

GLOBAL REPORTING INITIATIVE (GRI) CONTENT INDEX **(SELF DECLARED)**

GRI CONTENT INDEX		
GRI STANDARDS	Disclosure	Page Number(s)
GRI 101: General Disclosures		
Organizational Profile		
102-1	Name of the organization	8
102-2	Activities, brands, products, and services	6,8-9 Detailed information can be found at Doğuş Otomotiv 2018 Annual Report http://www.dogusotomotiv.com.tr/newdogusotomotiv_files/201921514029410_Dogus%20Otomotiv%20FR_2018_ENG%20WEB1.pdf (Page 7)
102-3	Location of headquarters	127
102-4	Location of operations	9 Detailed information can be found at Doğuş Otomotiv 2018 Annual Report http://www.dogusotomotiv.com.tr/newdogusotomotiv_files/201921514029410_Dogus%20Otomotiv%20FR_2018_ENG%20WEB1.pdf (Page 33)

102-5	Ownership and legal form	8,9 Detailed information can be found at Doğuş Otomotiv 201 Annual Report http://www.dogusotomotiv.com.tr/newdogusotomotiv_files/201921514252910_Dogus%20Otomotiv%20FR_2018_ENG%20WEB3.pdf (Pages 88-89)
102-6	Markets served	8,9 Detailed information can be found at Doğuş Otomotiv 2018 Annual Report http://www.dogusotomotiv.com.tr/newdogusotomotiv_files/201921514029410_Dogus%20Otomotiv%20FR_2018_ENG%20WEB1.pdf (Pages 7,33)
102-7	Scale of the organization	8,9 Detailed information can be found at Doğuş Otomotiv 2018 Annual Report http://www.dogusotomotiv.com.tr/newdogusotomotiv_files/201921514252910_Dogus%20Otomotiv%20FR_2018_ENG%20WEB3.pdf (Pages 86,89)
102-8	Information on employees and other workers	64,65
102-9	Supply chain	39-46
102-10	Significant changes to the organization and its supply chain	9, 54-55 There were no changes in the issued capital of Doğuş Otomotiv during the reporting period. Information about the new openings of Authorized Dealers and Services, new Doğuş Oto regions related to supply chain developments can be found in the relevant parts of the 2018 Corporate Sustainability Report.
102-11	Precautionary Principle or approach	Doğuş Otomotiv Precautionary Approach http://www.dogusotomotiv.com.tr/en/sustainability-2019/our-business-and-economical-development/risk-management

102-12	External initiatives	<p>Agreements, Principles and Initiatives Signed outside the Organization: UNGC and UNSDG Indexes</p> <p>http://www.dogusotomotiv.com.tr/en/sustainability-2019/sustainability1/sustainability-reports</p>
102-13	Membership of associations	<p>Memberships and Collaborations: http://www.dogusotomotiv.com.tr/en/sustainability-2019/strategy-and-management/stakeholder-engagement/memberships-and-collaborations</p>
Strategy		
102-14	Statement from senior decision-maker	16-18
102-15	Key impacts, risks, and opportunities	<p>23-33</p> <p>2018 Corporate Governance and Compliance Report: http://www.dogusotomotiv.com.tr/newdogusotomotiv_files/201921514252910_Dogus%20otomotiv%20FR_2018_ENG%20WEB3.pdf (Pages 97-101,107-109)</p> <p>Doğuş Otomotiv Key Impact and Material Issues http://www.dogusotomotiv.com.tr/en/sustainability-2019/strategy-and-management/impact-and-materiality</p> <p>Indirect Economic Impact Management Approach http://www.dogusotomotiv.com.tr/en/sustainability-2019/strategy-and-management/sustainability-policies</p>
Ethics & Integrity		
102-16	Values, principles, standards, and norms of behavior	<p>Doğuş Otomotiv Vision, Mission, Strategy, Commitments and Values: http://www.dogusotomotiv.com.tr/en/about-us/values-and-principles/vision-mission-strategy</p> <p>Doğuş Otomotiv Code of Ethics: http://www.dogusotomotiv.com.tr/en/sustainability-2019/our-people-and-community-engagement/business-ethics/dogus-otomotiv-code-of-ethics</p>

