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INTEGRATED SUSTAINABILITY APPROACH

“Doğuş Otomotiv, with its total sales reaching 2.65 million vehicles as of 2024, more than 10.3 million customers, and over 720 service centers, has assumed a decisive role in the transformation of the Turkish automotive industry. Our thirty years of cumulative corporate expertise have laid the groundwork for a comprehensive transformation vision carried into the future in line with the fight against the

climate crisis, digitalization, a people-oriented management approach, and corporate governance principles. Reflecting Doğuş Otomotiv’s integrated sustainability approach, the seventeenth sustainability report has been prepared to present a holistic assessment that links our environmental, social, and governance-based impact across our entire value chain with our strategy, risk, and performance structure.”



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INTRODUCTION

SUSTAINABILITY IN THE AUTOMOTIVE INDUSTRY IN 2024

The year 2024 marked a period when market dynamics and sustainability-related issues that demanded attention changed rapidly for the automotive industry. On a global scale, carbon-neutral targets, the transition to electric vehicles, transparency in the supply chain, and circular economy practices shaped the main agenda of the industry. The expansion of the scope of the Carbon Border Adjustment Mechanism (CBAM) within the framework of the European Union's Green Deal process compelled all players, not only in manufacturing countries but also in the position of distributors and service providers, to take more concrete steps to reduce their carbon footprint.

Another driving force behind this transformation was technological developments and changes in consumer expectations. The global increase in electric and hybrid vehicle sales has made the expansion of charging infrastructures and energy efficiency investments a strategic imperative. At the same time, approaches aimed at reducing the impact of emissions throughout a vehicle's lifecycle—such as battery recycling and the second-hand electric vehicle market gaining strength—have broadened the scope of sustainability understanding in the industry.

The Turkish automotive industry was no exception to this global transformation. Regulations such as the **Turkish Sustainability Reporting Standards** and the **Climate Law**, for which efforts to put them into effect have been accelerated, have introduced new obligations for companies in reporting and performance measurement. In particular, monitoring emissions, documenting energy efficiency projects, and evaluating supplier performances with environmental-social criteria have become an integral part of compliance with regulations.

Another critical issue the industry faced in 2024 was resilience in the supply chain and responsible resource utilization. On a global scale, geopolitical risks, logistics costs, and fluctuations in the supply of raw materials increased the need to develop solutions for automotive production and distribution processes that are both flexible and sustainable. In this context, practices such as supplier audits, carbon footprint calculations, and material traceability have gained growing importance.

As Doğuş Otomotiv, in the sustainability reports we have published for 16 years, we have aimed to demonstrate not only our own operational and governance performance but also the impact we create across our entire value chain. In line with this goal, throughout 2024, we increased our investments in electric vehicle charging infrastructure, expanded our renewable energy capacity through

solar power plant projects, and continued our efforts to measure the sustainability performance of our dealers and suppliers. We placed customer satisfaction, employee development, and ethical and transparent business practices at the center of our sustainability strategy.

This report aims to transparently convey to our stakeholders our performance in the environmental, social, and governance (ESG) areas, our strategic material issues, and our future targets. As Doğuş Otomotiv, while responding to the expectations of our investors, business partners, employees, and the community in which we operate through a reporting framework aligned with international standards, we also aim to contribute to our country's and our industry's transition to a low-carbon, inclusive, and resilient economy.

The year 2024 clearly demonstrated that sustainability in the automotive industry is no longer a preference but a strategic imperative. In the coming period, we will continue on our path by maintaining our goal of being one of the pioneers of this transformation, which is shaped within the axis of technology, legislation, and stakeholder expectations.

THE AUTOMOTIVE INDUSTRY IN TURKEY and THE WORLD

For the global automotive industry, the year 2024 stood out as a year of transformation and rebalancing. Despite the normalization of the production chain in the course of post-pandemic, geopolitical risks, fluctuations in raw material prices, and energy costs continued to affect production and supply plans. Nonetheless, investments in electrification and digitalization gained momentum across the industry. Globally, electric vehicle (EV) sales achieved double-digit growth compared to the previous year. Incentive packages put into effect in the European Union, China, and the United States encouraged the market transformation in line with carbon-neutral targets. Advances in battery technology, increased range, and reduced costs enabled EVs to surpass a 20% share of the total market. At the same time, investments in battery recycling infrastructure, accelerated the integration of the circular economy understanding into the industry.

Connected vehicle technologies, the development of autonomous driving software, and AI-based driver assistance systems were other important items on the global automotive industry's agenda in 2024. Particularly data analytics and cloud solutions found broader application areas, in fleet management, maintenance optimization, and customer experience-related operations.

Meanwhile, the Turkish automotive market maintained its strong growth momentum in 2024. According to Operational Design Domain (ODMD) data, the total passenger car and light commercial vehicle market exceeded 1.2 million units, reaching record levels. Electric vehicle sales showed a significant increase, driven by new model launches and developments in charging infrastructure. Hybrid vehicles also became more preferred in connection with rising fuel costs and heightened environmental concerns. In terms of vehicle segments, SUV models continued to increase their market share, while competition intensified in the compact class. In the premium segment, the share of electric models rose significantly. In 2024, the light commercial vehicle market shrank by 2.7% in retail sales compared to 2023. On heavy commercial vehicle sales, new infrastructure investments and the revival of the construction industry played a role.

Concerning the legislation, with the full implementation of Turkish Sustainability Reporting Standards (TSRS), ESG (environmental, social, governance) performance reporting for automotive companies became more systematic. In addition, the European Union's Carbon Border Adjustment Mechanism (CBAM) made the measurement and reporting of carbon emissions in the supply chain a strategic necessity. In 2024, DoğuŖ Otomotiv maintained its

strong position in the Turkish automotive market. Distributing 16 international brands, including Volkswagen, Audi, SEAT, CUPRA, Ŗkoda, Porsche, Bentley, Lamborghini, Scania, Thermo King, Meiller, and Wielton, the Company achieved sales of 189,094 passenger cars and light commercial vehicles, securing a 14.9% total market share. In electrification investments, under the D-Charge brand, the Company expanded the installation and operation of a nationwide charging network, while also commissioning solar power plant (SPP) projects to increase the share of renewable energy use.

The industry outlook for 2024 indicates that in the coming period, the dynamics of the automotive industry, both globally and locally, will be shaped around three main axes:

• Electrification and Clean Energy



Integration: As the share of electric vehicle (EV) and hybrid models in product portfolios increases, advances in battery technology and decreases in production costs are accelerating this transformation. While zero-emission targets are encouraged with legislations in major markets such as the EU, China, and the United States, in Turkey, both domestic and imported brands have begun offering

electric models to a wider audience. The expansion of charging infrastructure, station solutions supported by renewable energy, and battery recycling projects stand out as complementary elements of electrification.

• Digitalization and Data-Driven Service



Models: Connected vehicle technologies, autonomous driving assistance systems, fleet management software, and customer experience

platforms have become the new determinants of competition. The analysis of data obtained from vehicles, along with applications such as maintenance optimization, personalized service offers, and over-the-air (OTA) updates, enhance customer satisfaction while also contributing to operational efficiency. In Turkey, the expansion of digital sales channels enables a faster and more transparent dealer-customer interaction structure.

• Sustainability and Resilience in the Supply Chain:



Reducing the carbon footprint, ensuring material traceability, and evaluating supplier performance based on ESG criteria have become strategic

material issues for global manufacturers and distributors. Geopolitical uncertainties and fluctuations in raw material prices are increasing the necessity for flexibility in the supply chain. In Turkey, strengthening the domestic supply network, expanding energy efficiency and waste management practices in logistics processes have become critical for maintaining the competitive advantage in the industry.

These three main axes will set the new rules of competition in the market in the coming period, transforming every area from product development to aftersales services, from pricing strategies to customer relations. At the same time, they will reshape customers' vehicle selection criteria, bringing about a market dynamic in which sustainability performance will be as influential in brand preference as price and design.

MESSAGE FROM THE CHAIRPERSON and CEO

Dear Stakeholders,

The year 2024, in which we marked our thirtieth anniversary, has been an exhilarating year as we witnessed a course of transformation where our experience accumulated throughout the years was redefined through a new-generation mobility understanding. Despite a global conjuncture shaped by challenges, we delivered a solid performance advancing with the accurate decisions.

Throughout the year, we achieved wholesale total sales of 189,094 vehicles, securing a 14.9% market share in the Turkish automotive market. With our extensive brand portfolio and widespread service network, we effectively managed the diverse range of our products and services. Across Turkey, we provide uninterrupted service to our customers through more than 720 authorized dealer and service centers. Customer satisfaction, the quality of our aftersales services, and business partnerships built on mutual trust remained among the top priorities of our work stream all year round.

In 2024, we structured our sustainability approach into a holistic framework. We linked sustainability across the wide area of our impact extending from corporate governance to product strategies to performance indicators.

Our new reporting systematics, which we shared with you in 2023 and intended to advance even further this year, can be seen as a reflection of this framework. As part of our preparations for the European legislation, we established data systems and performance criteria in line with the ESRS standards. At the same time, this year we published our first report in compliance with the Turkish Sustainability Reporting Standards, which recently came into effect in our country. The efforts we initiated last year in this regard significantly facilitated our adaptation processes in the first year when this reporting standard became mandatory.

We made significant progress in handling matters involving climate and environmental issues. Thanks to our

D-Charge investments, we began providing uninterrupted charging infrastructure for electric vehicle users. Alongside the infrastructure we offer for electric vehicles, we are also developing environmentally friendly solutions in energy generation. In this context, we have accelerated solar power plant investments within our value chain. With charging stations operational in 34 provinces as of today, we have expanded our coverage capacity in this area. These steps make tangible contributions to our operational improvements in line with both our decarbonization strategy and our carbon-neutral target.

Our improvement efforts in the supply chain and in “designing a sustainability-driven management process” continue. In this regard, through a pool of suppliers who have delivered outstanding performance in environmental, social, and corporate governance areas we have integrated the sustainability criteria into procurement processes. By the end of 2024, the proportion of suppliers meeting environmental and social performance criteria reached 78.16%. Through our sustainability-oriented authorized dealer and service center assessment system, we continue to support our dealers—our most important stakeholders within the value chain—in managing their sustainability and corporate governance performances more effectively. Also in this regard, the DRIVE and IMS projects continue to play an important role in preparing our value chain for the future.



EMİR ALİ BİLALOĞLU
Chairperson and CEO



In human resources, one of the foremost pillars of our corporate strategy and sustainability performance, employee loyalty, inclusivity, and talent development remained among our top priorities in 2024. We also made significant progress in line with our gender equality targets. The ratio of female employees reached 33.3%, while the ratio of women in managerial positions arrived at 35.8%. In-house talent development and leadership programs were revamped and improved. A risk-focused approach was adopted in addressing occupational health and safety issues. With the IMS infrastructure, data-driven human resources management was instigated.

Through our digitalization investments, we achieved significant gains in performance monitoring and decision-making processes. We continue our efforts to provide integration of data monitoring in digital environment, reporting, and target alignment processes. As of 2024, we are able to track numerous performance data points through IMS; currently more than 300 corporate performance indicators are being monitored via this system. Although the transformation the global industry is undergoing continues at a pace we find challenging to follow, we declared years ago that Doğuş Otomotiv would not be a mere observer of this change. Accordingly,

we regularly revise our strategies in line with electrification, digitalization, the circular economy, and new-generation mobility trends. Staring with vehicle sales and extending all the way to service-based mobility solutions, we continue to work on business models that will support many new processes.

Till 2027, we will focus on rendering our environmental and social performance more measurable, transforming supply chain practices, and developing corporate systems that can detect sustainability risks at an early stage.

Establishing a carbon-neutral operational structure, maintaining an exceedingly ecofriendly product portfolio a product portfolio, and adopting a responsible growth approach supported by indicators that measure social impact are also among our Company's long-term objectives.


Throughout its 30-year history, Doğuş Otomotiv has prioritized the concepts of stability, quality, and confidence at the starting point of its business conduct and corporate vision. Where we stand today

is the result of a structure in which these values are integrated with our strategic vision and people-oriented approach. Nowadays, a corporate structure capable of taking bold yet secure steps for the future has become more important than ever. We are aware of this responsibility. In every step we take, we will continue to act together with our stakeholders and with the commitment and objective of meeting their expectations.

This report, in addition to being a document of this approach, is also one of the most important indicators of our principle of accountability. I would like to thank all my colleagues, our business partners, and all our stakeholders who place their trust in us.

E. Ali Bilalođlu

Chairperson and CEO
Doğuş Otomotiv



ABOUT
DOĞUŞ
OTOMOTİV

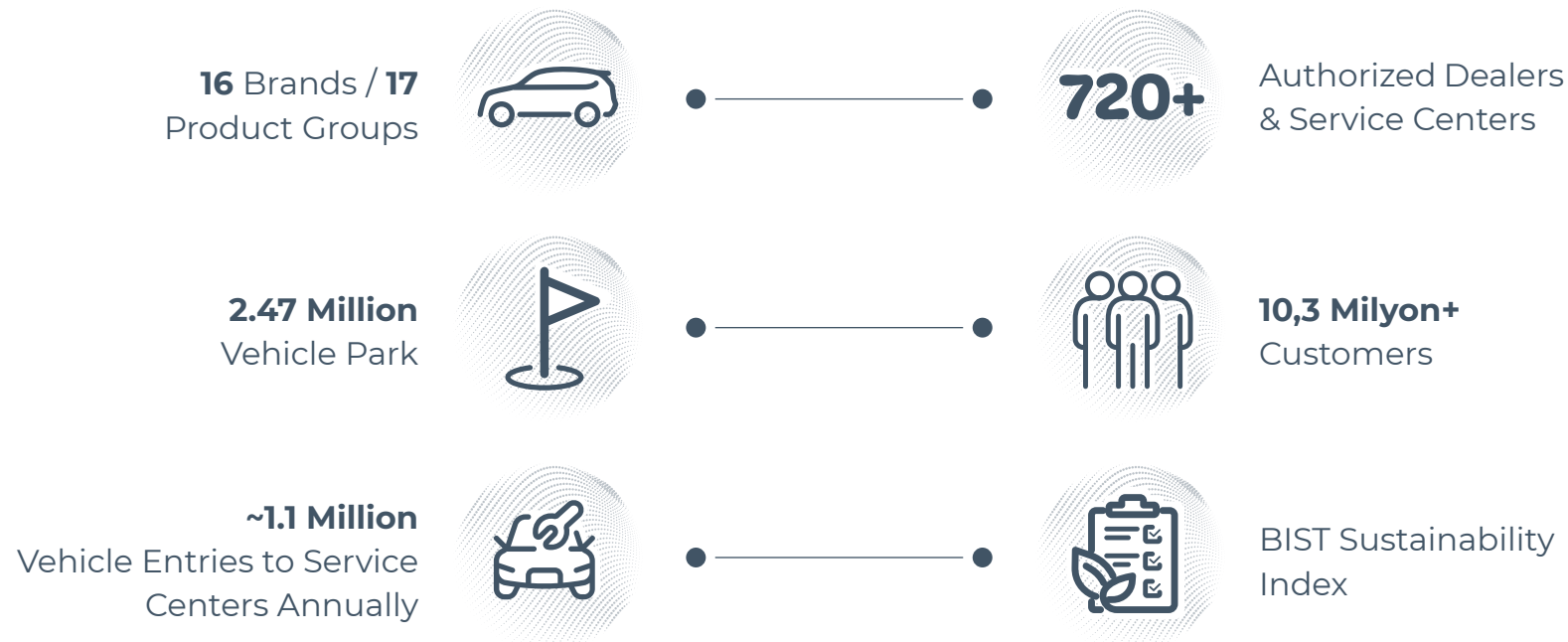
COMPANY PROFILE

As one of the leading players in the Turkish automotive industry, Doğuş Otomotiv Servis ve Ticaret A.Ş. carries out its distributor-centered business model in an integrated manner with its authorized dealer and service center organization spread nationwide. As of 2024, the Company operates with 16 international brands and 17 product groups in its portfolio. It represents Volkswagen, Audi, SEAT, CUPRA, Škoda, Porsche, Bentley, and Lamborghini in passenger and light commercial vehicles; Scania, Thermo King, Meiller, and Wielton in heavy commercial and industrial vehicles; and Novamarine, Aerofoils, and MATE.Bike in the marine and micromobility segments. The Company completes its value chain with DOD in used-car sales, vdf companies in financing, fleet management and insurance, and TÜVTÜRK in vehicle inspection services.

With more than 720 customer touchpoints across Turkey, it has one of the most extensive authorized dealer and service center networks in the industry. The total vehicle park has reached 2.47 million (excluding Škoda), the number of customers stands at 10.3 million, and the annual number of vehicle entries to Authorized Services Center has recorded at 1.1 million approximately. Operating with over 2,000 employees, the Company is listed on the BIST Sustainability Index. In 2024, Doğuş Otomotiv advanced its Corporate Governance Compliance Rating to 9.79, achieving the distinction of being the company with the second highest corporate governance rating in Turkey.

2024 Operational Scale and Reach

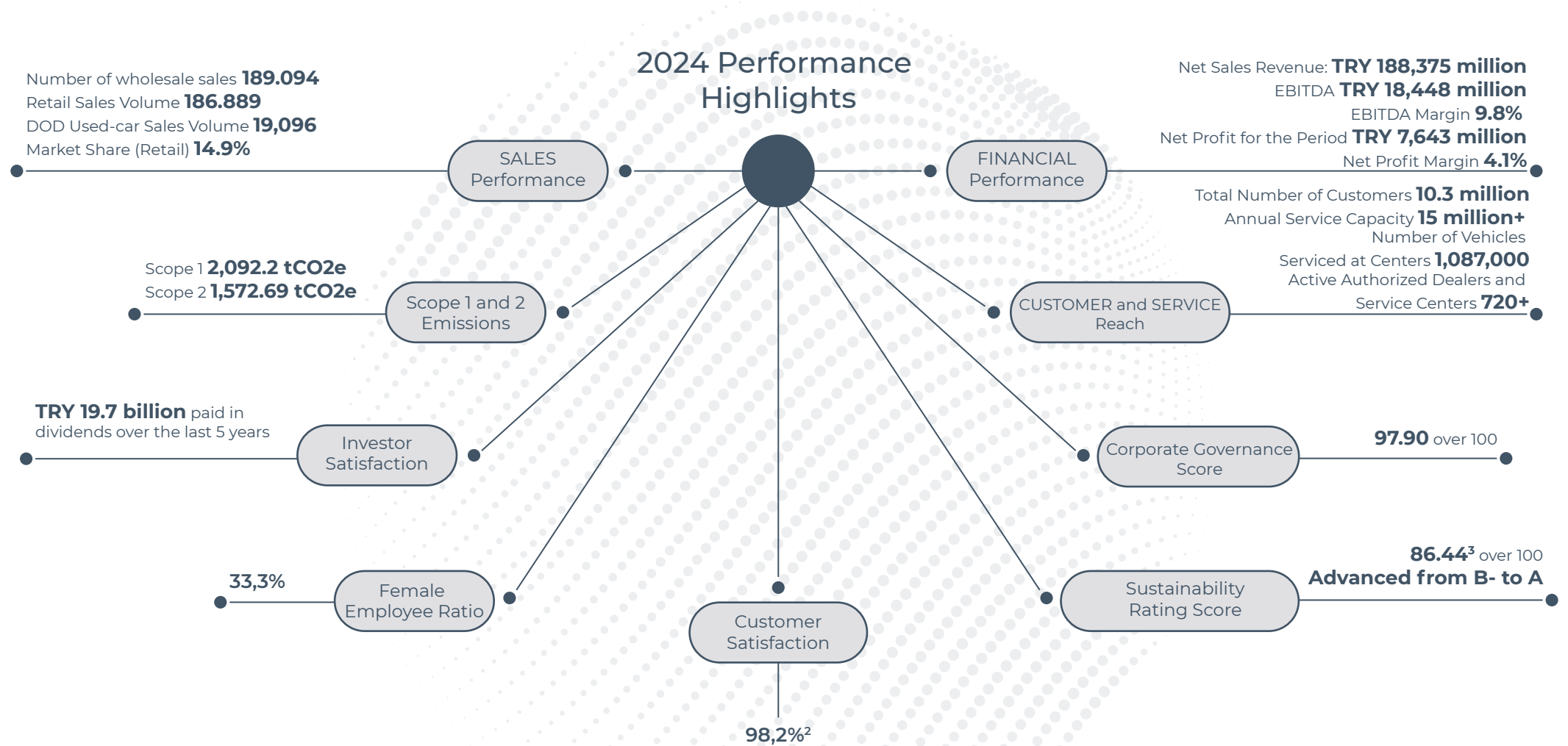
Doğuş Otomotiv's scale, access network, and governance performance in the Turkish automotive industry as of 2024



BIST Sustainability Index 86,44¹

Corporate Governance Score: 9.79

¹ It includes the score as of December 31, 2024.



² Sales and service have been calculated together.

³ It includes the score as of December 31, 2024.

ORGANIZATIONAL STRUCTURE AND SUBSIDIARIES

Doğuş Otomotiv's organizational structure has been established with an integrated infrastructure managed through centralized coordination. While strategic decision-making processes are carried out in coordination between the Executive Committee and the Board of Directors, operational responsibilities are executed through the leadership structures of the brands and business units. The management model predicates material issues involving effective governance, high performance, and sustainability.

The Company's corporate structure is designed to encompass various areas of activity, including vehicle import and distribution, aftersales services, logistics, brand management, digital infrastructure, mobility solutions, financial services, and second -and vehicle services. This structure enables strategic compliance and sustainability-related practices to be managed in a holistic manner throughout the value chain.

The table below summarizes the companies in which Doğuş Otomotiv has direct ownership or significant equity interest, as well as their areas of activity. Each entity assumes specific roles that contribute to the Company's sustainability goals.

Subsidiaries and Affiliates – 2024

Company Title	Country of Incorporation	Area of Operation	Company's Share in Capital (%)	Relation to Company
Doğuş Holding A.Ş.	Turkey	Retail vehicle sales	3.66	Long Term Security
Doğuş Oto Pazarlama ve Ticaret A.Ş.	Turkey	Second-hand vehicle services	96.20	Subsidiary
Doğuş Gayrimenkul Yatırım Ortaklığı A.Ş.	Turkey	Digital infrastructure services	94.44	Subsidiary
Doğuş Şarj Sistemleri Pazarlama ve Ticaret A.Ş.	Turkey	Consumer financing	100	Subsidiary
Doğuş Bilgi İşlem ve Teknoloji Hizmetleri A.Ş.	Turkey	Insurance services	21.76	Affiliate
Doğuş Sigorta Aracılık Hizmetleri A.Ş.	Turkey	Fleet management	41.99	Affiliate
vdf Servis ve Ticaret A.Ş.	Turkey	Charging infrastructure operations	48.79	Affiliate
Yüce Auto Motorlu Araçlar Ticaret A.Ş.	Turkey	Vehicle inspection services	50.00	Affiliate
TÜVTÜRK Güney Taşıt Muayene İstasyonları Yapım İşletim A.Ş.	Turkey	Škoda distributorship	33.00	Business partnership
TÜVTÜRK Kuzey Taşıt Muayene İstasyonları Yapım İşletim A.Ş.	Turkey	Marina operations	33.00	Business partnership

All of these companies operate as corporate structures responsible for implementing sustainability practices under shared objectives.

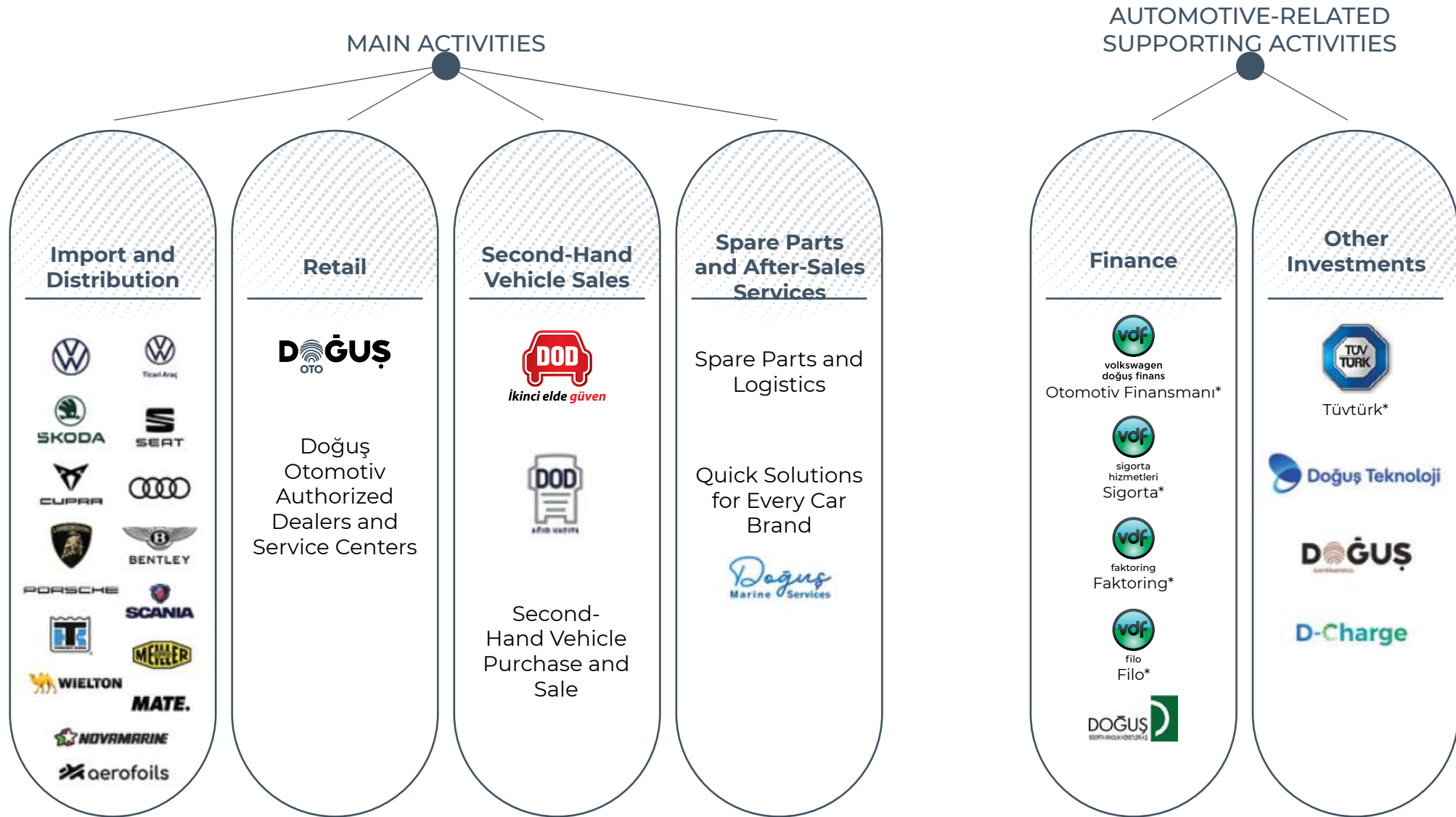
Governance Structure and Integration

Within the organizational structure, sustainability management is positioned as a natural component of the corporate performance framework. Data is shared regularly so that the committees functioning under the Board of Directors and the Executive Committee monitor and assess sustainability targets. Since 2014, with the intent to establish sustainability awareness across all our subsidiaries and affiliates specific data have been collected, and the performance of these companies has been included in Doğuş Otomotiv sustainability reports. In 2024, Scope 1 and 2 carbon data from subsidiaries and affiliates within Doğuş Otomotiv's value chain—including TÜVTÜRK, Doğuş REIT, the vdf Group, Yüce Auto, as well as Doğuş Oto and Doğuş Teknoloji published as part of the Doğuş Otomotiv TSRS Report.

Service Areas and Value Chain

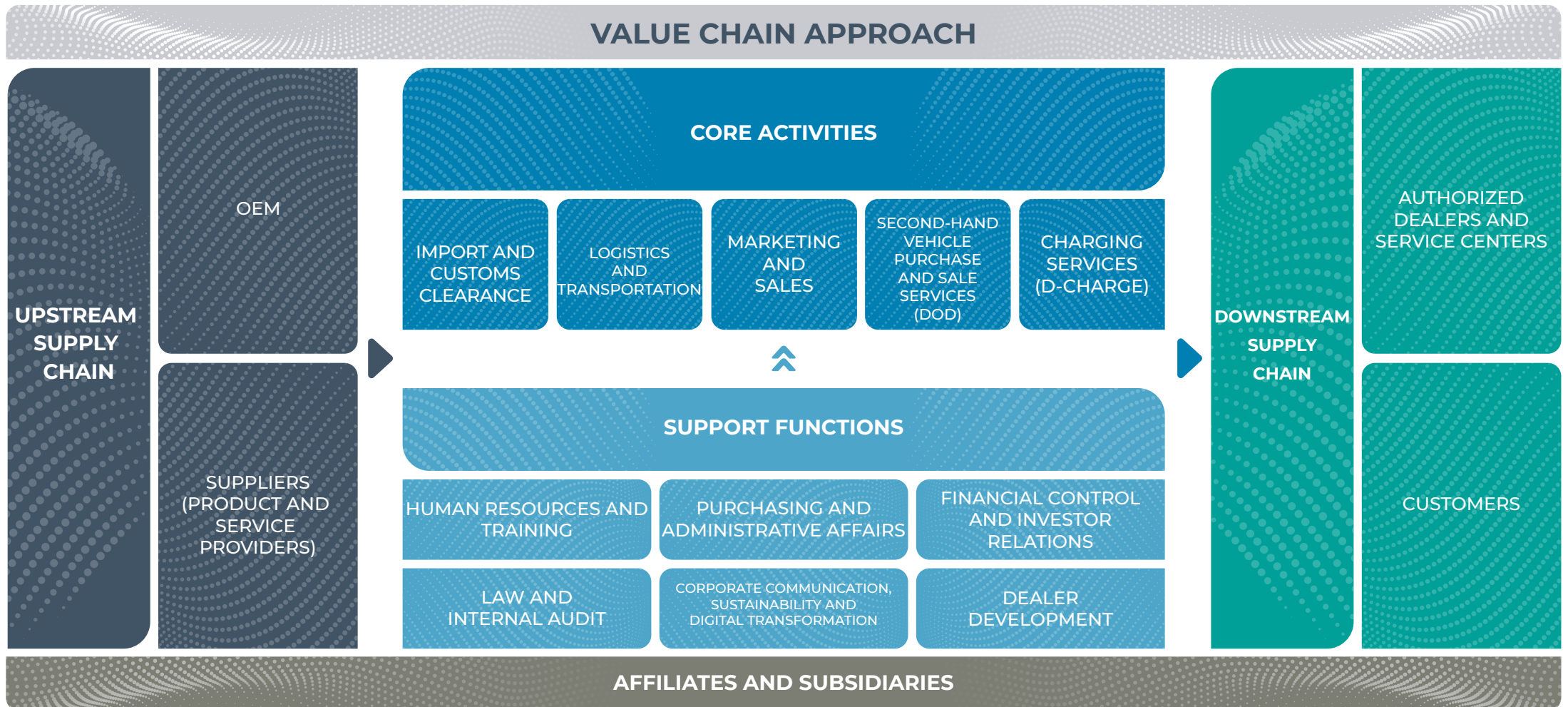
Doğuş Otomotiv manages an integrated, multi-brand value chain encompassing all features of the automotive ecosystem. This structure consists of import, logistics, marketing, sales, aftersales services, spare parts management, used-car sales, financing, insurance, vehicle inspection, charging infrastructure, and new mobility solutions. The Company supports all these features with its digital infrastructure (IMS) and transparency principles tied to corporate governance, while monitoring its performance using environmental, social, and governance (ESG) metrics. As a company capable of meeting all requirements in the automotive industry, Doğuş Otomotiv's business model is built on a service-oriented and integrated chain designed to create value.

DOĞUŞ OTOMOTİV GROUP



* Representative Offices

Affiliates that are not directly under the Doğuş Otomotiv umbrella but hold strategic importance, also create social and environmental impact at certain stages of the value chain. For example, vdf Filo Kiralama supports the circular economy approach as it carries out operational leasing activities. Yüce Auto has a significant impact in sales and aftersales services within the product and service chain of the Škoda brand, while TÜVTÜRK Kuzey contributes to reducing environmental impact through emissions and safety inspections. D-Marin is a company with an impact on the ecosystem in areas such as water and coastal management within the scope of marina operations. Investments in charging infrastructure carried out under the D-Charge brand represent a major initiative within Doğuş Otomotiv’s value chain, particularly with a positive impact on reducing downstream emissions from fossil fuel source.



Value Chain	Scope and Activity Description	2024 Scope Indicators	Main ESG Impacts	TSRS Risk & Opportunity Linkage
Import and Customs Clearance	Entry of vehicles, spare parts, and equipment of the represented brands into Turkey, customs procedures, and compliance inspections	189,094 wholesale vehicle sales, 14.9% market share	Scope 3 emissions, supply chain transparency	Carbon pricing risk ↔ process digitalization opportunity
Logistics and Transportation	Transportation of vehicles from ports and yards to authorized dealers and transportation of spare parts from warehouses by road	Average delivery time 4.2 days, annual total distribution volume 79,518,502 km A total of 9,525 km of shipments per day	CO ₂ e/kilometer in transportation, fuel efficiency	Climate-related logistics disruption risk ↔ route optimization opportunity
Marketing and Sales	Launch of 16 brands – 17 product groups, showroom management, and digital sales channels	720+ authorized dealer & service points, 10.3 million customers	Sustainable product range, customer reach	Consumer preference shift risk ↔ electric product range opportunity
Second-hand (DOD)	Used vehicle sales and purchasing services	Transaction volume ~25,000 vehicles, EV pre-owned share 4.8% (estimated, based on ODMD EV sales ratio) ⁴	Circularity, extending product lifecycle	Market contraction risk ↔ opportunity to learn about the status of the batteries
Charging Services (D-Charge)	Installation and operation of AC/DC type charging stations	34 provinces ~350 sockets, AC/DC distribution 55% / 45%, availability 97%	Electrification, Scope 2 reduction	High investment cost risk ↔ customer loyalty opportunity
Authorized Dealers and Service Centers	Aftersales maintenance-repair, spare parts, and customer relationship management	Annual ~1.1 million service entries, satisfaction score 87/100	Waste management, energy efficiency	Quality risk ↔ recycling opportunity

⁴ The DOD transaction volume Annual Report net data + estimated EV used car share (based on ODMD new EV sales rate and age distribution) has been calculated.

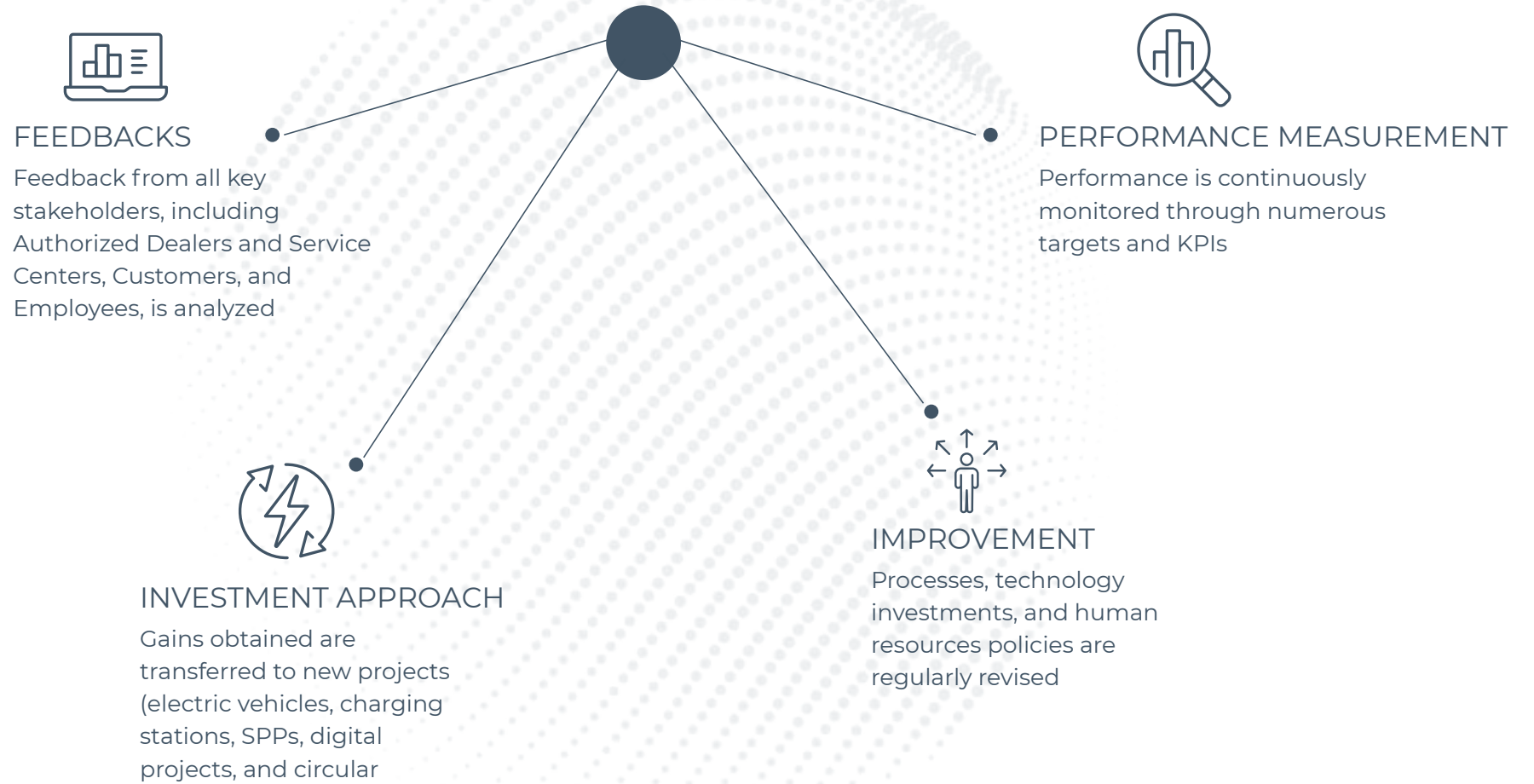
BUSINESS MODEL AND INTEGRATED VALUE CREATION

Doğuş Otomotiv's business model is based on creating sustainable impact across the value chain, through a distributor-focused structure integrated with multi-brand representation competency, an extensive service network, and digitally supported solutions. The Company's activities are assessed over six types of capital—financial, intellectual, human, natural, social, and governance—and all outputs are measured in terms of their financial, environmental, and social impacts. As of 2024, Doğuş Otomotiv conducted a financial impact analysis in compliance with the Turkish Sustainability Reporting Standard (TSRS) and published its first TSRS-aligned Report; as indicated in the Report, Doğuş Otomotiv, by linking its strategic objectives with identified risk and opportunity topics, has developed an effective structure capable of concretely demonstrating integrated value creation at both its own operations and at the level of its subsidiaries and affiliates.



