QUALITY

### Customer Satisfaction

As ALIŞAN Lojistik A.Ş., we place customer satisfaction at the center of our business strategy and shape our activities based on this principle. We focus on continuously improving our service quality in order to understand, meet and exceed our customers' expectations.

Our customer-oriented approach aims to ensure reliable, transparent and effective communication in all interactions with our customers. Analyzing customer demands accurately, developing solutions in line with their needs and offering a structure that is open to feedback at every stage of the processes constitute the cornerstones of this approach. We aim to maximize customer satisfaction by training our employees accordingly and supporting their continuous development.

Customer complaints and feedback are a valuable resource to continuously improve our service quality. We listen carefully to our customers' feedback and handle it with an objective and fair evaluation process. In these processes carried out in accordance with the principle of confidentiality, we meticulously implement the necessary corrective actions to prevent similar problems from occurring again.

Within the scope of our work carried out in accordance with ISO 10002 Customer Satisfaction Management System and quality standards, we continuously update and improve all measures required to protect the confidentiality and security of customer information.

Our efforts to increase customer satisfaction and build lasting customer trust are an integral part of our sustainable business model. Customer satisfaction is of great importance for us to make long-term service planning and to determine our sustainability targets in this context. These include reducing our carbon footprint and becoming net zero by 2050, expanding the use of renewable energy, supply chain assessment, training our employees, and conducting performance monitoring studies for sustainability goals.

As ALIŞAN Lojistik A.Ş., we are determined to continue and improve our customer-oriented working principle and move forward in this direction.

### Customer Focused Product and Food Safety

As ALIŞAN Lojistik A.Ş., while placing customer satisfaction at the center of our business strategy, we apply the highest standards in the fields of product safety and food safety with the aim of continuously improving our services in order to continuously improve our service quality. This approach aims to provide a sustainable quality and safety system to earn the trust of our customers and meet their expectations.

### Product Safety

We fully comply with the requirements of the BRC Global Standard for Storage and Distribution to ensure that the products used in our food storage and handling processes reach the end buyer safely. We allocate the necessary resources to ensure the establishment, development and sustainability of our product safety management system and we continue our continuous improvement efforts with determination.

We consider it our primary priority to provide effective communication with our customers and to provide services that meet their conditions and needs. We regularly carry out training activities to raise awareness among our staff to minimize product safety risks and support this process with a continuous improvement approach.

### Food Safety

Our main goals are to protect human health in food safety, to provide services in accordance with customer demands and to carry out our activities in compliance with the relevant legal regulations. By fully implementing FSSC 22000 Food Safety Management System standards, we strive to continuously improve and increase the effectiveness of our food safety management system.

Within the framework of good production practices, good hygiene practices and food safety management systems, we continuously ensure and improve the necessary infrastructure and hygiene conditions in our business. By closely following technological developments, we increase our operational efficiency and continue our efforts to reduce food loss and waste.



[Customer Satisfaction Policy](#)

[Product Safety Policy](#)

[Food Safety Policy](#)





## SUPPLIER MANAGEMENT

### Our Suppliers and Business Ethics Compliance

As ALIŞAN Lojistik A.Ş., we see our supply chain as an integral part of our value chain. We are committed to conducting our relationship with our suppliers on a reliable, sustainable and transparent basis. In this context, it is among our priorities that our suppliers comply with the Alişan Supplier Business Ethics Policy and adopt these principles in all business processes.

#### Our Basic Principles

- We expect our suppliers, business partners, sub-suppliers and subcontractors to comply with Alişan's ethical principles. It is essential that these ethical rules are adopted and implemented by employees and related parties.
- We encourage compliance with ethical principles at all levels of the supply chain. Suppliers' adoption of these principles is a prerequisite for the continuity of their cooperation with Alişan.
- In supplier selection and evaluation processes, the suitability of suppliers is assessed by requesting documents such as self-assessment forms, audits, third party assessments and certificates.
- Our suppliers are expected to continuously improve, comply with the principles of business ethics and spread this compliance to the entire supply chain.
- In cases of violations, remediation plans are developed and implemented. Cooperation is re-evaluated if plans cannot be implemented.

#### Transparency and Confidentiality

All notifications are evaluated within the framework of the confidentiality principle and the responsibility for this process is carried out by our Ethics Committee. We continuously review and improve our supplier business ethics principles to ensure the reliability of our stakeholders in our supply chain and to strengthen cooperation.

As ALIŞAN Lojistik A.Ş., we continue our efforts with determination to create a reliable and sustainable supply chain that adheres to ethical principles.

We can briefly summarize the principles of our Supplier Business Ethics Policy in the following articles.

#### Legal Compliance and Ethical Business Practices

This includes ethical business practices, avoidance of conflicts of interest, prevention of corruption, protection of information and intellectual property rights, compliance with competition law, and protection of assets and resources.

#### Human Rights and Labor Standards

Prohibition of child labour and forced labour, non-discrimination and prevention of harassment, and compliance with the law on wages and working hours are indispensable articles.