102-17	Mechanisms for advice and concerns about ethics	<p>Doğuş Otomotiv Vision, Mission, Strategy, Commitments and Values: http://www.dogusotomotiv.com.tr/en/about-us/values-and-principles/vision-mission-strategy</p> <p>Doğuş Otomotiv Code of Ethics: http://www.dogusotomotiv.com.tr/en/sustainability-2019/our-people-and-community-engagement/business-ethics/dogus-otomotiv-code-of-ethics</p>
Governance		
102-18	Governance structure	<p>Detailed information about Corporate Governance and Compliance can be found in Doğuş Otomotiv 2018 Annual Report:</p> <p>http://www.dogusotomotiv.com.tr/newdogusotomotiv_files/201921514252910_Dogus%20Otomotiv%20FR_2018_ENG%20WEB3.pdf (Pages 81-84)</p>
102-19	Delegating authority	<p>Detailed information about Corporate Governance and Compliance can be found in Doğuş Otomotiv Sustainability Web Site;</p> <p>http://www.dogusotomotiv.com.tr/en/sustainability-2019/strategy-and-management/strategy-and-management</p> <p>Doğuş Otomotiv 2018 Annual Report; http://www.dogusotomotiv.com.tr/newdogusotomotiv_files/201921514252910_Dogus%20Otomotiv%20FR_2018_ENG%20WEB3.pdf (Pages 70-74)</p>

102-20	Executive-level responsibility for economic, environmental, and social topics	<p>22</p> <p>Sustainability Web Site; http://www.dogusotomotiv.com.tr/en/sustainability-2019/strategy-and-management/strategy-and-management</p> <p>Doğuş Otomotiv 2018 Annual Report; http://www.dogusotomotiv.com.tr/newdogusotomotiv_files/201921514029410_Dogus%20Otomotiv%20FR_2018_ENG%20WEB1.pdf</p> <p>(Pages 84-85)</p>
102-21	Consulting stakeholders on economic, environmental, and social topics	27-29
102-22	Composition of the highest governance body and its committees	<p>Sustainability Web Site; http://www.dogusotomotiv.com.tr/en/sustainability-2019/strategy-and-management/strategy-and-management</p> <p>Doğuş Otomotiv 2018 Annual Report; http://www.dogusotomotiv.com.tr/newdogusotomotiv_files/201921514252910_Dogus%20Otomotiv%20FR_2018_ENG%20WEB3.pdf</p> <p>(Pages 84-85)</p>
102-23	Chair of the highest governance body	<p>The Chairman of the Board of Directors is also officiated as Chief Executive Officer.</p> <p>Composition of the Board and sub-committees are available at Doğuş Otomotiv 2018 Corporate Governance Compliance Report;</p> <p>http://www.dogusotomotiv.com.tr/newdogusotomotiv_files/201921514252910_Dogus%20Otomotiv%20FR_2018_ENG%20WEB3.pdf</p> <p>(Pages 84-85)</p>

102-24	Nominating and selecting the highest governance body	Composition of the Board and sub-committees are available at Doğuş Otomotiv 2018 Corporate Governance Compliance Report; http://www.dogusotomotiv.com.tr/newdogusotomotiv_files/201921514252910_Dogus%20Otomotiv%20FR_2018_ENG%20WEB3.pdf (Pages 84-85)
102-25	Conflicts of interest	The management of potential conflicts of interest is described in the Doğuş Otomotiv 2018 Annual Report; http://www.dogusotomotiv.com.tr/newdogusotomotiv_files/201921514252910_Dogus%20Otomotiv%20FR_2018_ENG%20WEB3.pdf (Page 91) Doğuş Otomotiv Code of Ethics; http://www.dogusotomotiv.com.tr/newdogusotomotiv_files/2017623223221578_DogusOtomotiv_-En.pdf (Pages 40-47)
102-26	Role of highest governance body in setting purpose, values, and strategy	Detailed information about Corporate Governance and Compliance can be found 2018 Annual Report; http://www.dogusotomotiv.com.tr/newdogusotomotiv_files/201921514252910_Dogus%20Otomotiv%20FR_2018_ENG%20WEB3.pdf (Pages 80-85)
102-27	Collective knowledge of highest governance body	Detailed information about Corporate Governance and Compliance can be found 2018 Annual Report; http://www.dogusotomotiv.com.tr/newdogusotomotiv_files/201921514252910_Dogus%20Otomotiv%20FR_2018_ENG%20WEB3.pdf (Pages 80-85)
102-28	Evaluating the highest governance body's performance	Detailed information about Corporate Governance and Compliance can be found 2018 Annual Report; http://www.dogusotomotiv.com.tr/newdogusotomotiv_files/201921514252910_Dogus%20Otomotiv%20FR_2018_ENG%20WEB3.pdf (Pages 80-85) Web site: http://www.dogusotomotiv.com.tr/en/investor-relations/investor-relations/corporate-governance/policies/remuneration