CONTINUOUS VALUE CREATION

Entegre düşünce yaklaşımı, kısa vadeli finansal başarı ile uzun vadeli sürdürülebilirliği dengede tutan, şirketin faaliyetlerinin sonuçlarını ekonomik, toplumsal ve çevresel etkileriyle birlikte değerlendiren bir anlayışa dayanır. Bu yaklaşım, paydaşların şirkete güvenini güçlendirirken şirketin geleceğe dönük rekabet avantajını da pekiştirir.





CORPORATE
GOVERNANCE and
SUSTAINABILITY
MANAGEMENT

CORPORATE GOVERNANCE STRUCTURE AND AREAS OF AUTHORITY

Doğuş Otomotiv's corporate governance structure places the principles of transparency, traceability, and accountability at the core of its strategic decision-making processes. The management model consists of the Board of Directors, specialized committees, and the Executive Committee, operating in compliance with global governance standards, encompassing sustainability targets, and linking these targets to financial and operational performance indicators.

The duties and liability limits of all Board committees are defined documented. The distribution of authority is reviewed and updated at regular intervals to ensure alignment with new market conditions and legislation. The Board of Directors consists of six members, one of whom is an executive member. Two members are independent board members. The members' areas of expertise span diverse disciplines such as automotive, finance, law, sustainability, digitalization, and strategic management. This diversity enables strategic planning and oversight functions to be carried out with a multidimensional perspective.

Through its specialized committees, the Board ensures and warrants the implementation of corporate governance principles, the accuracy of financial reporting processes, the effectiveness

of internal control mechanisms, and the early detection of risks. The scope of the committees' duties extends from financial auditing to the implementation of sustainability strategies, and from risk management to the preparation of nomination and remuneration policies.

The Executive Committee is responsible for implementing the strategic direction set by the Board of Directors, achieving annual targets, and managing daily operations. In 2024, discussions began on integrating environmental, social, and governance indicators into the performance evaluation systems of senior executives. This initiative aims to establish a direct link between sustainability targets, leadership performance, and business outcomes.

At Doğuş Otomotiv, the corporate governance approach goes beyond meeting legal requirements, and aims to strengthen confidence before key stakeholders such as investors, customers, employees, and society. The Company's management processes are reinforced through independent audits, oversight by committees, and stakeholder feedback mechanisms. The 2024 Corporate Governance Compliance Report and rating results are available on our [website](#).

ROLE OF THE BOARD OF DIRECTORS

The Board of Directors defines Doğuş Otomotiv's long-term strategic direction, oversees the functioning of risk management systems, and safeguards

the Company's sustainable value creation approach. Furthermore, it foresees the Company's vision, mission, and core values are reflected in business plans and monitors the alignment of operational decisions with strategic objectives. The Board adopts a governance approach in line with the Capital Markets Board's Corporate Governance Principles, the OECD Corporate Governance Guidelines, and relevant international sustainability standards. In this context, it acts in accordance with the principles of protecting stakeholder rights, transparency, accountability, and equality.

The Board of Directors ensures the integration of environmental, social, and governance performances into the corporate strategy. It leads the alignment of sustainability targets with financial planning and performance indicators, thereby guiding the entire Company, as well as its subsidiaries and affiliates, towards reducing environmental impacts, increasing social benefit, and maintaining a strong governance structure. The Board regularly reviews reports from committees, evaluates findings from independent and internal audits, and determines necessary actions based on strategic risks, market conditions, legislative changes, and stakeholder expectations

The Board of Directors operates with the intent to be comprehensive in many aspects of the business functions, including compliance with legislation, meeting

international investor expectations, and fulfilling the requirements of sustainability standards.

Committees Reporting to the Board of Directors

The Board of Directors of Doğuş Otomotiv has established various specialized committees to support the implementation of a corporate governance approach in line with sustainability standards and to effectively fulfill oversight functions. These committees operate under the responsibility of the Board of Directors and contribute to decision-making processes in alignment with the Company's strategic direction. The composition, authorities, and working principles of the committees have been determined in compliance with the Corporate Governance Principles of the Capital Markets Board and the governance structure principles defined under ESRS G1.

As of 2024, the Audit Committee is composed entirely of independent members, while the chairmanships of the other committees are also undertaken by independent members of the Board of Directors. The duties and working principles of each committee have been documented, disclosed to the public upon the approval of the Board of Directors, and publicized on the Company's website.

Although reporting to the Board of Directors, the committees are authorized to seek support from independent expert opinions and professional contributions. The flow of information, agenda documents, and decision-making processes regarding committee meetings are conducted on the basis of transparency. Meeting documents are shared with members at least three days in advance, while meeting notes, decisions, and annotations are systematically archived. All committees are entitled to invite executives to their meetings when needed for processes within their scope of responsibilities, thereby allowing developments in areas such as internal audit, strategy, sustainability, risk management, and human resources to be evaluated. Through this structure, Doğuş Otomotiv aims to strengthen its governance capacity based on integrated thinking in compliance with legislation, while also meeting investor expectations for transparency, oversight, and accountability.



Audit Committee

The Audit Committee oversees the accuracy of financial statements and compliance with legislation, and monitors the effectiveness of internal

control and audit processes. The Committee is composed of independent members. The state of responsibility regarding the 2024 financial statements bears the signatures of the committee chairperson and a member; it has been published in the annual report.



Early Detection of Risk Committee

The Early Detection of Risk Committee focuses on the early identification of factors that may affect

the Company's existence and undertakes the necessary measures and reporting. The Committee held four meetings in 2024 and regularly reported to the Board of Directors. Furthermore, through its members, a direct link has been established between this committee and the Corporate Governance and Sustainability Committee.



Remuneration and Nomination Committee

The Remuneration and Nomination Committee

manages the principles for the appointment and remuneration of board members and senior management, and evaluates competence and independence criteria. The compliance of remuneration policies with legislation and good governance principles also falls within the Committee's area of responsibility.



Corporate Governance and Sustainability Committee

The Corporate Governance and Sustainability Committee monitors the implementation of corporate governance principles and coordinates the preparation of reports to be disclosed to the public. The Committee also places on its agenda the

measures to be implemented regarding the adoption of sustainability principles and informs the Board of Directors accordingly. The committee chairperson is an independent member, and the committee consists of five members.



Executive Committee and Senior Management

The Executive Committee is responsible for implementing the Company's overall strategy, ensuring the achievement of annual targets, and managing daily operations. The role of the Chairperson of the Executive Committee is undertaken by the CEO, who also serves as the Chairperson of the Board of Directors.

Sustainability performance is regularly evaluated by the Executive Committee. Indicators monitored through the IMS infrastructure and monthly management reports are integrated into this process. As of 2024, work has been initiated to ensure that environmental, social, and governance indicators are also taken into account in the performance evaluation processes of senior executives.

SUSTAINABILITY MANAGEMENT

Doğuş Otomotiv positions its sustainability approach as an integral component of its corporate governance structure. Areas of responsibility defined at the level of the Board of Directors and the Executive Committee ensure the integration of sustainability objectives into strategic

plans. Within the governance structure, the Corporate Governance and Sustainability Committee assumes a central role in monitoring and improving sustainability performance. This committee coordinates the monitoring of environmental, social, and governance indicators, ensures compliance with international standards, and reflects stakeholder expectations in strategic decisions.

Sustainability management is implemented within the framework of policies and principles determined and approved by the Board of Directors. All policies enter into force with the approval of the Board of Directors and are regularly reviewed through internal audit processes. As of 2024, the ratio of suppliers meeting environmental and social performance criteria has reached 78.16%, whereas for dealers, systems measuring sustainability and corporate governance performance have been put into action.

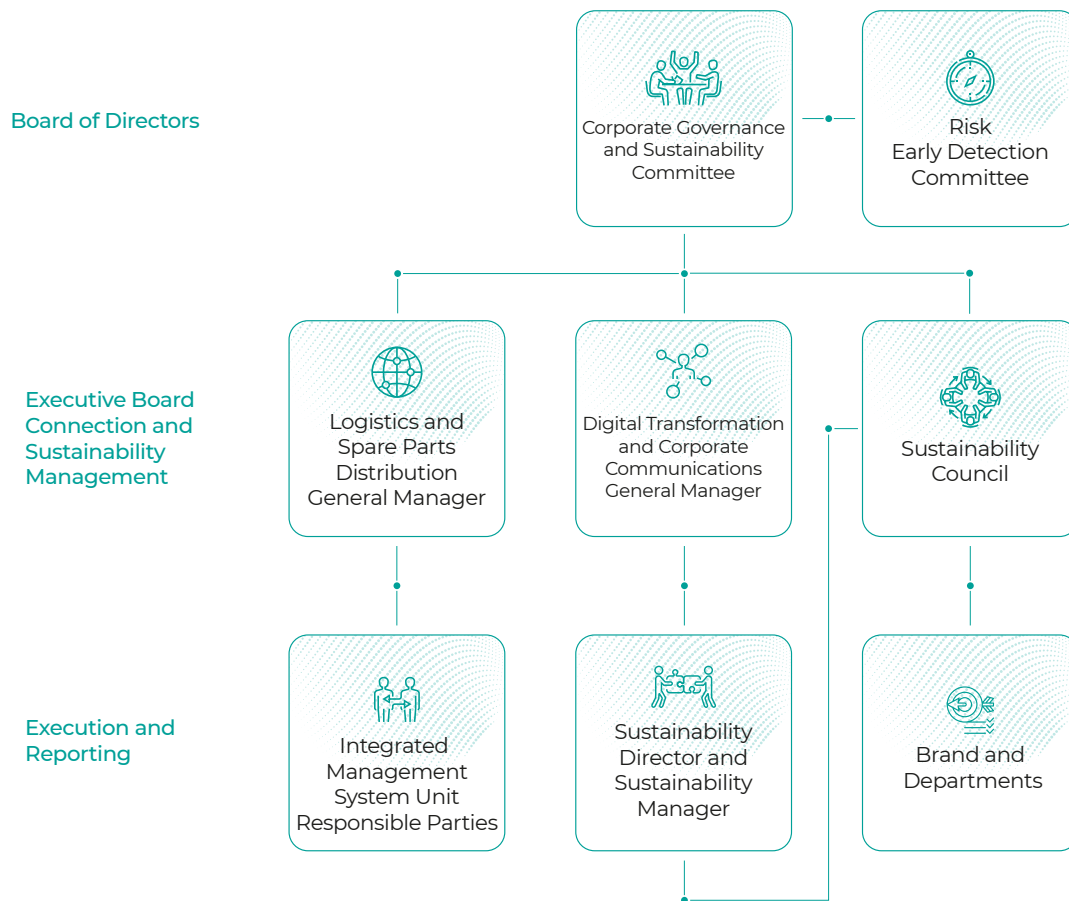
At the operational level, more than 300 corporate performance indicators are monitored through the IMS digital infrastructure, and these data are regularly evaluated in Executive Committee meetings. In this way, sustainability performance has become a management area monitored not only during reporting periods but throughout the year.

The sustainability management system is designed to cover the activities of all subsidiaries and affiliates. Group companies contribute to periodic monitoring and reporting processes by determining sustainability indicators specific to their areas of activity.

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SUSTAINABILITY MANAGEMENT

Strategic Direction Setting, Risk and Impact Supervision



SUSTAINABILITY COUNCIL

The Sustainability Council is a governance platform that supports the implementation of the sustainability strategy across the Company and strengthens coordination among different business units. The purpose of establishing the Council is to ensure that environmental, social, and governance objectives are embraced not only at the senior management level but throughout the entire organization. Within the structure of the Council, all main departments, subsidiaries, and affiliates are represented. This inclusive structure enables the utilization of the knowledge and experience of all functions of the Company in sustainability efforts. The direct participation of units such as sales, aftersales, supply chain, human resources, finance, legal, digital transformation, and corporate communications increases the operational applicability of decisions taken and allows opportunities and risks arising in different areas to be managed promptly. The Council convenes at least four times a year to evaluate the implementation status of the sustainability strategy, progress in performance indicators, and field applications requiring interdepartmental coordination. At the meetings, progress reports on sustainability objectives are reviewed, best practice examples are shared, and improvement actions are determined in areas deemed necessary.

The work carried out by the Council is reported regularly to the Corporate

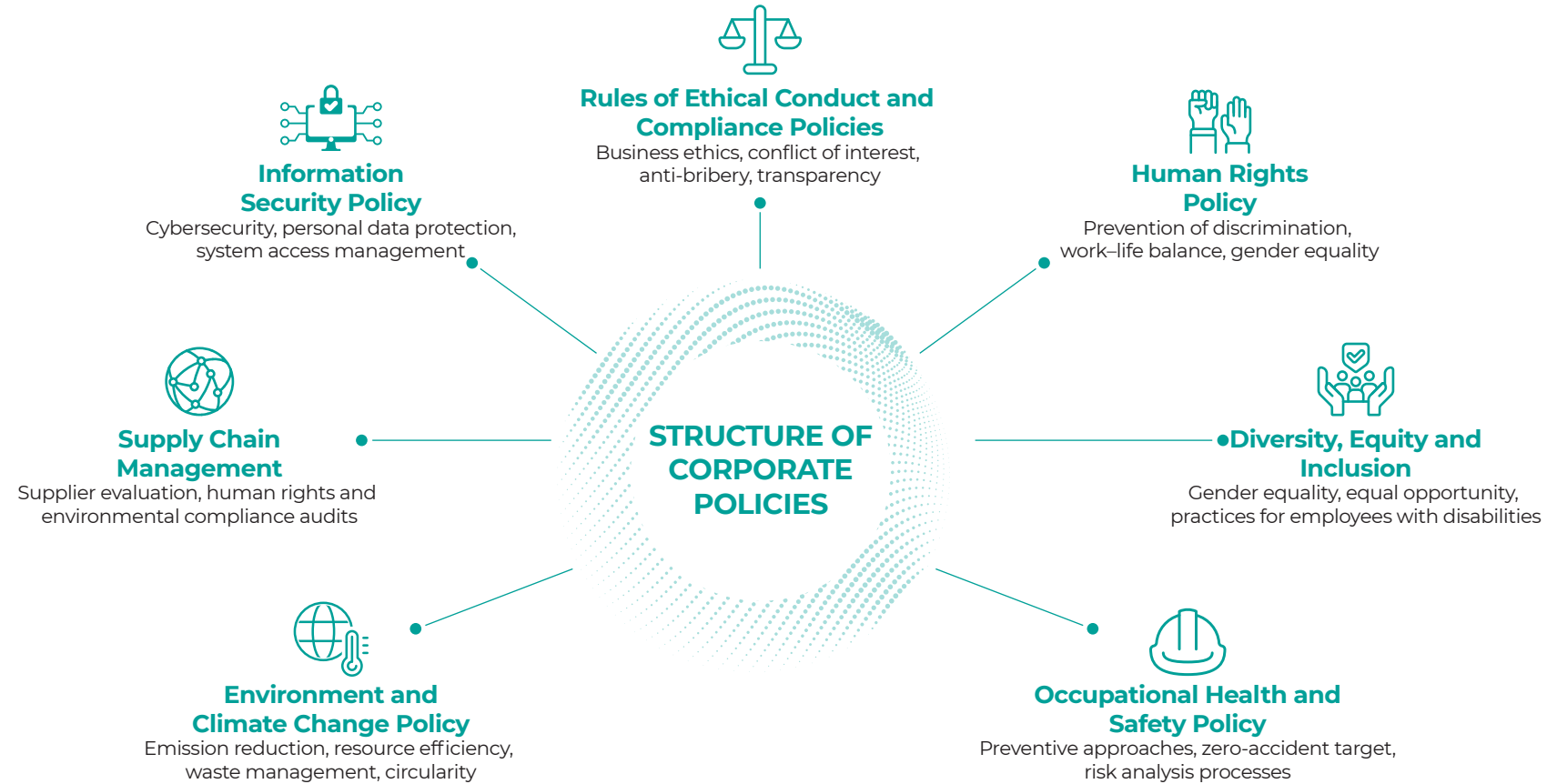
Governance and Sustainability Committee. In this way, a two-way flow of information between the committee and the council is ensured, guaranteeing that strategic decisions find their counterpart in the field and that operational experiences are taken into account at the management level. The participation of representatives from all departments supports making the sustainability agenda a part of the Company culture and strengthens a stakeholder-oriented and integrated management approach.

CORPORATE POLICIES AND PRINCIPLES

Doğuş Otomotiv regularly reviews the policies that guide its corporate governance approach and business conduct. These documents establish the framework that supports the Company's strategic orientations, stakeholder relations, and sustainability efforts. The Company's main policies in effect are the **Code of Ethics and Ethical Principles, Human Rights Policy and Employees and Workplace Policy, Occupational Health and Safety Policy, Environment and Energy Management Policy, Quality Policy, Information Security Policy, Anti-Bribery and Anti-Corruption Policy, and Remuneration Policy.** These documents enter into force upon the approval of the Board of Directors and are made available to all stakeholders via the intranet and the website.

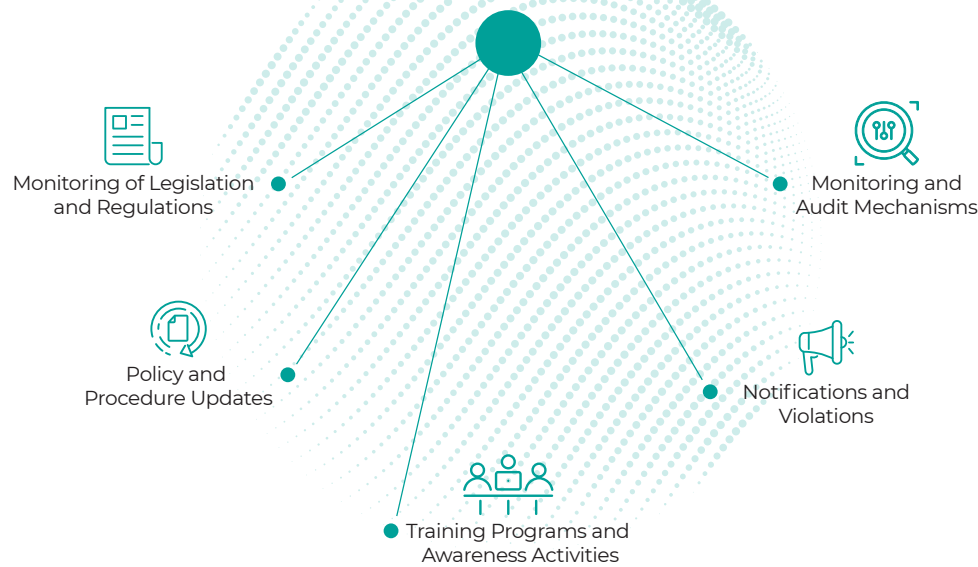
The implementation of the policies is carried out by the relevant business units, and performance results are reported to the Corporate Governance and Sustainability Committee and the Executive Committee. Regular training programs and awareness activities are conducted to prevent policy violations.

Corporate policies ensure Doğuş Otomotiv's compliance with local legislation, the Corporate Governance Principles of the Capital Markets Board, and international standards, contributing to the continuation of a transparent, accountable, and responsible governance approach.



COMPLIANCE MANAGEMENT STRUCTURE

Compliance management is carried out in integration with corporate governance principles and sustainability objectives



BUSINESS ETHICS AND CODE OF ETHICS

Doğuş Otomotiv is one of the pioneering companies in Turkey that places ethical values at the core of its business conduct and takes foundational steps in this arena. **The Code of Ethics**, which entered into force in 2012, provides a robust framework that ensures not only employees but the entire value chain — dealers, suppliers, business partners, and subsidiaries — act with a shared sense of responsibility.

The Code of Ethics integrates the Company's principles of transparency, honesty, fairness, respect, and responsibility

into daily business processes. These principles serve as a guide in all activities, from decision-making processes to field operations, from stakeholder relations to supplier management. Its scope is not limited to internal processes; it is also applied in the supply chain of products and services, as well as in areas of environmental and social impact.

This approach has made Doğuş Otomotiv one of the few corporate examples systematically building and sustaining an ethical business culture. The Code of Ethics is published in both Turkish and English on the Company's website, ensuring accessibility to all stakeholders.

COMPLIANCE, ETHICS AND TRANSPARENCY

Doğuş Otomotiv operates with the goal of ensuring full compliance in all its lines of business with applicable legislation, industry regulations, international standards, and its own corporate principles. Compliance management is positioned as one of the fundamental components of the Company's strategic governance system. The compliance approach encompasses monitoring legal requirements, keeping internal policies and procedures up to date, raising employee awareness, and having audit processes aimed at preventing potential violations in place. This structure is supported by a proactive risk management approach. Through early warning mechanisms, regular monitoring activities, and internal control systems, potential compliance risks are identified

and preventive actions are promptly implemented.

Throughout 2024, processes were reviewed to ensure full compliance with legislation in the fields of information security, personal data protection, occupational health and safety, environmental legislation, and competition law. Training programs and information sessions were organized for employees, ensuring that the rules of ethical conduct and compliance policies are clear and accessible. The principle of transparency is adopted in compliance management. Doğuş Otomotiv strengthens its communication channels with stakeholders through various reporting methods and tools, as well as notification channels. In cases of violation or suspected cases, notifications submitted through secure channels are evaluated on the basis of confidentiality.

ETHICS HOTLINE PERFORMANCE	Unit	2022	2023	2024
Total number of reports received through the Ethics Hotline	Number	18	33 ⁵	27 ⁶
Number of reports processed	Number	5	10	6
Number of reports resulting in action following internal investigation	Number	4	5	5
Number of complaints submitted by employees through different channel	Number	18	33	27

⁵ In 2023, the number of reports received through the Ethics Hotline was 23. However, notifications were also received through different channels, such as those collected during the operations of the internal audit unit and those forwarded by senior management. For this reason, the total number of notifications was recorded as 33.

⁶ In 2024, the number of reports received through the Ethics Hotline was 21. However, notifications were also received through different channels, such as those collected during the operations of the internal audit unit and those forwarded by senior management. For this reason, the total number of notifications was recorded as 27.

The ethics management process encompasses various practices such as regular training programs, awareness activities, audits, and feedback mechanisms which are in place to ensure that the principles are adopted by all employees. The use of different channels that are based on security and confidentiality is encouraged for the reporting of violations or suspected cases. Furthermore, the system used for the Company's Ethics Hotline is designed to be accessible not only by employees but also by our business partners. The relevance and applicability of the Code of Ethics are periodically evaluated under the oversight of the Corporate Governance and Sustainability Committee. These evaluations are carried out in line with changing legal regulations, international standards, and stakeholder expectations.

Doğuş Otomotiv regards its ethical values as an integral part of its corporate identity and a fundamental constituent of its long-term success. Through the implementation of the Code of Ethics in all its aspects, trust-based relationships with stakeholders are established, and brand reputation and a responsible business culture are reinforced.

TRANSPARENCY CULTURE AT DOĞUŞ OTOMOTİV

Doğuş Otomotiv defines transparency as one of the fundamental principles of its corporate governance approach. Global standards, when assessing the level of transparency of companies, expect financial and non-financial information to be accessible, comparable, verifiable, and presented in a timely manner. This expectation also plays a critical role in maintaining investor confidence, strengthening stakeholder relations, and reliably monitoring sustainability performance.

Doğuş Otomotiv is one of the few corporate entities in Turkey that has been preparing its reports in line with global standards for sixteen consecutive years. This culture requires not only financial reporting but also sustainability, corporate governance, and annual reports to be prepared in compliance with international frameworks. The principles of accuracy and consistency are considered as the fundamental basis of the reporting processes. All data are verified through independent audit and internal control mechanisms before being disclosed to the public.

In our Company, the transparency approach is not limited to reporting alone. Financial data, corporate policies, rules of ethical conduct, governance structure, committee activities, sustainability objectives, and performance indicators are made available to stakeholders on the Company's website, and in the event of any changes, disclosures are made in accordance with the requirements of the Capital Markets Board. In this way, stakeholders are able to access the information they need to interject to their decision-making processes quickly and reliably.

Doğuş Otomotiv's transparency policies are implemented in accordance with the requirements of international standards such as GRI, ESRS, the OECD Corporate Governance Guidelines, and the UN Global Compact. In line with the expectations of these standards, reporting language is clear, data presentation is comprehensible, and methodologies are specified in detail. The Company adopts the principle of transparency as a strategic element for safeguarding corporate identity and brand value, fortifying stakeholder confidence, and supporting a responsible growth approach.

16 REPORTS IN 16 YEARS

A Reporting Culture in Line with Global Standards



STAKEHOLDER ENGAGEMENT and FEEDBACK MECHANISMS

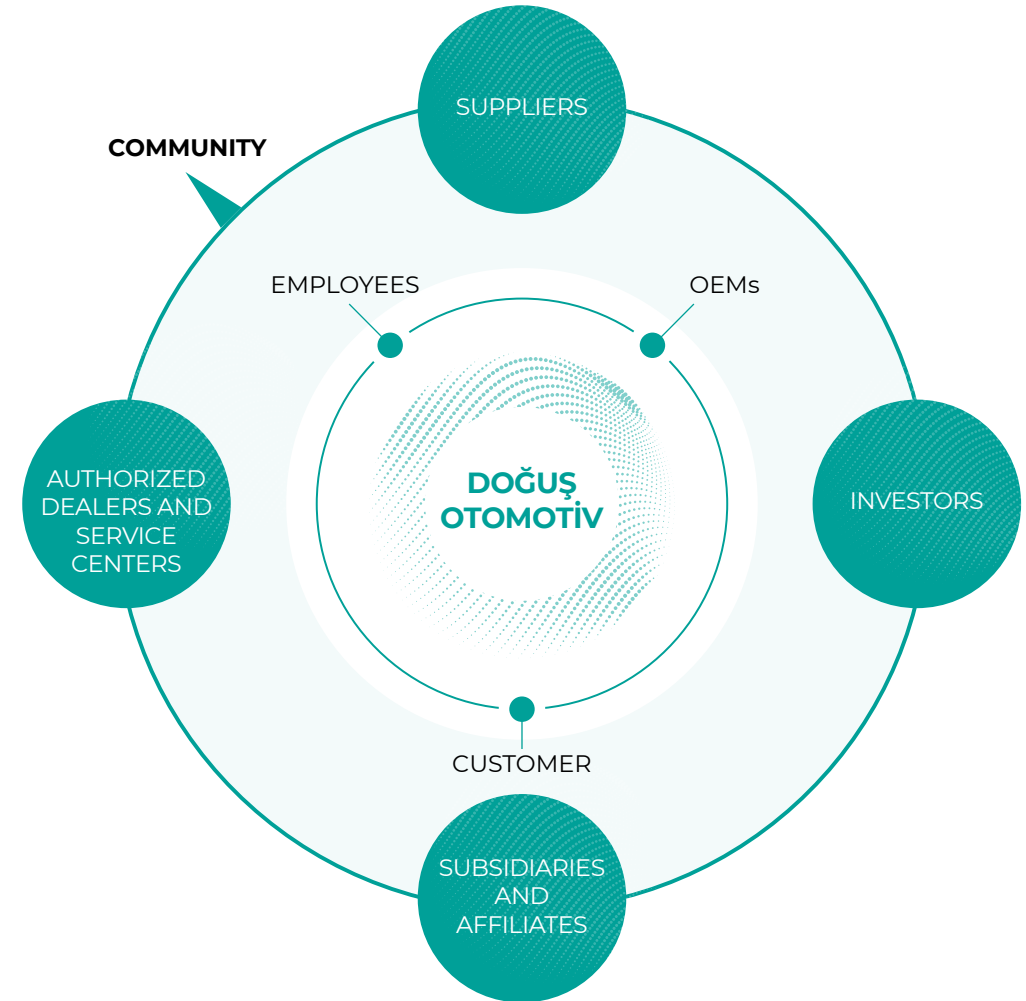
Doğuş Otomotiv is transforming its corporate communications approach each year into a more inclusive, measurable, and impact-oriented structure. At the center of this transformation lies the perspective of viewing stakeholder engagement not only as a communication activity but also as an integral component of the Company's strategic management process. The Company positions receiving regular and structured feedback from different stakeholder groups as a mechanism that identifies risks earlier, evaluates opportunities faster, and strengthens decision-making processes.

Stakeholder engagement is one of the most compelling areas of application of sustainability management in the field.

A broad network of interaction, ranging from customers to investors, from employees to suppliers, ensures not only the fulfillment of current expectations but also the prevision of future needs. Doğuş Otomotiv regards these interactions as the key to establishing lasting relationships based on two-way dialogue and mutual trust.

As of 2024, Doğuş Otomotiv has developed a new strategic approach that directly links the views of its stakeholders with risk management. This model aims to enhance proactive management capacity by integrating insights obtained from regular points of contact into risk assessment matrices. In this way, stakeholder engagement becomes not only a pillar of corporate transparency but also a foundation of strategic flexibility and sustainable growth.

DOĞUŞ OTOMOTİV KEY STAKEHOLDERS





STAKEHOLDER FEEDBACK MECHANISMS

Doğuş Otomotiv measures sustainable success through performance indicators and its capacity to accurately understand and meet the expectations of all stakeholders it engages with. The dialogue we establish with our stakeholders is an indispensable component of our corporate strategy and the most important driving force of our continuous improvement. This approach is built on an “ask–learn–respond” cycle. First, we ask the right questions to

understand our stakeholders’ expectations, suggestions, and concerns; then, we carefully analyze the information obtained and use it to shape our current activities and future plans. In the final step, we transparently share with our stakeholders how we responded to the feedback received, what actions we took, and what progress we achieved. Creating a common language with our stakeholders is one of the cornerstones of our sustainability strategy. This common language enables us to clearly convey the Company’s vision,

values, and objectives, to accurately understand the material issues of different stakeholder groups, and to bridge the gap between expectations and performance.

Communicating our sustainability performance is also important for the principle of accountability and for ensuring that our stakeholders become part of this process. Uniting around common goals supports us in managing our business results and our social and environmental impact more effectively. By this means,

stakeholder engagement is utilized as an effectual tool in Doğuş Otomotiv’s risk management, strategic planning, and innovation processes. The flow of information generated from engagement also strengthens our corporate flexibility and our capacity for long-term value creation. Comprehensive explanations of why and in which areas of impact Doğuş Otomotiv engages in dialogue with its key stakeholders are regularly updated on the Company’s website.

Stakeholder Group	Engagement Methods (Examples)	Key Topics	Main Measurement Means
Employees	Dinamik platform, “Bir’iz” Committee, satisfaction surveys, vision meetings, training programs	Strategy, performance management, occupational health and safety, sustainability	Employee loyalty surveys, assessments from training program
Subsidiaries and Affiliates	Information meetings, online reporting, presentations	Growth objectives, needs analysis, structural changes	Annual reporting, feedback meetings
Authorized Dealers and Service Centers	Annual meetings, audits, visits, training programs	Quality processes, satisfaction, sales targets	Satisfaction surveys, field visits
Customers	Satisfaction surveys, mystery shopper research, CRM, fairs and events	Product/service quality, satisfaction, sustainability awareness	Survey results, social media and web analytics
Investors	Investor presentations, information meetings, roadshows	Annual performance, strategy, risks and opportunities	Share value, feedbacks from meeting
Suppliers	Information meetings, quality systems guidelines, field visits	Product/service quality, risk management, efficiency	Supplier satisfaction surveys
OEM’s	Monthly meetings, visits, cooperation platforms	Product supply, quality processes, customer satisfaction	OEM audits, feedback mechanisms
Community	Sponsorships, traffic safety awareness programs, training collaborations	Traffic safety, equal opportunity in education, volunteering	Surveys, feedbacks from projects



STRATEGY
and MATERIAL
TOPICS

Doğuş Otomotiv has built its corporate strategy on the principles of customer satisfaction, operational excellence, innovation, and responsible growth. This strategic framework encompasses not only financial success but also the management of environmental and social impacts. While adapting to the rapidly changing dynamics of the automotive industry, the Company implements this strategy by setting flexible and measurable targets that respond to stakeholder expectations.

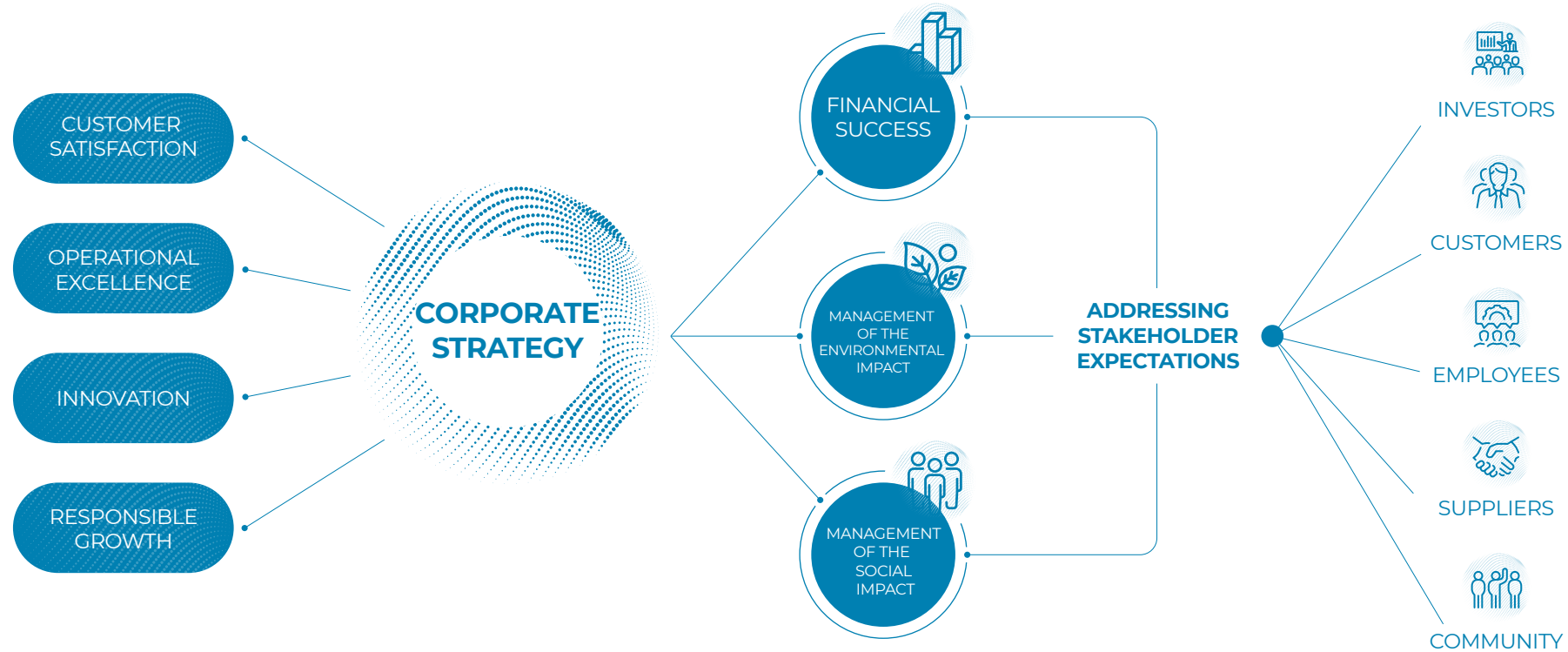
Meanwhile, the sustainability strategy of Doğuş Otomotiv is an integral part of its

corporate strategy. All the business units work toward targets aimed at enhancing environmental, social, and governance (ESG) performance across the value chain. Through this integration, long-term social and environmental impacts are evaluated alongside financial indicators when strategic decisions are made. The Company adopts a double materiality approach in its strategic planning process. This approach takes into account not only the factors influencing the Company's financial position and activities but also its impacts on social and environmental areas. In this way, risks and opportunities can

be reviewed from the perspective of both economic performance and sustainability objectives.

Risk management is a key element in the implementation of the strategy. Doğuş Otomotiv monitors and analyzes risks arising in areas such as climate change, legislation, digital transformation, supply chain-related risks, and changing customer expectations, and accordingly develops action plans aligned with its strategic objectives to mitigate these risks. At the same time, this process enables assessing innovation opportunities as

well. Strategic material issues prompt the Company to revisit its focus areas, among which electrification and the development of charging infrastructure, digital transformation, enhancement of customer experience, talent management, strengthening of the ethics and compliance culture, and improvement of climate and environmental performance stand out.