#### Health, Safety and Quality

A safe and healthy workplace, process safety, product safety and quality requirements are also important issues due to the nature of our work.

#### Environmental Protection

All applicable laws, regulations and standards for the protection and preservation of the environment must be complied with, environmental protection must be continuously improved and an effective environmental management system must be established or implemented. This article has priority for all suppliers as well as for Alişan.



### Supplier Business Ethics Policy



## COMMUNICATION WITH OUR SUPPLIERS

### Supplier Sustainability Survey

As ALIŞAN Logistics, we are aware that our suppliers have an important role in the sustainable progress of our activities. It is critical for both our company and our customers that our suppliers adopt sustainability principles and develop their business processes accordingly. With this understanding, we carried out a communication study in 2024 to better evaluate the current situation and development needs of our suppliers in terms of sustainability.

We conducted a survey with our suppliers who support our business, are strategically important and from whom we receive a high volume of services. The survey results show that most of the suppliers surveyed have been working on employee rights and human rights for a long time and closely follow these principles.

As for environmental issues, although efforts are being carried out to fulfill legal requirements, especially in areas such as waste management, it is understood that addressing these issues in more detail is a new area of development for many of our suppliers.

Another important finding from the survey is that the reduction of greenhouse gas emissions has not yet been sufficiently incorporated into the business processes of our suppliers. In this regard, we evaluate joint cooperation opportunities with our suppliers and work to support them to prioritize the reduction of greenhouse gas emissions more in their corporate structures.

As ALIŞAN Lojistik A.Ş., we aim to strengthen this cooperation in the field of sustainability and develop innovative solutions to reduce our environmental impact together with our suppliers.

Issues Related to Supplier Studies	Compliance Percentage
Human Rights principles are implemented and necessary measures are taken	%100
Emphasis is placed on freedom of association and the right to collective bargaining	%90
Coercive and oppressive labor is prevented	%100
We have special rules to prevent child labor	%100
Utmost importance is attached to the elimination of all forms of discrimination in recruitment and working processes.	%100
Maximum effort is made and policies are developed to avoid causing environmental problems.	%100
The development and dissemination of environmentally friendly technologies and products is encouraged.	%100
The development and dissemination of environmentally friendly technologies and products is encouraged.	%100
Greenhouse gas emissions from our operations are measured.	%50
Energy Efficiency Management is implemented.	%90
Waste Management is implemented.	%90
Water Efficiency Management is implemented.	%90
Biodiversity Management is implemented.	%90

# INSPECTION VERIFICATION ACCREDITATION

**QSI**  
CERTIFICATION & INSPECTION

**Water Footprint Verification Statement**  
Su Ayakizi Doğrulama Beyanı

**ALIŞAN LOJİSTİK A.Ş.**

*Organizational Boundaries / Organizasyonel Sınırlar*

Merkez: Değirmenyolu Cad. No:28 Asia Ofis Park A2 Blok Kat:1 34752 Ataşehir/İstanbul/Türkiye  
Ankara Turckell, Antalya Turckell, Bursa Turckell, İzmir Turckell, Muğla Turckell, Hadimköy Turckell, Dilovası Serbest,  
Dilovası Antrepo, Eskişehir Depo, Toros Depo, Gaziantep Depo, Gebze Antrepo, Gebze Plastikler, Güzeller GH, Güzeller  
ABCDE, Güzeller D, Iskenderun Depo, Konya Depo, Konya Yıkama, Merkez Ofis, Pali, Pepsi Asya, Tuzla, Yalova Depo,  
Garaş, Aegean Region Ofis, Finance Leased Transportation Ofis, Marmara Region Transportation Ofis

The Water Footprint report has been verified to meet the standard requirements specified below according to ISO 17029:2019 / Su Ayakizi Raporunun, ISO 17029:2019'a göre aşağıda belirtilen standart gerekliliklerini karşıladığı doğrulanmıştır.

**ISO 14046:2014**

Blue Water Footprint / Mavi Su Ayakizi	37.598,35 m³
Gray Water Footprint / Gri Su Ayakizi	64.996,49 m³
Green Water Footprint / Yeşil Su Ayakizi	- m³

Level of Assurance / Güven Seviyesi	: Reasonable / Makul	Verification Report Date / Doğrulama Rapor Tarihi	: 25.12.2024
Reporting Period / Raporlama Dönemi	: 01.01.2023 - 31.12.2023	Statement No / Beyan No	: WP-GNL-016 / 2023

Onaylayan  
**Okay Kayhanlı - Genel Müdür**

*QSI Belgelendirme, Muayene ve Test Hizmetleri Ltd. Şti.*  
Beytepe Mah. 5397 Sokak, Mira Ofis B1 Blok D:2, Çankaya - Ankara  
Tel : +90 312 472 60 67 Faks : +90 312 472 60 68  
E-mail: [info@qsi.com.tr](mailto:info@qsi.com.tr) Web: [www.qsi.com.tr](http://www.qsi.com.tr)