102-29	Identifying and managing economic, environmental, and social impacts	<p>22</p> <p>Corporate Governance Web Site; http://www.dogusotomotiv.com.tr/en/investor-relations/investor-relations/corporate-governance/policies/disclosure</p> <p>Detailed information about Corporate Governance and Compliance can be found 2018 Annual Report;</p> <p>http://www.dogusotomotiv.com.tr/newdogusotomotiv_files/201921514252910_Dogus%20otomotiv%20FR_2018_ENG%20WEB3.pdf (Pages 80-85)</p>
102-30	Effectiveness of risk management processes	<p>22, 35-36</p> <p>Detailed information about Corporate Governance and Compliance can be found 2018 Annual Report;</p> <p>http://www.dogusotomotiv.com.tr/newdogusotomotiv_files/201921514252910_Dogus%20otomotiv%20FR_2018_ENG%20WEB3.pdf (Pages 80-85)</p>
102-31	Review of economic, environmental, and social topics	<p>22, 35-36</p> <p>Detailed information about Corporate Governance and Compliance can be found 2018 Annual Report;</p> <p>http://www.dogusotomotiv.com.tr/newdogusotomotiv_files/201921514252910_Dogus%20otomotiv%20FR_2018_ENG%20WEB3.pdf (Pages 80-85)</p>
102-32	Highest governance body's role in sustainability reporting	<p>22, 35-36</p> <p>Detailed information about Corporate Governance and Compliance can be found 2018 Annual Report;</p> <p>http://www.dogusotomotiv.com.tr/newdogusotomotiv_files/201921514252910_Dogus%20otomotiv%20FR_2018_ENG%20WEB3.pdf (Pages 80-85)</p>

102-33	Communicating critical concerns	<p>22, 35-36</p> <p>Detailed information about Corporate Governance and Compliance can be found 2018 Annual Report;</p> <p>http://www.dogusotomotiv.com.tr/newdogusotomotiv_files/201921514252910_Dogus%20Otomotiv%20FR_2018_ENG%20WEB3.pdf (Pages 80-85)</p>
102-34	Nature and total number of critical concerns	<p>There were no concerns to be considered as critical communicated to the Board in 2018.</p>
102-35	Remuneration policies	<p>The remuneration policy for the Board is available in the Doğuş Otomotiv 2018 Annual Report;</p> <p>http://www.dogusotomotiv.com.tr/newdogusotomotiv_files/201921514252910_Dogus%20Otomotiv%20FR_2018_ENG%20WEB3.pdf (Page 69)</p> <p>Web site: http://www.dogusotomotiv.com.tr/en/investor-relations/investor-relations/corporate-governance/policies/remuneration</p>
102-36	Process for determining remuneration	<p>The remuneration policy for the Board is available in the Doğuş Otomotiv 2018 Annual Report. http://www.dogusotomotiv.com.tr/newdogusotomotiv_files/201921514252910_Dogus%20Otomotiv%20FR_2018_ENG%20WEB3.pdf (Page 69)</p> <p>Web site: http://www.dogusotomotiv.com.tr/en/investor-relations/investor-relations/corporate-governance/policies/remuneration</p>

102-37	Stakeholders involvement in remuneration	The remuneration policy for the Board is available in the Doğuş Otomotiv 2018 Annual Report. http://www.dogusotomotiv.com.tr/newdogusotomotiv_files/201921514252910_Dogus%20Otomotiv%20FR_2018_ENG%20WEB3.pdf (Page 69) Web site: http://www.dogusotomotiv.com.tr/en/investor-relations/investor-relations/corporate-governance/policies/remuneration
102-38	Annual total compensation ratio	Confidentiality Constraints - The remuneration analysis of the Board is not declared as it is not a norm in the countries we operate.
102-39	Percentage increase in annual total compensation ratio	Confidentiality Constraints - The remuneration analysis of the Board is not declared as it is not a norm in the countries we operate.
Stakeholder Engagement		
102-40	List of stakeholder groups	Our stakeholder list can be found at Doğuş Otomotiv web site: http://www.dogusotomotiv.com.tr/en/sustainability-2019/strategy-and-management/stakeholder-engagement/stakeholder-engagement
102-41	Collective bargaining agreements	There is no labour union in our Company, hence 0% of the employees are covered by collective bargaining agreements.
102-42	Identifying and selecting stakeholders	Doğuş Otomotiv identified all its key stakeholders in line with AA1000SES standard in workshops, where all departments participated in 2009. http://www.dogusotomotiv.com.tr/en/sustainability-2019/strategy-and-management/stakeholder-engagement/stakeholder-engagement