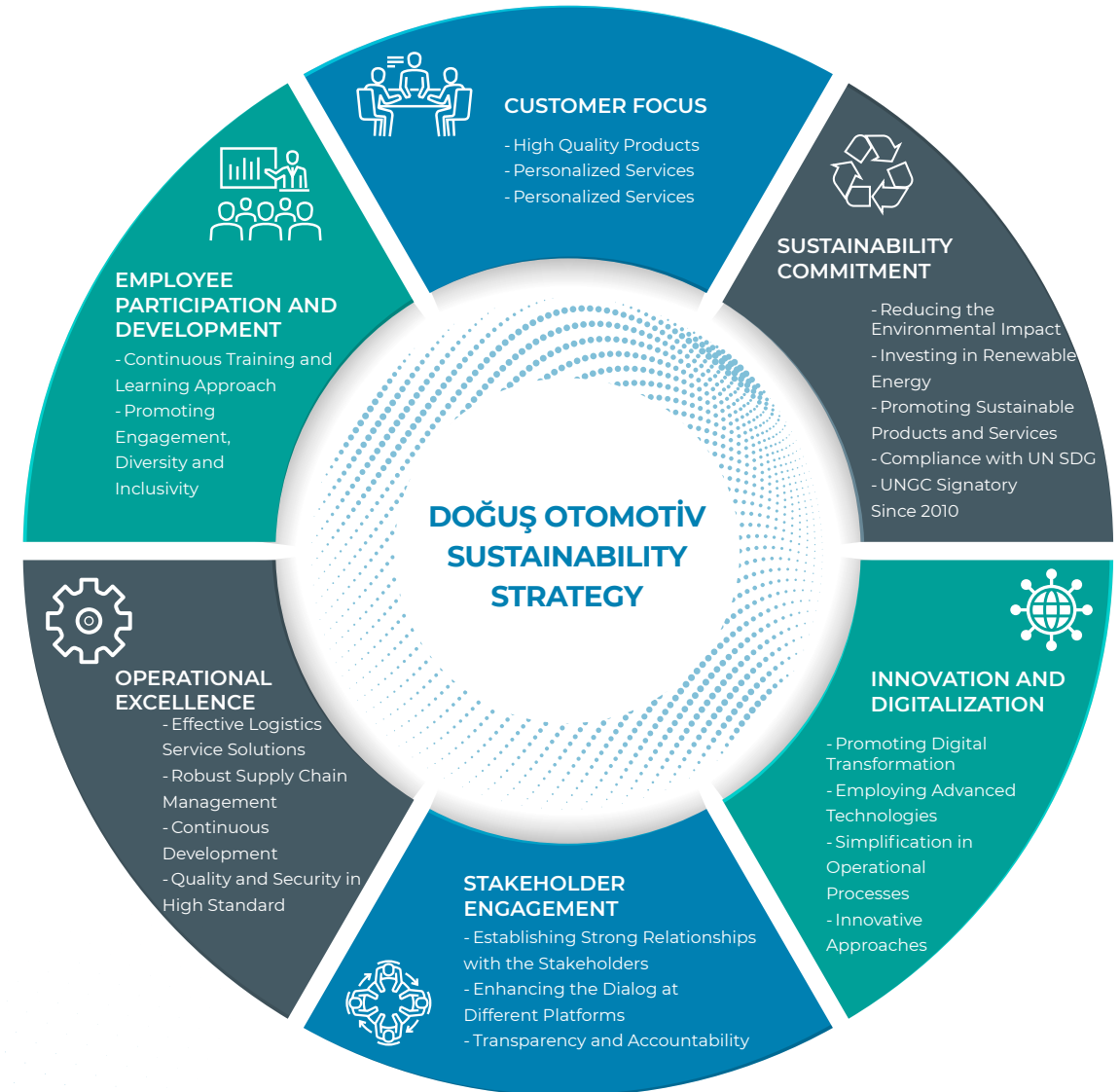
SUSTAINABILITY STRATEGY

Doğuş Otomotiv's sustainability strategy is based on a holistic management approach across the Company's business model and value chain. The strategy is structured around reducing environmental impacts, increasing social benefit, and continuously improving corporate governance standards. This approach is supported by measurable targets and performance indicators in all areas where the Company carries out its activities. Investments in electrification, expansion of charging infrastructure, utilization of renewable energy, employee development, ethical business culture, and the digital transformation, constitute the main focus areas of this strategy.

In 2024, the sustainability strategy was directly linked to risk management processes to strengthen its implementation capacity. Material issues identified through the feedback received from stakeholder engagement were evaluated together with risk-opportunity analyses and

served as input for updating the strategy. This structure has enhanced the Company's capacity to adapt to evolving legislation and industry trends. The strategy functions as a dynamic management system that is embedded in the daily operations of all business units. Progress is tracked through a regular cycle of measurement, monitoring, and reporting, with targets updated as necessary

The ultimate objective of the sustainability strategy is to develop a low-carbon and inclusive business model that instills confidence in stakeholders. The material issues identified in line with this objective can be summarized as making improvements in climate and environmental performance, enhancing employee loyalty and diversity, strengthening customer experience, and reinforcing the culture of ethics and transparency.



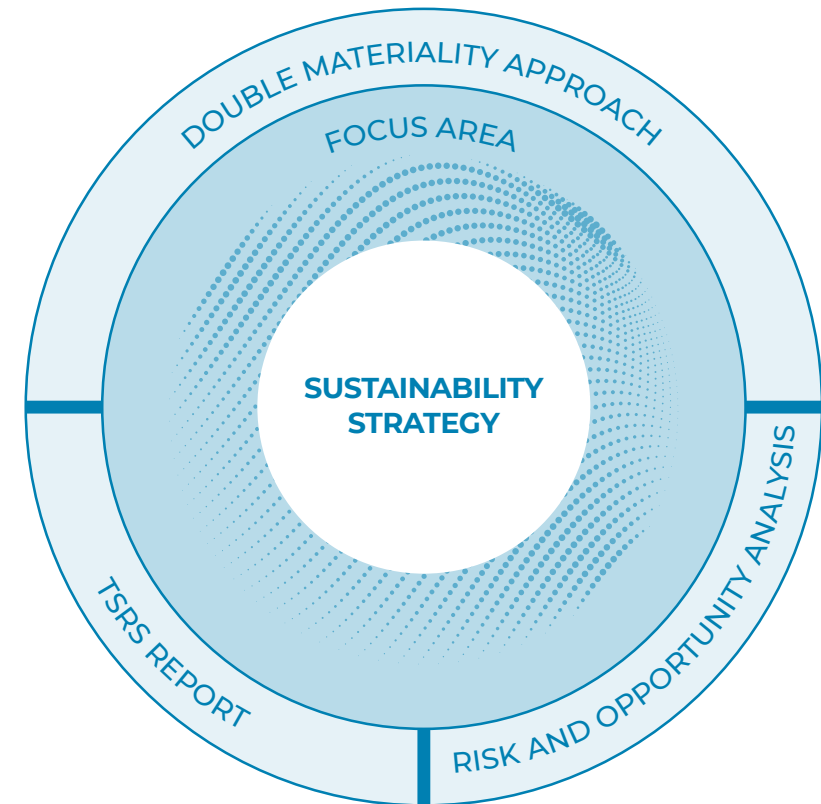
Strategic Dimension	Management Practices	2024 Performance
Corporate Governance	Regular meetings of the Board of Directors and committees	6 members, 2 independent members, 12 meetings, average attendance rate at board meetings: 86.16%
Ethics and Compliance	Code of Ethics, training programs on anti-bribery and anti-corruption	Coverage rate in high-risk functions 45%
Risk Management	Early risk detection, complaint/reporting mechanisms	Out of 535 suggestions, 523 implemented; 6 complaints; 6 reports
Financial Resilience	Performance reporting, investor relations	Average share price TRY 238.58, earnings per share TRY 34.7
Tax and Economic Contribution	Full compliance with tax obligations	TRY 4.2 Billion in Tax Expenses
People and Diversity	Increasing representation of women in management, equality policies	Women in management ratio 35.8%
Anti-Corruption	Risk-based review of operations	30 operations were reviewed (41%)

FOCUS AREAS AND MANAGEMENT APPROACH

Doğuş Otomotiv's sustainability strategy is managed through its focus areas. These areas represent the core axes that steer the Company's impact across the value chain, address stakeholder expectations, and guide its long-term strategic objectives. The focus areas maintain the structure defined in 2023 and were methodologically strengthened in 2024 through comprehensive analyses. This year, along with the publication of the first TSRS Report prepared in line with the Turkish Sustainability Reporting Standards, the focus areas were supported by a financial impact analysis. In this way, not only environmental and social issues but also their impact on financial performance were systematically assessed. Topics such as carbon pricing, changes in legislation, technological transformation, and supply chain risks were evaluated by calculating their direct impacts on the Company's cost and revenue structure. The same approach also highlights the financial contributions of

opportunities in areas such as electrification, renewable energy investments, and customer experience.

In managing its focus areas, Doğuş Otomotiv adopts the principle of a double materiality approach. On the one hand, factors influencing financial results are taken into consideration, while on the other, the Company's impacts on the community and environment are also addressed. This method ensures aligning the strategy with stakeholder expectations, enables managing risks proactively, and facilitates identifying opportunities clearer. The management approach is based on risk-opportunity analyses regularly reviewed, stakeholder engagement mechanisms, and monitoring of performance indicators. Through the Executive Committee, Committees, and the Sustainability Council, this system permeates the entire organization, ensuring strategic material issues remain up to date and reinforcing the Company's long-term capacity for value creation.



Financial Impact Analysis – A Multi-Dimensional Approach

In 2024, Doğuş Otomotiv prepared its first report in line with Turkish Sustainability Reporting Standards (TSRS), which took effect and became mandatory as of January 1, 2024. The TSRS implementation framework focuses on evaluating financial impacts from the perspective of investors. While preparing its sustainability report, Doğuş Otomotiv developed a broader approach that complements the “single-stakeholder” perspective presented in the TSRS Report. Within this approach, in addition to climate and environmental topics, the financial impacts of topics such as occupational health and safety, human resources, customer satisfaction, ethical compliance, and digital transformation are also assessed. This method enables a systematic evaluation of how various topics contribute to operational efficiency, cost structure, revenue growth, and reputation. In this way, alongside its financial indicators, Doğuş Otomotiv presents a multi-dimensional financial impact analysis encompassing all aspects of sustainability to the scrutiny of its entire key stakeholders.

Strategic Dimension	Management Approach	2024 Performance Indicators	Financial / Operational Impact
Customers and Digitalization	CRM projects, training programs on digital literacy	192 projects, 6,915 hours of training	Operational efficiency, customer satisfaction
Environment and Climate	Emission management, energy efficiency	46,224.37 tCO ₂ e emissions, 77% renewable electricity	Energy savings, reduced carbon costs
Financial Resilience	Green CapEx and OpEx, tax and investment plans	TRY 86,796 thousand CapEx, TRY 98,117 thousand OpEx	Operational cost advantage Reducing environmental risks, effective investment strategies
Employees	Diversity, women in management, employee development	35.8% women in management, 30,445 hours of training	Talent management, employee loyalty
Occupational Health and Safety	ISO 45001, training programs on prevention	4,340 hours of OHS training	Reduced lost days, workforce productivity
Ethics and Governance	Code of Ethics, ethics hotline, internal audit	27 reports, 5 cases with actions taken	Reputation protection, reduced legal risks
Supply Chain	Local supplier development, quality audits	2,821 local suppliers, TRY 9.2 billion local procurement	Contribution to local economy, supply security
Logistics and Operations	Warehouse management, shipment optimization	142,793 vehicles delivered, TRY 10.7 billion revenue	Reduced distribution costs, business continuity

Financial Impact Dimension

In Doğuş Otomotiv’s sustainability strategy, risks and opportunities are addressed not only in terms of their environmental or social impacts but also with regard to their financial outcomes. This approach has been reinforced through financial impact analyses developed under the TSRS framework. Regulations in the fields of climate and energy, carbon pricing, and emission reduction targets have a direct impact on operational costs. Conversely, renewable energy investments and electrification projects contribute to lowering costs by enabling energy savings, while also creating new opportunities for revenue growth.

Investments in human resources and occupational health and safety enhance employee loyalty and productivity while reducing losses arising from workplace accidents. Over the long term, this has a positive impact on financial performance. Digital transformation investments that improve customer experience generate efficiency in sales and vehicle servicing processes and strengthen the effect of customer satisfaction on revenue growth. Meanwhile, transparency ensured in ethics and governance processes helps protect reputation and supports the prevention of financial risks.

Integration of Risks and Opportunities

Doğuş Otomotiv positions risk and opportunity management at the core of its strategic planning process. Risks and opportunities, regularly evaluated by the Board of Directors, Committees, and the Executive Committee, serve as a guide in the implementation of the sustainability strategy. The Early Detection of Risk Committee periodically reviews the strategic, operational, financial, and environmental risks that the Company may come up against. Committee reports are presented to the agenda of the Board of Directors, where necessary mitigation measures and action plans are formulated. Whereby, the Sustainability Council supports the implementation of these plans by ensuring interdepartmental coordination at the operational level.

With the financial impact analysis conducted in 2024, the integration of risks and opportunities was brought into a more systematic structure. Issues such as climate change, energy efficiency, occupational health and safety, supply chain vulnerabilities, digital transformation, and ethical

compliance were evaluated not only in terms of their impact dimensions but also with their financial outcomes. Accordingly, risks were analyzed in terms of cost increases or efficiency losses, while opportunities were analyzed in terms of revenue growth, savings potential, and contributions to reputation. Risk and opportunity management is continuously updated through indicators monitored via the IMS infrastructure. This enables projected scenarios to be compared with real-time data, providing a more flexible and proactive configuration to the management processes.

This approach ensures that the sustainability strategy is not limited to long-term objectives but can rapidly adapt to changing conditions. In this way, risks are kept under control, while opportunities are integrated into the strategy in a manner that enhances the Company's value creation capacity. The Company's performance regarding Risk Management is explained in detail in the relevant section.



Risk and Opportunity Areas

- Carbon Pricing
- Solar Power Plant Investments
- Operational Health and Safety
- Employee Loyalty
- Digital Transformation
- Ethics and Compliance



Financial Impact

- Increased operational costs
- Energy savings
- Loss of productivity
- Employee turnover costs, efficiency
- Increased revenue in sales channels, business continuity
- Regulatory risks, reputational risks



Management Approach

- Emission Reduction and Energy Efficiency Investments
- Increasing the Percentage of Renewable Energy Used, IREC Certifications
- Training Programs and Preventative Systems
- Diversity, Equality, and Inclusion Programs, Feedback Mechanisms and Policies
- CRM Monitoring Mechanisms, New Business Models, Digital Training
- Code of Ethics, Transparent Reporting

DOUBLE MATERIALITY MATRIX AND EFFECT ON SUSTAINABILITY PERFORMANCE OF ASSESSMENT RESULTS

Materiality⁷ Culture

Doğuş Otomotiv's sustainability journey is built upon a materiality culture that takes stakeholder expectations into consideration and integrates them into strategic decision-making. Since 2009, the Company has regularly conducted materiality studies, using the outcomes of these efforts as the main framework for its sustainability reporting. The materiality process is regarded as an integral part of the Company's management approach. Strategic planning, risk management, and sustainability objectives advance in alignment with this approach.

Therefore, at Doğuş Otomotiv, materiality is considered a dynamic process that evolves through continuous dialogue with stakeholders.

The comprehensive materiality workshop conducted for the second time in 2023 marked a significant

step in strengthening this culture. At the workshop, different stakeholder groups were represented, and the intersections between the Company's strategic objectives and stakeholder expectations were identified. Participants evaluated the issues on the agenda both in terms of their impact on the Company's long-term performance and their relevance to stakeholder expectations. The process was carried out in line with the AA1000SES⁸ standard. Based on the principles of inclusivity, materiality, responsiveness, completeness, and reliability, the methodology applied was fully aligned with international standards. The results of the materiality assessment thereby provided a reliable foundation for the corporate strategy and sustainability reporting.

Double Materiality Approach

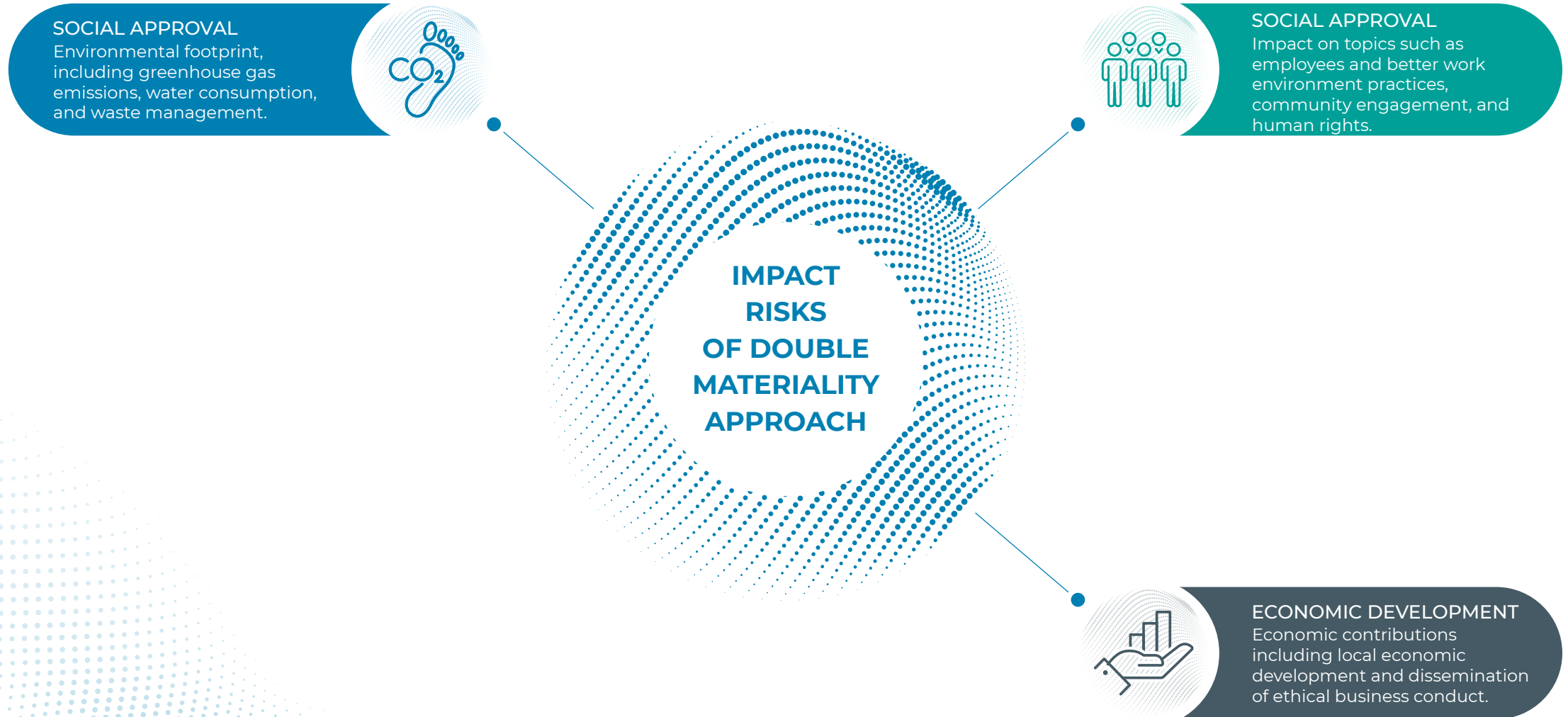
Doğuş Otomotiv's sustainability management approach, adopted with a double materiality perspective, is one of the key components of its strategic decision-making process. This approach considers both the financial impacts of an issue on the Company's performance and the environmental and social impacts of the Company on that issue. In this way, sustainability becomes not only a central aspect of operational activities but also the main axis of long-term value creation. The double materiality approach lies at the core of global reporting standards, most notably the Corporate Sustainability Reporting Directive (CSRD) and the European Sustainability Reporting Standards (ESRS). By integrating these standards into its own reporting and management

system, Doğuş Otomotiv ensures that material topics are considered from both a financial and an impact perspective.

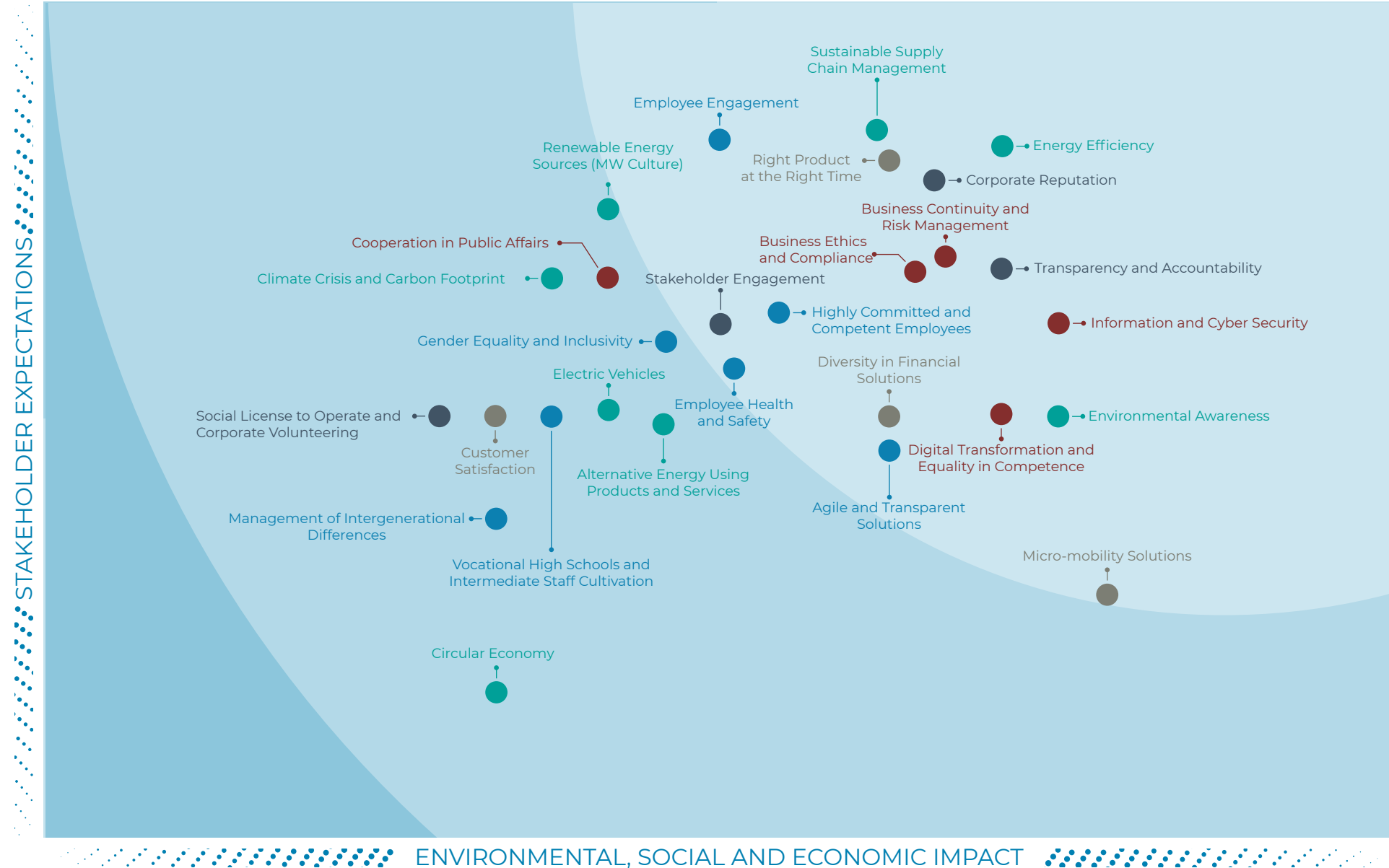
In 2023, during the materiality workshop with the participation of all stakeholder groups, a double materiality study was conducted. Issues were assessed both in terms of their impact on the Company's cost, revenue, and risk structure, and in terms of their impact on stakeholders, community, and the environment. This method provided a more comprehensive and reliable framework for identifying material issues. In 2024, the financial impact analyses prepared in line with the Turkish Sustainability Reporting Standards (TSRS) were evaluated as a complementary risk and opportunity perspective to the double materiality approach. Thus, while meeting investor-oriented reporting requirements, the Company also preserves the multi-stakeholder nature of sustainability. Through the double materiality approach, Doğuş Otomotiv transforms its sustainability strategy from a one-dimensional reporting obligation into a holistic management model that integrates risk management, stakeholder expectations, and financial performance.

⁷ This footnote is related to the explanation of Materiality, Priority and Importance concepts as the Turkish translation can be changed because of the different translations. According to the Turkish Language Association, Priority is the state of something being considered more important than others, while Importance is the state of something having value in terms of quality or quantity. Doğuş Otomotiv has been using the concept of Materiality as "Priority" since 2010. With the publication of the Turkish Sustainability Reporting Standards (TSRS), it is observed that the use of "Material, materiality, priority" instead of Materiality is also encouraged. In particular, the Public Oversight Authority prefers the term "Importance (Önemlilik or Materyalite)" in the standard and related reporting criteria. Doğuş Otomotiv has preferred to use the term "Materiality" in its sustainability reports and internal and other documents published for 16 years in order to ensure language unity

⁸ AA1000SES is the most widely used stakeholder engagement standard in the world. It was developed by AccountAbility, a UK-based think tank. Doğuş Otomotiv has been conducting its priority work with reference to this standard since 2010.



DOGUS OTOMOTIV MATERIALITY CHART



Alignment Table – Our Material Issues and Global Standards

Doğuş Otomotiv Focus Area	BM SKA (UN SDG)	ESRS Reference	CDP Module	TCFD ⁹ / ISSB
Product and Service Responsibility	SDG 9 (Industry, Innovation and Infrastructure), SDG 12 (Responsible Consumption and Production)	S4 (Consumers and End-users)	Customer satisfaction, product responsibility	IFRS S1 (customer, business model risks), TCFD – Strategy
Environment and Climate Change	SDG 7 (Affordable and Clean Energy), SDG 12 (Responsible Consumption and Production), SDG 13 (Climate Action)	E1 (Climate Change), E5 (Resource Use and Circular Economy)	Climate Change (emissions, risks–opportunities), Water, Forests	IFRS S2 (climate-related risks–opportunities disclosures), TCFD – Four Pillars
Employees and Workplace	SDG 3 (Good Health and Well-being), SDG 4 (Quality Education), SDG 5 (Gender Equality), SDG 8 (Decent Work and Economic Growth)	S1 (Employees)	HR and employees	IFRS S1 (human capital risks–opportunities)
Corporate Governance	SDG 8 (Decent Work and Economic Growth), SDG 9 (Industry, Innovation and Infrastructure), SDG 16 (Peace, Justice and Strong Institutions)	G1 (Governance), relevant to E2/E4 (Supply Chain)	Governance	IFRS S1 (governance, business model), TCFD – Governance
Stakeholder Engagement	SDG 16 (Peace, Justice and Strong Institutions), SDG 17 (Partnerships for the Goals)	S3 (Affected Communities), S4 (Consumers), G1 (Governance – Transparency)	Governance and stakeholders	IFRS S1 (stakeholder relations, reputation risks)

Financial Impact and Material Issues

Doğuş Otomotiv aligns its sustainability strategy with the IFRS reporting logic by adopting a consolidated approach. This approach considers the sustainability-related financial impacts of subsidiaries and associates only to the extent that they directly affect Doğuş Otomotiv’s overall performance and financial statements. In this way, risks and opportunities are assessed on the basis of the entirety of the consolidated financials.

Scope of the Consolidated Approach

Parent Company: Doğuş Otomotiv’s direct operations (distribution, aftersales, financial services, logistics, etc.)

Subsidiaries: Doğuş Oto Pazarlama ve Ticaret A.Ş., Doğuş Gayrimenkul Yatırım Ortaklığı A.Ş., Doğuş Şarj Sistemleri Pazarlama ve Ticaret A.Ş.

Affiliates: Other companies in which strategic shareholdings are held

This structure mirrors the consolidation principles in IFRS financial reporting and is applied to sustainability analyses as well. In other words, environmental, social, or governance risks and opportunities arising from the operational activities of a subsidiary or an affiliate are considered to the extent that they have the potential to affect Doğuş Otomotiv’s consolidated financials.

⁹ The TCFD (Task Force on Climate-related Financial Disclosures) framework has been integrated into the IFRS S2 standard published by the International Sustainability Standards Board (ISSB) as of 2024. In Doğuş Otomotiv’s reporting, the four key components of TCFD (Governance, Strategy, Risk Management, Metrics and Targets) are addressed in line with this framework under the ISSB/IFRS S2 standard. Relevant disclosures are included in the TSRS Report under the same headings.

Risk Management

At Doğuş Otomotiv, risk management is designed as an integral component of the corporate governance structure. The Company treats risks as a strategic constituent that directly impacts its long-term value creation capacity. Through mechanisms structured at the level of the Board of Directors, the Early Detection of Risk Committee, and the Executive Committee, risks and opportunities are regularly monitored and reported. The Doğuş Otomotiv risk management approach is structured in alignment with the COSO ERM framework and the Capital Markets Board (CMB) Corporate Governance Principles. The risk management model, which addresses all strategic, financial, operational, environmental, and social risks through an integrated framework, also supports a transparent management approach that enhances stakeholder confidence.

As of 2023, Doğuş Otomotiv conducts risk management through an advanced Integrated Management System (IMS). Covering quality, environment, occupational health and safety, energy, and information security management systems, this holistic structure ensures that risks and opportunities across different business units are assessed under a single umbrella.

In this way, each risk is considered not only in terms of its short-term operational consequences but also in terms of its long-term financial and strategic impacts.

At Doğuş Otomotiv, risk and opportunity assessments are continuously monitored through more than 300 indicators via the IMS digital infrastructure, with data being constantly updated. This system enables risks to be anticipated before they materialize and opportunities to be evaluated in a timely manner. The Company's risk management model incorporates the management of opportunities as well. Areas such as electric vehicles, digital transformation, renewable energy investments, customer experience, and gender equality are defined both as potential risks and as opportunities that can create growth and competitive advantage. In this way, risk management ensures that the Company's strategy is safeguarded and that sustainability targets are more strongly embraced.

Integrated Management Systems

At Doğuş Otomotiv, risk management is conducted with a consolidated approach that covers all areas of activity and across the value chain of the Company. In this approach, the entire value chain is

assessed, and the risk and opportunity profiles of all affiliates and subsidiaries are considered as an integral part of the consolidated financials. Risk management is directly linked to the Company's capital-based business model. Impacts on human capital, natural capital, intellectual capital, social capital, and financial capital are systematically analyzed. In this way, a risk is evaluated not only in terms of cost increases or revenue losses but also through its impact on human resources, environmental performance, innovation capacity, or corporate reputation. Within the framework of the Integrated Management System (IMS), quality, environment, occupational health and safety, energy, and information security management standards are combined on a single platform. This structure meets the requirements of ISO 9001, ISO 14001, ISO 45001, ISO 50001, and ISO 27001 standards, enabling risks to be evaluated in an integrated manner across different disciplines.

Risks and Opportunities with the Focus Area Approach

Doğuş Otomotiv's risk management approach is based on the COSO ERM (Enterprise Risk Management) framework. This framework is built on the principle of linking risks and opportunities with

strategic objectives. As foreseen by the COSO model, the Company evaluates risks and opportunities across four dimensions: strategic, operational, financial, and compliance.

In the risk management process, COSO's five main components (control environment, risk assessment, control activities, information and communication, and monitoring activities) are integrated into the Company's governance mechanisms. The Board of Directors and the Early Detection of Risk Committee assume the oversight role, while the Executive Committee is responsible for implementing risk strategies. Whereas, at the operational level, risk indicators are continuously monitored through the IMS infrastructure, and the data obtained are transformed into regular reports.

The Company's risk management approach also covers opportunity management. In line with the proactive approach foreseen by COSO, opportunities are considered alongside risks in strategic decision-making processes. Therefore, topics such as EVs, renewable energy, digitalization, and talent management are included in the framework from both risk and opportunity perspectives⁶.

Material Issue	COSO Category	Risk ¹⁰ Definition	Opportunity ¹¹ Definition	Financial / Operational Impact	Management Approach	Monitoring Mechanism
Climate Crisis and Carbon Footprint	Strategic	Cost increase risk due to carbon pricing, EU CBAM, and national regulations	Energy savings through solar power (Solar Power Plant) investments and renewable energy generation, low-carbon brand image, meeting emission targets	Emissions regulations can put pressure on sales costs and operational expenses. Low-carbon investments can help balance costs in the long term.	Low-carbon strategy, energy efficiency projects, D-Charge investments	IMS climate module, Early Detection of Risk Committee
Electric Vehicles (EVs)	Strategic	Slow consumer demand, lack of infrastructure, reduction of incentives	Expansion of EV and hybrid portfolio, new revenue streams through D-Charge investments	The transition to electric vehicles can diversify sales revenue and service portfolios. However, charging infrastructure investments and technology adaptation require additional investment expenditures in the short term.	Electrification investments, OEM collaborations, charging station investments	Sales reports, EV Committee
Energy Efficiency	Operational	Rising energy costs and dependence on fossil fuels	Efficiency projects, increased renewable energy use	Energy efficiency measures contribute to controlling operating expenses. Due to the necessary investment, they may create a short-term burden on financial statements.	ISO 50001, efficiency projects, energy monitoring systems	Internal audit reports, IMS energy indicators, ISO 50001 risk & opportunity monitoring
Renewable Energy Sources	Strategic	High investment costs, limited access to technology	Long-term cost advantage through solar power and clean energy projects	The use of renewable energy supports the reduction of energy costs and carbon-related expenses. Investments have an impact on fixed assets and financing items.	SOLAR POWER PLANT investments, green energy procurement, OEM collaborations, green financing	Energy Management Unit, independent audit
Circular Economy	Operational	Non-compliance with waste management regulations, extra costs	Waste recovery, income potential through second-hand and reuse projects	Reduced waste costs, revenue from second-hand products	Recycling projects, DOD certified second-hand, battery recycling programs	Environmental management system, TS EN ISO 14001 audits
Occupational Health and Safety (OHS)	Operational	Work accidents, lost workdays, legal liabilities	Improved safety culture, increased productivity	Workforce efficiency, prevention of compensation and legal costs	ISO 45001 certification, periodic training, risk assessments	OHS Committees, IMS OHS module
Employee Engagement	Operational	Employee turnover, weakened innovation capacity	Participatory culture with high motivation, innovation, and efficiency	Productivity, cost of workforce turnover	Employee satisfaction surveys, internal communication platforms	HR reports, engagement surveys
Gender Equality and Inclusion	Strategic	Low female representation, reputational and investor pressure	Innovation through diversity, employee loyalty, investor confidence	Workforce productivity, reputational impact, access to funding	Diversity policies, female leadership targets	HR reports, independent ratings
Highly Loyal and Skilled Employees	Strategic	Talent loss, high turnover	Qualified workforce through training and development, productivity increase	Productivity, hiring costs, innovation	Increased training hours, talent management programs	HR performance systems, IMS human capital indicators

¹⁰Risks are rated based on the product of probability and impact (5x5 matrix), thereby establishing a numerical basis for the categories "high, medium, low."

¹¹Opportunities are prioritized using the Fine-Kinney method, which considers the parameters of opportunity feasibility, impact magnitude, and likelihood of occurrence.