**QSI**  
CERTIFICATION & INSPECTION

**Greenhouse Gas Verification Statement**  
Sera Gazı Doğrulama Beyanı

**ALIŞAN LOJİSTİK A.Ş.**

*Organizational Boundaries / Organizasyonel Sınırlar*

Merkez: Değirmenyolu Cad. No:28 Asia Ofis Park A2 Blok Kat:1 34752 Ataşehir/İstanbul/Türkiye  
Ankara Turckell, Antalya Turckell, Bursa Turckell, İzmir Turckell, Muğla Turckell, Hadimköy Turckell, Dilovası Serbest,  
Dilovası Antrepo, Eskişehir Depo, Toros Depo, Gaziantep Depo, Gebze Antrepo, Gebze Plastikler, Güzeller GH, Güzeller  
ABCDE, Güzeller D, Iskenderun Depo, Konya Depo, Konya Yıkama, Merkez Ofis, Pali, Pepsi Asya, Tuzla, Yalova Depo,  
Garaş, Aegean Region Ofis, Finance Leased Transportation Ofis, Marmara Region Transportation Ofis

The Greenhouse Gas emissions inventory has been verified to meet the standard requirements specified below according to ISO 14064-3:2019 / Sera Gazı emisyonları envanterinin, ISO 14064-3:2019'a göre aşağıda belirtilen standart gerekliliklerini karşıladığı doğrulanmıştır.

**ISO 14064-1:2018**

Category 1- Direct Emissions / Doğrudan emisyonlar	32.429,82 t CO <sub>2</sub> eq
Category 2- Emissions from imported energy / İthal edilen enerji kaynaklı emisyonlar	2.085,00 t CO <sub>2</sub> eq
Category 3- Emissions from transportation / Ulaşım kaynaklı emisyonlar	903,08 t CO <sub>2</sub> eq
Category 4- Emissions from products, service used / Kullanılan ürün - Hizmet kaynaklı	9.611,27 t CO <sub>2</sub> eq
Category 5- Emissions from associated with the use of the product / Ürün kullanımı	- t CO <sub>2</sub> eq
Category 6- Other Emissions / Diğer emisyonlar	249,72 t CO <sub>2</sub> eq
<b>Total Emissions (Location Based) / (Lokasyon Bazlı)</b>	<b>45.278,90 t CO<sub>2</sub> eq</b>
<b>Total Emissions (Market Based) / (Pazar Bazlı)</b>	<b>- t CO<sub>2</sub> eq</b>
Category 2- Emissions (Location Based) / (Lokasyon Bazlı)	2.085,00 t CO <sub>2</sub> eq
Category 2- Emissions (Market Based) / (Pazar Bazlı)	- t CO <sub>2</sub> eq

I-REC Reference Number / I-REC Referans No:

Level of Assurance / Güven Seviyesi	: Reasonable / Makul	Verification Report Date / Doğrulama Rapor Tarihi	: 01.04.2024
Reporting Period / Raporlama Dönemi	: 01.01.2023 - 31.12.2023	Statement No / Beyan No	: SG-GNL-016 / 2023

Onaylayan  
**Okay Kayhanlı - Genel Müdür**

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**TÜRKİYE**  
**Carbon**  
**Verified**  
**Company**



# ABOUT THE REPORT

ALIŞAN Lojistik A.Ş. The Sustainability Report is the second report of the company that shares its sustainability efforts with its stakeholders. The report was prepared to cover the last two years with the decision of the Company's sustainability committee and management, in order to enable more meaningful data to be obtained from internal studies, which were delayed due to the company's share transfer with PSA International, and due to developments in the field of sustainability. Our report has been prepared for two years covering the work and data for the period January 1, 2023 - December 31, 2024.

ALIŞAN Lojistik A.Ş. "2024 Sustainability Report" reflects the basic work of the company and includes all relevant and available data.

This report has been prepared in accordance with the GRI Universal Standards 2021 and is in line with the principles of compliance with the content of the following GRI Reporting Principles: Accuracy, Balance, Clarity, Comparability, Completeness, Timeliness, Verifiability and Sustainability, in order to ensure that the reported information is presented in a high quality and accurate manner.

Although the company does not make any other sustainability framework reporting, the 'Ecovadis' Reporting study and the 'Emission Measurement and Reporting' study are carried out for its own performance and improvement studies. In addition to emission measurement and verification reporting, CDP reporting is conducted and shared with relevant stakeholders and customers.

The company explains its contributions based on the Sustainable Development Goals and the related performance developments in this report. Details of these activities are included in the report and in the tables.

ALIŞAN Lojistik A.Ş. The sustainability approach, focus areas, targets, stakeholder communication activities and sustainability performance information are determined by the sustainability committee, which includes senior executive board representatives, and approved by senior management. This report has not been subject to third party review. However, the report was subjected to a verification study by the Emission Measurement study QSI and the results were shared within the report.