102-43	Approach to stakeholder engagement	<p>25, 27-30</p> <p>Stakeholder engagement process of Doğuş Otomotiv and Stakeholder Dialog Platform can be found at Doğuş Otomotiv Sustainability Web Site: http://www.dogusotomotiv.com.tr/en/sustainability-2019/strategy-and-management/stakeholder-engagement/stakeholder-engagement</p> <p>Several Sustainability Council and Corporate Governance and Sustainability Committee meetings were held for the report preparation process, and the feedback collected from stakeholders at various stakeholder platforms were thereby considered in this process.</p>
102-44	Key topics and concerns raised	<p>23-27</p> <p>We identified the key topics and concerns of Stakeholders in the materiality analysis conducted in December 2017</p> <p>http://www.dogusotomotiv.com.tr/en/sustainability-2019/strategy-and-management/impact-and-materiality</p> <p>The key impacts disclosed in this report are evolved from the results of this Materiality study, where the issues and concerns of each stakeholder group, collected through several dialogue platforms, were considered and assessed. Since employees from all departments participated, who collectively had broad knowledge about each stakeholders' opinions and concerns, and shared them in detail during the study, key topics and concerns of all stakeholder groups were considered.</p>
Reporting Practice		
102-45	Entities included in the consolidated financial statements	3-4
102-46	Defining report content and topic Boundaries	<p>3-4, 23-24</p> <p>Doğuş Otomotiv used AA1000SES for determining its material issues; http://www.dogusotomotiv.com.tr/en/sustainability-2019/strategy-and-management/impact-and-materiality</p>

102-47	List of material topics	23-24 Doğuş Otomotiv's key impacts and material issues can be found at Doğuş Otomotiv Sustainability Web Site http://www.dogusotomotiv.com.tr/en/sustainability-2019/strategy-and-management/impact-and-materiality
102-48	Restatements of information	3-4
102-49	Changes in reporting	3-4
102-50	Reporting period	3
102-51	Date of most recent report	3 Doğuş Otomotiv publishes its Corporate Sustainability Report every year since 2009. 2018 Corporate Sustainability Report is the Company's 10th Sustainability Report.
102-52	Reporting cycle	3
102-53	Contact point for questions regarding the report	127
102-54	Claims of reporting in accordance with the GRI Standards	4 GRI Content Index can be found at: http://www.dogusotomotiv.com.tr/en/sustainability-2019/sustainability1/sustainability-reports
102-55	GRI content index	4 Doğuş Otomotiv 2018 Corporate Sustainability Report is prepared according to GRI Standards with the Comprehensive Content and it is self-declared. GRI Content Index can be found at: https://www.dogusotomotiv.com.tr/en/sustainability/corporate-sustainability/sustainability-home

102-56	External assurance	<p>4, 126-127</p> <p>For the 2018 Corporate Sustainability Report, Doğuş Otomotiv took an important step toward ensuring the accuracy of the data contained in the report through the assurance of an independent audit firm and procured limited auditing services from PricewaterhouseCoopers Turkey. As shown in the details of the report's audit section, the accuracy of data has been reviewed in limited scope in accordance with the ISAE 3000 (revised version) standard, and the fact that the report has been prepared at Comprehensive Reporting level in accordance with GRI (Global Reporting Initiative) principles has been disclosed to the public.</p>
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Material Topics	Disclosure	Page
GRI 200 Economic Standard Series		
103-1	Management Approach Explanation of the material topic and its Boundary	<p>34</p> <p>Detailed information about Doğuş Otomotiv's key impacts and material issues can be found at Doğuş Otomotiv Sustainability Web Site:</p> <p>http://www.dogusotomotiv.com.tr/en/sustainability-2019/strategy-and-management/strategy-and-management</p> <p>Doğuş Otomotiv Economic Performance Management Approach can be found at:</p> <p>http://www.dogusotomotiv.com.tr/en/sustainability-2019/strategy-and-management/sustainability-policies</p>
103-2	Management Approach The management approach and its components	<p>34</p> <p>Doğuş Otomotiv Economic Performance Management Approach and Market Presence Management Approach can be found at:</p> <p>http://www.dogusotomotiv.com.tr/en/sustainability-2019/strategy-and-management/sustainability-policies</p>