Material Issue	COSO Category	Risk Tanımı	Opportunity Definition	Financial / Operational Impact	Management Approach	Monitoring Mechanism
Managing Intergenerational Differences	Operational	Conflicts from generational differences, decreased engagement	Innovative ideas through generational harmony	Productivity, workforce engagement	Flexible working, multi-generation team programs	Employee feedback surveys, HR reports
Fast and Transparent Processes	Operational	Delays in business processes reduce customer satisfaction and efficiency	Process automation for speed and efficiency	Lower operational costs, customer loyalty	Digital process management, ERP integration, SLA targets	IMS process indicators, customer feedback
Right Product at the Right Time	Strategic	Stock misalignment due to demand fluctuations	High stock turnover and satisfaction through market insights	Sales volume, stock costs	CRM systems, market research, OEM collaborations	Sales reports, stock analysis
Customer Satisfaction	Strategic	Dissatisfaction, reputational loss, market share decline	High NPS scores leading to loyalty and sales growth	Sales revenues, service revenues, customer lifetime value	NPS surveys, customer experience programs	CRM reports, independent customer surveys
Micro-mobility Solutions	Strategic	Slow market development, lack of scale	Additional revenue streams with new products, access for young users	Extra sales revenues, new customer segment	Product diversification, brands like MATE. Bike, Aerofoils	Sales data, customer feedback
Diversity in Financial Solutions	Strategic	Limited access to finance may reduce sales	Boosting sales through flexible credit and leasing solutions	Sales volume, collection performance	vdf product diversification, new financing models	Financial reports, customer feedback
Business Ethics and Compliance	Compliance	Corruption, bribery, unethical behavior	Strong enforcement of the Code of Ethics ensures trust and investor credibility	Avoidance of legal costs, reduced capital costs	Code of Ethics, training programs, independent ethics hotlines	Internal audit, Ethics Committee reports
Corporate Reputation	Strategic	Failure in perception management, reputational loss	Strong sustainability performance raising brand premium	Sales growth, brand value increase	Communication strategies, transparent reporting	Media monitoring reports, independent reputation research
Transparency and Accountability	Compliance	Weakening of investor and stakeholder confidence	Greater access to finance through transparency	Investor trust, lower borrowing costs	Comprehensive reporting, independent audit	Investor relations reports, rating scores

Material Issue	COSO Category	Risk Tanımı	Opportunity Definition	Financial / Operational Impact	Management Approach	Monitoring Mechanism
Collaboration in Public Policy	Strategic	Exclusion from regulatory processes	Contribution to policy processes and access to incentives	Reduced compliance costs, incentive revenues	NGO and government partnerships	Regulator reports, industry associations
Social Approval and Corporate Volunteering	Operational / Strategic	Loss of local stakeholder support, risk to social license	Stronger reputation and social license through community programs	Reputational value, brand loyalty	Community engagement programs, volunteering initiatives	Program reports, stakeholder feedback
Digital Transformation and Equality in Competence	Strategic	Falling behind in digitalization, workforce adaptation issues	Competitive advantage through productivity and equal access	Lower operational costs, speed	IMS investments, digital training programs	Digital transformation reports, HR data
Information Security and Cybersecurity	Compliance / Operational	Data breaches, cyberattacks	Customer trust and operational continuity with strong security infrastructure	Penalties, operational disruptions, reputational impact	ISO 27001, cybersecurity investments	Internal audits, penetration tests, independent security reports
Environmental Awareness	Strategic	Failing to meet society's environmental sensitivity	Strengthening brand perception through education and awareness projects	Reputation, customer preference	Environmental communication campaigns, employee awareness programs	Stakeholder surveys, communication reports
Products and Services with Alternative Energy	Strategic	Falling behind in alternative energy technologies	Increased revenues through new energy solutions	Product development costs, sales revenues	OEM collaborations, alternative energy investments	Sales reports, innovation indicators
Vocational High Schools and Skilled Workforce Cultivation	Operational	Shortage of technical workforce, lack of qualifications	Early talent development and stronger retention	Workforce productivity, ROI of training investments	Collaboration programs, internships, training projects	HR reports, training program evaluations
Corporate Governance (incl. Business Continuity)	Strategic / Compliance	Weakness in transparency, loss of independence	Strong governance ensures investor trust, reduced capital costs	Cost of capital, compliance costs	Board diversity, committees, independent audit	Capital Markets Board compliance reports, independent ratings
Social Approval and Community Relations	Strategic	Loss of local stakeholder support, project barriers	Stronger social license ensuring reputation and business continuity	Project costs, brand value	Social projects, volunteering programs	Stakeholder meetings, project reports

Some of Our Outstanding Targets

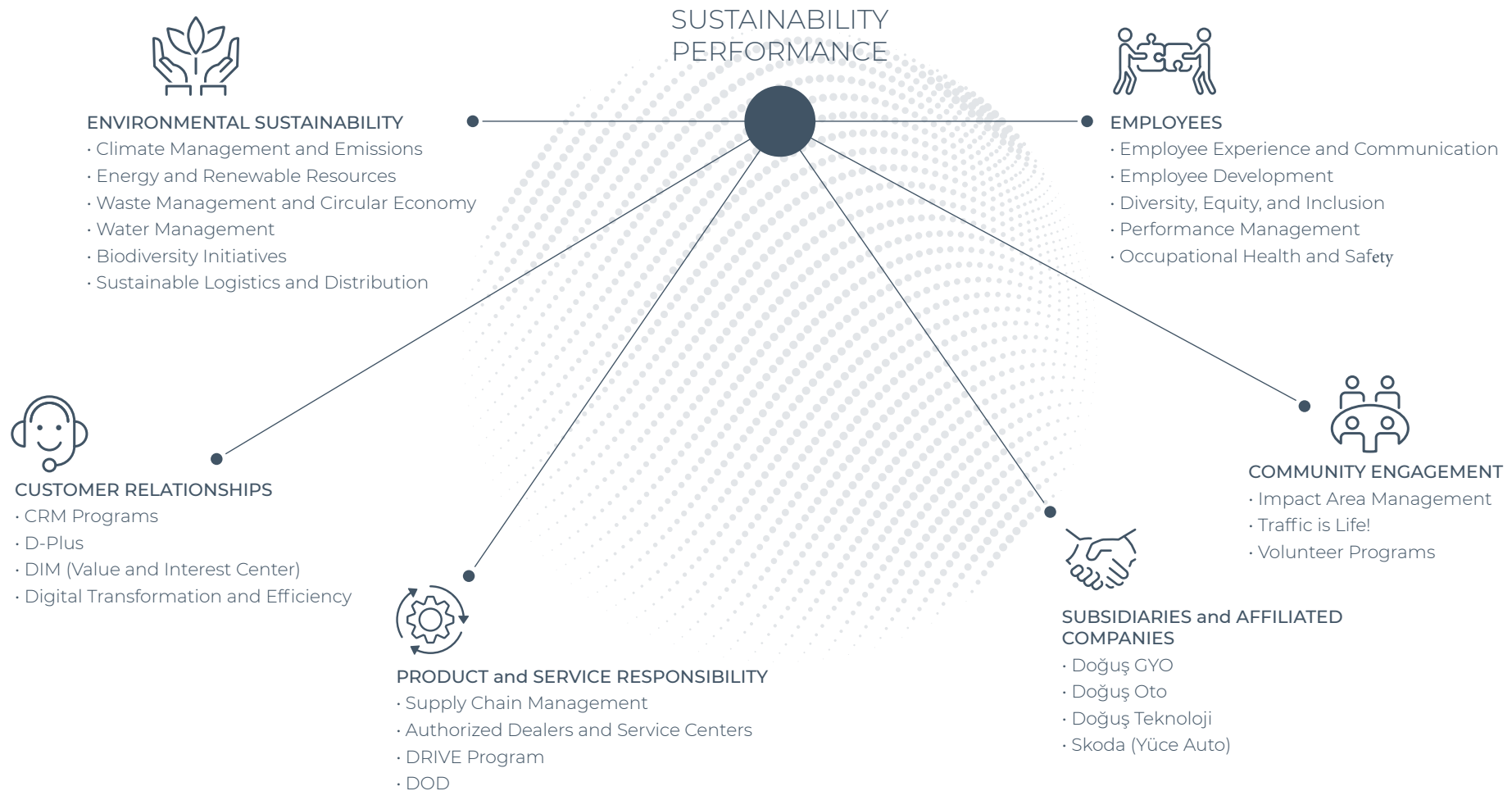
Theme	Target	Base Year	Target Year	2024 Implementation	Status
Environment and Climate	Use of electricity from renewable resources to reach 100%	2022	2030	77.05% in 2024	Ongoing
Environment and Climate	Zero waste sent to landfill	2021	2030	91.1% recycling in 2023	Ongoing
Employees and Workplace	Increasing the ration of women in management to 40%	2022	2030	35.8% in 2024	Ongoing
Employees and Workplace	Achieving 75% employee satisfaction rate	2022	2025	84% in 2024	Exceeded
Employees and Workplace	Providing 20 hours of training per year on average	2022	2025	30,445 hours in 2024 (15.2 hours per employee)	Ongoing
Digital Transformation and Innovation	Increasing the number of electric vehicle models carried to 20	2022	2025	16 models in 2024	Ongoing
Supply Chain	Evaluating 100% of suppliers with ESG criteria	2022	2030	78.16% in 2024	Ongoing
Authorized Dealers and Services	80% of VW-AUDI-SEAT-CUPRA dealers to obtain VW AG goTOzero sustainability certificate	2024	2025	21% in 2024	Ongoing
Authorized Dealers and Services	Increase participation rate in carbon footprint calculation project among dealers to 85%	2024	2025	75 in 2024	Ongoing
Authorized Dealers and Services	Ensure 100% TISAX (Trusted Information Security Assessment Exchange) certification continuity in automotive sector	2024	2027	100% in 2024	Exceeded
Authorized Dealers and Services	Increase renewable energy investment rate among dealers to 50%	2024	2030	30.94% per legal entity in 2024	Ongoing



SUSTAINABILITY PERFORMANCE

Doğuş Otomotiv, throughout its 30 years of corporate existence, strives to create value not only through its financial achievements but also by monitoring its environmental, social, and governance performance with measurable indicators. In terms of environmental performance, the Company tracks the impacts of climate on its operations as well as its work in emission management, energy use, transition to renewable sources, reintegration of waste into the circular economy, water management, and biodiversity. Employee-related matters cover occupational health and safety, diversity and inclusion, training and development programs, and employee engagement.

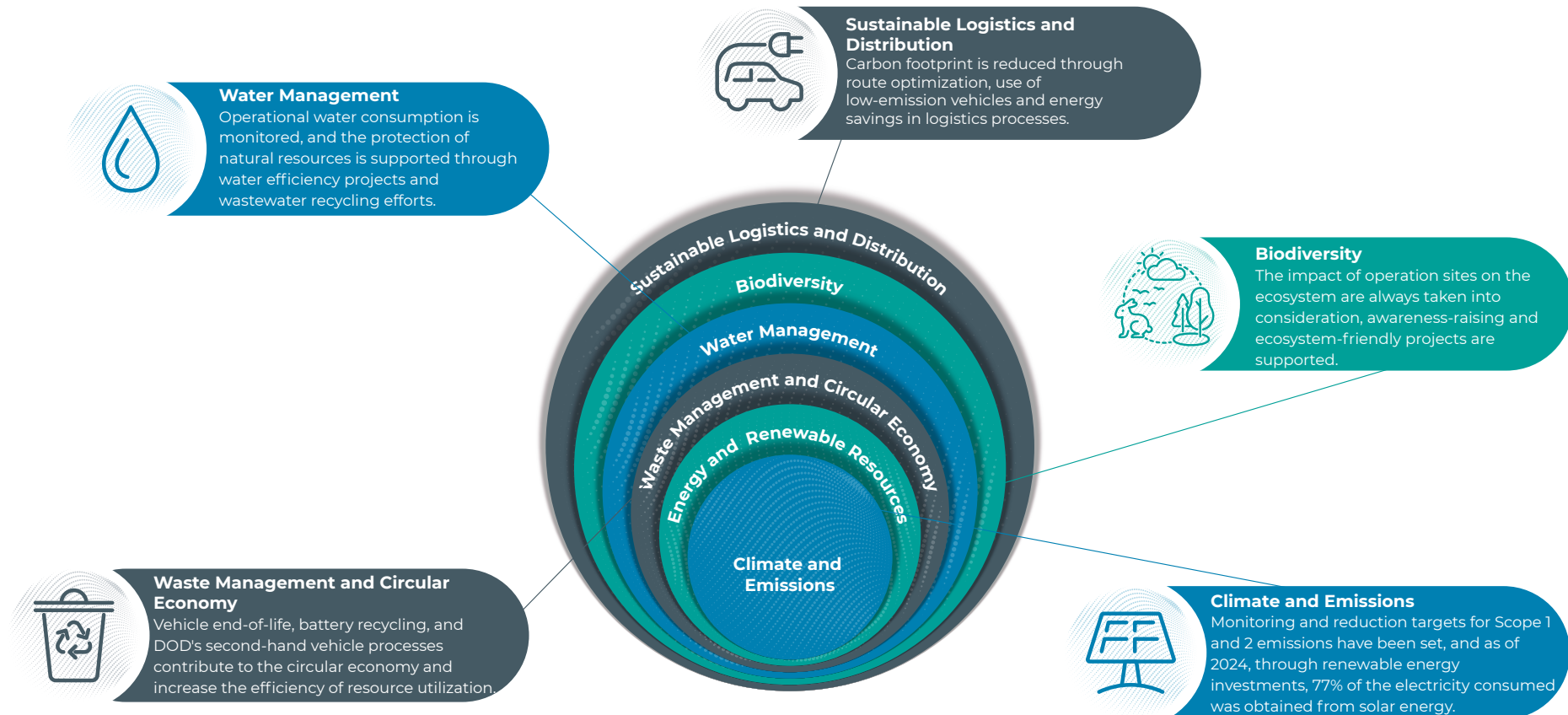
The sustainable supply chain covers supplier audits and responsible procurement practices, as well as reinforcing environmental and social compliance across our impact. Affiliates and subsidiaries contribute to the implementation of the sustainability strategy across a broad spectrum, ranging from financing solutions to technology, from real estate to charging infrastructure. This structure not only enables sustainability performance to be measured, but also makes areas of improvement visible, providing stakeholders with a transparent and holistic perspective.



ENVIRONMENTAL SUSTAINABILITY

Doğuş Otomotiv has placed environmental sustainability at the core of its strategic focus areas. The Company's environmental performance is not limited to measuring the impact of its operations, but is managed through a transformation program aligned with national and international commitments. Turkey's 2053 net-zero target, the Nationally Determined Contribution under the Paris Agreement, and the European Union's Green Deal policies serve as guiding references shaping the Company's environment-focused vision.

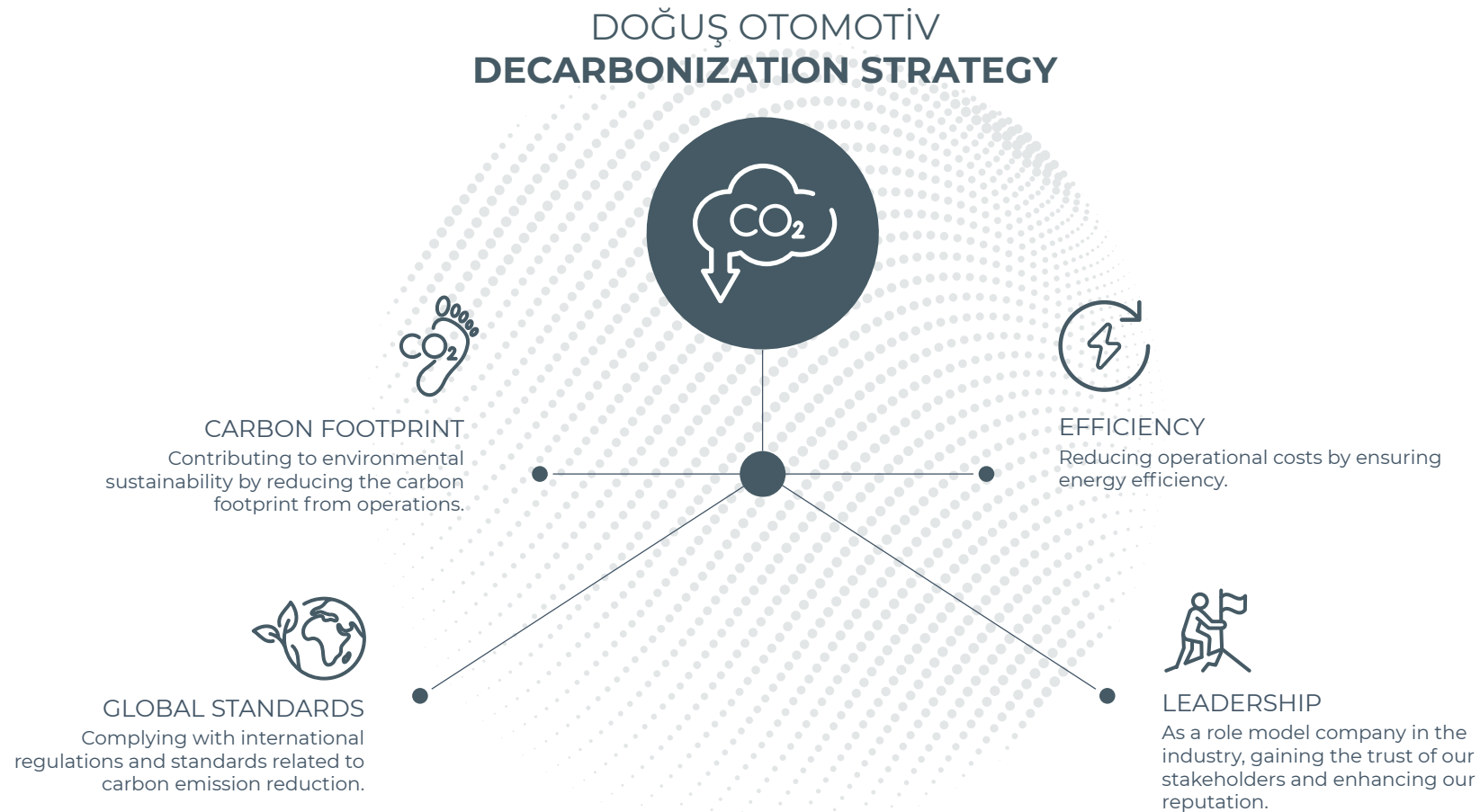
COMPLIANCE WITH ENVIRONMENTAL STANDARDS



This holistic approach was addressed in detail in Doğuş Otomotiv's first TSRS-compliant report, where environmental risks and opportunities were evaluated through scenario analyses and their financial impacts were transparently disclosed. In this way, our Company positions itself as a pioneering automotive company with the capacity to meet legal obligations and respond to the environmental expectations of the ESRS.

Climate Management and Emissions

Doğuş Otomotiv regards climate change as a strategic issue that directly impacts its business model and pursues a decarbonization strategy aligned with Turkey's 2053 net-zero target. This strategy is built on the comprehensive monitoring of emissions, the implementation of reduction projects, and the expansion of low-carbon solutions across the value chain.



Indicator	2022	2023	2024
Scope 1 Emissions (tCO₂e)	1,714	2,107	2,092
Scope 2 Emissions (tCO₂e)	1,684	1,567	1,573
Scope 3 Emissions (tCO₂e)	14,026	30,281	42,559
Total Emissions (tCO₂e)	17,423	33,955	46,224
Scope 1+2 Emission Intensity (tCO₂e / TRY revenue)	0.0000384	0.0000246	0.0000194

Decarbonization Strategy Targets	Description	2024 Progress	Risks and Opportunities
Reduction of Operational Emissions	Energy efficiency, logistics optimization, use of electric fleet	Nearly 50% decrease in intensity values (2022–2024)	Risk (Cost increases due to carbon pricing and CBAM)
Renewable Energy Investments	Şekerpınar Solar Power Plant and similar investments	4,337 MWh production, 77% of electricity consumption from solar, 29.5% renewable share in total consumption	Opportunity (Renewable energy investments)
Reduction of Carbon Emissions in the Value Chain	EV portfolio, D-Charge investments, monitoring dealer emissions	~350 sockets in 34 provinces, AC/DC distribution 55%/45%	Opportunity (EV Investments, E-Mobility)

Target	Base Year	Target Year	Status
20% reduction in carbon footprint	2021	2030	Ongoing
Achieve 100% renewable electricity use	2022	2030	77.05% in 2024
Zero waste sent to landfill	2021	2030	Recycling rate 99%

Energy Efficiency and Renewable Resources

Doğuş Otomotiv considers energy management as one of the most critical elements of its decarbonization strategy. Through systematic initiatives carried out under the ISO 50001 Energy Management System, energy consumption is continuously monitored and efficiency-enhancing measures are implemented. These initiatives not only help reduce operational costs but also directly contribute to lowering the carbon footprint.

In 2024, the Company's energy consumption amounted to 14,707 MWh, while optimization of climate control systems, conversion LED lighting fixtures, and facility management improvements generated savings of 4,208 MWh, corresponding to a financial gain of approximately TRY 2.4 million. The Company's renewable energy investments serve as a strategic lever in the energy transition.

The Solar Power Plant established at the Şekerpınar Logistics Center generated 4,337 MWh of electricity in 2024, meeting 77% of the total electricity demand from solar energy.

This production contributed to reducing carbon emissions and increased the share of energy from renewable sources in total energy consumption to 29.5%

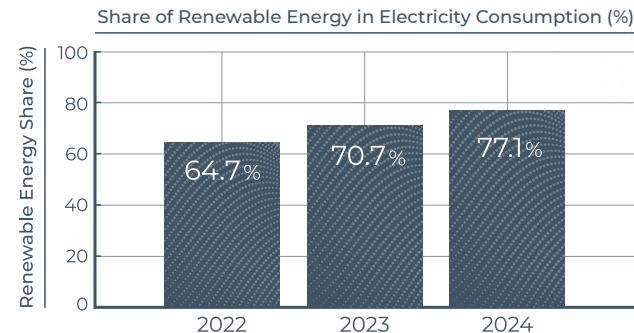
Energy intensity indicators also reflect this progress: from 0.000145 MWh/TRY in 2022, the ratio decreased to 0.000078 MWh/TRY in 2024. This outcome demonstrates that energy efficiency investments are advancing in integration with the business model, enabling operations to generate higher value with lower energy consumption. Expanding Solar Power Plant investments is a key step toward the target of meeting 100% of electricity consumption from renewable sources by 2030. In line with this target, projects are being implemented to expand renewable energy practices across central operations as well as the authorized dealer and service center network.

Energy Consumption and Savings

Metric (MWh)	2022	2023	2024	Remarks
Total Energy Consumption	12,859	15,058	14,707	Consumptions of natural gas, electricity, gasoline, and diesel combined
Fossil Fuel Energy	8,202	9,129	9,078	61.7% of the total
Electricity Consumption	4,657	5,928	5,629	Şekerpınar head office and logistics facility
Natural Gas Consumption	4,869	4,999	4,275	Decline driven by climate control optimization
Gasoline Consumption	2,584	3,208	3,772	Increase due to vehicle consumption
Diesel Consumption	748	922	1,031	Consumed by some generators and diesel fuel-running vehicles
Energy Savings	-	-	4,208	Conversion LED lighting fixtures, climate control optimization, Solar Power Plant energy production increase
Energy Savings (TRY)	-	-	2,400,661	Financial equivalent of total savings in 2024

Renewable Energy Consumption

Metric	2022	2023	2024	Remarks
Solar Power Plant Production (MWh)	3,012	4,192	4,337	Şekerpınar Logistics Center
Share of Renewable Energy in Electricity Consumption (%)	64.7	70.7	77.1	Majority of electricity demand met through Solar Power Plant sources
Share of Renewable Energy in Total Energy Consumption (%)	23.4	27.8	29.5	2030 target: 100% renewable energy use
Energy Intensity (MWh/TRY)	0.000145	0.000101	0.000078	Strong progress in operational efficiency



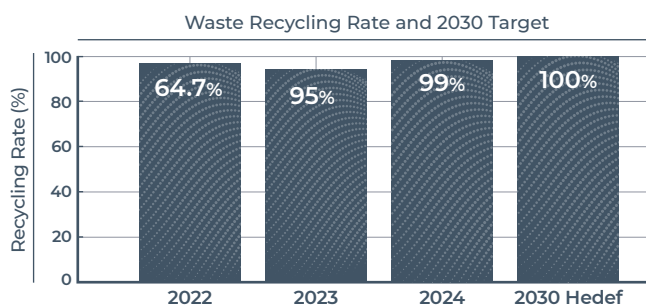
Waste Management and Circular Economy

Doğuş Otomotiv considers waste management as one of the core elements of its environmental sustainability strategy and applies circular economy principles across the value chain. Waste management processes carried out within the framework of the ISO 14001 Environmental Management System include the segregation at source, recovery, and disposal of wastes in compliance with legal requirements. In 2024, a total (including Tuzla and Gebze Scania locations) of 590 tons of waste was recorded. Of this amount, 99% was recycled, while the proportion of waste sent to landfill remained below 1%.

Waste Metrics	2024 Amount	Remarks
Recycled non-hazardous waste	324 tons	Paper, cardboard, plastics, etc.
Recycled hazardous waste	1.389 tons	Batteries, motor oil, e-waste, etc.
Total recycled waste	325,389 tons	Includes all waste categories
Waste sent to landfill	2,7 tons	Less than 1% of the total; 2030 target: zero

Industrial Wastes

Waste Type	2024 Amount	Remarks
Motor oil	1,975¹² tons	Collected from service centers and operations, recycled via licensed firms
Batteries	375¹³ tons	Collected from dealers and service centers, sent for recycling
Wood waste	81 tons	Generated by packaging and logistics processes
Paper / cardboard waste	203 tons	Generated by offices, logistics, and sales operations
Electronic waste (e-waste)	40 kg	Generated from operational processes



Year	Total Locations Amount of Non-Recycled Waste (kg)	Percentage (%)
2022	21,293	3
2023	29,653	5
2024	35,161	6 ¹⁴

¹² All locations belonging to Doğuş Otomotiv, including dealerships and authorized dealer-service networks, are included in the figures.

¹³ All locations belonging to Doğuş Otomotiv, including dealerships and authorized dealer-service networks, are included in the figures.

¹⁴ In 2024, 99% of waste generated from company operations was directed to recovery processes, with the amount going to regular landfills calculated at 6% of total waste. This difference arises due to the high volume of waste from dealers and service centers. The 99% rate refers to waste separated at source in operational processes and directed to recovery. The 6% rate shows the proportion of regular landfill within the total waste, which also includes high-volume waste from dealers and authorized service centers. The same approach and ratio apply to previous years.

Doğuş Otomotiv currently implements the Zero Waste Management System across all its operations. It is working to separate waste at source, increase recycling rates, and reduce the amount of waste sent to landfills, with the goal of obtaining Zero Waste Certification by 2025.

Environmental and Energy Management in Integrated Management Systems

Management System	Scope	2024 Practices	Contributions
ISO 14001 Environmental Management System	Waste management, control of environmental impacts	<ul style="list-style-type: none"> - Segregation of waste at source across all operations - Reduction of the amount of waste sent to landfills - Collection of special waste such as batteries and motor oil from authorized service centers 	<ul style="list-style-type: none"> - Waste recycling percentage 99% - Environmental compliance and audit capacity strengthened
ISO 50001 Energy Management System	Energy consumption, efficiency, savings	<ul style="list-style-type: none"> - Regular monitoring of energy performance at Şekerpinar and other facilities - Conversion to LED fixtures, HVAC optimization - Monitoring and reporting of production from the Şekerpinar Solar Power Plant 	<ul style="list-style-type: none"> - 4,208 MWh energy savings in 2024 (equivalent of TRY 2.4 million) - Share of renewable energy in electricity consumption 77%
Digital Infrastructure	Monitoring and reporting	<ul style="list-style-type: none"> - Digital tracking of more than 300 environmental and energy-related performance indicators 	<ul style="list-style-type: none"> - Real-time data support for decision-making processes

Water Management

Although Doğuş Otomotiv does not carry out direct production in its operational activities, it has a significant water consumption profile through its administrative facilities, logistics operations, and authorized service center network. For this reason, water management is considered an integral part of the Company's environmental sustainability strategy. The Company's water management approach is built on monitoring water consumption, developing conservation practices, managing wastewater in compliance with legislation, and calculating its water footprint.

In 2024, total water consumption amounted to **89,844 m³** (2023: 75,295 m³). The entirety of this consumption came from the municipal water network; no industrial or groundwater sources were used.

Water Footprint

Doğuş Otomotiv continued the water footprint study it initiated in 2023, calculating its blue, green, and grey water footprint with updated data in 2024:

Metric	2023 (m ³)	2024 (m ³)	Change	Related Risk Context	Related Opportunity Context
Blue Water Footprint¹⁵	41,420	37,678	-9% (decrease)	Risk of strict regulations and cost increases in water-stressed regions	Reduction in costs with water efficiency projects, improvements in resource utilization
Green Water Footprint¹⁶	7,416	7,756	+5% (increase)	Uncertainties in precipitation patterns due to climate change	Rainwater harvesting and reuse projects
Grey Water Footprint¹⁷	279,610	301,423	+8% (increase)	Rising environmental compliance costs due to increased wastewater volumes	Full compliance with legislation through oil-water separators installed in Authorized Dealers and Service Centers
Total Water Footprint	328,446	346,856	+6% (increase)	Risks related to cost and accessibility to water resources	Strong performance criteria in evaluation of rating organizations (LSEG, S&P, etc.), enhanced stakeholder confidence

The blue water footprint refers to the use of network water, the green water footprint represents natural rainfall sources, and the grey water footprint indicates the amount of clean water required for the treatment of wastewater. The total water footprint is a critical indicator for Doğuş Otomotiv's environmental impact management and is reported in line with the ESRS E3 standard. These data highlight both the risks (such as water consumption costs and compliance with regulations and standards) and the opportunities (such as efficiency projects, recovery technologies, and stakeholder confidence) associated with the Company's water management.

Biodiversity

Although Doğuş Otomotiv does not carry out direct production in its operational activities, it has indirect impact on the natural environment through its logistics processes, authorized dealer and service center network, and certain affiliates found in its value chain. For this reason, biodiversity is addressed as a complementary dimension of the Company's environmental sustainability strategy and climate management approach.

The majority of the authorized dealer and service center network, where the Company's operational activities are carried out, is located in urbanized areas, with no direct operations conducted in natural areas legally designated as protected. However, assessments conducted as of 2024 identified that three facilities are located near Key Biodiversity Areas (KBAs) (compared to one facility in 2022 and two facilities in 2023). This indicates the need for the Company to pay closer attention to ecosystem sensitivities, particularly in its logistics and service infrastructure.

The biodiversity approach reported in 2023 was converted into a systematic monitoring and reporting process in 2024. Within this scope:

- Oil-water separators installed at authorized service centers help mitigate water and soil pollution risks.
- Within the waste management system, directing hazardous wastes, such as motor oil and batteries, to licensed recycling companies' facilities, minimizes the potential impacts on biodiversity.
- Since D-Marin, one of Doğuş Otomotiv's brands engaged in marina operations, is directly linked to coastal and aquatic ecosystems, full compliance with national legislation is ensured, and regular inspections are carried out in these areas.

Indicator	2022	2023	2024	Remarks
Number of facilities located in natural areas legally designated as protected	0	0	0	No direct operations in natural areas legally designated as protected
Number of facilities near UNESCO World Heritage Sites / Biosphere Reserves	0	0	0	No direct impact
Number of facilities near Key Biodiversity Areas (KBAs)	1	2	3	Identified through location analyses of logistics and service points
Habitat or ecosystem restoration projects	None	Doğaya Kanat Açtık (Spreading Our Wings to the Nature) is launched	Ongoing	An awareness and field support project for the protection of bird migration routes

¹⁵ The Blue Water Footprint refers to the volume of freshwater (e.g., municipal water) withdrawn and directly consumed. At Doğuş Otomotiv, the blue water footprint corresponds to the municipal water used in operational activities.

¹⁶ The Green Water Footprint represents water derived from rainfall and natural surface runoffs, i.e., water associated with agricultural or natural processes. At Doğuş Otomotiv, the green water footprint is limited in scope and is calculated based on the environmental interactions of the facilities.

¹⁷ The Grey Water Footprint denotes the volume of freshwater required to treat wastewater and discharge it back into the environment. At Doğuş Otomotiv, the grey water footprint is calculated based on the amount of wastewater discharged into the municipal sewage system.

Doğaya Kanat Açtık (Spreading Our Wings to the Nature)

The flagship initiative of Doğuş Otomotiv's biodiversity approach is the "We Spread Our Wings for Nature" project, launched in 2021. Aiming to raise awareness about Turkey's most important migratory bird routes, this project encompasses education, communication, and field activities for the protection of birds and the support of natural habitats. In 2024, the project continued to document rare bird species and habitats across Turkey.

Among the rare species observed by nature and wildlife photographer Alper Tüydeş were eagles and vultures, as well as extremely rare birds such as the small desert lark, the black-winged pratincole, and the desert wheatear, which are unique to the Southeast. Since the start of the project, Tüydeş has traveled over 60,000 km, and the total number of bird species he has observed has risen to 395. The program involves significant observations not only of bird species but also of mammal species. On his latest route, Tüydeş recorded rare species such as three

striped hyenas and porcupines. The number of mammal species observed to date has reached 30. Beyond being an observation study, the project is also of great importance in terms of raising awareness about nature by interacting with local people and nature lovers, documenting this richness, and passing it on to future generations. The program's goal for 2026 is to share the stories about nature by reaching more people with exhibitions, books, and new media projects about Turkish birds.



SPREADING OUR WINGS TO THE NATURE



Sustainable Logistics¹⁸ and Distribution

Logistics and distribution play a critical role in Doğuş Otomotiv's sustainability strategy. By definition of the business model, vehicle imports, spare parts flow, and deliveries to the dealer network constitute Scope 3 emissions, which account for the largest share of the Company's carbon footprint. Therefore, managing the environmental impacts of logistics processes is not only about operational efficiency but also a key element of the climate strategy.

The European Union's Green Deal, CBAM (Carbon Border Adjustment Mechanism), and Turkey's 2053 net-zero commitment make it mandatory for logistics operations to be directly reported within the scope of sustainability standards. Climate-related reporting standards demand companies to transparently disclose logistics related emissions, while packaging management and reuse practices in logistics have also become mandatory reporting metrics for many companies.

By managing its logistics processes within this risk-opportunity context, Doğuş Otomotiv addresses emission reduction, energy efficiency, and circular economy practices within an integrated framework, thereby fulfilling its environmental responsibilities and enhancing its competitive strength.

Logistics Warehouse Management and Sustainability



For Doğuş Otomotiv, logistics warehouse management is not limited to ensuring the efficiency of stock keeping and shipment processes; it is also an environmental impact area at the core of the Company's sustainability strategy. Warehouses are directly linked to the Company's carbon

footprint through energy consumption, waste generation, packaging use, and the level of digitalization. Therefore, warehouse management is one of the most visible areas of environmental performance.

The importance of warehouse management is also clearly defined in international standards. Within global frameworks, energy use in logistics warehouses is considered an integral part of emission calculations. The circular economy approach, in turn, regards the reuse of packaging materials and the recycling of waste in warehouses as critical performance indicators.

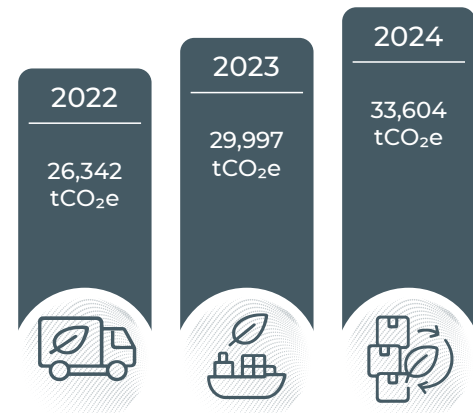
In this context, warehouse management **holds strategic importance in the Company's risk and opportunity management:**

• **Risks:** Regulatory compliance costs and carbon pricing risks due to energy intensity and packaging-related waste.

• **Opportunities:** Renewable energy use, digitalization, and circular economy practices in warehouses are likely to bring cost advantages and emission reduction as well as demonstrating strong performance before rating organizations.

Doğuş Otomotiv positions logistics warehouse management as an area that not only ensures operational efficiency but also strengthens sustainability performance, providing a long-term competitive advantage through compliance with international standards.

Sustainable Logistics



Logistics-originated Emissions (tCO₂e)

Doğuş Otomotiv has set strategic goals to reduce the emission intensity of its logistics operations by 2030, increase the use of renewable energy in its logistics processes, and complete the transition to a low-carbon distribution model in collaboration with its dealer and service network.



FORKLIFT CHANGEOVER

Forklifts were switched to lithium-ion battery-powered models.



SMART DISPATCH

Error-free delivery with IoT-enabled smart devices



TRANSITION TO RENEWABLE ENERGY

One hundred percent of the electricity used in operations comes from solar power plants.



WASTE MANAGEMENT

30% reduction in cardboard consumption with reusable, foldable plastic shipping containers.

¹⁸ Details on the breakdown of Scope 3 emissions and their year-on-year progress are provided in the Performance Tables section.

EMPLOYEES AND WORK ENVIRONMENT

For Doğuş Otomotiv, employees constitute the foundation of the Company's strategic strength and long-term success. Human capital is regarded not merely as a source of employment but as the driving force of innovation and sustainable growth. This approach is considered the most effective instrument for adapting to the rapid changes encountered in the transformation of the automotive industry and preparing for the business models of the future.

As of 2024, Doğuş Otomotiv is a large organization that brings together more than 2,000 employees across its various brands and extensive value chain. Maintaining high employee loyalty, fostering talent development, and creating an inclusive work environment are among the core constituents of the Company's sustainability strategy. Human resources policies are based on the principles of equal opportunity, transparency, continuous learning, and supporting employees in pursuing a professional development aligned with the Company's corporate values.

The management approach to employee engagement incorporates instruments that enable employees to have a say in business processes. In 2024, loyalty programs, suggestion systems, and corporate internal communication platforms enabled employees to actively participate in processes. Ideas submitted through the suggestion system generated savings amounting to millions of TRY during the year, serving as the most tangible indicator of lean management practices. These practices not only increased employees' contribution to decision-making processes

but also secured lasting efficiency in business results.

Employee Profile and Employee Engagement Approach

The employee profile at Doğuş Otomotiv stands out with its young and dynamic structure. As of 2024, one-third of employees are under the age of 30, while a significant portion falls within the 30–50 age group. The average length of service is around 10 years, indicating a corporate structure that supports long-term loyalty. More than 70% of employees are university graduates, which is regarded as a reflection of the importance attached to knowledge-intensive processes. The regional distribution of employees is predominantly concentrated in the Marmara Region. While centralized operations create economies of scale in business processes, they also result in employees to concentrate in certain regions. This makes it necessary for human resources policies to incorporate practices that address local prerequisites.

The employee engagement approach is not limited to idea-generation processes; rather, it is supported by a multi-channel system that enables employees to voice their opinions through regular meetings with management teams, the "Open Door" policy, and digital communication platforms. According to the survey conducted in 2024, the overall employee engagement score reached 84. This score, which is above the industry average, is a tangible outcome of the initiatives implemented by the Company in recent years with the intent to improve employee experience.

The employee suggestion system at Doğuş Otomotiv is positioned as an essential constituent of the management culture. In 2024, employees submitted over 2,000 suggestions, a significant portion of which were evaluated and subsequently integrated into business processes. Beyond generating financial benefits, this system directly contributes to occupational safety, efficiency, and customer satisfaction. The employee engagement structure at Doğuş Otomotiv also demonstrates that employees are regarded as "strategic partners" rather than merely as part of the workforce. This participatory approach substantially enhances sustainability performance, integrating employee motivation with the Company's competitive strength on the same ground.

Employee Training and Development

Doğuş Otomotiv addresses the development of its employees in terms of professional competencies, personal growth, and the capacity to adapt to the business models of the future. As in all functions within the Company, a culture of learning is also an integral part of the human resources strategy. This approach enables the preservation of corporate agility against the rapid transformations in the industry. In 2024, training activities were expanded with content covering future-oriented skills such as digitalization, artificial intelligence, data science, and sustainability. Through the Data Science Program implemented in collaboration with Doğuş Technology, 18 employees graduated, and the outcomes of the program directly contributed to the Company's digital transformation process. In addition, 16 projects designed according to the needs of business units were successfully completed,

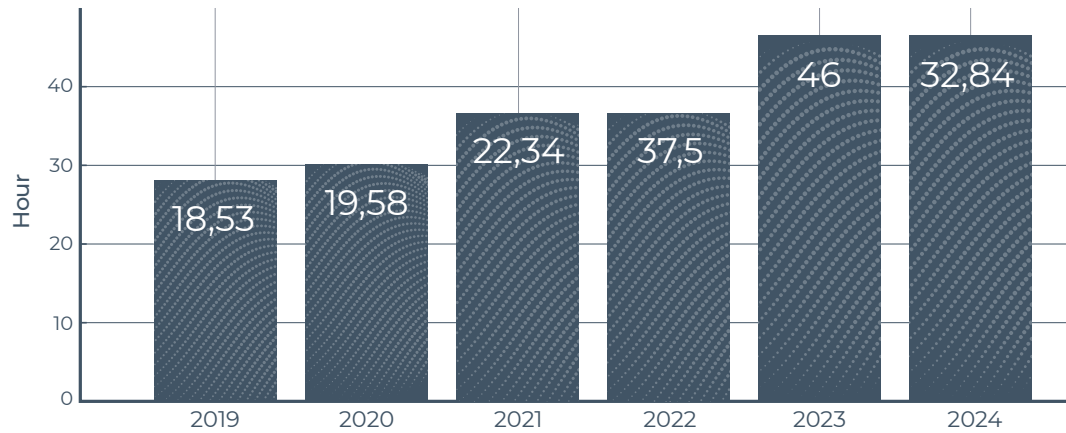
supporting the strengthening of data-driven decision-making processes.

The training programs were designed not only for headquarters employees but also to cover the extensive network of authorized dealers and service centers. Within the scope of the DRIVE Program, practices were developed to support the institutionalization of human resources processes for 7,500 employees working at authorized dealers and service centers, and training programs were structured to enhance the quality of sales and after-sales services. A significant part of the in-house training was delivered through digital platforms. The GO Mobile application provided employees with the opportunity to pursue their personal learning trajectories at their own pace, thereby making the learning process more compatible with professional life. In addition to digital tools, face-to-face workshops, leadership academies, and reverse mentoring programs were also effectively implemented in 2024.