The data included in the report are data obtained from internal company standard reporting systems, databases in relevant departments and project-based studies conducted in meetings. In addition to all these, the data reflected as a result of surveys and one-on-one interviews with stakeholders are also included in the report. Information on detailed data collection methods and tools, if any, related to the segments are included where necessary in the report.

The report can be easily accessed and monitored by our stakeholders through the Sustainability/Sustainability Reports link on company websites.

For any feedback and/or questions about the report, please contact us at





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# ESG DATA TABLES

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## ECONOMIC

Economic Indicators (Thousand TL)	2022	2023	2024
Net Revenue Increase (%)			
Economic Value Created (TL)	%137,96	%62,40	%66,09
Total Assets Increase (%)	%66,44	%41,15	%63,88
Operating Profit Increase (%)	%260,30	%77,92	-%5,21





## ENERGY

Energy Consumption (kWh)	2022	2023	2024
<b>Vehicle Fuels Total</b>	<b>344.959.613,01</b>	<b>475.831.522,13</b>	<b>436.209.407,02</b>
Diesel	344.536.605,40	474.513.644,70	434.311.183,52
Gasoline	419.333,99	1.317.877,43	1.898.223,50
CNG	3.673,62	0,00	0,00
<b>Constant Combustion</b>	<b>1.990.433,07</b>	<b>2.718.824,5265</b>	<b>2.273.736,485</b>
Natural gas	1.833.560,94	1.874.466,81	1.792.111,00
Coal	0,00	0,00	0,00
LPG	335,86	12,00	0,00
Diesel kWh	156.536,27	844.345,72	481.625,49
<b>Purchased Electricity (KWH)</b>	<b>4.040.194,78</b>	<b>4.913.754,16</b>	<b>5.097.909,00</b>
Electricity used in buildings	4.040.194,78	4.913.754,16	5.097.909,00
<b>GENERAL TOTAL</b>	<b>350.990.240,86</b>	<b>483.464.100,81</b>	<b>443.581.052,50</b>
<b>Renewable Energy Generated</b>			
Solar Energy kWh	0,00	0,00	409.055,00
Other Energy Generated	0,00	0,00	0,00
Renewable Energy Purchased	142.956,72	168.473,20	152.313,18
<b>TOTAL Renewable Energy</b>	<b>142.956,72</b>	<b>168.473,20</b>	<b>561.368,18</b>
<b>NET ENERGY CONSUMPTION</b>	<b>350.847.284,14</b>	<b>483.295.627,61</b>	<b>443.019.684,32</b>

## EMISSION

Greenhouse Gas Emissions (tonCO <sub>2</sub> e)	2021	2022	2023	2024
<b>Total Greenhouse Gas Emissions</b>				
Scope 1	22.970,55	23.527,06	32.429,82	26.878,00
Scope 2	1.842,16	1.886,26	2.085,00	2.085,00
<b>Total (Scope 1+2)</b>	<b>24.812,71</b>	<b>25.413,32</b>	<b>34.514,82</b>	<b>28.963,00</b>
Scope 3	507,53	380,02	10.764,08	29.407,00
Scope 1-2 Greenhouse Gas Intensity (tonCO <sub>2</sub> e/ EURO)	0,000208	0,000203	0,000254	0,00018
Scope 1-2 Greenhouse Gas Intensity (tonsCO <sub>2</sub> e/Person)	22,97	17,76	23,92	19,76
Annual increase/decrease rate of Scope 1+2 Emissions (compared to previous year) (%)	-	2,42	35,81	-16,09
Decrease rate of Scope 1+2 Emissions compared to 2023 base year (%)	-	-	-	-16,09

## WASTE AND WATER

WASTE			
According to Disposal Method (Ton)	2022	2023	2024
Recycling	144,65	754,81	315,28
Material Recycling	112,10	76,44	-
Storage	-	-	-
Embedding	-	-	-
Incineration	245,29	120,11	49,84
Waste by Type (kg)	2022	2023	2024
Hazardous Waste	357.395,00	196.552,58	162.970,00
Non-Hazardous Wastes	144.655,00	754.805,00	202.150,00

WATER			
Water Consumption (m3/year)	2022	2023	2024
Mains water	32.481,47	37.598,35	46.396,89
Groundwater use (mains)	-	-	-
Total Water Withdrawn	32.481,47	37.598,35	46.396,89



## HUMAN RESOURCES

By Place of Employment	Gender	2022	2023	2024
General Directorate	Female	30	40	45
	Male	62	59	63
Operations (Other office, warehouse)	Female	106	126	139
	Male	927	951	930
Field	Female	9	11	16
	Male	297	292	300
GENERAL TOTAL		1.431	1.479	1.493

By Age	Gender	2022	2023	2024
20-29	Female	57	81	90
	Male	261	346	326
30-40	Female	48	54	69
	Male	457	449	438
40-50	Female	33	34	33
	Male	345	303	325
50 + years	Female	7	8	8
	Male	223	204	204
GENERAL TOTAL		1.431	1.479	1.493