103-3	Management Approach Evaluation of the management approach	Doğuş Otomotiv Economic Performance Management Approach and Market Presence Management Approach can be found at: http://www.dogusotomotiv.com.tr/en/sustainability-2019/strategy-and-management/sustainability-policies
Economic Performance		
201-1	Direct economic value generated and distributed	12-13
201-2	Financial implications and other risks and opportunities due to climate change	24, 36, 75, 77
201-3	Defined benefit plan obligations and other retirement plans	There is no salary-based pension contribution at Doğuş Otomotiv.
201-4	Financial assistance received from government	Doğuş Otomotiv has not received any significant financial assistance from government in 2018.
Market Presence		
103-1 / 103-2 / 103-3	Management Approach	Market Presence Management Approach http://www.dogusotomotiv.com.tr/en/sustainability-2019/strategy-and-management/sustainability-policies
202-1	Ratios of standard entry level wage by gender compared to local minimum wage	For Doğuş Otomotiv sustainability policies and management approaches: http://www.dogusotomotiv.com.tr/en/sustainability-2019/strategy-and-management/sustainability-policies Starting salary is in compliance with laws and regulations and varies according to the position at Doğuş Otomotiv and Doğuş Oto.
202-2	Proportion of senior management hired from the local community	All the senior management of Doğuş Otomotiv are hired from the local community.
Indirect Economic Impacts		
103-1 / 103-2 / 103-3	Management Approach	For Doğuş Otomotiv sustainability policies and management approaches: http://www.dogusotomotiv.com.tr/en/sustainability-2019/strategy-and-management/sustainability-policies

203-1	Infrastructure investments and services supported	40-42 For Doğuş Otomotiv sustainability policies and management approaches: http://www.dogusotomotiv.com.tr/en/sustainability-2019/strategy-and-management/sustainability-policies
203-2	Significant indirect economic impacts	39-42, 84-93, 94-109, 110-126 Every year, Doğuş Otomotiv monitors the direct economic impact of its Affiliates, Athorized Dealers and Service Centers and Suppliers and reports them with figures to investigate the indirect economic impact and execute a detailed data collection process.
Procurement Practices		
103-1 / 103-2 / 103-3	Management Approach	For Doğuş Otomotiv sustainability policies and management approaches: http://www.dogusotomotiv.com.tr/en/sustainability-2019/strategy-and-management/sustainability-policies
204-1	Proportion of spending on local suppliers	13, 39
Anti-Corruption		
103-1 / 103-2 / 103-3	Management Approach	For Doğuş Otomotiv sustainability policies and management approaches: http://www.dogusotomotiv.com.tr/en/sustainability-2019/strategy-and-management/sustainability-policies Doğuş Otomotiv Ethical Principles http://www.dogusotomotiv.com.tr/en/sustainability-2019/our-people-and-community-engagement/business-ethics/ethical-principles
205-1	Operations assessed for risks related to corruption	64 For Doğuş Otomotiv sustainability policies and management approaches: http://www.dogusotomotiv.com.tr/en/sustainability-2019/strategy-and-management/sustainability-policies Doğuş Otomotiv Code of Ethics: http://www.dogusotomotiv.com.tr/en/sustainability-2019/our-people-and-community-engagement/business-ethics/dogus-otomotiv-code-of-ethics

205-2	Communication and training about anti-corruption policies and procedures	64
205-3	Confirmed incidents of corruption and actions taken	Job contracts of some employees were terminated in 2018 for not complying with the rule 25, paragraph 2 of Work Law addressing behaviours that are not in line with honesty and loyalty, such as of misusing employers trust and theft. There are however neither lawsuits nor any legal penalties due to corruption.
Anti-competitive Behavior		
103-1 / 103-2 / 103-3	Management Approach	For Doğuş Otomotiv sustainability policies and management approaches: http://www.dogusotomotiv.com.tr/en/sustainability-2019/strategy-and-management/sustainability-policies Doğuş Otomotiv Code of Ethics: http://www.dogusotomotiv.com.tr/en/sustainability-2019/our-people-and-community-engagement/business-ethics/dogus-otomotiv-code-of-ethics
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	For Doğuş Otomotiv sustainability policies and management approaches: http://www.dogusotomotiv.com.tr/en/sustainability-2019/strategy-and-management/sustainability-policies Doğuş Otomotiv had no lawsuits in 2018 related to incidents for anti-competitive applications.
Environmental Standards Series		
Energy		
103-1 / 103-2 / 103-3	Management Approach	For Doğuş Otomotiv sustainability policies and management approaches: http://www.dogusotomotiv.com.tr/en/sustainability-2019/strategy-and-management/sustainability-policies
302-1	Energy consumption within the organization	81
302-2	Energy consumption outside of the organization	81
302-3	Energy intensity	81, 85
302-4	Reduction of energy consumption	81, 85
302-5	Reductions in energy requirements of products and services	39, 40-41, 75-83