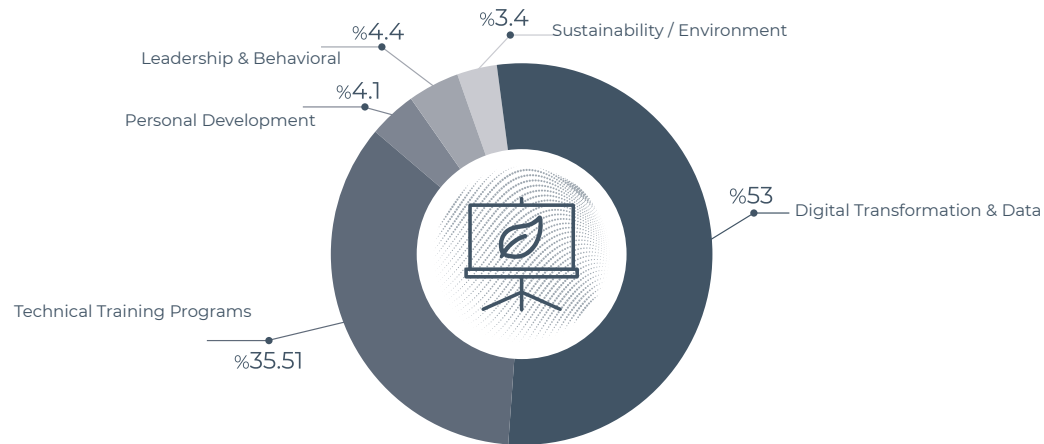
In 2024, the total training hours exceeded 30,000, with the average training duration per employee approaching 32.84 hours. Special leadership programs for managers, practical workshops for technical roles, and orientation modules for new graduates diversified the training program portfolio. The content of the training programs was designed not only to transfer technical knowledge to employees and managers but also to develop behavioral competencies such as problem-solving, communication, leadership, and innovative thinking.

Doğuş Otomotiv's training approach encourages continuous learning within the Company while also enabling employees to prepare for future business models. Evaluations conducted at the end of 2024 demonstrated that the training programs directly contributed to employee loyalty and performance improvement.

Average Training Hour per Employee (2019-2024)



2024 Distribution of Training Programs by Topics (in Hours)



Vocational High School Collaborations and Internship Programs

Doğuş Otomotiv's human resources approach regards the early integration of young talent into the industry and their introduction to the Company culture as one of its top priorities. In this regard, collaborations with vocational high schools and internship programs for university students are considered among the strategic investments that shape the workforce of the future.

Vocational High School Collaborations

Joint projects are carried out with vocational high schools in different regions of Turkey to address the automotive industry's demand for a qualified workforce. Within this scope, students participate in practical training programs designed in parallel with school curricula, enabling them to be ready for employment after graduation. In addition to technical knowledge transfer, the programs also cover complementary topics such as customer relations, occupational safety, and the use of digital tools. In 2024, the content of the workshops provided for vocational high school students was broadened, and on-site training exercises conducted at different Company locations endorsed students' adaptation to real work environments. These practices not only enabled young people to plan long-term careers in the industry but also expanded the Company's long-term talent pool.

Internship Programs

Internship programs for university students reflect the Company's "learning organization" culture. Through the "Biz'de Staj (Internship at Us)" program carried out

in 2024, students had the opportunity to gain experience in different business units of Doğuş Otomotiv. In addition to providing technical training, the program also introduced students to content in strategic topics such as sustainability, customer experience, and digital transformation. The mentoring support provided to the interns during their time at the Company enabled the program to foster a lasting learning impact. Interns took part in regular feedback sessions with managers and human resources specialists, thereby seizing the opportunity to assess both their individual development and their contributions to corporate processes.



In 2024, a total of 151 students participated in the internship program. The increase in the number of participants demonstrates that the opportunities offered by the Company to young talent have reached a wider audience. The program also supports interns, once graduated, in gaining an advantageous position in recruitment processes should they apply to the Company, while at the same time facilitating the incorporation of young talent into the organization through the Company's human resources policies.

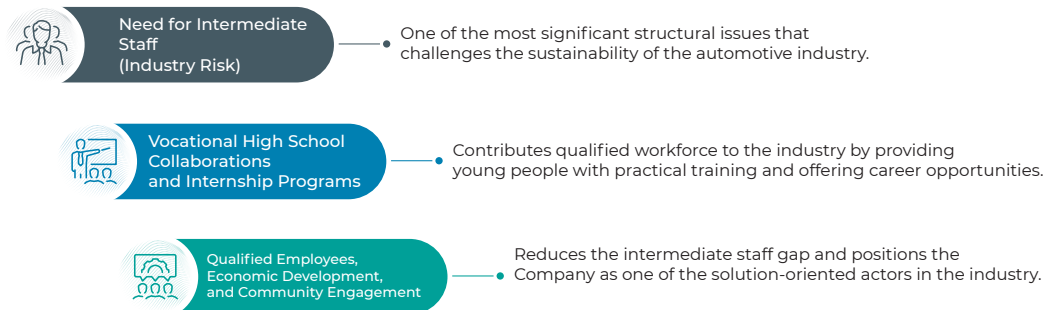
Strategic Contribution

Beyond serving as a tool for interim talent acquisition, the vocational high school collaborations and internship programs play a strategic role in cultivating intermediate staff, which remains one of the most critical shortages in the automotive industry. The deficit of qualified labor, long recognized within the sector, is regarded as a risk that directly impacts business continuity, particularly in vehicle servicing and technical fields. By assuming an active role in closing this gap, Doğuş Otomotiv not only augments its own talent pool but also positions itself as a key contributor to the future of the industry.

These programs allow students to consolidate the knowledge they acquire at school in real work environments, offering them the chance to quickly join the workforce after graduation. In doing so, the Company helps reduce the shortage of intermediate staff while also making a tangible contribution to its long-term growth and economic development goals.

The value created through vocational high school collaborations and internship programs not only strengthens employee loyalty and customer satisfaction but also reinforces the understanding that the private sector must assume responsibility in addressing community engagement and economic development challenges. Doğuş Otomotiv's efforts in this area positively affect its corporate performance while also making a lasting contribution to the structural transformation of the industry.

Need for Intermediate Staff – Solution Approach



Performance Management and Incentive Mechanisms

In Doğuş Otomotiv's human resources approach, performance management is a strategic process that ensures individual achievements advance in alignment with corporate objectives. In addition to measuring whether employees attain their goals, this system, at the same time, is managed as a structure that supports employee development, fosters a culture of feedback, and is directly linked to the Company's corporate sustainability targets.

Digitalized Performance Management

In 2024, the performance system was digitalized through the D-İnsan 4.0 (D-Human) infrastructure and its integration with the IMS platform was reinforced. This structure enables managers and employees to define their goals digitally, track their development plans in real time, and manage feedback cycles uninterruptedly. The system has transformed performance management from an end-of-year evaluation procedure into a continuously monitored process. Performance assessments have included not only financial and operational goals but also areas such as employee engagement, customer experience, digital transformation, and occupational health and safety. As of 2024, preparations have been undertaken to integrate sustainability indicators into the scorecards of senior executives, with the aim of establishing a direct link between leadership performance and the Company's ESG outcomes.

Incentive and Reward Mechanisms

Another component complementing the performance system is the incentive and reward mechanisms. At Doğuş Otomotiv, individual and team-based achievements are evaluated according to transparent criteria. While Mavi Direksiyon Ödülleri (Blue Steering Wheel Awards) honor employees who came up with outstanding customer-oriented or superior service quality ideas, exceptional ideas which were submitted through the Fikir Platformu (Idea Platform) are also rewarded and disseminated. In 2024, ideas which were submitted via the suggestion system yielded savings amounting to millions of TRY, and these contributions found their reflections in both financial efficiency and employee motivation.

Year	No of Ideas Submitted	No of Ideas Approved	No of Ideas Implemented	No of Employees Rewarded	Benefits Generated (Million TRY)
2022	1,312	245	218	95	72
2023	1,540	287	258	122	84
2024	2,341	535	523	88	330

Incentive mechanisms not only highlight individual achievements but also make the synergies created by teams visible. Teams contributing to customer satisfaction in sales and after-sales services have been regularly rewarded, and this practice has become an important component in enhancing internal motivation.

Award Program	Scope / 2024 Activities	Strategic Contribution
Blue Steering Wheel Awards	Presented to employees who came up with outstanding customer-oriented or superior service quality ideas in sales and after-sales	Enhancing service quality and customer satisfaction
Passion for the Road Awards	Awards granted to Doğuş Otomotiv employees focusing on commitment, passion, and performance	Strengthening employee loyalty and corporate culture
Pioneers Project Awards	Owners of the best projects implemented through the Ideas Platform were rewarded	Fostering an innovation culture and generating cost advantages
Lean Leadership Certificates	Certificates were awarded to individuals who completed training in Lean Management and implemented process improvement projects.	Improving efficiency, process enhancement, and competency development

Lean Management and Employee Productivity

Doğuş Otomotiv employs the lean management approach as one of its core management tools to enhance employee productivity and ensure continuous improvement in business processes. Beyond increasing operational efficiency, lean management represents a cultural shift that empowers employees to take part in business processes. This approach aims to prevent waste, eliminate non-value-adding steps, and encourage employees to generate innovative solutions at all operational levels of the organization

Ideas Platform and Lean Projects

The Ideas Platform, which provides employees with the opportunity to bring their suggestions to life, is one of the most significant tools of the lean management approach. In 2024, 2,341 ideas were submitted through the platform, of which 535 were approved and 523 were implemented. The financial benefit created through employee suggestions amounted to TRY 330 million, reaching TRY 460 million when the financial benefit created through employee suggestions of Authorized Dealers and Service Centers network was included.¹⁹

The FikirCoin application was launched in 2024. In this system, ideas are scored based on criteria such as innovation, potential for widespread adoption, and impact. Not only the idea owner but also the Lean Leaders who manage the process and the teams that bring the idea to life are rewarded. The implemented projects directly contributed to cost savings, customer experience, occupational health and safety, environmental performance, and process quality. These process-improvement-oriented projects were applied across 166 different business functions in 2024.

¹⁹ The financial and operational data presented on these pages are not directly linked to IFRS consolidated financial statements. The data has been obtained from the relevant business units (HR, Procurement, etc.) and is shared specifically for sustainability reporting purposes. No separate calculations compliant with the Tax Procedure Law (VUK) or IFRS are used on a method basis. All information has been verified by the relevant departments.

Lean Leadership and Certification

To ensure employees internalize this culture, the Lean Leadership Training Program is being carried out. In 2024, six employees successfully completed the program and were certified as “Lean Leaders.” Lean Leaders play a critical role in the processes of implementing ideas and steering teams.

Continuous Improvement Culture

To sustain the lean management culture, awareness-raising activities are organized across the Company. Workshop visits, focus group meetings, and “Idea Sharing Days” stand out among these activities. In 2024, such events, in which the employees found the opportunity to share their ideas directly with senior management, were conducted across all regions where Doğuş Oto operations are located.

Strategic Contribution

The results achieved through lean management practices not only improved employee productivity but also directly contributed to the Company’s corporate sustainability targets. Financial gains, enhanced customer experience, and progress in occupational safety highlighted the strategic importance of this approach. Employees’ active participation in the system sustains the productivity-focused culture to become permanent.

External Verification and Corporate Reputation

Performance management and reward systems have also gained recognition on international platforms. In 2024, Doğuş Otomotiv’s employer brand was rated

highly in independent surveys such as **Best Employers**. These awards demonstrate that the Company stands out not only with its financial success but also with a corporate culture that prioritizes employee experience.

Performance management and incentive mechanisms both support employees’ individual development pursuit and enhance the Company’s long-term competitiveness. Thanks to digitalized processes, transparency has been reinforced, sustainability targets have begun to be integrated into the performance system, and the reward culture has contributed to the emergence of a highly loyal and motivated employee profile. The performance management system and incentive mechanisms demonstrate that Doğuş Otomotiv regards its human capital as a qualified strategic asset that meets today’s needs while adapting to the business models of the future.

Employee Rights and Human Rights Approach

Doğuş Otomotiv regards the protection of fundamental employee rights and the respect for human rights as an integral element of its business conduct. Respect for human rights forms the foundation of the Company’s corporate policies, which are aligned with national legislation and international conventions. By signing the United Nations Global Compact in 2010, the Company committed itself to transforming this pledge into practice across all stages of its operations.

Fundamental Employee Rights

All employees of the Company, regardless

of type of employment or position level, benefit from equal rights. Employees’ remuneration, leave, side benefits, and social benefits are provided in full compliance with legislation. All employees at Doğuş Otomotiv are offered the same rights and benefits under the same standards. During labor contract cancellations average notice period of four weeks is observed in line with minimum notice period obligations.

Employees’ rights to organization, freedom of speech, and participation are fully respected. Internal communication platforms and employee representation mechanisms provide a basis for these rights to be actively exercised. The Bir’iz Employee Committee functions as a democratic channel through which employees can convey their requests to management. In addition, an Employee Representative, elected by the votes of the Committee members, acts as a liaison to directly communicate employees’ concerns and views to senior management as well.

Anti-Discrimination, Diversity, Equality, and Inclusion (DEI)

Doğuş Otomotiv’s Human Rights Policy secures equal opportunity. Gender, age, ethnicity, disability, belief, or any other factor cannot lead to discrimination in recruitment, promotion, remuneration, or cease of employment processes. In 2024, no case of discrimination or human rights violation was reported. While women’s representation in leadership positions continued to increase, the quota for

employees with disabilities was met above the legally required level. Intergenerational harmony programs are also implemented to ensure balanced representation of different age groups.

Doğuş Otomotiv has also established its commitment to gender equality at the international level by becoming a signatory to the **United Nations Women’s Empowerment Principles (WEPs)**. This signature demonstrates the Company’s pledge to promote equal representation of women in business life, increase leadership opportunities, and implement inclusive policies in the workplace.



Diversity and Equal Opportunity Policy

Doğuş Otomotiv commits to preventing discrimination through its Code of Ethics and "Employees and Decent Work Conditions Policy." With its Equality at Work management approach, it contributes to national efforts to increase women's employment.



Empowerment of Women

In 2022, it became a signatory of the UN Women's Empowerment Principles Platform (WEPPs). In 2024, 15 new women managers joined the Coaching and Mentorship Program for women.



Employees with Disabilities

In 2024, the number of employees with disabilities rose to 24, exceeding the legal requirement. Through regular meetings, the opinions and needs of employees with disabilities are heard, and the physical accessibility of workplaces is continuously improved.



Working Mothers and Daycare Support

For the first time in 2024, meetings were held with working mothers to evaluate expectations regarding the conditions of the daycare support benefit. Based on employees' feedback, the daycare support procedures were revised, and a new practice enabling agreements with all daycare centers was put into effect.



Intergenerational Diversity

The age distribution of employees reflects a workforce where different generations work together: 23.4% of the employees are under the age of 30, whereas 65% are between 30 and 50, and 11.6% are over 50.

Ethics Hotline and Whistleblowing Mechanisms

The Company's Code of Ethics is the primary framework that safeguards the protection of employee rights. The Ethics Hotline enables employees to confidentially report concerns or potential violations. In 2024, 27 reports were submitted to the Ethics Hotline, of which six were processed and five resulted in actions taken. Transparency and confidentiality principles were upheld simultaneously throughout these processes. The whistleblowing mechanisms are

open not only to employees but also to suppliers and business partners. In this way, human rights violation risks across the Company's value chain is also monitored. Doğuş Otomotiv's Code of Ethics is publicly available on the corporate website.

Compliance with International Standards

Doğuş Otomotiv grounds its human rights commitments on the OECD Guidelines for Multinational Enterprises, the UN Guiding Principles on Business and Human Rights (UNGPs), and the conventions

of the International Labor Organization (ILO). Compliance with these standards is explicitly defined within the Company's sustainability policies. In 2024, human rights awareness training sessions were organized for all employees, with specific practices implemented to mitigate human rights violation risks in the supply chain. Furthermore, risks concerning child labor, forced labor, and discrimination are managed under a zero-tolerance policy.

Combating Violence against Women and Promoting Inclusion

Doğuş Otomotiv has in place a "Workplace Policy against Domestic Violence." On November 25, the International Day for the Elimination of Violence against Women, an event was held where Attorney Aslı Karataş, the founder of the Sebuka Platform, met with our employees and gave a seminar on the issue. Such events facilitate enhancing employee awareness and reinforcing the inclusivity culture.

Strategic Contribution

The Company's approach to employee rights and human rights creates a culture of trust that is integrated into its corporate values. Feeling of security enhances employee loyalty to the Company, contributes to talent retention, and strengthens corporate reputation. Diversity, equity, and inclusion policies

enhance innovation capacity, strengthen employee loyalty, and help create a reliable employer perception in the eyes of investors. Through this approach, Doğuş Otomotiv not only strengthens its corporate performance but also positions itself as an actor contributing to social development.

Metrics	2022	2023	2024
Ratio of Female Employees (%)	33.8	34.5	33.3
Ratio of Female Managers (%)	34.7	36.5	35.8
Ratio of Women on the Board of Directors (%)	33.3	33.3	33.3
Number of Employees with Disabilities	20	20	24
Age Distribution – Under 30 (%)	22.6	25.0	23.4
Age Distribution – 30–50 (%)	67.2	63.6	65.0
Age Distribution – Over 50 (%)	10.1	11.4	11.6
WEPs Signatory	-	✓	✓
Daycare Assistance for Mother Employees	Available	Available	Revised
Policy against Domestic Violence	✓	✓	✓

Employee Health and Safety and a Good Working Environment

Doğuş Otomotiv considers the health and safety of its employees as a critical component in regards to the sustainability of the Company's operations. To be able to ensure compliance with laws and regulations, safeguard employee well-being, and reinforce corporate loyalty, occupational health and safety (OHS) management is treated as a focus area.

Occupational Health and Safety Policy

The Company's OHS policy is based on the principle of "Safety First." The risk management approach is adopted in all processes, and full compliance with laws and regulations is ensured. Operational risks are constantly monitored to ensure employee safety, while regular drills and training activities are conducted to raise awareness. In 2024, with the intention to minimize the exposure of employees to occupational health and safety risks field inspections, ergonomic improvements,

and the renewal of personal safety equipment continued. All new employees were provided with information about OHS and emergency procedures as part of mandatory orientation.

Training and Awareness

Regular training sessions are organized to instill a robust OHS culture. In 2024, employees received a total of 4,340 hours of OHS training. Training content covered topics such as accident prevention, safe driving techniques, fire and evacuation drills, chemical material use, and the use of personal protective equipment. In addition, occupational safety workshops were organized for blue-collar employees, and specific measures were implemented for warehouse and service center employees to mitigate risks associated with working at height and heavy lifting.

Performance Results

In 2024, the lost day rate remained at a low level, and the occupational accident rate was reported as 0.019%. This result indicates steady progress towards the Company's "zero accident" target. With drills repeated regularly, emergency management processes were tested and improvements were implemented where necessary.

Decent Work Condition Measures

Employee health and safety is not limited to measures aimed solely at accident prevention. Doğuş Otomotiv provides its employees with health, psychological counseling, and well-being services with the aim of ensuring decent work conditions.

- A physician and nurse are present on-site at every location, and employee well-being

is monitored with regular laboratory tests conducted.

- Employees and their children are provided with a fully funded health insurance, while children between the ages of 18–24 benefit from a 50% funded health insurance.
- Special support is offered to pregnant employees, including additional maternity coverage, breastfeeding leave, mother's rooms, and daycare assistance.
- Under the GOWell Program, activities that support physical, mental, and financial well-being are organized, including sports activities, conscious parenting seminars, healthy diet workshops, and financial literacy seminars.

GOWell Program 2024

The scope of the GOWell program, which was launched by the Company in 2020 with the aim of bolstering the physical, mental, and social well-being of employees, was further expanded in 2024. The Program provides a holistic framework that enhances the employee experience across multiple dimensions such as healthy living, psychological resilience, financial well-being, and parenting.

Physical Health and Sports

In 2024, tennis, beach volleyball, and functional training activities were organized under GOWell, and employees are encouraged to participate in the Istanbul Marathon. Doğuş Otomotiv subsidizes Multisport Fitness and Gym Club memberships by offering 50% contribution to membership fees, whereby providing its employees with the opportunity to access to more than 500 sports facilities across Turkey.

Mental Health and Psychological Support

Employees are provided with regular psychological counseling services, and through the Avita employee assistance line, psychological and legal counselling support is made accessible 24/7. Within the scope of the Program, mindfulness workshops, stress management seminars, and activities aimed at strengthening psychological resilience were organized.

Financial Well-being

With the intent of increasing employees' financial awareness, a webinar themed "Savings Management and Investment Instruments" was organized, through which experts in financial literacy and investment planning were brought together with employees.

Healthy Diet and Longevity

A seminar on "Long and Healthy Living" with İlker Çağlayan, a workshop on healthy snacks, and other activities raising awareness on nutrition were conducted under GOWell. Nutritionist support was also made available to all employees.

Parenting and Family Support

"Parenting in the Digital Age" seminar contributed to raising parents' awareness on child development and safeguarding children in the digital world. In addition, special support for pregnant employees (including additional maternity coverage, breastfeeding leave, and mother's rooms) was further strengthened within the scope of GOWell.

Strategic Contribution

GOWell Program is one of the most tangible reflections of Doğuş Otomotiv's understanding of Decent Work Conditions. Supporting employees also in their off-work lives has proven effective in reinforcing their loyalty and motivation, while contributing positively to their health and safety performance. At the same time, the Program enhances the Company's employer brand value and sustains the long-term satisfaction of employees.

Employee Well-being and Social Benefits

Doğuş Otomotiv regards the well-being of its employees as an integral component of the Company's sustainable success. The Company's human resources policies aim to care for employees' physical, psychological, and social needs as well. In 2024, this approach was further strengthened, with the scope of benefits expanded to reinforce the understanding of Decent Work Conditions.

Health and Safety Support

Employees and their children up to the age of 18 are provided with fully funded private health insurance, while children between the ages of 18–24 are provided with 50% funded private health insurance. In addition, life insurance for all employees is among the mandatory rights provided to the entire workforce. In 2024, expenditures for health and life insurance amounted to TL 33.9 million. Insurance packages also include enhanced coverage such as HPV treatment and newborn vaccinations.

At every location, an on-site physician and nurse are present, and employee health is continuously monitored through regular laboratory tests conducted via contracted laboratories. Nutritionist and psychological counseling services are accessible to all employees. Furthermore, psychological, medical, legal, and financial counseling is available 24/7 through the Avita support line.

Better Living Programs

Under the GOWell Program, regular seminars, workshops, and activities are organized to help employees maintain their physical, mental, and social well-being. Highlighted activities in 2024 included:

- Seminar on Long and Healthy Living,
- Webinar on Savings Management and Investment Instruments,
- Seminar on Parenting in the Digital Age,
- Webinar on Breast Cancer Awareness,
- Sports activities (tennis, beach volleyball, functional training) and participation in the Istanbul Marathon.

To encourage employees to engage in regular physical activities, Multisport Fitness and Gym Club memberships are subsidized with a 50% Company contribution. In addition, the "Doğuş Champions League" event hosted tournaments in which corporate employees competed in sports branches such as basketball, volleyball, and swimming.

Family-Friendly Practices

In 2024, following meetings held with mother employees, daycare assistance was revised, and the proposal to establish agreements with all daycare centers was adopted. Mother's rooms were set up in workplaces, and breast-pumping devices and related equipment were provided. Pregnant employees were granted enhanced maternity coverage, and no deductions were applied to salaries or social security payments during maternity leave.

Employees with children starting school were given leave on the first day of school, while stationery assistance was provided to the children of blue-collar employees. In 2024, corporate partnerships for employees' children attending private schools were expanded, and institutional discount agreements were established with schools such as Bahçeşehir Koleji and Bilfen.

Social and Cultural Benefits

- Employees are provided with shuttle commute service and meal support; total expenditures for these services amounted to TRY 110.4 million in 2024.
- The Ninova Library has been kept accessible to employees, who have also been able to share book recommendations with one another through the portal.
- Humanitarian support practices continued, such as providing a wedding vehicle for employees getting married and vehicle and catering assistance for employees who lost close relatives.
- Special discounts were offered to those employed at Doğuş Group restaurants, hotels, and retail outlets.

Benefit	2024 Implementations / Expenditure (TRY)
Health and Life Insurance Total Expenditure	33,998,414
Commute (Shuttle Service) Total Expenditure	75,876,683
Meal Support Total Expenditure	34,519,496
Occupational Health and Safety Expenditure	33,998,414
Daycare Assistance	Revised – agreements with all daycare centers
Multisport Fitness and Gym Club Membership Support	50% Company contribution
Psychological Counseling & Avita Hotline	24/7 free access
Nutritionist Support	Accessible to all employees
Private School Partnerships	Bahçeşehir Koleji, Bilfen, etc.
Doğuş Group Discount Packages	For restaurant, hotel, retail outlet employees
Ninova Library	Accessible to all employees

Strategic Contribution

Employee well-being and social benefits are among the most important components strengthening workforce productivity and loyalty. Health and safety support, Better Living programs, and family-friendly practices improve employees' work-life balance while also contributing to community engagement and economic development. With the comprehensive package of rights it offers to its employees, Doğuş Otomotiv reinforces its goal of being one of the most preferred employers in the industry.

COMMUNITY ENGAGEMENT and ECONOMIC DEVELOPMENT

Doğuş Otomotiv regards sustainability not only in environmental and economic terms but acknowledges it as strategic also in terms of social contribution aspect, and manages it accordingly. This approach is directly aligned with the United Nations Sustainable Development Goals of "Good Health and Well-being" (Goal 3) and "Sustainable Cities and Communities" (Goal 11). In particular, the prevention of traffic accidents and the development of a safe driving culture hold strategic importance for enhancing societal welfare.

Every year in Turkey, tens of thousands of traffic accidents occur, thousands of people lose their lives, or suffer from accident induced chronic health issues. This picture clearly demonstrates that gaining awareness on traffic safety is not only a matter of social consciousness but also one of the prerequisite of the economic and social development. The Traffic is Life! Platform, which Doğuş Otomotiv has been running for 20 years, stands as one of the strongest examples of this perspective. Reaching diverse community groups—from children to youth, from individuals with disabilities to families—the program contributes to spreading a culture of safe driving across all segments of society. Another critical component of community engagement is employee volunteering. Social contribution performances of companies is measured not only through the financial support they provide but also through the programs they implement via volunteering platforms. In addition to enhancing social benefit directly, civil society initiatives supported voluntarily by employees build up employee loyalty and enrich the corporate culture. From education to the environment, from disaster relief to women's empowerment, wide range of causes to which employees lend their support by volunteering represents a concrete reflection of Doğuş Otomotiv's approach to community engagement.

For Doğuş Otomotiv, community engagement indicates taking an active role in overcoming economic development challenges and supporting social contribution with long-term and measurable outcomes. This vision makes the Company a strong actor not only in its industry but also across society at large.

Traffic is Life! Platform



Doğuş Otomotiv carries out its community engagement initiatives with a strong sense of responsibility toward its stakeholders and society. With this understanding, in 2004 the Company launched the Traffic is Life! Platform, which would add value to social development and leave a lasting mark on the future. As the longest-running community engagement platform in the industry, Traffic is Life! Platform has, for 20 years, conducted awareness-raising activities targeting different audiences with the aim of positively transforming the behaviors and habits of individuals of all ages in traffic, and embedding the concept of traffic safety into daily life of the community. The Platform believes without any doubt that positive cultural

transformation in traffic will contribute to all aspects of life and bequeath livable cities and a better future for generations to come.

Adapting to rapidly changing habits and varying conditions in society that digital platforms brought about, the Traffic is Life! Platform has directed its focus to the evolving mobility understanding, along with education. In addition, aiming to convey its messages to wider segments of society through the right channels, as well as taking into account new media consumption habits, the Platform has increased its presence on social media and other digital platforms.



Collaboration with the Ministry of National Education

The traffic education program, designed specifically for the 5–19 age group—the demographic most affected by accidents in Turkey—and launched on EBA TV in 2020, continued its activities in 2024. Educational videos covering wide range of topics such as “What Is Traffic”, “How to Walk Safely on Sidewalks”, “Things to Pay Attention When Crossing a Street”, and “Why Seat Belts Are Vital” were permanently added to the EBA TV Education Library. Through these videos, the program reaches 1 million students per day.

Partnership with Küçükçekmece Municipality

In 2024, the Traffic is Life! Platform launched the “Child Safety in Traffic” program in partnership with Küçükçekmece Municipality, under the slogan “Conscious Children in Traffic, Our Future is Safe.”

Training sessions are held at the Children’s Traffic Education Park, a designated venue which was built on a 5000 m2 land within the boundaries of Küçükçekmece Municipality, and the project provides both theoretical and practical traffic-related training to 42,000 students annually, aged between 5 and 12 under the coordination of Küçükçekmece Municipality and the Küçükçekmece District Directorate of National Education. The Traffic is Life! Platform prepares the educational content and provides the necessary training materials while municipal instructors deliver the trainings to children of different age groups in classrooms located within the

Children’s Traffic Education Park. Provided at this designated venue which also includes a specially designed classroom and a training track for individuals with disabilities, the training program aims to instill traffic awareness in children from an early age.

Within Doğuş Otomotiv’s sustainability policies, the principle of safeguarding the social welfare of the community in which we live and managing our potential negative impacts holds particular importance. In addition to our stakeholders, the community encompasses all groups within our impact affected by our activities requiring social license to operate. The program launched by the Traffic is Life! Platform aims to raise awareness and educate especially children and young people of driving age, with the long-term goal of incorporating the program into the formal education curriculum. Through the Traffic is Life! Platform, Doğuş Otomotiv contributes to the United Nations Sustainable Development Goals 3 and 7.

Collaboration with Tohum Autism Foundation

The Traffic is Life! Platform, in collaboration with the Tohum Autism Foundation launched the “Traffic Safety Skills” project – a project that aims to enhance the safety of individuals with autism in traffic. Within the scope of the project, special educational materials were developed for individuals with autism, and the program took its start with training sessions given first to the educators.

Covering fundamental traffic rules such as the use of seat belts, safe crossing at traffic lights, school bus safety, and helmet use, the trainings contribute to enabling individuals with autism to act more safely as pedestrians or when using public transportation. Within the scope of the project, a total of 90 special education teachers in Malatya and Istanbul were trained. Teachers and families can access the educational materials prepared under the project free of charge through the Tohum Autism Foundation Education Portal at www.tohumotizmportali.org.

Preparing for the Driving License Exam with Facebook Chatbot

As in previous years, the Facebook Chatbot application, first implemented as a community awareness initiative, continued in 2024 to provide individuals preparing for the driving license exam with the opportunity to practice using past exam questions approved by the Ministry of National Education. Since its launch in December 2017, the application has been taken advantage by 618,312 users to gauge their knowledge before the exam.

Changing Mobility

With the shift in the public's perception of mobility, the growing interest in personal mobility solutions was amplified even further in 2024. Drawing on both the results of public trend surveys and feedback from its target audience, the Traffic is Life! Platform has integrated into its programs the new mobility tools that entered daily life during the year, together with their related road safety issues, underlining their specific implications for each stakeholder group separately.

Continuous and Dialogue-Oriented Communication Approach

Attaching importance to the dialogue-oriented communication, the Traffic is Life!

Platform engaged with broad segments of the public—its main target audience—throughout the year across various social media channels.

The main goal of the program was to raise public awareness on responsible behavior in traffic, and for this purpose the slogan “Life is in the Traffic, I’m in Charge Here” – created specifically to engage young people – was used throughout all 2024 communications. Both the program and the slogan were developed based on the fact that young people are constantly present in traffic—whether commuting to work, returning from school, going to the hospital, socializing, walking along the seaside, or driving themselves—and therefore must act responsibly and set an example.

The Traffic is Life! Platform prepared a series of educational videos with renowned safe driving instructor Ahmet Özgün on topics such as “Safe Driving Practices,” “Preventing Accidents,” and “Driving Safety during Natural Disasters.” Each video highlighted common mistakes related to specific issues in traffic and was shared primarily on YouTube, an increasingly popular video-sharing platform. As a result of these and other communication activities carried out throughout the year, the Platform generated more than 111 million interactions on its social media accounts and gained over 7,000 new followers, reaching 186,508 on Facebook, 32,367 on Instagram, and 10,335 on YouTube.

Within the year, priority was also given to raising safe driving awareness among Doğuş Group employees through informational communication shared internally on regular basis.

Volunteering Programs

Doğuş Otomotiv endorses its employees to take part in awareness-raising initiatives voluntarily and contributions they provide are regarded as an important component of the Company’s corporate sustainability approach. By encouraging employee volunteering, the Company increases social benefits while also strengthening employee loyalty and internal motivation. In 2024, 104 of our employees participated voluntarily in various programs, providing a total of 802 man-hours of social contribution.

Volunteering ESRS S1, S3, GRI 401 and Others	Unit	2022	2023	2024
Total hours spent by employees on volunteering programs	Hour	788	1,255	802
Number of employees participating in volunteering programs	Number	83	95	104
Total number of volunteering programs participated	Number	12	13	49
Ratio of employees participating in volunteering programs to total employees	%	12.36	12.85	13.43

CUSTOMERS AND PRODUCT AND SERVICE RESPONSIBILITY

Doğuş Otomotiv, as a company offering a wide-ranging portfolio consisted of the brands it represents to its customers in Turkey and providing their after-sales services, manages all of its processes with high quality standards. In addition to customer satisfaction, the Company also operates in alignment with international standards regarding the safety of its products, continuity of services, and information security.

Every contact point established with the customer is considered as a coinciding part of the product and service responsibility. For this reason, all stages—from pre-

sales information sharing to after-sales maintenance and repair services—are carried out in line with the principles of transparency, reliability, and sustainability. Protecting customer data, regularly measuring service quality, and ensuring full compliance with international legislation are among the key focus areas of the Company.

At the same time, Doğuş Otomotiv concentrates its focus on the safety of the products of the brands it represents, their environmental impact, and its responsibilities concerning customers’ health using these vehicles. This understanding is shaped, beyond its distributorship role, by the requirements of being a reliable and responsible service provider in the automotive industry.

The Company ensures compliance with national legislation and international regulations in all its products, as well as meticulously fulfilling all obligations stipulated by the standards and criteria regarding emissions, vehicle safety, material usage, and recycling. In service delivery, a comprehensive chain of responsibility is established which is supported by superior maintenance and repair processes, authorized service standards, and data privacy policies.

Regular audits on product safety and service quality, commitment to ethical marketing principles, and sensitivity toward protecting customer data form the foundation of Doğuş Otomotiv's responsible way of doing business. Through this approach, the Company not only adapts the high standards of the global brands it represents to the local market but also fulfills its own sustainability commitments.

CRM and Value and Interest Center (DİM) Data

Indicator	2022	2023	2024
Sales and Service Satisfaction Score	4.9 (average)	4.9 (average)	4.9 (average)
Overall Customer Satisfaction Rate (%)	98.4	98.2	98.2
Number of Customers Contacted	47,043	46,329	59,269
Number of Online Surveys	8,679	13,381	15,769
Number of Dealers Using the Payment System	6	7	13
Violations of Customer Data Confidentiality	0	0	0

DOD Data

Indicator	2022	2023	2024
Number of Showrooms	64	64	62
Total Sales Volume	16,893	18,229	19,096
Group Brand Vehicle Sales Penetration (%)	54	53	52
DOD Warranty Penetration (%)	19	18	8
CEM Score	4.81	4.82	4.85
Customer Privacy Violation	0	0	0

D-Plus Data

Indicator	2022	2023	2024
Number of Visitors	2,349	2,868	22,307
Number of News Bulletins Shared	1,006	188	690
Instagram Views	19,172	213,125	4,696,885
Facebook Views	63,582	284,520	504,508
Total Social Media Views	82,966	678,902	5,658,542

D-Venture Entrepreneurship Platform

Entrepreneurship activities were systematized under the umbrella of D-Venture, established in 2023, and scaled up in 2024 with internal and external programs. Six training sessions and panels were organized within the company, and content related to the entrepreneurship ecosystem was delivered to employees through the D-Venture Newsletter. To date, contact has been established with over 50 startups, 9 POC studies have been conducted, and 7 of these have turned into permanent collaborations. In 2024, POCs were carried out in the areas of storage and spare parts, AI-based customer experience measurement, and marketing. These studies, which align with the company's focus areas such as mobility, electric and autonomous vehicles, connected technologies, data usage, and sustainability, have strengthened Doğuş Otomotiv's innovation capacity. In addition, active participation has been ensured in the activities of the Entrepreneurial Institutions Platform and Here2Next entrepreneurship ecosystems.

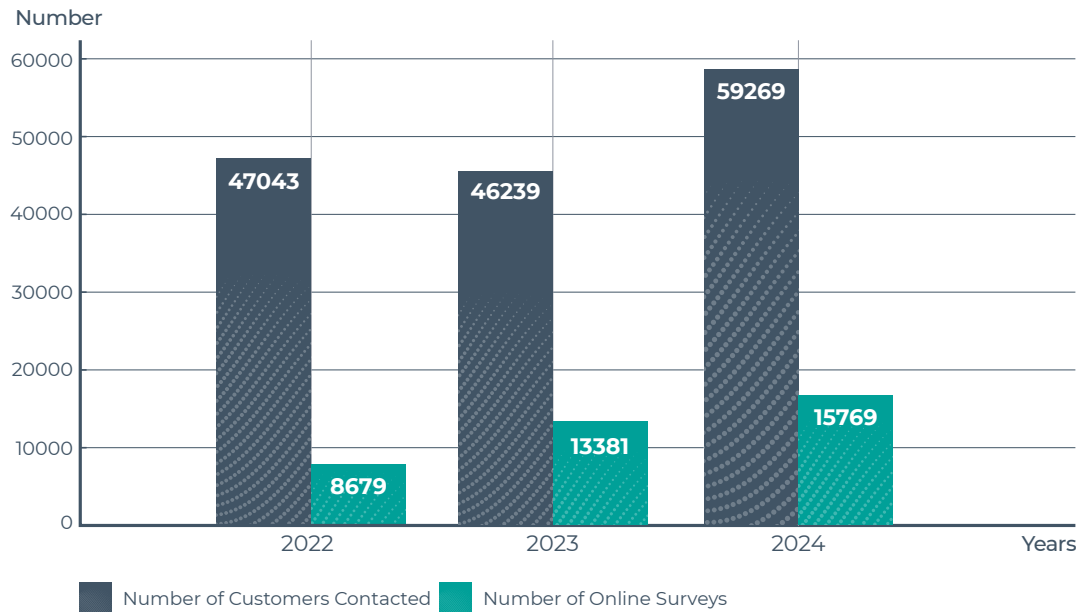
Customer Experience (CRM) and Value and Interest Center (DİM)

Doğuş Otomotiv’s customer relationship strategy, defined as customer experience management, regards every point of contact with the customer not only as a sales-oriented process but also as an area of responsibility. From satisfaction measurements to digital interactions, the entire process is managed as an integral part of the Company’s sustainability performance.