By Position	Gender	2022	2023	2024
Senior Management/Director	Female	3	3	6
	Male	11	11	11
Group Manager & Manager	Female	6	4	7
	Male	26	33	38
Engineer & Specialists / Chief Specialist	Female	48	66	69
	Male	286	287	289
Technician & Technician	Female	0	0	0
	Male	8	9	9
Worker / Employee	Female	88	104	118
	Male	955	962	942
GENERAL TOTAL		1.431	1.479	1.493

Total Labor Force by Education Level	Gender	2022	2023	2024
Primary education	Female	51	42	57
	Male	585	555	570
High School	Female	26	52	50
	Male	390	403	373
University and Higher Education	Female	73	83	93
	Male	306	344	350
GENERAL TOTAL		1.431	1.479	1.493



## HUMAN RESOURCES

Employee Contract	2022	2023	2024
Fixed Term Contract	0	0	0
Temporary Contract	0	0	0
Part-time employee	0	0	0
Working from home - Hybrid	92	112	128
Remote	0	3	4
Recruitment	2022	2023	2024
By Age			
20-29	142	270	175
30-39	111	129	117
40-49	70	171	85
50 + years	50	88	43
By Gender			
Female	38	68	61
Male	335	577	358
Resigned	2022	2023	2024
By Age			
20-29	261	465	371
30-39	187	241	209
40-49	113	220	122
50 + age	32	94	86
By Gender			
Female	36	75	95
Male	557	945	697
Average Duration of Employment (Years)	2022	2023	2024
Female	2,78	1,90	2,13
Male	3,12	2,47	2,62
Commitment Index	2022	2023	2024
Commitment index value	70	-	-
Employee Satisfaction (%)	2022	2023	2024
Employee Satisfaction Rate	-	-	-
Number of Discrimination Cases	2022	2023	2024
Resolved case	2	6	0
Number of cases against the company	0	0	0
Number of cases in favor of the company	0	0	0
Distribution of the Board of Directors by Gender (Person)	2022	2023	2024
Female	2	1	2
Male	2	3	2
Number of Disabled Employees	2022	2023	2024
Female	1	4	3
Male	27	25	35

## HUMAN RESOURCES

Maternity Leave	Cinsiyet	2022	2023	2024
Number of employees on maternity leave	Female	2	2	2
	Male	0	0	0
Number of employees returning from maternity leave	Female	1	1	1
	Male	0	0	0
Number of employees returning to work after maternity leave and still employed 1 year after return (People)	Female	1	1	1
	Male	0	0	0
Return to work rate of employees who took maternity leave (%)	Female	%50	%50	%50
	Male	%0	%0	%0
Collective Agreement	Gender	2022	2023	2024
Workforce Covered by Collective Agreement	Person	0	0	0
Direct Employment	Person	0	0	0
Total Number of Employees Covered by Collective Agreements	Person	0	0	0

## TRAINING

Hours by Education Type	2023	2024
Environment	1.448	1.609
Energy	99	669
OHS	822	10.425
Personal Development	560	1.892
Occupational	2.177	9.895
Human Rights Education	215	242
<b>Total Hours</b>	<b>5.321</b>	<b>24.732</b>

Training Hours per Person by Training Type	2023	2024
Environment	0,98	1,08
Energy	0,07	0,45
OHS	0,56	6,98
Personal Development	0,38	1,27
Occupational	1,47	6,63
Human Rights Education	0,15	0,16
<b>Total Hours per Person</b>	<b>3,61</b>	<b>16,57</b>

By Gender	2023	2024
Female	830	3.678
Male	4.491	21.054
<b>Total Hours</b>	<b>5.321</b>	<b>24.732</b>

By Position	2023	2024
High Level	31	436
Manager	381	1.105
Administrator	217	757
Specialist	1252	3.858
Chief	599	1.919
Staff	2.734	16.224
Authorized	107	433
<b>Total Hours</b>	<b>5.321</b>	<b>24.732</b>