Water		
103-1 / 103-2 / 103-3	Management Approach	For Doğuş Otomotiv sustainability policies and management approaches: http://www.dogusotomotiv.com.tr/en/sustainability-2019/strategy-and-management/sustainability-policies
303-1	Water withdrawal by source	Doğuş Otomotiv Şekerpinar establishment and Doğuş Oto locations use water from the resources of their municipalities.
303-2	Water sources significantly affected by withdrawal of water	There are no water sources significantly affected by withdrawal of water. Doğuş Otomotiv uses water from the distribution system of local municipalities.
303-3	Water recycled and reused	No water is recycled or reused.
Emissions		
103-1 / 103-2 / 103-3	Management Approach	For Doğuş Otomotiv sustainability policies and management approaches: http://www.dogusotomotiv.com.tr/en/sustainability-2019/strategy-and-management/sustainability-policies
305-1	Direct (Scope 1) GHG emissions	82, 86
305-2	Energy indirect (Scope 2) GHG emissions	82, 86
305-3	Other indirect (Scope 3) GHG emissions	82, 86
305-4	GHG emissions intensity	No reporting on this subject, not applicable, since our company doesn't produce but distributes vehicles.
305-5	Reduction of GHG emissions	77, 82
305-6	Emissions of ozone-depleting substances (ODS)	No reporting on this subject, not applicable, since our company doesn't produce but distributes vehicles.
305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	No reporting on this subject, not applicable, since our company doesn't produce but distributes vehicles.
Effluents and Waste		
103-1 / 103-2 / 103-3	Management Approach	For Doğuş Otomotiv sustainability policies and management approaches: http://www.dogusotomotiv.com.tr/en/sustainability-2019/strategy-and-management/sustainability-policies

306-1	Water discharge by quality and destination	Doğuş Otomotiv discharges its wastewater, which is supplied from the local municipalities, directly into the city sewage system. 100% of the used water is discharged to the city sewage systems in the operation areas.
306-2	Waste by type and disposal method	78-80
306-3	Significant spills	There was no leakage caused by activities of Doğuş Otomotiv. The Company's operations have no risk of dangerous leakage in significant quantities. Wastes carrying leakage risk (batteries, etc.) are classified according to their types and sent to the relevant companies for proper disposal, in compliance with laws and regulations.
306-4	Transport of hazardous waste	Wastes carrying hazardous risk are classified according to their types and sent to the relevant companies for proper disposal, in compliance with laws and regulations.
306-5	Water bodies affected by water discharges and/or runoff	Doğuş Otomotiv has no operations which significantly affect habitat because of the discharge of water.
Environmental Compliance		
103-1 / 103-2 / 103-3	Management Approach	For Doğuş Otomotiv sustainability policies and management approaches: http://www.dogusotomotiv.com.tr/en/sustainability-2019/strategy-and-management/sustainability-policies
307-1	Non-compliance with environmental laws and regulations	Doğuş Otomotiv was not fined in 2018 for not complying with environmental laws and regulations. To reduce environmental impacts, approximately TL 21,500 was invested by Doğuş Otomotiv in 2018. Environmental investments include payments to various organizations for waste disposal and environmental taxes.
Supplier Environmental Assessment		
103-1 / 103-2 / 103-3	Management Approach	For Doğuş Otomotiv sustainability policies and management approaches: http://www.dogusotomotiv.com.tr/en/sustainability-2019/strategy-and-management/sustainability-policies

308-1	New suppliers that were screened using environmental criteria	39-40 94-109 For detailed information about sustainability performances of our suppliers which are included in the sustainability report can be found at: http://www.dogusotomotiv.com.tr/en/sustainability-2019/impact/sustainability-performance-of-suppliers
308-2	Negative environmental impacts in the supply chain and actions taken	39-40 94-109
Social Standards Series		
Employment		
103-1 / 103-2 / 103-3	Management Approach	For Doğuş Otomotiv sustainability policies and management approaches: http://www.dogusotomotiv.com.tr/en/sustainability-2019/strategy-and-management/sustainability-policies
401-1	New employee hires and employee turnover	65
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	70
401-3	Parental leave	At Doğuş Otomotiv, 16 female employees have taken maternity leave in 2018, and 69% of those have returned to work. At Doğuş Oto, these figures were 18 employees and 94% returning to work, respectively in 2018. No male employees have taken paternity leave in 2018.
Labor/Management Relations		
103-1 / 103-2 / 103-3	Management Approach	For Doğuş Otomotiv sustainability policies and management approaches: http://www.dogusotomotiv.com.tr/en/sustainability-2019/strategy-and-management/sustainability-policies
402-1	Minimum notice periods regarding operational changes	The minimum notice periods applied in Doğuş Otomotiv are in compliance with laws and regulations.
Occupational Health and Safety		
103-1 / 103-2 / 103-3	Management Approach	For Doğuş Otomotiv sustainability policies and management approaches: http://www.dogusotomotiv.com.tr/en/sustainability-2019/strategy-and-management/sustainability-policies