CRM Infrastructure and Customer Satisfaction

In 2024, customer satisfaction measurement studies carried out through the CRM infrastructure included face-to-face interviews with 59,269 customers, as well as evaluations of responses to 15,769 online surveys. In these surveys, the average sales and service satisfaction score was recorded at 4.9, while the overall customer satisfaction rate was maintained at 98.2%. These results demonstrate that Doğuş Otomotiv has sustained a consistent track record of success in service quality. Thanks to CRM systems, customer feedback can be monitored instantly, enabling dealers and authorized services to take rapid action. The Company also increased the number of dealers using the payment system from six in 2022 to 13 by 2024, thereby strengthening the digitalization and speed aspects of its service delivery.

Number of Customers Contacted and Number of Online Surveys



Value and Interest Center (DİM)²⁰

Established in 2014, the Value and Interest Center (DİM) is one of the most vital divisions in Doğuş Otomotiv’s customer experience management operations. Aiming to support brands at every stage of the customer lifecycle, DİM strengthens customer satisfaction through uninterrupted service it renders and creative solutions it provides. In 2024, the Center stood out with its performance across different communication channels and enhanced its operational efficiency through technological investments.

Regarding Interest Management (Dialogue) operations, customer requests, complaints, appreciations, and suggestions were received through multiple channels such as phone, e-mail, live chat, and social media, and were responded to in a short period of time. In 2024, 142,824 phone calls were received and answered in an average of 7 seconds, with a service level of 87%. The number of e-mails received from customers increased by 92% to 195,546, with an average response time of 69 seconds. In addition, 45,073 live chat sessions were conducted, with customer requests during these sessions reported to have been met in an average of 21 seconds.

Roadside Assistance Services are among the most critically important operations of DİM. In 2024, 168,473 roadside assistance calls were received, with an average response time of 8 seconds and a service level of 87%. This successful service performance, which has ensured the

uninterrupted mobility of customers, has reinforced their trust in the Company. Furthermore, customer satisfaction surveys regarding emergency services and towing were automated through the IVR system. In this way, customer experience was measured in real time, and feedback was quickly integrated into business processes.

In the field of Digitalization and Innovation, DİM implemented significant projects. After transitioning to cloud switchboard technology in 2023, in 2024 a GenAI-powered examination module was introduced to regularly test the knowledge levels of customer representatives. In addition, with “speech-to-text” technology, all conversations were transcribed for data mining analyses, enabling improved performance management and better understanding of customer needs. These investments not only increased the efficiency of operational processes but also enhanced the quality of customer interactions.

Under Brand-Based Services, the Porsche Premium Customer Representative project ensures that Porsche customers’ requests are handled by specially trained staff. Similar practices have also been expanded to Volkswagen Commercial, Scania, and CUPRA brands. In addition to these, through the Positive Discrimination Project initiated in 2016, DİM has continued to provide special support to its female customers, those with disabilities, and those over 60.

²⁰ Detailed information regarding the operations of the Value and Interest Center is included in the 2024 annual report.

Through the services it provides such as authorized dealer and service center personnel-specific training programs, motivational initiatives, and the reporting of customer feed, DİM also adds value to the authorized dealers and service centers network. In addition, the invoice automation initiative launched in 2024 reduced the operational workload, with approximately 24,000 invoices automatically approved via RPA technology, generating significant labor savings. With its customer-focused innovation projects, digital transformation practices, and strong results it achieved in performance indicators, DİM has continued being a strategic structure within Doğuş Otomotiv that integrates customer experience with the sustainability objectives of the Company.

DOD – Used-Car Management

One of the most imperative links in Doğuş Otomotiv's value chain is the DOD brand, which manages the Company's used-car operations. Undertaking a decisive role in setting reliability and transparency standards in Turkey's used-car market with its experience nearing 30 years, DOD, beyond the strong financial results it produced, stands out with its contribution to circular economy and sustainability objectives as well.

Market Position and Sales Performance

In 2024, when Turkey's used-car market reached record levels of growth, the DOD organization also demonstrated a strong

performance. A total of 19,096 vehicles were sold at 62 Authorized Dealer across 29 cities, with 52% of these sales consisting of vehicles from brands represented by Doğuş Otomotiv. In this way, the Company reinforced the circularity of its brand ecosystem and created a closed-loop system within its value chain.

DOD stood out not only with its high sales volumes but also with its customer satisfaction performance. In 2024, the Customer Experience Management (CEM) score derived from customer experience surveys, was recorded at 4.85, an increase compared to 2022. This outcome demonstrates that the reliability and transparency-centered service approach resonates strongly with customers in the used-car market.

Warranty and Corporate Identity

DOD's used car service is not limited to buying and selling. The independent inspection of vehicles, the meticulous application of quality standards, digital solutions, and processes that reinforce customer trust have supported the brand's reliability in the sector. However, the warranty penetration rate declined to 8% in 2024 (2023: 18%). While this development can be explained by market expansion and diversification of competitive conditions, penetration of DOD Warranty products is expected to increase again in the coming period with the balancing of model year diversity.

The brand's corporate identity has been revised to meet today's needs. As of 2024, 42 of the 62 authorized dealers have transitioned to the new corporate identity standards, and modernization has been achieved in the design and operation of sales points. This transformation has improved the customer experience while also reinforcing the concept of sustainable service among dealers.

Digitalization and Innovation

DOD's investments on digital transformation play a pioneering role in the industry. The Vehicle Recommendation System, launched in 2023, was further supported with an advanced reporting infrastructure in 2024. This system provides data-driven alternatives to customers searching for vehicles, thereby improving both customer satisfaction and sales conversion rates. The DOD Online Bidding Platform also underwent a major transformation in 2024. The system, previously operating with the sealed-bid model, introduced an open bidding feature at year-end and was rebranded as the "DOD Open Auction Platform." This ensured transparency in increasingly competitive auctions, resulting in the sale of 56 vehicles across 14 auctions. In addition, nine exclusive auctions organized in cooperation with vdf Filo led to the sale of 570 vehicles, contributing to a steady supply for the authorized dealer network.

Circular Economy and Contributions to Sustainability Performance

Used-car services is a business unit that contributes directly to the sustainability performance. By extending the lifecycle of vehicles, DOD helps postpone emissions associated with new production and supports the circular economy.

Looking ahead, DOD aims to diversify its digital sales channels, expand the warranty coverage it offers, and further elevate the customer experience. Given its contribution to the circular economy, DOD is expected to continue playing a strategic role in sustainability performance and, through its ethical and transparent business conduct, further confirm its position as a credible brand in the used-car market.

D-Plus – Customer Experience Center

Created as an innovative center to facilitate Doğuş Otomotiv's customer relationship management operations, D-Plus Customer Experience Center, opened in 2021 at Galataport Istanbul, evolved into a visible symbol of the bond the brand has forged with its customers, as evidenced by the performance it demonstrated in 2024. The Center operates not only as a hub for vehicle sales but also as a multi-dimensional communication platform shaped by cultural events, experiential marketing, and digital engagement activities.

Visitor Intensity and Physical Impact

Visited by 22,307 people in 2024, D-Plus recorded an extraordinary increase in visitor numbers compared to previous years (2023: 2,868; 2022: 2,349). This increase is a clear indicator that the Center has gone beyond being merely a showroom and become one of Istanbul's most prominent social and cultural meeting points. In addition to being a venue for exclusive brand launches, D-Plus organizes workshops, exhibitions, and test drives with the intent to provide the opportunity for its visitors to experience vehicles within a broader lifestyle context.

Digital Impact and Performance in the Social Media

The visibility generated by the Center on social media in 2024 has been remarkable. The total number of views on the official D-Plus website reached 5.6 million, marking an eightfold increase compared to 2023. More than 4.7 million views were recorded on Instagram and over 500,000 on Facebook. These results demonstrate that D-Plus has built a digital reach network far exceeding its physical visitor numbers. Through social media posts, communications of brands on their sustainability performances, information on new electric vehicle launches, and personal stories of customers on their customer experiences were delivered to large audiences.

In 2024, D-Plus issued a total of 690 press releases, which featured news on new model launches of brands, the progress

of the Company's sustainability initiatives, and details of its social contribution programs. In addition, by hosting special events such as the opening of CUPRA City Garage Istanbul, D-Plus has facilitated Doğuş Otomotiv's access to the young and dynamic customer segment.

Customer Experience Perspective

Going beyond traditional sales channels, D-Plus creates an emotional and cultural space where customers connect with brands. With electric vehicle experience areas, product information presented through digital screens, and interactive content, visitors have the opportunity to directly experience the sustainability vision of brands. In this respect, D-Plus is not merely a showroom presenting vehicles but an innovation center showcasing the future of mobility.

The experience modules that can be tried out by the customers at D-Plus also contribute directly to sustainability performance. By giving precedence to electric vehicles, introducing battery technologies, and communicating sustainable mobility solutions to visitors in its activities, the Center plays a role in raising public awareness. Moreover, customer engagement supported by cultural and artistic events strengthens the social dimension of the sustainable business model approach.

Looking ahead, the expansion of D-Plus with similar centers opened in more

cities will enable the redefinition of the customer relationship model. Increasing digital engagement channels, multiplying sustainability-themed events, and expanding practices that support brands' transition to electric vehicles are among the strategic objectives of the Center.

D-Charge Electric Vehicle Charging Services

D-Charge, one of the newest and most strategic initiatives of Doğuş Otomotiv in the mobility ecosystem, was established in 2023 to support the transition to electric vehicles and has quickly become one of the key players in the industry. Growing in tandem with the accelerating momentum of Turkey's electric vehicle market, D-Charge is positioned as one of the cornerstones of Doğuş Otomotiv's sustainability strategy.

Infrastructure and Geographic Reach

In 2024, D-Charge reached 350 sockets across 34 provinces, rising into the top 10 among 175 charging station operators. This expansion not only addressed the needs of Turkey's rapidly increasing number of electric vehicle owners but also contributed tangibly to low-carbon mobility targets. With a balanced distribution of AC and DC stations, an accessible and reliable charging network was established for different vehicle types.

One of the most notable key milestones of 2024 was the launch of the next-generation D-Charge mobile application created by Doğuş Technology. Introduced in November, the app was downloaded

9,700 times and reached 7,000 members in a short period. With its user-friendly interface, it enabled users to easily locate nearby charging stations, manage charging sessions, and track real-time status. This digital infrastructure strengthened the customer experience while also enabling service quality monitoring through data analytics.

Contribution to Sustainability

D-Charge investments are directly aligned with Doğuş Otomotiv's decarbonization strategy. Expanding electric vehicle charging infrastructure represents a critical step toward reducing Scope 3 emissions. Additionally, as part of Porsche's 2024 investments, 165 more charging stations were added to the network, while more than 2,000 charging units were installed free of charge in homes and workplaces for Taycan users. These developments have not only been tangible reflections of the Company's customer-oriented service approach but have also contributed to achieving its environmental sustainability goals.

D-Charge, batarya yaşam döngüsünün yönetilmesine de katkı sağlamaktadır. 2024 yılında "Batarya İmha Projesi"nin devreye alınmasıyla, ömrünü tamamlayan bataryaların geri dönüşüm sürecine kazandırılması hedeflenmiştir. Ayrıca Doğuş Oto Kartal'da açılan batarya onarım merkezlerinin Numbersı artırılmış, bu sayede bataryaların kullanım ömrü uzatılmıştır. Bu uygulamalar, dögüsel ekonomiyi destekleyen örnek projeler olarak öne çıkmaktadır.

Training Programs and Service Quality

Training programs designed to ensure the safety and enhance the satisfaction of electric vehicle users continued to be delivered to Authorized Service Center employees throughout 2024. With these training programs, employees' expertise was enhanced in areas such as high-voltage systems, battery safety, and charging station management. In addition to improving operational quality, the training programs are anticipated to further support the safer adoption of electric vehicles in society.

By 2025, D-Charge aims to operate in 48 provinces and double its number of sockets. In addition, the number of stations integrated with renewable energy sources is planned to increase. This goal will not only support the Company's carbon-neutral vision but also position D-Charge as a pioneer in advancing Turkey's sustainable mobility ecosystem.

Product Safety and Regulatory Compliance

One of Doğuş Otomotiv's key material issues is ensuring that all products offered comply with national and international regulations. From type approval processes in Turkey to European Union legislation, all requirements are rigorously monitored, and emission standards, safety equipment, and environmental criteria are implemented without exception. Within the scope of the GSR2 regulation that came into effect in 2024, the necessary safety equipment for vehicles has been incorporated into the sales processes of the brands.

Regular quality inspections are carried out at authorized dealers and service centers, with maintenance and repair processes that directly affect customer safety continuously monitored. Within this scope, the authenticity of parts used and the quality of workmanship are tracked for compliance with the global quality standards of the brands. In vehicle recall processes, transparent communication is ensured, and call mechanisms are operated to promptly inform customers of potential risks.

Customer Health and Safety

All issues that directly impact customer health and safety are considered integral parts of product and service responsibility. After-sales maintenance and repair services are supported with the use of genuine spare parts and superior technical expertise. In 2024, more than one million vehicles were serviced at authorized service centers, demonstrating the Company's handling capacity in this area.

Spare parts logistics and quality standards are managed within the framework of ISO 9001 and ISO 14001, while reliable tracking systems are employed to detect potential faulty products and to inform customers accordingly. Reducing risks associated with vehicle safety contributes not only to individual customer satisfaction but also directly to safety in traffic. This approach is further reinforced by the Company's community engagement programs. The Traffic is Life! Platform is a notable example that strengthens the link between customer safety and public safety.

Data Confidentiality and Cybersecurity

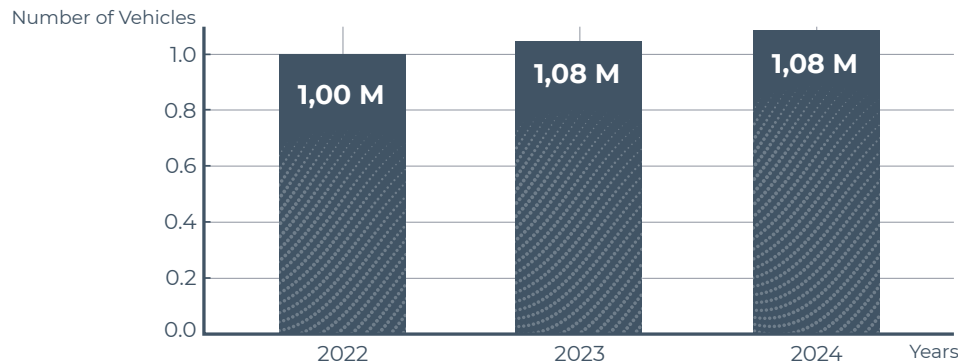
Doğuş Otomotiv defines the protection of customer data as a strategic material issue. No customer data confidentiality breaches were reported during the 2022–2024 period. All systems used within the CRM and Value and Interest Center (DİM) infrastructures operate in compliance with the Law on the Protection of Personal Data and ISO 27001 standards. In call centers, strict procedures are applied to safeguard customer information, prevent unauthorized access, and ensure encrypted data transfer.

In 2024, AI-based data security solutions were implemented in cooperation with Doğuş Teknoloji. Customer interactions were analyzed through speech-to-text technology, enhancing both service quality and data security. These practices not only reinforced customer trust but also contributed to the Company's strong performance in the evaluations of ESG rating organizations.

Ethical Marketing and Transparent Communication

The Code of Ethics put into effect by Doğuş Otomotiv in 2012 applies not only to internal processes but also to communication with customers. During pre-sales processes, customers are provided with clear and accurate information regarding vehicle features, fuel consumption, emission data, and financial terms. Advertising content does not include misleading statements, and sustainability commitments are communicated transparently. The Company has also adopted the principle of accurately reflecting environmental and social impacts in its product promotions. In promotional materials, the information provided on the energy efficiency, carbon reduction, and environmentally friendly features of electric and hybrid vehicles is supported with verifiable data.

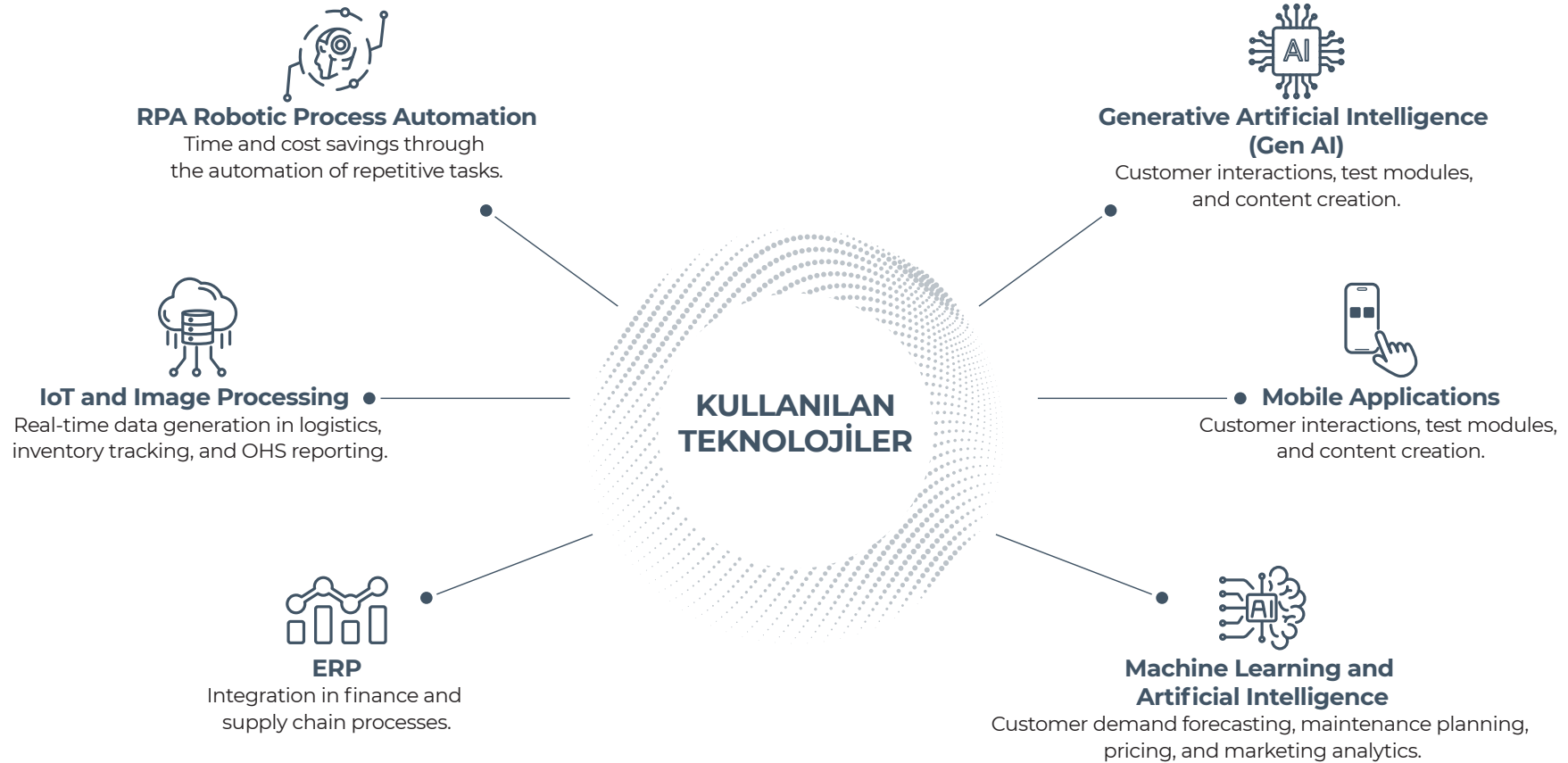
Authorized Service Vehicle Entries by Year (2022-2024)



Digital Transformation and Innovation

Doğuş Otomotiv regards digitalization not merely as a technological update but as an integral part of its corporate culture and sustainable business model. With the establishment of the Digital Transformation Department in 2017 and the adoption of agile project portfolio management in 2019, the Company has systematized its digital transformation process.

As of 2024, a total of 192 digital projects have been carried out, 119 of which have been completed, while 73 remain in progress. The annual gains achieved from the completed projects have been calculated at TRY 170 million, against a total project cost of TRY 116 million. Among these projects, the IMS infrastructure, speech-to-text systems used in the Value and Interest Center (DİM), RPA-based invoice automation, IoT-supported logistics solutions, and AI-powered customer satisfaction analyses stand out. All these efforts have yielded tangible benefits in process automation, operational efficiency, and customer experience.



Innovation and Patents

In 2024, a total of TRY 593 million was invested in sustainable technologies and digitalization, with infrastructure investments reaching TRY 270 million. Through 22 mobile applications developed by the Company, customers were offered services such as vehicle tracking, booking maintenance appointments, making payments, and accessing charging station services. In addition, three patents owned by the Company have contributed to turning innovation into intellectual capital.

Awards and Achievements

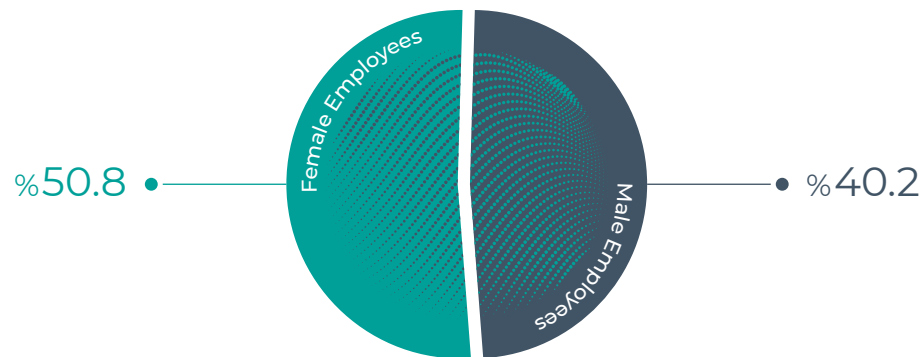
In 2024, Doğuş Otomotiv received international recognition for its digital projects:

- **Autogenius (GenAI Virtual Assistant):** Second place in the “Future of Intelligence” category at the IDC DX Future Enterprise Awards.
- **DiM Test Module:** Originality Award at the AWS GenAI Demo Day.
- **Logimate:** Excellence Award at the Artificial Intelligence Awards.

Employees and Digital Competency

The success of digital transformation is directly linked to human resources. In 2024, a total of 6,915 hours of digital literacy training was delivered, raising the digital literacy rate of employees to 63%. This rate was recorded at 64% for women and 62% for men. Within the dealer network, the digital literacy rate stood at 21%. Among blue-collar employees, 59% participated in digital literacy training programs.

Digital Literacy Rate - Gender Breakdown (2024)



Customer Experience Integration

Digital transformation has been integrated into every stage of customer experience management. Data analytics projects combined with the CRM infrastructure have enabled real-time resolution of customer issues; the DOD Online Auction Platform has become more transparent with the introduction of the open bidding feature; and the D-Charge mobile application has provided uninterrupted service to electric vehicle users. At the D-Plus Center, digital screens and interactive experience areas have strengthened the process of forging bond between customers and brands.

Targets for 2025 include the establishment of an Artificial Intelligence Center of Excellence, the integration of all subsidiaries into the IMS infrastructure, the completion of the data strategy roadmap, and the development of digital customer journey maps tailored for electric vehicle owners.

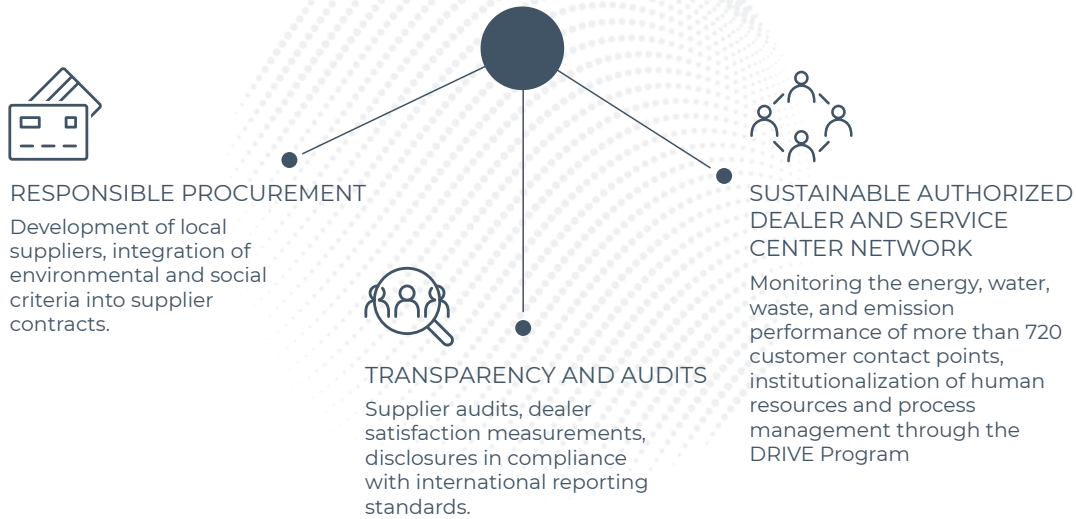
SUPPLY CHAIN MANAGEMENT

For Doğuş Otomotiv, supply chain management, in addition to the management of logistics services and procurement activities, is a main building block of sustainable business conduct. While adapting the standards of the global brands it represents to the Turkish market, the Company also implements the necessary adjustments to manage its own supply chain in line with environmental, social, and governance (ESG) criteria as expected by these brands.

As stipulated by international reporting standards, at Doğuş Otomotiv, the impact created along the supply chain are assessed together with financial, environmental, social impact and ethical compliance criteria. Acting within this framework, in its entire operations ranging from supplier selection to dealer performance management Doğuş Otomotiv has, for many years, implemented various programs aimed at systematically integrating sustainability criteria into all processes.

As of 2024, the Company's value chain is managed as an integrated structure spanning from import, logistics, and distribution processes to the network of authorized dealers and service centers, used-car, financing and insurance, and electric vehicle charging infrastructure services. This structure—starting from product and service flows—also requires the monitoring of carbon emissions, energy consumption, social impact performance, and ethical risks, and their integration into risk management.

SUPPLY CHAIN MANAGEMENT Core Principles



Doğuş Otomotiv's supply chain management approach is designed to mitigate the Company's operational risks and foster long-term value creation. Contributions to the local economy, circular economy practices, the strengthening of corporate governance standards at dealerships, and sustainable logistics solutions elevate Doğuş Otomotiv's supply chain management to a level that can be showcased as an international benchmark.

Suppliers and Procurement Management

Doğuş Otomotiv positions supply chain management at the core of its sustainability strategy. In its relations with suppliers, the Company engages in a partnership ecosystem where environmental and social impacts are managed, processes are supported by ethical principles, and long-term value is created by the established collaboration.

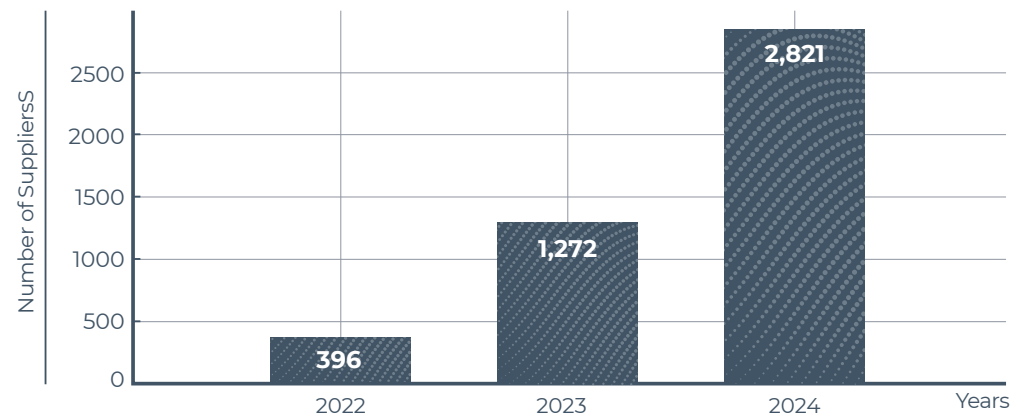
Doğuş Otomotiv's procurement policy is designed to ensure that all supplier relationships comply with laws and regulations, mitigate risks, and contribute to sustainability goals. This policy is carried out in line with stakeholders' expectations of inclusiveness, transparency, and ethics, and within the framework of the United Nations Global

Compact and Doğuş Otomotiv's Code of Ethics. This approach not only supports establishing long-term business relationships with existing and potential partners based on mutual trust but also warrants that risks are proactively managed.

Sustainability in the supply chain is bolstered by reducing environmental impacts, strengthening an ethical business culture, and ensuring full compliance with human rights and occupational health and safety criteria. In 2024, 68 suppliers were assessed against social and environmental

criteria, and improvement measures were implemented for suppliers posing high risks. By the end of 2024, the audit rate of such suppliers stood at 78.16%. The number of suppliers identified as posing high risks was 22 in 2022, 46 in 2023, and 87 in 2024. While the scope of risk assessments has been expanded each year, audits are conducted annually to cover all high-risk suppliers. In 2024, anti-corruption procedures were communicated through the Dost19 system to all 733 suppliers, and commitments to comply with the Code of Ethics were obtained.

Doğuş Otomotiv Supplier Numbers (2022-2024)



Among the objectives of Doğuş Otomotiv's procurement activities is also the enhancement of operational efficiency and the contribution to the local economy. By giving priority to local suppliers, 100% of purchases in 2024 were sourced locally. This

not only contributed to reducing carbon emissions would be generated from long-distance transportation but also supported regional development as well.

Our expectation from suppliers is that they conduct their business processes in line with sustainability principles, regularly measure and reduce their ecological impacts, take environmental and social risks into account in their investment processes, and remain committed to ethical rules. In this context, supplier audits are conducted on a regular basis, and processes are strengthened through continuous improvements.

Suppliers and Procurement Data (2022–2024)

Metric	2022	2023	2024
Total Number of Suppliers	396	1,272	2,821
Number of Local Suppliers	396	1,272	2,821
Total Amount Paid to Suppliers (TRY)	117,449,095	911,617,667	3,908,619,864
Amount Paid to Local Suppliers (TRY)	117,449,095	911,617,667	3,908,619,864

Human Rights and Working Conditions

The Company expects its suppliers to ensure full compliance in respect human rights principles and applies a zero-tolerance policy against child labor and forced labor.

Compliance with these criteria was monitored during audits conducted in 2024, and corrective measures were requested.

Future Targets

The targets set for 2025 and beyond include:

- Fully digitalizing supplier selection processes,
- Subjecting high-risk-posing suppliers to more rigorous audits,
- Implementing joint projects with suppliers for a carbon-neutral supply chain,
- Increasing the share of certified suppliers (ISO 9001, ISO 14001, ISO 45001) within the system,
- Expanding training and guidance programs to improve ESG performance.

Logistics and Warehouse Management

In Doğuş Otomotiv’s supply chain management, logistics and warehouse operations play a strategic role. The Company carries out the distribution of vehicles and spare parts to authorized dealers and service centers across Turkey in an integrated manner with international logistics processes and warehouse operations. These operations are of critical importance not only for delivery continuity and customer satisfaction but also in terms of sustainability targets.

Warehouse Management and Operational Excellence

In 2024, our warehouse management system (WMS) software was updated to utilize today’s latest machine learning, big data, and optimization techniques. Furthermore, we transitioned to smart devices that support hands-free operation, maximizing benefits in terms of ergonomics and quality while enhancing the user experience.

Furthermore, “reusable plastic shipping container” project was implemented in warehouse operations, and by replacing traditional cardboard containers with durable plastic ones, a 30% reduction was achieved in packaging-related carbon emissions. As of 2024, forklifts used in the warehouse have been replaced with lithium-ion battery-powered equipment, increasing energy efficiency.

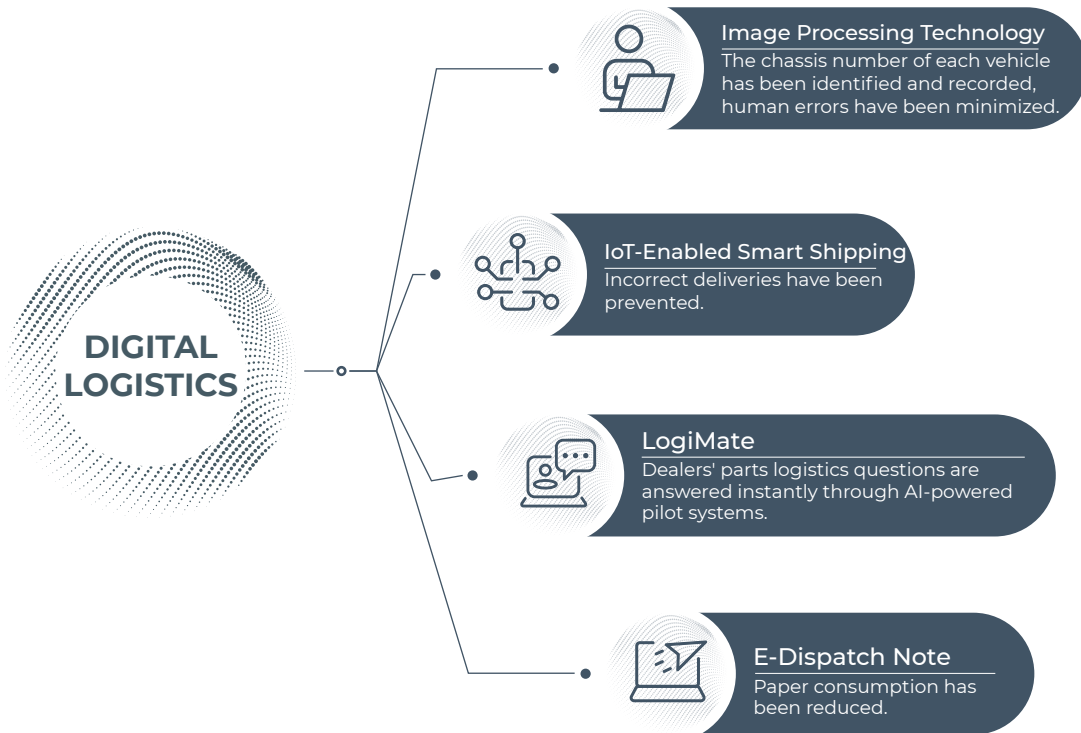
Waste Management and Recycling

Waste generated in warehouse operations (such as cardboard, wood, and plastic) is separated at the source and sent to the authorized recycling companies. In 2024, a total of 283 tons of waste generated by warehouse operations was consistently

reported, and more than 90% of it was recovered. For the disposal of end-of-life spare parts, the Company works with authorized recycling firms, and materials are processed through separation by type.

TRANSPORTATION AND LOGISTICS PROCESSES

In vehicle and spare parts shipments, route optimization practices have been put into use, and by increasing the load capacity rate of semi-trailer trucks, fuel consumption and carbon emissions have been reduced. In import processes, emission savings have been achieved through the integration of ro-ro transportation and railway freight. As of 2025, through the agreement to be entered with DHL, the use of Sustainable Aviation Fuel (SAF) is planned, aiming to reduce Scope 3 emissions originating from air transportation.



In logistics processes, 114 suggestions submitted through the Idea Platform, which encourages employee participation, were implemented in 2024. These included replacing warehouse lighting with sensor-equipped LEDs, introducing water-saving systems, and applying energy efficiency solutions. In addition, logistics operations employees took training on occupational health and safety, energy efficiency, and waste management, given regularly.

Authorized Dealers and Service Centers

In Doğuş Otomotiv's sustainability approach, authorized dealers and service centers represent the most substantial point of contact established with customers. With more than 720 service points across Turkey, the dealer and service network serves not only as a channel through which sales and after-sales services are carried out but also as a strategic space where the sustainability performance becomes visible.

In the field, authorized dealers and service centers directly reflect the responsibilities that Doğuş Otomotiv bears as the representative of some of the world's largest brands. Likewise, they play a critical role in implementing Volkswagen AG's global standards in Turkey. For this reason, Doğuş Otomotiv regularly monitors dealers' corporate governance structures, service quality, environmental performance, and customer experience practices, and makes improvements as necessary.

In 2024, with the aim of reinforcing the sustainability approach across the dealer and service network, both corporate identity standards and operational processes were reviewed, and corresponding modernization efforts were completed at many locations. Dealers were supported with new practices in energy efficiency, waste management, and digitalization, and were also empowered in terms of human resources through training programs provided for their employees. The sustainability strategy of authorized

dealers and service centers is built on three main pillars:

- Customer Experience:** Continuously measuring customer satisfaction at sales and service points, and ensuring that provided service quality is on par with global standards.
- Corporate Development:** Supporting dealers' governance, human resources, and process management practices through the DRIVE Program.
- Compliance with Global Standards:** Standardizing dealer operations, ensuring consistency in customer experience, and guaranteeing quality through Volkswagen AG's **@retail Program** implemented worldwide.

Thus, the authorized dealer and service center network has become one of the most important pillars not only of Doğuş Otomotiv's commercial success but also of its social and environmental sustainability performance.

Volkswagen AG GoToZero RETAIL Program



The GoToZero Retail Program implemented by Volkswagen AG worldwide is a global sustainability initiative aimed at transitioning the retail network to carbon-neutral operations. Designed as an integral part of the Volkswagen Group's vision to achieve climate neutrality by 2050, the program seeks to establish a common sustainability framework across the entire dealer network.

Since 2022, Volkswagen AG has been working to annually record the carbon footprint across its retail and service network under Category 14 "Franchise." With the intent to ensure that right measures are taken and successfully implemented for reducing carbon emissions and minimizing environmental

impact, the program provides the authorized dealer and service network with comprehensive guidelines, online training, and customer communication materials, including educational videos. As part of this initiative, the Volkswagen Group has also developed a cross-brand certification system for the entire retail network. Known as the GoToZero Retail Certificate, this system is based on internationally recognized standards such as ISO 14001, building certifications, and rating systems, and also encompasses the core operational areas of dealerships. Although GoToZero Retail program was officially instigated in 2023, 16 of our authorized dealers and service centers in Turkey have already achieved Gold and Platinum certificate status. The 50 key retail markets, which

alone account for 95% of Volkswagen AG's global retail and service network, are being progressively incorporated into the GoToZero Retail certification.

As one of the companies involved in the program since its initial pilot stage, Doğuş Otomotiv has been spearheading the implementation of international standards across its dealer and service network in Turkey. The core approach of the program is to systematically monitor and improve also the environmental and social impact of dealer and service center locations, instead of concentrating only to their commercial performance.