## OCCUPATIONAL HEALTH AND SAFETY

Occupational Health and Safety	2022	2023	2024
Number of employees covered by OHS	1485	1467	1532
Percentage of employees covered by OHS	%100	%100	%100
Total Number of Accidents (Number)	2022	2023	2024
Number of Accidents (Company)	159	124	132
Number of Lost Time Incidents (Company)	52	55	72
Number of Non-Lost Time Accidents (Company)	107	69	60
Number of Accidents (Subcontractor)	20	55	45
Number of Lost Time Accidents (Subcontractor)	4	19	19
Number of Accidents without Lost Time Accidents (Subcontractor)	16	36	26
Number of Fatal Incidents (Company)	0	1	0
Number of Fatal Cases (Subcontractor)	0	0	0
Recorded accidents	159	124	132
Total Working Hours	3.471.188	3.429.113	3.594.072
Total Working Hours (Subcontractor)	4.055.563	4.293.988	4.283.796
Number of Lost Workdays (Days)	2022	2023	2024
Absenteeism due to Accident (Company)	917	8410	1239
Absenteeism due to Accident (Subcontractor)	58	90	87
Absenteeism due to Occupational Diseases	0	0	0
Total Injury Rate (Total Injury Accidents/Total Working Hours)	2022	2023	2024
Injury Rate (Company)	0,000046	0,000036	0,000037
Injury Rate (Subcontractor)	0,000005	0,000013	0,000011
Lost Time Injury Rate (Number of Lost Time Injuries/Total Working Hours)	2022	2023	2024
Injury Rate (Company)	0,000015	0,000016	0,000020
Injury Rate (Subcontractor)	0,000001	0,000004	0,000004
Lost Workday Rate (Accidental Absence/Total Working Hours)	2022	2023	2024
Injury Rate (Company)	0,00026	0,00245	0,00034
Injury Rate (Subcontractor)	0,00001	0,00002	0,00002
OHS Certificates Provided to Employees (Number)	2022	2023	2024
Vocational training certificate	239	62	576
Professional qualification certificate	125	31	56
Document renewal	0	0	0

## GRI Content Index

Notice of Use	ALİŞAN Lojistik A.Ş. has reported the information in this GRI content index for the period January 1, 2023 - December 31, 2024 with reference to GRI Standards.	
GRI 1 Usage	GRI 1: Core 2021	
GRI Standard	Description	Page No, Direct Answers, Related Source
General Explanations		
GRI 2: General Disclosures 2021	2-1 Company Profile	About the Company p.3-13
	2-2 Organizations included in sustainability reporting	About the Report p.66
	2-3 Raporlama periyodu, sıklığı ve iletişim bilgisi	About the Report p.66
	2-4 Information revised according to previous reports	75% of the shares of Alişan Lojistik A.Ş. were acquired by PSA International Pte.Ltd. in 2023. For further details on acquisition, see About the Report p.66.
	2-5 External Audit	Mandatory audits are conducted. Information on all internal audit Our Boards p.6, Buying and Governance p.58, Audit, Verification, Accreditation p.65, The report is not subject to audit. About the Report p.66
	2-6 Operations, value chain and other business relationships	About the Company p.3 -13, Customer Satisfaction p.62, Supplier Management p.63 -64
	2-7 Employees	ESG Data Tables p.71 - 73, Human Resources p.47
	2-8 Employees of subcontractors	All employees are the company's own employees.
	2-9 Governance structure	Our Boards p.6 Alisan and Governance p.57-60
	2-10 Process for determining the competencies and qualifications of the members of the highest governance body	About the Company p.3, Our Boards p.6
	2-11 Chair of the highest governance body	Organizational Structure p.5
	2-12 The role of the highest governance body in managing the impacts of the organization's activities	CEO Message p.1, About the Company p.3, Our Boards p.6, Buyer and Sustainability Perspective p.22-23, Sustainability Management p.27
	2-13 Will to take responsibility for managing the impacts of operations	CEO Message p.1, Sustainability Management p.27, Management of Environmental Issues p.34, Alışan and Governance p.58
	2-14 Role of the highest governance body in sustainability reporting	Sustainability Management p.27
	2-15 Processes to prevent conflicts of interest	Business Ethics p.59, Ethical Conduct Policy p.59, Supplier Management p.63
	2-16 Process of escalating critical issues to the highest governance body	Our Boards p.6
	2-17 Competencies of the highest governance body	Sustainability Management p.27.
	2-18 Assessing the performance of the highest governance body	Not disclosed due to confidentiality.
	2-19 Wage policies _Senior level	Not disclosed due to confidentiality.
	2-20 Process for determining wages	Not disclosed due to confidentiality.
	2-21 Annual total remuneration rate	Not disclosed due to confidentiality.
	2-22 Statement on sustainable development strategy	CEO Message p.1, Alışan and Sustainability p.22 - 26, Sustainability Issues p.29, Our Sustainability Strategy and Focus Areas p.30 -31, <u>Environment and Sustainability Policy</u> .
	2-23 Policy commitments	All policies of the Company are <a href="#">available at this link</a>
	2-24 Implementation of policy commitments	All policies of the Company are <a href="#">available at this link</a> Our Energy Management Policy p.40, Focus Area People p.47 -48, 50; Buyer and Governance p.58-59, Quality Management, Information Security and Privacy p.61