403-1	Workers representation in formal joint management-worker health and safety committees	72
403-2	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	72
403-3	Workers with high incidence or high risk of diseases related to their occupation	There is no occupation at Doğuş Otomotiv that can be considered as a high incidence or high risk of specific diseases.
403-4	Health and safety topics covered in formal agreements with trade unions	There is no labour union in Doğuş Otomotiv.
Training and Education		
103-1 / 103-2 / 103-3	Management Approach	For Doğuş Otomotiv sustainability policies and management approaches: http://www.dogusotomotiv.com.tr/en/sustainability-2019/strategy-and-management/sustainability-policies
404-1	Average hours of training per year per employee	66, 67
404-2	Programs for upgrading employee skills and transition assistance programs	66
404-3	Percentage of employees receiving regular performance and career development reviews	The performance and career development of all the employees are regularly monitored every year, regardless of gender.
Diversity and Equal Opportunity		
103-1 / 103-2 / 103-3	Management Approach	For Doğuş Otomotiv sustainability policies and management approaches: http://www.dogusotomotiv.com.tr/en/sustainability-2019/strategy-and-management/sustainability-policies
405-1	Diversity of governance bodies and employees	60-61
405-2	Ratio of basic salary and remuneration of women to men	63
Non-discrimination		
103-1 / 103-2 / 103-3	Management Approach	For Doğuş Otomotiv sustainability policies and management approaches: http://www.dogusotomotiv.com.tr/en/sustainability-2019/strategy-and-management/sustainability-policies
406-1	Incidents of discrimination and corrective actions taken	Doğuş Otomotiv did not report any incidents of discrimination during the reporting period.

Freedom of Association and Collective Bargaining		
103-1 / 103-2 / 103-3	Management Approach	For Doğuş Otomotiv sustainability policies and management approaches: http://www.dogusotomotiv.com.tr/en/sustainability-2019/strategy-and-management/sustainability-policies
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Doğuş Otomotiv respects freedom of association of its employees. There is no labour union in our Company.
Child Labor		
103-1 / 103-2 / 103-3	Management Approach	For Doğuş Otomotiv sustainability policies and management approaches: http://www.dogusotomotiv.com.tr/en/sustainability-2019/strategy-and-management/sustainability-policies
408-1	Operations and suppliers at significant risk for incidents of child labor	The aspect of child-labor was included in the supplier audits in 2014 and no cases of child-labor were reported at Doğuş Otomotiv, Doğuş Oto and their suppliers in 2018.
Forced or Compulsory Labor		
103-1 / 103-2 / 103-3	Management Approach	For Doğuş Otomotiv sustainability policies and management approaches: http://www.dogusotomotiv.com.tr/en/sustainability-2019/strategy-and-management/sustainability-policies
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	No cases of forced or compulsory work were reported at Doğuş Otomotiv, Doğuş Oto and their suppliers in 2018.
Security Practices		
103-1 / 103-2 / 103-3	Management Approach	For Doğuş Otomotiv sustainability policies and management approaches: http://www.dogusotomotiv.com.tr/en/sustainability-2019/strategy-and-management/sustainability-policies
410-1	Security personnel trained in human rights policies or procedures	All security staff are informed on legal issues including personal rights and human rights as part of the mandatory trainings they take in the certification process. For Doğuş Otomotiv sustainability policies and management approaches: http://www.dogusotomotiv.com.tr/en/sustainability-2019/strategy-and-management/sustainability-policies