- Energy efficiency practices have been put into use, through the installation of LED lighting fixtures and the adoption of building automation systems electricity consumption was reduced.
- The use of renewable energy has been encouraged, with solar energy investments and green energy certificates, the carbon footprint was lowered.
- Waste management and recycling processes have been standardized. In particular, the disposal of oil, batteries, and other hazardous waste generated at service locations through licensed firms is strictly monitored.
- In terms of digitalization and customer experience, digital applications supporting environmentally friendly business models have been expanded.

The GoToZero Retail Program measures dealer compliance with these criteria through regular audits and identifies

areas necessitating improvement with performance reports. As of 2024, Doğuş Otomotiv has implemented the requirements of the program across its dealer network in Turkey, making sustainability performance criteria as significant as financial indicators in dealer performance evaluations.

This process represents a transformation tool for Doğuş Otomotiv that strengthens the corporate capacity of the authorized dealer and service center network. Through this program, dealers have begun to make more informed investments in sustainability, gaining a systematic structure for reducing their environmental impacts and enhancing their social contributions. In 2024, there are some authorized dealers and service centers that published their first sustainability report in accordance with GRI Standards.

The GoToZero Retail Program has secured the establishment of internationally comparable sustainability standards across all activities carried out by Doğuş Otomotiv through its authorized dealers and service centers, while elevating the customer experience to a common quality level on a global scale.

At present, the scope of certification is being expanded from a focus on environmental issues toward a full ESG assessment. The success and progress of the program are supported through regular internal and external communications.

Authorized Dealers and Service Centers Certified Under GotoZero RETAIL Program

	Certificate Type
Doğuş Oto Kartal	Gold
Doğuş Oto Ankara	Gold
Doğuş Oto Maslak	Gold
Doğuş Oto Esenyurt	Gold
Acarlar	Bronze
Altur	Bronze
Avek Tekstilkent	Silver
Avek Çanakkale	Silver

	Certificate Type
Avek Karşıyaka	Bronze
Aykan Gebze	Silver
Eröz	Bronze
Uzay	Gold
Vosmer Gaziemir	Gold
Vosmer Bornova	Platinum
Vimsa Şanlıurfa	Platinum
Vimsa Adıyaman	Silver

The DRIVE Program – Doğuş Otomotiv’s Compass: People and Training

The DRIVE Program, implemented within Doğuş Otomotiv’s authorized dealer and service network, is a development platform that enables the joint management of customer satisfaction, employee loyalty, and sustainability criteria beyond financial performance. The program has been in place since 2012 to measure and improve the compliance of authorized dealers and service centers with corporate standards.

In 2024, the program particularly emphasized employee loyalty and development. The Employee Loyalty

Survey, conducted every two years by an independent institution and applied to all authorized dealer and service center employees, was once again carried out in 2024. In line with the Law on the Protection of Personal Data, only the general results are shared with dealership managements, after which regional action plans are developed. In this process, improvements have been made especially in working conditions and physical environments, and additional plans that support employee development has been implemented.

The scope of the survey is quite extensive. The evaluated topics include salary and benefits, training and development, customer relations, working conditions, job

security, career opportunities, corporate reputation, and work-life balance. Another dimension of the program is observed in the area of support for vulnerable groups. Some dealers provide daycare and childcare assistance for working mothers as well as additional support for employees with disabilities. Although these practices are not uniform across the entire network, they stand out as exemplary good practices.

The DRIVE Program also functions as an education-to-employment bridge. Under the “Building a Career with Doğuş” project, carried out in collaboration with vocational high schools, nine Volkswagen and two Scania laboratory classrooms were actively operational throughout 2024. Each year, approximately 85% of 12th-grade students benefit from internship opportunities, while 30% of graduates are employed in dealerships. In 2024, the number of students included in the program was 154.

As a result of survey outcomes and field observations, many dealerships revised their meal services and commute shuttle operations, and concrete actions were taken to meet employee expectations. In 2024, the DRIVE Program created an inclusive development model within the value chain through employee loyalty, education-to-employment opportunities, and social support practices. This approach constitutes a strong management tool that enables Doğuş Otomotiv to integrate its authorized dealers and service centers with its sustainability objectives.

SUBSIDIARIES and AFFILIATES

Doğuş Otomotiv’s business model is not limited to distributorship activities. Subsidiaries and affiliates within the Group structure act as complementary components of the value chain, directly contributing to the Company’s strategic objectives. Operating across diverse areas—from sales and after-sales services to digital transformation, financing solutions, and real estate management—these companies strengthen the practical implementation of Doğuş Otomotiv’s sustainability strategy on the field.

In accordance with TSRS reporting²¹ delimitations, all consolidated subsidiaries and affiliates with a high level of strategic impact have been included within the scope of reporting. This approach has been shaped in consideration of both the financial control perspective and the functional contributions of these entities to the management of sustainability risks and opportunities.

The contributions of subsidiaries and affiliates to Doğuş Otomotiv’s value chain are considered under three main dimensions:

- **Operational Contribution:** Direct customer-facing sales and service activities of Doğuş Oto, the distributorship role of Yüce Auto, and the financing solutions provided by vdf Group are critical to the continuity of the business model.

²¹ Doğuş Otomotiv issued its first TSRS-compliant report in September 2025, covering its 2024 performance. The report is accessible via the Company’s website.

• **Digital and Technological Contribution:** Data management activities handled by Doğuş Teknoloji, its efforts in digital infrastructure, and innovation areas strengthens the customer experience and enhances operational efficiency

• **Environmental Contribution:** Subsidiaries create environmental impacts of varying scales in areas such as energy consumption, emissions management, waste, and water management. These impacts are directly linked to the Company's climate strategy and are integrated into management processes.

From a risk and opportunity perspective, Doğuş Oto's high energy consumption and emissions profile represent a risk area that must be managed within the climate strategy, while its direct customer engagement creates an opportunity in terms of sustainability. Similarly, Doğuş Teknoloji's investments in digitalization mitigate operational risks while also creating opportunities through innovation and efficiency. The sustainable financing products of vdf Group present new opportunities within the framework

of the European Green Deal regulations, while rising regulatory pressures generate additional compliance costs and thus new risks.

Therefore, subsidiaries and affiliates are strategic building blocks that directly influence not only the financial strength of Doğuş Otomotiv but also its sustainability performance. Since 2014, Doğuş Otomotiv has included all subsidiaries and affiliates in its sustainability report to foster awareness, and since 2021 it has also encouraged them to prepare their independent reports. The pioneering approaches of Doğuş REIT and Doğuş Teknoloji in this regard have created a significant impact across Doğuş Otomotiv's value chain. Having published its first sustainability report in 2024, Doğuş REIT will release its second sustainability report in 2025 in line with GRI Standards. Doğuş Teknoloji, on the other hand, has published its first report, which was prepared as a sustainability catalog with dedicated focus on its 2023 and 2024 performances

Doğuş Otomotiv has published for the first time the Scope 1 and Scope 2 emissions of its subsidiaries and affiliates within the TSRS Report.

Company ²²	Scope 1 (tCO ₂ e, 2024)	Scope 2 (tCO ₂ e, 2024)	Total (S1+S2) (tCO ₂ e)
Doğuş Otomotiv (Parent Company)	2,092.9	1,572.69	3,665.59
Doğuş Oto	3,434.6	5,592.1	9,026.7
Doğuş REIT	36.4	32.8	69.2
D-Charge	-	90.2	90.2
D-Marine	6.2	27.2	33.4
Doğuş Teknoloji	430.58	792.36	1,222.94
vdf Group	566.00	83.98	649.98
Yüce Auto (Škoda)	n/a	n/a	n/a
Consolidated Total (Group)	6,566.68	8,191.33	14,758.01

Doğuş Oto

Doğuş Oto Pazarlama ve Ticaret A.Ş. is one of Doğuş Otomotiv's most important subsidiaries with direct customer contact. Operating with 28 authorized sales and 26 authorized service points across its facilities located in Ankara, Esenyurt, Kartal, and Maslak, the company employs more than 1,100 people and constitutes a critical link in the value chain in terms of both employment and customer experience.

Operational Performance

In 2024, Doğuş Oto maintained its strong position in the industry with 46,126 new car sales, 2,329 used-car sales, and 206,659 vehicle service entries.

Sustainability Management

In 2024, Doğuş Oto successfully passed the audits of the GoToZero Retail Certification Program, demonstrating compliance with environmental and social standards at dealerships. Additionally, the Company obtained ISO 9001, ISO 14001, ISO 45001, and ISO 10002 certifications, thereby integrating its quality, environmental, occupational health and safety, and customer satisfaction management systems. In the area of energy management, the ISO 50001 surveillance audit was completed, and energy monitoring systems were put into use at the Ankara, Esenyurt, Kartal, and Maslak facilities. Through these systems, electricity consumption is monitored remotely, and improvement areas are identified.

Within the scope of waste management, all facilities obtained the "Zero Waste Certificate," while hazardous and recyclable waste was regularly reported through ministry systems.

²² The emission breakdowns presented in this table do not fully correspond to the scope of TFRS financial consolidation. The TSRS Report only provides explanations based on the financial materiality approach for subsidiaries and associates. The Integrated Sustainability Report, on the other hand, is prepared within the framework of the company's responsibility to manage its sphere of influence, and its scope is expanded to include subsidiaries and affiliates, as well as brand affiliates, where data is available. The purpose of this approach is to present the performance of all actors with a direct or indirect impact on the company's operations in a more transparent manner and to increase the capacity to access accurate data in impact area management.

Human Resources and Working Environment

At the end of 2024, Doğuş Oto employed 1,123 full-time employees. The ratio of women employees stood at 19%, while the ratio of women in managerial positions was 32.5%. During the year, 198 new employees were recruited, of whom 42 were women. The employee loyalty survey score rose to 75%, and action plans concerning workplace condition improvements were put into use accordingly.

As part of training and development programs, the average training hours per employee were recorded as 29, with a total training investment of TRY 7.9 million. Initiatives such as the “GO Development School” and the Making a Difference at the Workshop Program conducted in collaboration with Bahçeşehir University supported the professional and personal development of employees.

Doğuş Oto also stands out with the range of benefits it offers to employees. Fully company-funded private health insurance, life insurance, daycare assistance, psychological counseling, remote working allowance, and gym membership fee subsidy are among the practices that strengthen employees' work-life balance and well-being.

Occupational Health and Safety

The OHS policy is implemented under the principle of “Safety First,” and all employees receive both onboarding and periodic training. In 2024, a total of 54

occupational accidents were recorded, of which 24 resulted in lost time. The Lost Time Frequency Rate (LTFR) stood at 8.48. Within the scope of OHS training, a total of 4,704 training hours were delivered, corresponding to an average of 4.2 hours of OHS training per employee.

Customer Experience

To enhance customer satisfaction, Doğuş Oto has developed special practices focused on accessibility and service quality. Ramps and wheelchairs are provided at showroom entrances for customers with disabilities, while online appointment booking and digital support lines facilitate customer processes. Events dedicated to electric vehicles are organized, and engagement is further strengthened through social media interactions.

Risks and Opportunities

In the TSRS Risk and Opportunity Analysis conducted by Doğuş Otomotiv, the following key topics stood out for Doğuş Oto:

- **Risks:** Potential disruption of logistics processes due to extreme climate events, carbon pricing and new regulations, infrastructure investment costs required for the transition to electric vehicles
- **Opportunities:** New revenue streams from electrification investments, contribution to the circular economy through used-car sales, cost savings through renewable energy investments.

Doğuş Teknoloji

Doğuş Teknoloji operates as Doğuş Otomotiv's strategic subsidiary in the fields of digital transformation, information technologies, and innovation. The Company not only serves the Doğuş Group but also provides solutions to business partners in different industries, taking on a significant role in their digitalization processes.

Operational and Environmental Performance

As of 2024, Doğuş Teknoloji had a total of 424 suppliers, 82% (347) of which were local outlets. The total amount paid to suppliers was TRY 673 million.

From an environmental indicators perspective, the Company's Scope 1 emissions were 430.6 tCO₂e and Scope 2 emissions were 792.4 tCO₂e, bringing total emissions to 1,645 tCO₂e. Electricity consumption amounted to 2.25 million kWh, natural gas consumption to 8,378 m³, and water consumption to 857 m³. In addition, 6,553 kg of electronic waste was collected in 2024 and recycled through TÜBİSAD, and the revenue collected from this recycling effort was allocated as a contribution to the education of 30 girls.

Human Resources and Working Environment

By the end of 2024, Doğuş Teknoloji employed 695 people, including 647 full-time and 48 part-time employees. Women accounted for 40% of the workforce,

reflecting a diversity profile above the industry average. During the year, 298 new personnel were recruited, of which 126 were women. Employee loyalty and well-being programs are among the Company's material issues. In 2024, 365 employees participated in an engagement survey conducted by an independent firm, and Doğuş Teknoloji was awarded with the “Happy Place to Work – Outstanding Employee Experience Certificate”. Moreover, the Women's Equality at Work Certificate, which was obtained in 2023, maintained its validity in 2024.

Training and Digital Competency

Throughout the year, the Company provided employees with 125 training sessions, corresponding to an average of 4.5 hours of training per person. Additionally, a personal education and development budget was allocated and employees who wished to continue with their post graduate and PhD education were both allowed time to pursue their programs and received financial support. In the area of digitalization and innovation, Doğuş Teknoloji stands out with seven registered patents, which offer innovative solutions that enhance operational efficiency in sales, inventory management, logistics, and data transfer processes.

Sustainability and Environmental Practices

In 2024, the Company applied low-energy coding techniques in its software development processes under the “Green Code” approach, while the in-house entrepreneurship project GreenCodeX developed a tool aimed at optimizing high-energy-consuming codes.



In waste management, 231 kg of coffee grounds were repurposed under a project launched in collaboration with Wastespresso to reduce plastic use and upcycle coffee grounds, preventing 211 kg of CO₂ emissions.

Customer Satisfaction and Collaborations

Customer satisfaction surveys conducted in 2024 recorded a satisfaction rate of 90%. The Company also collaborates with more than 40 global and local partners in the areas of cybersecurity, cloud computing, data management, and artificial intelligence.

Social Contribution

Within the scope of the Digital Bridge Training Program carried out in cooperation with the Ayhan Şahenk Foundation, information technology educators were provided with software and coding training, which was then transferred to students in line with the curriculum. In addition, projects encouraging the employment of individuals with autism in the IT sector are ongoing.

ŠKODA – Yüce Auto

As a subsidiary of Doğuş Otomotiv, Yüce Auto carries out the distributorship of the Škoda brand in Turkey. The brand stands out not only with its sales performance but also with the cations it has taken regarding sustainability. In 2024, Škoda achieved net sales of TRY 39.2 billion in Turkey (2023: TRY 27 billion). Its market share rose to 4.5%.

Environmental Sustainability

Škoda Auto’s global sustainability strategies focus on expanding the electric vehicle range, reducing resource consumption in production, and increasing the use of recyclable materials. Implementing this strategy in Turkey, Yüce Auto launched efforts in 2024 to install a solar power system on the roof of the Škoda Experience Academy located in its headquarters. In addition, DC fast-charging infrastructure was activated across the entire authorized dealer network to serve electric vehicle users. Within the scope of waste management, recycling bins have been placed on every floor, and recycling rates are reported on a regular basis.

Human Resources and Working Environment

By the end of 2024, Yüce Auto had 114 employees. The share of women in the workforce stood at 39.1%, a relatively high level for the automotive industry. During the year, 21 new employees were hired, 11 of whom were women. Regular internal communication surveys are conducted to

improve employee satisfaction, while social clubs and development programs support work-life balance.

Digitalization and Innovation

Yüce Auto has accelerated its investments in digitalization. With Jira and Design Thinking training, all departments have gained competencies in digital project management. Furthermore, completing the Agile Coaching Program, 15 employees received internationally recognized ICAgile certification.

To enhance customer experience, the “Škoda is Aware” platform has been developed, offering personalized proposals and service benefits that strengthen the bond between the brand and its customers. Plans are underway to evolve this platform into a loyalty program.

Customer Experience and Achievements

In 2024, Yüce Auto–Škoda achieved a major success within the global organization: Vosmer Otomotiv won the “Best Authorized Dealer Award” in Škoda Auto’s evaluation of dealer and service center performance across 103 countries.

Additionally, with the Insider Customer Engagement Platform, personalized campaigns were developed, and AI-supported complaint analysis processes were put into use. Customer interaction was further enhanced through WhatsApp, mobile application, and web integrations.

Ethics and Corporate Governance

The Ethics Committee, established in 2023, was made active in 2024; the Ethics Hotline was extended to dealers, enabling employees to whistle blow anonymously. Notifications were directed directly to the Internal Audit Department, making the process more effective.

A disciplinary committee was set up within the Board of Directors, and internal audit processes were reinforced. In addition, joint projects have been carried out with Doğuş Teknoloji to enhance the efficiency of operational processes.

Social Contributions

In 2024, donations were made to KAÇUV on behalf of Yüce Auto employees and to TEGV on behalf of newly hired employees. In addition, on International Women's Day, products made by women producers in earthquake-affected regions were chosen as gifts, thereby supporting women entrepreneurs.

Doğuş REIT

Doğuş Real Estate Investment Trust (Doğuş REIT) is one of Turkey's first publicly listed REITs and is 94.4% owned by Doğuş Otomotiv. As of the end of 2024, the Company's portfolio was valued at TRY 14.89 billion, with a total leasable area of 194,848 m². Its portfolio includes assets such as Doğuş Center Maslak, D-Ofis Maslak, Gebze Center Shopping Mall, Hyatt House Gebze, Doğuş Etiler Sports Center, and Gebze Automotive Showroom.

Strategic Significance

For Doğuş Otomotiv, Doğuş REIT is a strategic subsidiary in terms of ensuring financial diversification and creating a strong presence in the capital markets. Globally, automotive companies are increasingly investing in REITs due to the long-term strategic value of real estate assets such as logistics warehouses. Although Doğuş REIT's portfolio does not directly include warehouse investments, it creates social value by providing small investors access to the capital markets. In regions such as Maslak, small investors are able to benefit from portfolio value appreciation through Doğuş REIT.

Environmental Performance

In 2024, Doğuş REIT's Scope 1 emissions amounted to 36.41 tCO₂e, while Scope 2 emissions totaled 32.81 tCO₂e. The implementation of the ISO 50001 Energy Management System and ISO 14001 Environmental Management System established a systematic infrastructure for sustainable building management.

In terms of waste management, a total of 416,633 kg of non-hazardous waste and 243,760 kg of hazardous waste were collected in 2024.

Social Performance

By the end of 2024, Doğuş REIT had 14 employees, with women representing 43% of the workforce, a relatively high level of diversity for the industry. A tenant satisfaction survey conducted across the portfolio generated 143 responses, with a satisfaction rate of 95.8%. In addition,

emergency drills were carried out in 83.33% of the portfolio's properties.

As part of its social contribution, Doğuş REIT organized the "We Read Everywhere" event at Gebze Center Shopping Mall and supported gender equality by launching internship programs for female students.

vdf Group

Volkswagen Doğuş Finans (vdf), through its companies, vdf Finans, vdf Sigorta, and vdf Filo, Group provides financing, insurance, and fleet management services across the automotive value chain. This structure constitutes a strategic subsidiary that supports Doğuş Otomotiv's distributorship operations, complements the customer experience, and enhances financial inclusivity.

Operational and Financial Performance

By the end of 2024, vdf Group had a total of 2,478 suppliers, 99% of which were local outlets. Total payments to suppliers amounted to TRY 8.85 billion.

The Group employed 308 people, with women representing 58.6% of the workforce—one of the highest ratios in the industry. This diversity serves as a tangible indicator of the Group's "Equality at Work" approach.

Sustainability Management and Awareness

In 2024, a Sustainability Team was established at vdf to ensure that sustainability-related decisions were made with employee participation. Under the "Equality at Work Platform," equal

opportunity practices were promoted and gender balance in employment was achieved.

To enhance employee awareness, a "1 Team in Pursuit of Nature" walking event was organized, with trees donated to the Aegean Forest Foundation in the İzmit-Taşköprü region in proportion to the distance covered.

Energy and Environmental Performance

The vdf headquarters has been awarded an I-REC certificate verifying that all its electricity is sourced from renewables. In addition, a transition was made to a new data center certified under ISO 14001 and ISO 50001, reducing infrastructure energy consumption by a factor of 37 in 2024 compared to previous years.

The Company's 2024 emissions were as follows:

- **Scope 1:** 566 tCO₂e
- **Scope 2:** 83.98 tCO₂e
- **(Scope 1+Scope 2) Total:** 649.98 tCO₂e.

In waste management, separation bins for paper, batteries, and packaging are provided in all offices, and waste is regularly sent for recycling.

Digital Transformation

Within vdf Sigorta, the NewAge Transformation Project modernized digital infrastructure and redesigned the corporate website. With these digitalization investments, the customer experience was streamlined, making processes more transparent and accessible.

Employees and OHS Practices

Dedicated Occupational Health and Safety (OHS) committees were established within each of the three companies, and emergency response teams of 50 employees—representing 20% of the total workforce—were formed. Employees receive 8 person-hours of OHS training annually, while regular audiometry and eye examinations are conducted.

Employee support programs include postgraduate scholarships, foreign language training, birthday leave, technical training, and comprehensive private health insurance. In addition, the vdfLife HR sharing platform facilitates easy access to all information employees may require.

Ethics and Corporate Governance

At vdf Group, ethical principles are implemented in alignment with Volkswagen FS AG's global policies. An independent Ethics Hotline managed by KPMG is available within Group companies, and all employees regularly participate in training on ethics, anti-corruption, competition, and data protection (KVKK).

Risk management, internal control, and compliance processes are overseen by the Board of Directors and Audit Committees in line with international standards. In 2024, the Audit and Risk Committee convened twice to review internal and external audit reports.

Social Contributions

vdf encourages its employees to participate in social projects through volunteering programs. Furthermore, sustainability-focused employee surveys and feedback mechanisms ensure the continuous improvement of internal processes.

METRICS²³

CLIMATE CHANGE AND ENVIRONMENT²⁴

Emissions and Energy

Absolute Greenhouse Gas Emissions²⁵ ESRS EI-5, GRI 305, and Others	Unit	2022	2023	2024
Scope-1 emissions	ton CO ₂ e	1,713.84	2,106.72(**)	2,092.2(*)
Scope-2 emissions	ton CO ₂ e	1,683.77	1,567.20(**)	1,572.69(*)
Scope-3 emissions ²⁶	ton CO ₂ e	14,025.81	30,280.95(**)	42,559.08(*)
Total greenhouse gas emissions	ton CO₂e	17,423.42	33,954.87 (**)	46,224.37(*)
Scope-1 emissions reduction amount	ton CO ₂ e	-263.72 ²⁷	-656.6 ²⁸	-642.48 ²⁹
Scope-2 emissions reduction amount	ton CO ₂ e	508.25	624.82	619.33
Scope-3 emissions reduction amount	ton CO ₂ e	163.95	-16,091.19 ³⁰	-28,369.32 ³¹
Toplam emissions reduction amount	ton CO₂e	408.48	-16,122.97³²	-28,392.47³³
Scope-1 emissions reduction percentage	%	-18.19 ³⁴	-45.28 ³⁵	-44.31 ³⁶
Scope-2 emissions reduction percentage	%	23.19	28.50	28.25
Scope-3 emissions reduction percentage	%	1.16	-113.40 ³⁷	-199.93 ³⁸
Total emissions reduction percentage	%	2.29	-90.42³⁹	-159.22⁴⁰

²³The audited financial statements of Doğuş Otomotiv for the 2024 fiscal year are part of the annual report and the integrated sustainability report. The financial statements are available on the Company's website.

²⁴The data presented in the year columns of the tables under this section represent the main operational data reported for the Şekerpınar location, which serves as input for emission calculations. Where available, data from other Doğuş Otomotiv locations have been provided in the explanation column for the relevant KPI.

²⁵The year 2021 has been accepted as the base year for reduction calculations.

²⁶2022 and 2023 data published in the 2023 Integrated Sustainability Report have been updated.

²⁷An increase of 263.72 tons CO₂e has occurred.

²⁸An increase of 656.6 tons CO₂e has occurred.

²⁹An increase of 642.48 tons CO₂e has occurred.

³⁰In 2023, an increase of 16,091.19 tons CO₂e has occurred. The Scope 3 emissions rose in 2023 due to the increase in diesel consumption as a result of a higher number of vehicles transported (2022: 103,045; 2023: 171,805). The reason Scope 3 emissions increased proportionally more than the number of vehicles transported is that the diesel consumption data forming the basis of Scope 3 emissions were broadened in scope. In 2021 and 2022, Hödlmayr shared only the diesel consumption data from domestic vehicle transport operations with Doğuş Otomotiv, while in 2023 it also included diesel consumption from Scania distribution operations and Porsche Germany-Turkey road transport operations in the data scope.

³¹In 2024, an increase of 28,369.32 tons CO₂e has occurred. This increase was due to operational growth driven by higher vehicle sales, reflected in the rise of diesel truck data under outbound logistics.

³²An increase of 16,122.97 tons CO₂e has occurred.

³³An increase of 28,392.47 tons CO₂e has occurred.

³⁴An increase of 18.19% has occurred.

³⁵An increase of 45.28% has occurred.

³⁶An increase of 44.31% has occurred.

³⁷In 2023, an increase of 113.40% has occurred. The Scope 3 emissions rose in 2023 due to the increase in diesel consumption as a result of a higher number of vehicles transported (2022: 103,045; 2023: 171,805). The reason Scope 3 emissions increased proportionally more than the number of vehicles transported is that the diesel consumption data forming the basis of Scope 3 emissions were broadened in scope. In 2021 and 2022, Hödlmayr shared only the diesel consumption data from domestic vehicle transport operations with Doğuş Otomotiv, while in 2023 it also included diesel consumption from Scania distribution operations and Porsche Germany-Turkey road transport operations in the data scope.

³⁸In 2024, an increase of 199.93% has occurred. This increase was due to operational growth driven by higher vehicle sales, reflected in the rise of diesel truck data under outbound logistics.

³⁹An increase of 90.42% has occurred.

⁴⁰An increase of 159.22% has occurred.

METRICS

CLIMATE CHANGE AND ENVIRONMENT

Emissions and Energy

Mutlak Sera Gazı Emisyonları ESRS EI-5, GRI 305 ve diğer	Unit	2022	2023	2024
Total Greenhouse Gas Emission Intensity Value by Revenue ⁴¹	ton CO ₂ e/TRY	0.0001969037	0.0002275109	0.0002453848
Scope-1 + Scope-2 Intensity Value by Revenue	ton CO ₂ e/TRY	0.0000383967	0.0000246167	0.0000194574
Scope-1 emissions intensity value ⁴²	ton CO ₂ e/number of vehicles sold	0.0163	0.0121	0.0111
Scope-2 emissions intensity value ⁴³	ton CO ₂ e/number of vehicles sold	0.0160	0.0090	0.0083
Scope-3 emissions intensity value ⁴⁴	ton CO ₂ e/number of vehicles sold	0.1337	0.1735	0.2251
Scope-3 emissions calculation percentage ⁴⁵	%	33	40	46.6
The average CO ₂ and CO ₂ equivalent emissions of the Company's total fleet	g/km	164.01	178.67	178.59
The average CO ₂ equivalent emissions of the Company's total fleet per passenger-kilometer	CO ₂ /p-km	164.01	178.67	178.59
Total CO ₂ and CO ₂ equivalent emission intensity per unit of energy produced ⁴⁶	tCO ₂ /kWh	0.00579	0.00810	0.01066

Carbon Removals and Carbon Credits ESRS EI-7, GRI, and Others	Unit	2022	2023	2024
Total greenhouse gas emissions removed or stored within the scope of value chain or Company operations	ton CO ₂ e	0	0	0
Amount of carbon credits purchased	ton CO ₂ e	0	0	0
Ton equivalent of CO ₂ offsets, credits, and allowances purchased and/or generated by the Company during the fiscal year	ton CO ₂ e	0	48 ⁴⁷	0

⁴¹Total GHG emissions (tons CO₂e) / Net revenue (TRY)

⁴²Calculated per vehicle sold. The number of vehicles sold includes wholesale sales figures, including Škoda.

⁴³Calculated per vehicle sold. The number of vehicles sold includes wholesale sales figures, including Škoda.

⁴⁴Calculated per vehicle sold. The number of vehicles sold includes wholesale sales figures, including Škoda.

⁴⁵Calculated based on categories with data input under Scope 3 in accordance with the GHG Protocol.

⁴⁶Total emissions (tons CO₂e) / amount of electricity produced (kWh)

⁴⁷A payment of 327.6 USD was made for 36 tons to the San Pedro Wind Farm, and 187.2 USD for 12 tons to the Katingan Mentaya Project. Katingan Mentaya is a tropical peatland forest conservation and restoration project covering 149,800 hectares in Central Kalimantan, Indonesia.

CLIMATE CHANGE AND ENVIRONMENT

Emissions and Energy

Energy, Consumption, and Savings Amounts by Fuel Type ⁴⁸ ESRS E1-6, GRI, and Others	Unit	2022	2023	2024	Remarks						
						Natural Gas Consumption (MWh)			Natural Gas Consumption (Sm ³)		
						2022	2023	2024	2022	2023	2024
Natural Gas	MWh	4,869.1(**)	4,999.2(**)	4,275.2(*)	Locations						
					Şekerpınar Headquarters & Logistics Center	4,869.1	4,999.2	4,275.2	458,048.6	470,295.9	402,184.9
					Former Headquarters -Scania & Sensat	339.5	112.3	0 ⁴⁹	31,933.3	10,567.5	0
					Gebze Scania	105.9	115.5	233.2	9,965.4	10,865.4	21,934.6
					Tuzla Scania	0	0	0	0	0	0
					Maslak L&B	83.0	94.4	86.0	7,808.7	8,876.9	8,094.5
					Kartal Office Tower⁵⁰	0	0	0	0	0	0
					Galataport D. Otomotiv⁵¹	0	0	0	0	0	0
					Turgutreis D-Marine⁵²	0	0	0	0	0	0
					Göcek Industrial Shed⁵³	0	0	0	0	0	0
					Göcek Office⁵⁴	0	0	0	0	0	0
					Didim Office⁵⁵	0	0	0	0	0	0
					TOTAL	5,397.4	5,321.4	4,594.4	507,756.0	500,605.7	432,213.9

⁴⁸As of 2025, efforts continue to expand emission calculations to cover all Doğuş Otomotiv locations. For this reason, consumption data have been provided specifically for the Şekerpınar location as equivalent to emission inputs.

⁴⁹In 2024, there was no natural gas consumption at the former headquarters-Scania & Sensat building as construction was ongoing.

⁵⁰Since there were no operations at the location, there was no consumption.

⁵¹There is no natural gas consumption at the location.

⁵²There is no natural gas consumption at the location.

⁵³There is no natural gas consumption at the location.

⁵⁴There is no natural gas consumption at the location.

⁵⁵There is no natural gas consumption at the location.

CLIMATE CHANGE AND ENVIRONMENT

Emissions and Energy

Energy, Consumption, and Savings Amounts by Fuel Type ESRS E1-6, GRI, and Others	Unit	2022	2023	2024	Remarks			
					Locations	ELECTRICITY CONSUMPTION (MWh)		
						2022	2023	2024
Electricity	MWh	4,656.95(**)	5,928.28(**)	5,628.61(*)	Şekerpınar Headquarters & Logistics Center	4,656.95	5,928.28	5,628.61
					Former Headquarters Scania & Sensat	427.09	254.63	398.73
					Gebze Scania	201.82	218.63	255.75
					Tuzla Scania	125.42	133.29	148.77
					Kartal Office Tower	159.93	160.98	187.19
					Maslak L&B	21.77	21.77	21.77
					Galataport D. Otomotiv +	40.64	43.60	46.06
					Turgutreis D-Marine ⁵⁶	0	0	13.78
					Göcek Industrial Shed	13.54	16.40	18.84
					Göcek Office	12.52	12.52	15.29
					Didim Office	n/a	0	4.67
					Total	5,659.69	6,790.09	6,739.46
					Total coal	MWh	0	0
Fuel Oil	MWh	0	0					

⁵⁶The operation start date of the location in mention is June 2024. Therefore, no consumption data are available for 2022 and 2023.

CLIMATE CHANGE AND ENVIRONMENT

Emissions and Energy

Energy, Consumption, and Savings Amounts by Fuel Type ESRS E1-6, GRI, and Others	Unit	2022	2023	2024	Remarks							
Diesel Fuel ⁵⁷	MWh	748.3(**)	921.7(**)	1,030.8(*)	Diesel Fuel Consumption (MWh) Amounts of Diesel Fuel Consumed in Generators							
					Locations	2022	2023	2024	Bölgeler	2022	2023	2024
					Şekerpınar Headquarters & Logistics Center	91.4	95.3	88.3	Şekerpınar Genel Müdürlük & Lojistik Tesis	8.540,0	8.902,0	8.252,0
					Former Headquarters Scania & Sensat	37.9	0	0	Eski Genel Müdürlük	3.538,0	0	0
					Gebze Scania	0	0	0	Gebze Scania	0	0	0
					Tuzla Scania	129.6	152.0	179.7	Tuzla Scania	12.108,2	14.206,0	16.793,0
					Kartal Office Tower	0	0	0	Kartal Ofis Kule	0	0	0
					Maslak L&B	0	0	0	Maslak L&B	0	0	0
					Galataport D. Otomotiv +	0	0	0	Galataport D.Otomotiv+	0	0	0
					Turgutreis D-Marine ⁵⁸	0	0	0	Turgutreis D-Marine	0	0	0
					Göcek Industrial Shed	0	0	0	Göcek Hangar	0	0	0
					Göcek Office	0	0	0	Göcek Ofis	0	0	0
					Didim Office	n/a	0	0	Didim Ofis	n/a	0	0
					VEHICLE FUEL CONSUMPTIONS				ARAÇ YAKIT KULLANIMLARI			
					ALL LOCATIONS	657.0	826.5	942.5	TÜM TESİSLER	61.398,1	77.240,8	88.083,0
					TOTAL 1 (Şekerpınar + all locations)	748.3	921.7	1,030.8	TOPLAM 1 (Şekerpınar + tüm tesisler)	69.938,1	86.142,8	96.335
					TOTAL 2 (All locations)	915.8	1,073.7	1,210.5	TOPLAM 2 (Tüm lokasyonlar)	85.584,3	100.348,8	113.128,0

⁵⁷Diesel fuel consumption from the generator at the Şekerpınar location and diesel consumption of vehicles across all locations have been taken into account. Work is ongoing to provide location-based breakdown data. At the Tuzla Scania location, diesel fuel is used not only for the generator but also for heating.

⁵⁸ The operation start date of the location in mention is June 2024. Therefore, no consumption data are available for 2022 and 2023.

CLIMATE CHANGE AND ENVIRONMENT

Emissions and Energy

Energy, Consumption, and Savings Amounts by Fuel Type ESRS E1-6, GRI, and Others	Unit	2022	2023	2024	Remarks			
Gasoline ⁵⁹	MWh	2,584.17(**)	3,208.29(**)	3,772.28(*)				
Consumption of Alternative Fuels (Biodiesel, Bioethanol, Hydrogen, Synthetic Fuels, etc.)	MWh	0	0	0				
Total	MWh	12,858.51(**)	15,057.55(**)	14,706.89(*)	Total Energy Consumption of the Şekerpınar Location (MWh)			
						2022	2023	2024
					Natural Gas	4,869.06	4,999.24	4,275.23
					Electricity	4,656.95	5,928.28	5,628.61
					Gasoline	2,584.17	3,208.30	3,772.28
					Diesel Fuel	748.34	921.73	1,030.78
	TOTAL	12,858.51	15,057.55	14,706.89				
Total consumption of energy derived from fossil sources	MWh	8,201.57	9,129.27	9,078.29	Total Consumption of Energy Derived from Fossil Sources (MWh)			
						2022	2023	2024
					Natural gas	4,869.06	4,999.24	4,275.23
					Gasoline	2,584.17	3,208.30	3,772.28
					Diesel fuel	748.34	921.73	1,030.78
	TOTAL	8,201.57	9,129.27	9,078.29				
Total consumption of energy derived from nuclear sources	MWh	0	0	0				
Percentage of consumption of energy derived from nuclear sources within total energy consumption	%	0	0	0				
Percentage of consumption of energy derived from fossil sources within total energy consumption	%	63.8	60.6	61.7				

⁵⁹ This is the total consumption data for all locations. Work is ongoing to provide location-based breakdown data.