## GRI Content Index

GRI 2: Genel Açıklamalar 2021	2-25 Processes to ameliorate negative impacts	Business Ethics p.60, Code of Conduct, Compliance and Certificates p.13, Customer Satisfaction and privacy p.62
	2-26 Mechanisms for receiving suggestions and raising concerns about issues related to ethical and legal behavior	Business Ethics p.60
	2-27 Compliance with legal regulations	Buying and Governance p.58, Business Ethics p.59
	2-28 Corporate memberships	Memberships p.19
	2-29 Stakeholder engagement	Our Stakeholders p.28, Communication with Suppliers p.64, About the Report p.66
	2-30 Proportion of employees subject to collective labor agreements	There is no union.
Sustainability Issues		
GRI 3: Material Issues 2021	3-1 Process of identifying material issues	Sustainability Approach p.23, 25-26, Sustainability Issues p.29
	3-2 List of materiality issues	Sustainability Issues p.29
	3-3 Management of the material issue	Sustainability Management p.27
Occupational Health and Safety		
GRI 3: Material Issues 2021	3-3 Management of the materiality issue	Sustainability Approach p.23, 25-26, Occupational Health and Safety 52-54, Our Awards p.18
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Occupational Health and Safety p.52 -54
	403-2 Types and rates of injuries, occupational diseases, lost days, absenteeism and work-related fatalities	ESG Data Tables p.75
	403-3 Occupational health services	Occupational Health and Safety p.53
	403-4 Employee involvement in occupational health and safety, consultation and communication	Occupational Health and Safety p.53- 54
	403-5 Employee training on occupational health and safety	Occupational Health and Safety p.53, ESG Data Tables p.74
	403-6 Promotion of employee health	Occupational Health and Safety p.52
	403-7 Prevention and mitigation of occupational health and safety impacts directly related to labor relations	Occupational Health and Safety p.52, Risk Management for Sustainability p.25
	403-8 Employees covered by the occupational health and safety management system	Occupational Health and Safety p.52
	403-9 Work-related injuries	ESG Data Tables p.75
	403-10 Work-related patient cases	ESG Data Tables p.75
Service Quality and Customer Satisfaction		
Customer Health and Safety		
GRI 3: Material Issues 2021	3-3 Management of the material issue	Sustainability Approach p.23, 15-27, Customer Satisfaction Service Quality p.62
GRI 416: Customer Health and Safety 2016	416-1 Percentage of significant categories of products and services where health and safety impacts are assessed for improvement	Customer Satisfaction Service Quality p.62, Code of Conduct, Compliance and Certificates p.13
	416-2 Incidents of non-compliance related to health and safety impacts of products and services	None.



## GRI Content Index

Adaptation to Climate Change		
GRI 3: Material Issues 2021	3-3 Management of the materiality issue	Our Outstanding Achievements p.2, Sustainability Approach p.23, 25-27, Management of Environmental Issues p.34-35
Emissions& Energy		
GRI 3: Material Issues 2021	3-3 Management of the material issue	Sustainability Approach pp. 23, 25-27, Environmental Issues Management pp. 34-35
GRI 305: Emissions 2016	305-1 Direct greenhouse gas (GHG) emissions (Scope 1)	Emissions Management p.36-37, ESG Data Tables p.69
	305-2 Indirect energy greenhouse gas (GHG) emissions (Scope 2)	Emissions Management p.37, ESG Data Tables p.69
	305-3 Other indirect energy greenhouse gas (GHG) emissions (Scope 3)	Emissions Management p.39, ESG Data Tables p.69
	305-4 Greenhouse gas emission intensity	Emissions Management p.39, ESG Data Tables p.69
	305-5 Reducing greenhouse gas (GHG) emissions	Emissions Management p.38, ESG Data Tables p.69
GRI 302: Energy 2016	302-1 In-house Energy Consumption	Energy Management p.40, ESG Data Tables p.69
	302-4 Reducing energy consumption	CEO Message p.1, Highlights p.2, Energy Management p.40, Buyer and Governance p.57, ESG Data Tables p.69
	302-5 Reductions in the energy requirements of products and services	Energy Management p.40, ESG Data Tables p.69
Ethical Business and Legal Compliance		
GRI 3: Material Issues 2021	3-3 Management of the material issue	Sustainability Approach p.23, 25 -27, Business Ethics Policy can be accessed <a href="#">from this link.</a>
GRI 205: Anti-Corruption 2016	205-1 Activities assessed for risks related to corruption	You can access Buyer and Governance p.57 -60, Code of Conduct Compliance and Certificates p.13, Business Ethics, Customer Satisfaction and Supplier Business Ethics Policies <a href="#">from this link.</a>
	205-3 Confirmed incidents of corruption and actions taken	None
GRI 207: Tax 2019	207-1 Approach to tax	Alışan and Governance p.58
	207-2 Tax administration, control and risk management	Alışan and Governance p.58
Cyber Security and Data Privacy		
Customer Privacy		
GRI 3: Material Issues 2021	3-3 Management of the material issue	Sustainability Approach p.23, 25-27, Quality Management, Information Security and Privacy p.61, Related Information Security, Data Privacy, Business Ethics, KVKK, Supplier Business Ethics Policies can be found at <a href="#">this link.</a>
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints of breach of customer privacy and loss of customer data	None.