Rights of Indigenous Peoples		
103-1 / 103-2 / 103-3	Management Approach	For Doğuş Otomotiv sustainability policies and management approaches: http://www.dogusotomotiv.com.tr/en/sustainability-2019/strategy-and-management/sustainability-policies
411-1	Incidents of violations involving rights of indigenous peoples	No complaint regarding violations involving rights of indigenous people was reported in 2018.
Human Rights Assessment		
103-1 / 103-2 / 103-3	Management Approach	All grievances, including human rights, are managed through code of ethics.
412-1	Operations that have been subject to human rights reviews or impact assessments	No grievances related to human rights were reported for Doğuş Otomotiv through formal mechanisms during the reporting period.
412-2	Employee training on human rights policies or procedures	60
412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	Our company did not make an investment agreement or signed a contract that include human rights clauses or that underwent human rights screening. For Doğuş Otomotiv sustainability policies and management approaches: http://www.dogusotomotiv.com.tr/en/sustainability-2019/strategy-and-management/sustainability-policies
Local Communities		
103-1 / 103-2 / 103-3	Management Approach	For Doğuş Otomotiv sustainability policies and management approaches: http://www.dogusotomotiv.com.tr/en/sustainability-2019/strategy-and-management/sustainability-policies
413-1	Operations with local community engagement, impact assessments, and development programs	58
413-2	Operations with significant actual and potential negative impacts on local communities	Activities of Doğuş Otomotiv and Doğuş Oto have no negative impact on the local community.

Supplier Social Assessment		
103-1 / 103-2 / 103-3	Management Approach	For Doğuş Otomotiv sustainability policies and management approaches: http://www.dogusotomotiv.com.tr/en/sustainability-2019/strategy-and-management/sustainability-policies
414-1	New suppliers that were screened using social criteria	39-40 Doğuş Otomotiv launched awareness activities among suppliers and started to include social, ethical and environmental articles in supplier contracts in 2014. Topics such as occupational health and safety, environmental and human rights, code of ethics and working conditions were the first ones integrated in processes. The impact of companies on society will be processed in following periods.
414-2	Negative social impacts in the supply chain and actions taken	For Doğuş Otomotiv sustainability policies and management approaches: http://www.dogusotomotiv.com.tr/en/sustainability-2019/strategy-and-management/sustainability-policies No supplier was selected considering its impact on society. Doğuş Otomotiv launched awareness activities among suppliers and started to include social, ethical and environmental articles in supplier contracts in 2014. Topics such as occupational health and safety, environmental and human rights, code of ethics and working conditions were the first ones integrated in processes.
Public Policy		
103-1 / 103-2 / 103-3	Management Approach	Doğuş Otomotiv was not involved in any lobbying activity, nor in any collaboration related to public policy development. This subject is not applicable, since our company is not involved in developing public policies nor lobbying.
415-1	Political contributions	Doğuş Otomotiv was not involved in any lobbying activity, nor in any collaboration related to public policy development. Doğuş Otomotiv does not provide any kind of financial or other contributions to political parties, politicians and related institutions.

Customer Health and Safety		
103-1 / 103-2 / 103-3	Management Approach	For Doğuş Otomotiv sustainability policies and management approaches: http://www.dogusotomotiv.com.tr/en/sustainability-2019/strategy-and-management/sustainability-policies
416-1	Assessment of the health and safety impacts of product and service categories	Doğuş Otomotiv monitors and assesses quality control processes related to health and safety impact of all products and services in line with international standards. This ratio is considered 100%.
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	No penalties, monetary and non-monetary, were reported for non-compliance with laws and regulations concerning health and safety impacts of products and services of Doğuş Otomotiv, considered either a problem or risk, during the reporting period.
Marketing and Labeling		
103-1 / 103-2 / 103-3	Management Approach	For Doğuş Otomotiv sustainability policies and management approaches: http://www.dogusotomotiv.com.tr/en/sustainability-2019/strategy-and-management/sustainability-policies
417-1	Requirements for product and service information and labeling	Doğuş Otomotiv provides all information related to its products and services in line with international standards, as requested by the manufacturing company. Doğuş Otomotiv complies with laws and regulations about complete and accurate product and service labeling. For Doğuş Otomotiv sustainability policies and management approaches: http://www.dogusotomotiv.com.tr/en/sustainability-2019/strategy-and-management/sustainability-policies
417-2	Incidents of non-compliance concerning product and service information and labeling	Doğuş Otomotiv complies with all laws and regulations concerning its products and services. There were no incidents of non-compliance with regulations and voluntary codes regarding labeling in 2018.
417-3	Incidents of non-compliance concerning marketing communications	There were no new lawsuits filed in 2018 that are related to responsible marketing principles.

Customer Privacy		
103-1 / 103-2 / 103-3	Management Approach	Doğuş Otomotiv fully complies with laws, regulations and voluntary codes about customer information security, and uses international standards to protect customer information.
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	There were no incidents recorded about complaints regarding customer confidentiality in 2018.