

## Sustainability At Subsidiaries

ECONOMIC PERFORMANCE								
	DOĞUŞ OTO		DOĞUŞ TEKNOLOJİ		ŠKODA		vdf	
	2019	2020	2019	2020	2019	2020	2019	2020
<b>Sales (TL)</b>	4,500,701,599	7,439,202	113,422,116.71	172,484,306.30	1,649,797	3,715,885	3,058,276,426	6,602,466,203
<b>Market Share (%)</b>	5.8	14.7	N/A	N/A	4	4	13.1	14
<b>Net Revenues (TL)</b>	29,100,475	151,025,045	112,068,788.33	171,484,306.30	132,068	283,352	1,149,572,660	979,482,644
<b>Operational Costs (TL)</b>	217,075,238	279,961,723	57,498,727.00	90,529,362.65	75,709	91,345	1,108,181,083	839,647,409
<b>(EBIT) Operational Profit (TL)</b>	44,538,433	156,801,857	42,587,217.00	-8,316,531.29	56,359	192,007	9,170,547	165,085,067
<b>(EBIT) Margin (%)</b>	1.0	2.30	38	-5	3.40	5.2	0.12	2.26
<b>Gross Profit (TL)</b>	261,613,671	436,763,581	51,987,506.00	82,212,831.36	132,068	283,352	41,391,577	139,835,235
<b>Gross Profit Margin (%)</b>	5.8	5.74	46	48	8	7.6	0,55	1.92
<b>Total Number of Suppliers</b>	466	430	660	577	282	271	27	98
<b>Number of Local Suppliers</b>	466	430	629	555	271	261	25	93
<b>Total Amount Paid to Suppliers (TL)</b>	29,615,346	30,998,149	47,389,335	56,083,514.57	1,489,770,162	3,385,304,316	35,992,439.53	22,875,410
<b>Amount Paid to Local Suppliers (TL)</b>	29,615,346	30,998,149	45,638,380	53,047,439.41	96,091,910	86,797,552	33,820,007.77	21,279,269

ENVIRONMENTAL PERFORMANCE								
	DOĞUŞ OTO		DOĞUŞ TEKNOLOJİ		ŠKODA		vdf	
	2019	2020	2019	2020	2019	2020	2019	2020
Electricity Consumption (kWh)	14,100,202	34,991,965	126,258.26	124,941.54	361,470	312,180	309,960	230,470
Natural Gas Consumption (m <sup>3</sup> )	1,182,330.55	5,884,307	266,905.09	3,892.00	276,350	209,105	0	0
Fuel Consumption (Lt)	243,193	291,610	182,869.76	50,128.85	55,150	54,561	41,336	30,252
Water Consumption (m <sup>3</sup> )	63,228	82,802	5,466	2,503	2,987	2,444	2,379	1,748
Paper Consumption (kg)	51,182	84,045	1,700	500	170	60	26,028	20,850
Waste paper sent to recycling (kg)	89,330	104,005	110	75	142	45	3,000	2,250

EMPLOYEES								
	DOĞUŞ OTO		DOĞUŞ TEKNOLOJİ		ŠKODA		vdf	
	2019	2020	2019	2020	2019	2020	2019	2020
Number of Fulltime Employees	1,424	1,437	355	386	73	80	304	307
Number of Part-time Employees	2	2	40	18	1	1	0	0
Total Labour Force	1,426	1,439	395	404	74	81	304	307
Number of Female Employees	239	246	126	145	19	25	180	182
Number of Male Employees	1,187	1,193	269	259	55	56	124	125
Female Employee Rate (%)	16.76	17	32	36	26	30	59.2	59.2
Number of New Recruits	83	109	170	149	6	11	24	38
Number of New Female Recruits	16	24	55	51	2	7	15	22
Number of Promoted Employees	26	7	84	69	4	11	19	16
Number of Promoted Female Employees	7	2	27	25	3	2	12	9
Employee Turnover (%)	4.28	5.03	23.26	11.9 <sup>1</sup>	5.60	5.30	5.31	8.57

<sup>1</sup> While calculating the Employee Turnover, only the number of Fulltime Employees were included.