## GRI Content Index

Employee Rights		
Recruitment & Communication		
GRI 3: Material Issues 2021	3-3 Management of the material issue	Sustainability Approach p.23, 25 -27, Focus Area Human p.47-50
GRI 401: Employment 2016	401-1 New hires and employee turnover	ESG Data Tables p.72
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	There are no temporary and/or part-time employees. ESG Data Tables p.72
	401-3 Maternity/Parental Leave	ESG Data Tables p.73
GRI 402: Employee/ Management Relations 2016	402-1 Minimum notification period for operational changes	The period specified by law is applied. There is no union.
Innovation & Adaptation of Technology		
GRI 3: Material Issues 2021	3-3 Management of the material issue	Sustainability Approach p.22, 23, 26; Our Values p.4, R&D Activities p.9, Risk Management in terms of Sustainability p.25, Focus Area People p.50
Waste Management		
Waste		
GRI 3: Material Issues 2021	3-3 Management of the material issue	CEO Message p.1, Sustainability Approach p.23, 25 -27, Buyer and Governance p.57, Sustainability Based Initiatives p.14
GRI 3: Material Issues 2021	306-1 Waste generation and significant impacts from waste	Waste Management & Circularity Approach p.41 -43, ESG Data Tables p.70
	306-2 Management of significant impacts from waste	Waste Management & Circularity Approach p.41 -43
	306-3 Waste production	Waste Management & Circularity Approach p.41 -42
	306-4 Waste diverted from disposal	Waste Management & Circularity Approach p.43, ESG Data Tables p.70
	306-5 Disposed waste	Waste Management & Circularity Approach p.43, ESG Data Tables p.70
Risk Management		
GRI 3: Material Issues 2021	3-3 Management of the material issue	Sustainability Approach p.23 -24, Risk Management from a Sustainability Perspective p.25-26, Management of Environmental Issues p.34, Climate Based Risk Assessment p.35
Supplier Management		
GRI 3: Material Issues 2021	3-3 Management of the material issue	CEO Message p.1, Sustainability Approach p.23, 26, Supplier Management p.63

## GRI Content Index

GRI 414: Social Assessment of Suppliers 2016	414-1 New suppliers screened using social criteria	Supplier Management p.63, Communication with our Suppliers p.64
	414-2 Negative social impacts in the supply chain and actions taken	Focus Area Human p.50, Supplier Business Ethics Policies are available at <a href="#">this link</a> .
GRI 308: Environmental Assessment of Suppliers 2016	308-1 New suppliers screened using environmental criteria	Environment Based Projects p.35, Supplier Management p.43, Communication with Suppliers p.64
	308-2 Negative impacts of the supply chain on the environment and measures taken	Scope 3 Comparison of Emissions p.39, Supplier Management p.43, Supplier Business Ethics Policy can be accessed from <a href="#">this link</a> .

### Water Management

#### Water and Waste Water

GRI 3: Material Issues 2021	3-3 Management of the material issue	Sustainability Approach p.15-23, Water Management p.44
GRI 303: Water and Wastewater 2018	303-1 Interaction with water as a shared resource	Water Management p.44, ESG Data Tables p.70
	303-2 Management of impacts due to water discharge	Water Management p.44, Audit Verification Accreditation p.65
	303-3 Water withdrawn from the source	ESG Data Tables p.70
	303-4 Water discharge	Water Management p.44
	303-5 Water consumption	Water Management p.44, ESG Data Tables p.70

### Employee Diversity and Inclusion

GRI 3: Material Issues 2021	3-3 Management of the material issue	Sustainability Approach p.15-23, Focus Area People p.48, 50, Sustainability-Based Initiatives p.14
GRI 405: Diversity and Equality	405-1 Diversity of governance bodies and employees	Achievements p.2, Focus Area Human p.50, ESG Data Tables p.71
GRI 406: Prevention of Discrimination 2016	406-1 Total number of cases of discrimination and corrective measures taken	Business Ethics p.59, 60, ESG Data Tables p.72
GRI 407: Right to Organize and Collective Bargaining 2016	407-1 Activities and suppliers where freedom of association and collective bargaining may be at risk	There is no union.
GRI 408: Child Labor 2016	408-1 Activities and suppliers with significant risk of child labor incidents	Management Message p.1, People in Focus p.50, Supplier Management p.63, 64, Human Rights and Supplier Business Ethics Policies are available at <a href="#">this link</a> .
GRI 409: Forced or Compulsory Labor 2016	409-1 Activities and suppliers identified as having a significant risk of incidents of forced or compulsory labor and actions taken	Focus Area Human p.48, 50, Supplier Management p.63, Human Rights and Supplier Business Ethics Policies are available at <a href="#">this link</a> .

### Employee Development & Training

#### Trainings

GRI 3: Material Issues 2021	3-3 Management of the material issue	Sustainability Approach p.22, Focus Area People p.47, Training and Development p.51
GRI 404: Education and Training 2016	404-1 Average hours of training per employee per year	ESG Data Tables p.74
	404-2 Talent management and lifelong learning programs that support employee development	Educational Development p.51, ESG Data Tables p.74





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