CLIMATE CHANGE AND ENVIRONMENT

Emissions and Energy

Energy, Consumption, and Savings Amounts by Fuel Type ESRS E1-6, GRI, and Others	Unit	2022	2023	2024	Remarks					
Total Energy Savings	MWh	n/a	n/a	4,207.59	Şekerpınar Location Savings Amount(MWh)					
						2023	2024	2023-2024 SAVINGS DIFFERENCE	REMARKS	
					Natural Gas	4,999.24	4,275.23	724.02	A decrease in natural gas consumption occurred due to measures taken in climate control systems and the suspension of cafeteria use.	
					Electricity	5,928.28	5,628.61	299.68	A decrease in 2024 consumption occurred as a result of measures taken in the climate control system, LED conversion, and similar energy efficiency initiatives.	
					Subtotal	10,927.53	9,903.83	1,023.70		
					Solar Energy	4,191.92	4,337.00	-145.08	Production increased due to more favorable weather conditions and more frequent cleaning of solar panels.	
					TOTAL SAVINGS AMOUNT (Mwh)			1,168.78		
					TOTAL SAVINGS AMOUNT (GJ)			4,207.59		
Total Energy Savings	TL	n/a	n/a	2,400.661,45	Şekerpınar Location Savings Amount					
						2024-2023 SAVINGS DIFFERENCE (MWH)	CONVERSION	2024 AVERAGE TRY PRICE	AMOUNTS SAVED	
					NATURAL GAS	724.02	Sm ³	68,110.99	TRY 12.00	817,331.86
					ELECTRICITY	299.68	KWh	299,675.51	TRY 3.56	1,066,844.80
					TOTAL ENERGY GENERATED	145.08	KWh	145,080.00	TRY 3.56	516,484.80
TOTAL AMOUNT SAVED (TRY)					2,400,661.45					

CLIMATE CHANGE AND ENVIRONMENT

Emissions and Energy

Energy, Consumption, and Savings Amounts by Fuel Type ESRS E1-6, GRI, and Others	Unit	2022	2023	2024	Remarks																																																												
Enerji yoğunluğu ⁶⁰	MWh/TL	0,000145315	0,000100891	0,0000780883																																																													
Total renewable energy generated ⁶¹	MWh	3,011.7	4,191.9	4,337																																																													
					<table border="1"> <thead> <tr> <th></th> <th>2022 VERİLERİ</th> <th>2023 VERİLERİ</th> <th>2024 VERİLERİ</th> </tr> <tr> <th>Dönem</th> <th>GES SİSTEMİNİN ÜRETTİĞİ ENERJİ KWh</th> <th>GES SİSTEMİNİN ÜRETTİĞİ ENERJİ KWh</th> <th>GES SİSTEMİNİN ÜRETTİĞİ ENERJİ KWh</th> </tr> </thead> <tbody> <tr><td>Ocak</td><td></td><td>137.920,00</td><td>138.000,00</td></tr> <tr><td>Şubat</td><td></td><td>180.000,00</td><td>214.000,00</td></tr> <tr><td>Mart</td><td></td><td>270.000,00</td><td>264.000,00</td></tr> <tr><td>Nisan</td><td></td><td>374.000,00</td><td>395.000,00</td></tr> <tr><td>Mayıs</td><td>390.907,00</td><td>439.000,00</td><td>483.000,00</td></tr> <tr><td>Haziran</td><td>557.247,36</td><td>575.000,00</td><td>667.000,00</td></tr> <tr><td>Temmuz</td><td>643.854,59</td><td>643.000,00</td><td>619.000,00</td></tr> <tr><td>Ağustos</td><td>496.857,86</td><td>525.000,00</td><td>577.000,00</td></tr> <tr><td>Eylül</td><td>395.920,64</td><td>448.000,00</td><td>397.000,00</td></tr> <tr><td>Ekim</td><td>256.030,56</td><td>294.000,00</td><td>301.000,00</td></tr> <tr><td>Kasım</td><td>155.463,44</td><td>160.000,00</td><td>170.000,00</td></tr> <tr><td>Aralık</td><td>115.436,76</td><td>146.000,00</td><td>112.000,00</td></tr> <tr><td>TOPLAM</td><td>3.011.718,34</td><td>4.191.920,00</td><td>4.337.000,00</td></tr> </tbody> </table>		2022 VERİLERİ	2023 VERİLERİ	2024 VERİLERİ	Dönem	GES SİSTEMİNİN ÜRETTİĞİ ENERJİ KWh	GES SİSTEMİNİN ÜRETTİĞİ ENERJİ KWh	GES SİSTEMİNİN ÜRETTİĞİ ENERJİ KWh	Ocak		137.920,00	138.000,00	Şubat		180.000,00	214.000,00	Mart		270.000,00	264.000,00	Nisan		374.000,00	395.000,00	Mayıs	390.907,00	439.000,00	483.000,00	Haziran	557.247,36	575.000,00	667.000,00	Temmuz	643.854,59	643.000,00	619.000,00	Ağustos	496.857,86	525.000,00	577.000,00	Eylül	395.920,64	448.000,00	397.000,00	Ekim	256.030,56	294.000,00	301.000,00	Kasım	155.463,44	160.000,00	170.000,00	Aralık	115.436,76	146.000,00	112.000,00	TOPLAM	3.011.718,34	4.191.920,00	4.337.000,00
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CLIMATE CHANGE AND ENVIRONMENT

Emissions and Energy

Energy, Consumption, and Savings Amounts by Fuel Type ESRS E1-6, GRI, and Others	Unit	2022	2023	2024	Remarks																																																												
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Satın alınan yenilenebilir elektrik miktarı	MWh	0	0	0																																																													

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CLIMATE CHANGE AND ENVIRONMENT

Emissions and Energy

Energy, Consumption, and Savings Amounts by Fuel Type ESRS E1-6, GRI, and Others	Unit	2022	2023	2024	Remarks			
						2022 VERİLERİ	2023 VERİLERİ	2024 VERİLERİ
Total renewable energy generated ⁶⁴	MWh	3,011.7	4,191.9	4,337	Dönem	GES SİSTEMİNİN ÜRETTİĞİ ENERJİ KWh	GES SİSTEMİNİN ÜRETTİĞİ ENERJİ KWh	GES SİSTEMİNİN ÜRETTİĞİ ENERJİ KWh
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Self-generated, non-fuel, renewable energy consumption ⁶⁵	%	3,011.7	4,191.9	4,337	Dönem	GES SİSTEMİNİN ÜRETTİĞİ ENERJİ KWh	GES SİSTEMİNİN ÜRETTİĞİ ENERJİ KWh	GES SİSTEMİNİN ÜRETTİĞİ ENERJİ KWh
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CLIMATE CHANGE AND ENVIRONMENT

Emissions and Energy

Energy, Consumption, and Savings Amounts by Fuel Type ESRS E1-6, GRI, and Others	Unit	2022	2023	2024	Remarks			
Percentage of energy from renewable sources within total energy consumption	%	23.42	27.84	29.49	Percentage of Energy from Renewable Sources in Total Energy Consumption at the Şekerpınar Location			
					TOTAL CONSUMPTIONS OF (MWh)	2022	2023	2024
					Natural Gas	4,869.06	4,999.24	4,275.23
					Electricity	4,656.95	5,928.28	5,628.61
					Gasoline	2,584.17	3,208.30	3,772.28
					Diesel Fuel	748.34	921.73	1,030.78
					Total Consumption	12,858.51	15,057.55	14,706.89
					Total Energy generated by Solar Power Plant	3,011.72	4,191.92	4,337.00
Percentage	23.42%	27.84%	29.49%					
Percentage of electricity from renewable sources within total electricity consumption	%	64.67	70.71	77.05	Percentage of Electricity from Renewable Sources in Total Electricity Consumption at the Şekerpınar Location			
					Consumption	2022	2023	2024
					Consumption	4,656.95	5,928.28	5,628.61
					Production	3,011.72	4,191.92	4,337.00
Percentage	64.67%	70.71%	77.05%					
Amount of total energy sold	MWh	0	0	0				
Average fuel consumption of the total fleet	L/100 km	7	7	7				

CLIMATE CHANGE AND ENVIRONMENT

Emissions and Energy

Energy, Consumption, and Savings Amounts by Fuel Type ESRS E1-6, GRI, and Others	Unit	2022	2023	2024	Remarks			
Total Direct and Indirect Energy Consumption	Gj	46.290,65	54.207,18	52.944,81	Şekerpınar Location Total Energy Consumption			
						2022	2023	2024
					Natural Gas	4,869.06	4,999.24	4,275.23
					Electricity	4,656.95	5,928.28	5,628.61
					Gasoline	2,584.17	3,208.30	3,772.28
					Diesel Fuel	748.34	921.73	1,030.78
					Total	12,858.51	15,057.55	14,706.89
					GJ (1 MWh = 3,6 GJ)			
						2022	2023	2024
					Natural Gas	17,528.60	17,997.28	15,390.81
					Electricity	16,765.01	21,341.81	20,262.98
					Gasoline	9,303.02	11,549.87	13,580.19
					Diesel Fuel	2,694.02	3,318.22	3,710.83
					Total	46,290.65	54,207.18	52,944.81
Direct energy purchased	GJ	35,448.47	39,116.27	37,331.61	Direct Energy Purchased at the Şekerpınar Location			
						2022	2023	2024
					Natural Gas	4,869.06	4,999.24	4,275.23
					Electricity	4,656.95	5,928.28	5,628.61
					Gasoline	2,584.17	3,208.30	3,772.28
					Diesel Fuel	748.34	921.73	1,030.78
					Total Consumption	12,858.51	15,057.55	14,706.89
					Total Production (Logistics Center Solar Plant)	3,011.72	4,191.92	4,337.00
					Direct Energy Purchased (MWh)	9,846.80	10,865.63	10,369.89
					Direct Energy Purchased (GJ)	35,448.47	39,116.27	37,331.61

CLIMATE CHANGE AND ENVIRONMENT

Emissions and Energy

Yakıt Türüne Göre Enerji, Tüketim ve Tasarruf Miktarları ESRS E1-6, GRI ve diğer	Unit	2022	2023	2024	Açıklama				
Direct energy generated	GJ	10,842,19	15,090.91	15,613.20	Amount of Direct Energy Generated at the Şekerpınar Location				
					Total Production (Logistics Center Solar Plant) (Mwh)	3,011.72	4,191.92	4,337.00	GJ (1 MWh = 3,6 GJ)
					Total Production (Logistics Center Solar Plant) (GJ)	10,842.19	15,090.91	15,613.20	
Electricity Purchased	GJ	5,922.83	6,250.90	4,649.78	Amount of Non-Renewable Electricity Purchased at the Şekerpınar Location				
						2022	2023	2024	
					Total Electricity Consumed	4,656.95	5,928.28	5,628.61	
					Total Electricity Generated	3,011.72	4,191.92	4,337.00	
					Amount of Electricity Purchased	1,645.23	1,736.36	1,291.61	
					Amount of Non-Renewable Electricity Purchased at the Şekerpınar Location				
						2022	2023	2024	
					Total Electricity Consumed	4,656.95	5,928.28	5,628.61	
					Total Electricity Generated	3,011.72	4,191.92	4,337.00	
					Amount of Electricity Purchased	1,645.23	1,736.36	1,291.61	
Üretilen elektrik	GJ	10,842,19	15,090,91	15,613,20	Amount of Direct Energy Generated at the Şekerpınar Location				
					Total Production (Logistics Center Solar Plant) (Mwh)	3,011.72	4,191.92	4,337.00	GJ (1 MWh = 3,6 GJ)
					Total Production (Logistics Center Solar Plant) (GJ)	10,842.19	15,090.91	15,613.20	
Total electricity generated from nuclear energy	GJ	0	0	0					
Total electricity generated from coal	GJ	0	0	0					
Total electricity generated from gas	GJ	0	0	0					
Total electricity generated from combined cycle gas turbines (CCGT)	GJ	0	0	0					
Total electricity generated from biomass	GJ	0	0	0					
Total electricity generated from hydroelectric power	GJ	0	0	0					
Total electricity generated from geothermal energy	GJ	0	0	0					

CLIMATE CHANGE AND ENVIRONMENT

Emissions and Energy

Yakıt Türüne Göre Enerji, Tüketim ve Tasarruf Miktarları ESRS E1-6, GRI ve diğer	Unit	2022	2023	2024	Açıklama									
Total electricity generated from solar energy	GJ	10,842.19	15,090.91	15,613.20	Amount of Electricity Generated at the Şekerpınar Location <table border="1"> <tr> <td>Total Production (Logistics Center Solar Plant) (Mw)</td> <td>3,011.72</td> <td>4,191.92</td> <td>4,337.00</td> <td rowspan="2">GJ (1 MWh = 3,6 GJ)</td> </tr> <tr> <td>Total Production (Logistics Center Solar Plant) (GJ)</td> <td>10,842.19</td> <td>15,090.91</td> <td>15,613.20</td> </tr> </table>	Total Production (Logistics Center Solar Plant) (Mw)	3,011.72	4,191.92	4,337.00	GJ (1 MWh = 3,6 GJ)	Total Production (Logistics Center Solar Plant) (GJ)	10,842.19	15,090.91	15,613.20
Total Production (Logistics Center Solar Plant) (Mw)	3,011.72	4,191.92	4,337.00	GJ (1 MWh = 3,6 GJ)										
Total Production (Logistics Center Solar Plant) (GJ)	10,842.19	15,090.91	15,613.20											
Total electricity generated from wind energy	GJ	0	0	0										
Total electricity generated from other renewable energy sources	GJ	0	0	0										
Total renewable electricity generation, without distinction	GJ	10,842.19	15,090.91	15,613.20	Amount of Electricity Generated at the Şekerpınar Location <table border="1"> <tr> <td>Total Production (Logistics Center Solar Plant) (Mw)</td> <td>3,011.72</td> <td>4,191.92</td> <td>4,337.00</td> <td rowspan="2">GJ (1 MWh = 3,6 GJ)</td> </tr> <tr> <td>Total Production (Logistics Center Solar Plant) (GJ)</td> <td>10,842.19</td> <td>15,090.91</td> <td>15,613.20</td> </tr> </table>	Total Production (Logistics Center Solar Plant) (Mw)	3,011.72	4,191.92	4,337.00	GJ (1 MWh = 3,6 GJ)	Total Production (Logistics Center Solar Plant) (GJ)	10,842.19	15,090.91	15,613.20
Total Production (Logistics Center Solar Plant) (Mw)	3,011.72	4,191.92	4,337.00	GJ (1 MWh = 3,6 GJ)										
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Total primary renewable energy purchased and generated	GJ	10,842.19	15,090.91	15,613.20	Amount of Electricity Generated at the Şekerpınar Location <table border="1"> <tr> <td>Total Production (Logistics Center Solar Plant) (Mw)</td> <td>3,011.72</td> <td>4,191.92</td> <td>4,337.00</td> <td rowspan="2">GJ (1 MWh = 3,6 GJ)</td> </tr> <tr> <td>Total Production (Logistics Center Solar Plant) (GJ)</td> <td>10,842.19</td> <td>15,090.91</td> <td>15,613.20</td> </tr> </table>	Total Production (Logistics Center Solar Plant) (Mw)	3,011.72	4,191.92	4,337.00	GJ (1 MWh = 3,6 GJ)	Total Production (Logistics Center Solar Plant) (GJ)	10,842.19	15,090.91	15,613.20
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Total primary renewable energy purchased	GJ	0	0	0										
Total energy generated from primary renewable energy sources	GJ	10,842.19	15,090.91	15,613.20	Amount of Electricity Generated at the Şekerpınar Location <table border="1"> <tr> <td>Total Production (Logistics Center Solar Plant) (Mw)</td> <td>3,011.72</td> <td>4,191.92</td> <td>4,337.00</td> <td rowspan="2">GJ (1 MWh = 3,6 GJ)</td> </tr> <tr> <td>Total Production (Logistics Center Solar Plant) (GJ)</td> <td>10,842.19</td> <td>15,090.91</td> <td>15,613.20</td> </tr> </table>	Total Production (Logistics Center Solar Plant) (Mw)	3,011.72	4,191.92	4,337.00	GJ (1 MWh = 3,6 GJ)	Total Production (Logistics Center Solar Plant) (GJ)	10,842.19	15,090.91	15,613.20
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Percentage of grid or transmission losses reported by the Company	%	0	0	0										
Percentage of total energy generation from nuclear energy	%	0	0	0										

CLIMATE CHANGE AND ENVIRONMENT

Water Management⁶⁶

Water Withdrawal by Source ESRS E3-4, GRI, and Others	Unit	2022	2023	2024	Remarks																															
Municipal Water	m ³	24,008	27,456	30,181	<table border="1"> <thead> <tr> <th rowspan="2">Location</th> <th colspan="3">Water Consumption (m³)</th> </tr> <tr> <th>2022</th> <th>2023</th> <th>2024</th> </tr> </thead> <tbody> <tr> <td>Şekerpınar Headquarters & Logistics Center</td> <td>24,008</td> <td>27,456</td> <td>30,181</td> </tr> <tr> <td>Former HQ</td> <td>3,143</td> <td>2,825</td> <td>7,311</td> </tr> <tr> <td>Tuzla Scania</td> <td>616</td> <td>656</td> <td>604</td> </tr> <tr> <td>Gebze Scania</td> <td>1,855</td> <td>3,683</td> <td>3,982</td> </tr> <tr> <td>Total</td> <td>69,565</td> <td>75,295</td> <td>89,844</td> </tr> <tr> <td>Doğuş Oto</td> <td>39,943</td> <td>40,675⁶⁷</td> <td>47,766</td> </tr> </tbody> </table>	Location	Water Consumption (m ³)			2022	2023	2024	Şekerpınar Headquarters & Logistics Center	24,008	27,456	30,181	Former HQ	3,143	2,825	7,311	Tuzla Scania	616	656	604	Gebze Scania	1,855	3,683	3,982	Total	69,565	75,295	89,844	Doğuş Oto	39,943	40,675 ⁶⁷	47,766
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Surface Water (wetlands, rivers, lakes, seas, freshwater sources, etc.)	m ³	0	0	0																																
Groundwater (Well Water)	m ³	0	0	0																																
Rainwater	m ³	0	0	0																																
Water from Third-Party Sources (Purchased Water)	m ³	0	0	0																																
Total Water Withdrawal	m ³	24,008 ^(**)	27,456 ^(**)	30,181 ^(*)	<table border="1"> <thead> <tr> <th rowspan="2">Location</th> <th colspan="3">Water Consumption (m³)</th> </tr> <tr> <th>2022</th> <th>2023</th> <th>2024</th> </tr> </thead> <tbody> <tr> <td>Şekerpınar Headquarters & Logistics Center</td> <td>24,008</td> <td>27,456</td> <td>30,181</td> </tr> <tr> <td>Former HQ</td> <td>3,143</td> <td>2,825</td> <td>7,311</td> </tr> <tr> <td>Tuzla Scania</td> <td>616</td> <td>656</td> <td>604</td> </tr> <tr> <td>Gebze Scania</td> <td>1,855</td> <td>3,683</td> <td>3,982</td> </tr> <tr> <td>Total</td> <td>69,565</td> <td>75,295</td> <td>89,844</td> </tr> <tr> <td>Doğuş Oto</td> <td>39,943</td> <td>40,675⁶⁸</td> <td>47,766</td> </tr> </tbody> </table>	Location	Water Consumption (m ³)			2022	2023	2024	Şekerpınar Headquarters & Logistics Center	24,008	27,456	30,181	Former HQ	3,143	2,825	7,311	Tuzla Scania	616	656	604	Gebze Scania	1,855	3,683	3,982	Total	69,565	75,295	89,844	Doğuş Oto	39,943	40,675 ⁶⁸	47,766
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⁶⁶Work is ongoing to report water consumption data across all locations owned by Doğuş Otomotiv. In the 2024 Integrated Sustainability Report, water consumption has been provided for the Şekerpınar, Gebze, and Tuzla Scania locations as well as Doğuş Oto. For the relevant year column, the data from the Şekerpınar location have been reported as the main operational data. The data published in the 2023 Integrated Sustainability Report have been updated due to an error made inadvertently.

⁶⁷ The value provided in the 2023 Integrated Sustainability Report has been updated.

⁶⁸ The value provided in the 2023 Integrated Sustainability Report has been updated.

CLIMATE CHANGE AND ENVIRONMENT

Water Management

Fresh Water ESRS E3-4, GRI, and Others	Unit	2022	2023	2024
Amount of Fresh Water Withdrawn ⁶⁹	m ³	0	0	0

Amount of Water Recovered (Rainwater) ESRS E3-4, GRI, and Others	Unit	2022	2023	2024
Amount of Water Recovered (Rainwater)	m ³	0	0	0

Amount of Water Reused ESRS E3-4, GRI, and Others	Unit	2022	2023	2024
Amount of Water Reused	m ³	0	0	0

Water Withdrawal by Source ESRS E3-4, GRI, and Others	Unit	2022	2023	2024	Remarks																															
Receiving Environment	m ³	0	0	0																																
Wastewater Drainage Channel (municipal infrastructure, etc.)	m ³	24.008	27.456	30.181	<table border="1"> <thead> <tr> <th rowspan="2">Location</th> <th colspan="3">Water Consumption (m³)</th> </tr> <tr> <th>2022</th> <th>2023</th> <th>2024</th> </tr> </thead> <tbody> <tr> <td>Şekerpinar Headquarters & Logistics Center</td> <td>24,008</td> <td>27,456</td> <td>30,181</td> </tr> <tr> <td>Former HQ</td> <td>3,143</td> <td>2,825</td> <td>7,311</td> </tr> <tr> <td>Tuzla Scania</td> <td>616</td> <td>656</td> <td>604</td> </tr> <tr> <td>Gebze Scania</td> <td>1,855</td> <td>3,683</td> <td>3,982</td> </tr> <tr> <td>Total</td> <td>69,565</td> <td>75,295</td> <td>89,844</td> </tr> <tr> <td>Doğuş Oto</td> <td>39,943</td> <td>40,675⁷⁰</td> <td>47,766</td> </tr> </tbody> </table>	Location	Water Consumption (m ³)			2022	2023	2024	Şekerpinar Headquarters & Logistics Center	24,008	27,456	30,181	Former HQ	3,143	2,825	7,311	Tuzla Scania	616	656	604	Gebze Scania	1,855	3,683	3,982	Total	69,565	75,295	89,844	Doğuş Oto	39,943	40,675 ⁷⁰	47,766
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Non-Compliance Incidents Encountered Related to Discharge Limits	Sayı	0	0	0																																

⁶⁹Freshwater withdrawal is defined as water with a total dissolved solids concentration of 1,000 mg/L or less. Municipal water and groundwater withdrawal data have been included.

⁷⁰The value provided in the 2023 Integrated Sustainability Report has been updated.

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CLIMATE CHANGE AND ENVIRONMENT

Water Management

Water Consumption ESRS E3-4, GRI, and Others	Unit	2022	2023	2024	Remarks																															
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Rainwater	m ³	0	0	0																																
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CLIMATE CHANGE AND ENVIRONMENT

Water Management

Water Consumption ESRS E3-4, GRI, and Others	Unit	2022	2023	2024	Remarks																															
Water Recovery Rate	%	0	0	0																																
Water Intensity ⁷⁴	m ³ /TL	0,00027132	0,00018397	0,00016022																																
Total Consumption of Water Withdrawn from All Water-Stressed Areas ⁷⁵	m ³	24,008	27,456	30,181	<table border="1"> <thead> <tr> <th rowspan="2">Location</th> <th colspan="3">Water Consumption (m³)</th> </tr> <tr> <th>2022</th> <th>2023</th> <th>2024</th> </tr> </thead> <tbody> <tr> <td>Şekerpınar Headquarters & Logistics Center</td> <td>24,008</td> <td>27,456</td> <td>30,181</td> </tr> <tr> <td>Former HQ</td> <td>3,143</td> <td>2,825</td> <td>7,311</td> </tr> <tr> <td>Tuzla Scania</td> <td>616</td> <td>656</td> <td>604</td> </tr> <tr> <td>Gebze Scania</td> <td>1,855</td> <td>3,683</td> <td>3,982</td> </tr> <tr> <td>Total</td> <td>69,565</td> <td>75,295</td> <td>89,844</td> </tr> <tr> <td>Doğuş Oto</td> <td>39,943</td> <td>40,675</td> <td>47,766</td> </tr> </tbody> </table>	Location	Water Consumption (m ³)			2022	2023	2024	Şekerpınar Headquarters & Logistics Center	24,008	27,456	30,181	Former HQ	3,143	2,825	7,311	Tuzla Scania	616	656	604	Gebze Scania	1,855	3,683	3,982	Total	69,565	75,295	89,844	Doğuş Oto	39,943	40,675	47,766
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Doğuş Otomotiv 2024 Water Footprint⁷⁶

	Headquarters	Training	Logistics	Total (m ³)
Blue Water Footprint (m ³)	7,359.87	1,562.16	28,755.80	37,677.83
Green Water Footprint (m ³)	2,857.40	2,041.00	2,857.40	7,755.80
Grey Water Footprint (m ³)	58,878.96	12,497.30	230,046.38	301,422.63
Total (m³)	69,096.23	16,100.46	261,659.57	346,856.26

⁷⁴ Water Intensity: Total water consumption / Net revenue

⁷⁵ The water stress map can be accessed here.

⁷⁶ The water footprint of Doğuş Otomotiv has been calculated based on the data of the Şekerpınar Headquarters & Logistics Center location.

CLIMATE CHANGE AND ENVIRONMENT

Biodiversity

Number of facilities located in biodiversity conservation areas ESRS E4-5, GRI, and Others	Unit	2022	2023	2024
Legally Protected Areas	Number	0	0	0
UNESCO World Heritage Sites	Number	0	0	0
UNESCO Man and the Biosphere Program Reserves	Number	0	0	0
Ramsar Sites	Number	0	0	0
Key Biodiversity Areas ⁷⁷	Number	1	2	3
Others	Number	0	0	0

Resource Utilization and Circularity ⁷⁸

Materials Used for Packaging ⁷⁹ ESRS E5-4, GRI, and Others	Unit	2022	2023	2024
Plastic (e.g. plastic bags)	kg	37.16	2.61	8.06
Paper (e.g. paper bags)	kg	613.91	627.83	409.01
Packaging made from recycled materials	kg	0	0	0

⁷⁷In determining which facilities are located within Key Biodiversity Areas, the distance of each facility to the Key Biodiversity Area has been considered, and only those are classified very close (<2.5 km) and close (<5 km) have been included. The locations referred to are the D-Marine facilities.

⁷⁸The opening dates of the facilities are as follows: Göcek – 26.03.2021, Didim – 12.05.2023, Bodrum-Turgutreis – 27.05.2024.

⁷⁹The reported non-hazardous waste data represent the amount of waste generated at Doğuş Otomotiv's logistics center. In 2024, 80,652 kg of wood waste and 202,614 kg of paper-cardboard waste were generated at the logistics center location. Work is ongoing to separately report the hazardous and non-hazardous wastes generated at each location.

CLIMATE CHANGE AND ENVIRONMENT

Resource Use and Circularity

Hazardous Waste ESRS E5-5, GRI, and Others	Unit	2022	2023	2024	Remarks																											
Amount of waste recovered for energy purposes	kg	0	0	0																												
Amount of waste recycled	kg	2,791	930	1,389	<table border="1"> <thead> <tr> <th rowspan="2">Location</th> <th colspan="3">Amount of Recycled Waste (kg)</th> </tr> <tr> <th>2022</th> <th>2023</th> <th>2024</th> </tr> </thead> <tbody> <tr> <td>Şekerpınar Headquarters & Logistics Center</td> <td>2,791</td> <td>930</td> <td>1,389</td> </tr> <tr> <td>Tuzla Scania</td> <td>49,798</td> <td>59,281</td> <td>60,014</td> </tr> <tr> <td>Gebze Scania</td> <td>56,529</td> <td>72,169</td> <td>85,027</td> </tr> <tr> <td>Total</td> <td>106,118</td> <td>132,380</td> <td>146,430</td> </tr> <tr> <td>Doğuş Oto</td> <td>519,101</td> <td>493,812</td> <td>526,494</td> </tr> </tbody> </table>	Location	Amount of Recycled Waste (kg)			2022	2023	2024	Şekerpınar Headquarters & Logistics Center	2,791	930	1,389	Tuzla Scania	49,798	59,281	60,014	Gebze Scania	56,529	72,169	85,027	Total	106,118	132,380	146,430	Doğuş Oto	519,101	493,812	526,494
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Amount of waste sent to landfill/solid waste sites	kg	6,821	5.803	2,786	<table border="1"> <thead> <tr> <th rowspan="2">Location</th> <th colspan="3">Amount of waste sent to landfill/solid waste sites (kg)</th> </tr> <tr> <th>2022</th> <th>2023</th> <th>2024</th> </tr> </thead> <tbody> <tr> <td>Şekerpınar Headquarters & Logistics Center</td> <td>6,821</td> <td>5,803</td> <td>2,786</td> </tr> <tr> <td>Tuzla Scania</td> <td>2,904</td> <td>9,970</td> <td>11,145</td> </tr> <tr> <td>Gebze Scania</td> <td>8,568</td> <td>13,880</td> <td>21,230</td> </tr> <tr> <td>Total</td> <td>21,293</td> <td>29,653</td> <td>35,161</td> </tr> <tr> <td>Doğuş Oto</td> <td>186,829</td> <td>217,120</td> <td>150,022</td> </tr> </tbody> </table>	Location	Amount of waste sent to landfill/solid waste sites (kg)			2022	2023	2024	Şekerpınar Headquarters & Logistics Center	6,821	5,803	2,786	Tuzla Scania	2,904	9,970	11,145	Gebze Scania	8,568	13,880	21,230	Total	21,293	29,653	35,161	Doğuş Oto	186,829	217,120	150,022
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Doğuş Oto	186,829	217,120	150,022																													
Total amount of e-waste	kg	0	0	40																												
Amount of hazardous waste disposed of through other disposal methods ⁸⁰	kg	16	46	38																												
Total	kg	9,612(**)	6,733(**)	4,175(*)	<table border="1"> <thead> <tr> <th rowspan="2">Location</th> <th colspan="3">Total Hazardous Waste (kg)</th> </tr> <tr> <th>2022</th> <th>2023</th> <th>2024</th> </tr> </thead> <tbody> <tr> <td>Şekerpınar Headquarters & Logistics Center</td> <td>9,612</td> <td>6,733</td> <td>4,175</td> </tr> <tr> <td>Tuzla Scania</td> <td>52,702</td> <td>69,251</td> <td>71,159</td> </tr> <tr> <td>Gebze Scania</td> <td>65,097</td> <td>86,049</td> <td>106,257</td> </tr> <tr> <td>Total</td> <td>127,411</td> <td>162,033</td> <td>181,591</td> </tr> <tr> <td>Doğuş Oto</td> <td>705,930</td> <td>710,932</td> <td>676,516</td> </tr> </tbody> </table>	Location	Total Hazardous Waste (kg)			2022	2023	2024	Şekerpınar Headquarters & Logistics Center	9,612	6,733	4,175	Tuzla Scania	52,702	69,251	71,159	Gebze Scania	65,097	86,049	106,257	Total	127,411	162,033	181,591	Doğuş Oto	705,930	710,932	676,516
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⁸⁰ The values given represent the amount of medical waste disposed.

CLIMATE CHANGE AND ENVIRONMENT

Resource Use and Circularity

Non-hazardous Wastes ESRS E5-5, GRI, and Others	Unit	2022	2023	2024	Remarks			
Amount of waste recovered for energy purposes	kg	0	0	0				
Amount of waste recycled	kg	373,476	302,445	324,336	Location	Geri dönüştürülen tehlikesiz atık miktarı (kg)		
						2022	2023	2024
					Şekerpınar Headquarters & Logistics Center	373,476	302,445	324,336
					Tuzla Scania	29,857	65,477	41,799
					Gebze Scania	95,893	102,499	42,557
Total	499,226	470,421	408,692					
Amount of waste sent to landfill/solid waste sites	kg	0	0	0				
Total	kg	373,476(**)	302,445(**)	324,336(*)	Location	Toplam Tehlikesiz Atık (kg)		
						2022	2023	2024
					Şekerpınar Headquarters & Logistics Center	373,476	302,445	324,336
					Tuzla Scania	29,857	65,477	41,799
					Gebze Scania	95,893	102,499	42,557
Total	499,226	470,421	408,692					
Waste Recovery Rate	%	100	100	100				

CLIMATE CHANGE AND ENVIRONMENT

Resource Use and Circularity

Waste Management ESRS E5-5, GRI, and Others	Unit	2022	2023	2024	Remarks			
Total Amount of Waste	kg	383.088	309.178	328.511	Location			
					Total Waste (kg)			
					2022	2023	2024	
					Şekerpınar Headquarters & Logistics Center	383,088	309,178	328,511
					Tuzla Scania	82,559	134,728	112,958
Gebze Scania	160,990	188,548	148,814					
					Total			
					626,637	632,454	590,283	
Waste Recycling Rate ⁸¹	%	%98	%98	%99	Location			
					Waste Recycling Rate (%)			
					2022	2023	2024	
					Şekerpınar Headquarters & Logistics Center	98%	98%	99%
					Tuzla Scania	96%	93%	90%
Gebze Scania	95%	93%	86%					
					Total			
					97%	95%	94%	
Amount of Non-Recycled Waste	kg	6.821	5.803	2.786	Location			
					Amount of Non-Recycled Waste			
					2022	2023	2024	
					Şekerpınar Headquarters & Logistics Center	6,821	5,803	2,786
					Tuzla Scania	2,904	9,970	11,145
Gebze Scania	8,568	13,880	21,230					
					Total			
					21,293	29,653	35,161	

⁸¹ The waste recycling rate published in the 2023 Integrated Sustainability Report has been revised.

CLIMATE CHANGE AND ENVIRONMENT

Resource Use and Circularity

Waste Management ESRS E5-5, GRI, and Others	Unit	2022	2023	2024	Remarks																							
Percentage of non-recycled waste	%	2	2	1	<table border="1"> <thead> <tr> <th rowspan="2">Location</th> <th colspan="3">Waste Recovery Rate (%)</th> </tr> <tr> <th>2022</th> <th>2023</th> <th>2024</th> </tr> </thead> <tbody> <tr> <td>Şekerpınar Headquarters & Logistics Center</td> <td>2%</td> <td>2%</td> <td>1%</td> </tr> <tr> <td>Tuzla Scania</td> <td>4%</td> <td>7%</td> <td>10%</td> </tr> <tr> <td>Gebze Scania</td> <td>5%</td> <td>7%</td> <td>14%</td> </tr> <tr> <td>Total</td> <td>3%</td> <td>5%</td> <td>6%</td> </tr> </tbody> </table>	Location	Waste Recovery Rate (%)			2022	2023	2024	Şekerpınar Headquarters & Logistics Center	2%	2%	1%	Tuzla Scania	4%	7%	10%	Gebze Scania	5%	7%	14%	Total	3%	5%	6%
					Location		Waste Recovery Rate (%)																					
						2022	2023	2024																				
					Şekerpınar Headquarters & Logistics Center	2%	2%	1%																				
					Tuzla Scania	4%	7%	10%																				
Gebze Scania	5%	7%	14%																									
Total	3%	5%	6%																									

Industrial Wastes ⁸² ESRS E5-5, GRI, and Others	Unit	2022	2023	2024	Remarks																																							
Total Amount of Waste Engine Oil	kg	0	0	0	<table border="1"> <thead> <tr> <th rowspan="2">Location</th> <th colspan="3">Total Amount of Waste Engine Oil (kg)</th> </tr> <tr> <th>2022</th> <th>2023</th> <th>2024</th> </tr> </thead> <tbody> <tr> <td>Şekerpınar Headquarters & Logistics Center</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td>Tuzla Scania</td> <td>38,378</td> <td>52,394</td> <td>49,019</td> </tr> <tr> <td>Gebze Scania</td> <td>50,256</td> <td>63,649</td> <td>72,787</td> </tr> <tr> <td>D-Marine Göcek</td> <td>0</td> <td>0</td> <td>423</td> </tr> <tr> <td>DOAŞ Total</td> <td>88,634</td> <td>116,043</td> <td>122,229</td> </tr> <tr> <td>Doğuş Oto</td> <td>418,058</td> <td>397,787</td> <td>431,424</td> </tr> <tr> <td>Authorized Service Centers</td> <td>1,357,477</td> <td>1,341,032</td> <td>1,421,707</td> </tr> <tr> <td>Total</td> <td>1,864,169(**)</td> <td>1,854,862(**)</td> <td>1,975,360(*)</td> </tr> </tbody> </table>	Location	Total Amount of Waste Engine Oil (kg)			2022	2023	2024	Şekerpınar Headquarters & Logistics Center	0	0	0	Tuzla Scania	38,378	52,394	49,019	Gebze Scania	50,256	63,649	72,787	D-Marine Göcek	0	0	423	DOAŞ Total	88,634	116,043	122,229	Doğuş Oto	418,058	397,787	431,424	Authorized Service Centers	1,357,477	1,341,032	1,421,707	Total	1,864,169(**)	1,854,862(**)	1,975,360(*)
					Location		Total Amount of Waste Engine Oil (kg)																																					
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⁸² The waste amounts reported under this heading have been included in the hazardous and non-hazardous waste amounts according to their categories.

CLIMATE CHANGE AND ENVIRONMENT

Resource Use and Circularity

Industrial Wastes ESRS E5-5, GRI, and Others	Unit	2022	2023	2024	Remarks			
Total Amount of Waste Batteries	kg	2,791	930	1,389	Location			
					Total Amount of Waste Batteries (kg)			
					2022	2023	2024	
					Şekerpınar Headquarters & Logistics Center	2,791	930	1,389
					Tuzla Scania	5,867	3,942	8,675
					Gebze Scania	2,755	5,140	7,360
					DOAŞ Total	11,413	10,012	17,424
					Doğuş Oto	69,490	73,555	70,170
Authorized Service Centers	221,508	156,153	287,893					
Total	302,411	239,720	375,487					
Total Amount of Wood Waste	kg	155,317	113,053	80,652	Location			
					Total Amount of Wood Waste (kg)			
					2022	2023	2024	
					Şekerpınar Headquarters & Logistics Center	155,317	113,053	80,652
					Tuzla Scania	9,187	33,383	12,650
					Gebze Scania	49,540	47,565	11,746
DOAŞ Total	214,044	94,001	105,048					
Total Amount of Paper/Cardboard Waste	kg	154,726	153,609	202,614	Location			
					Total Amount of Paper/Cardboard Waste (kg)			
					2022	2023	2024	
					Şekerpınar Headquarters & Logistics Center	154,726	153,609	202,614
					Tuzla Scania	19,710	31,494	26,769
					Gebze Scania	44,453	53,154	28,571
DOAŞ Total	218,889	238,257	257,954					

CLIMATE CHANGE AND ENVIRONMENT

Resource Use and Circularity

Industrial Wastes ESRS E5-5, GRI, and Others	Unit	2022	2023	2024	Remarks			
Amount of Dead Stock	kg	23,570	21,627	44,685	Location	Dead Stock Characterization (kg)		
						2022	2023	2024
					Metal	8,707	8,415	21,768
					Plastic	2,371	2,806	4,238
					Paper	2,123	3,173	4,228
					Glass	7,680	6,373	6,694
					Total	23,570	21,627	44,685

Significant Spills GRI 306	Unit	2022	2023	2024
Total number of recorded significant spills (direct and accidental spills of oil, hydrocarbons, and other substances)	Number	0	0	0
Total volume of recorded significant spills (direct and accidental spills of oil, hydrocarbons, and other substances)	Thousand barrels	0	0	0

CLIMATE CHANGE AND ENVIRONMENT

Logistics Cage Export

EMISSIONS FROM LOGISTICS OPERATIONS – LOGISTICS CAGE EXPORT

YEAR	Annual Number of Semi-trailer Trucks Carrying Exported Volkswagens	CO ₂ Emissions (ton)
2022	463	909
2023	468	919
2024	492	966

VEHICLE DISTRIBUTION OPERATIONS

Year	Fuel Consumption (L)	CO ₂ Emissions (tons)	Number of Vehicles Sold	CO ₂ Emissions per Vehicle Sold (kg)
2022	3,750,000	9,823.3	103,044	92.85
2023	8,566,047	22,830.47	171,805	135
2024	12,608,262.22	33,603.9	186,226	180

OVERSEAS SPARE PARTS TRANSPORT OPERATIONS CO₂ EMISSIONS (tons)

Year	2022	2023	2024
MARS	1,513	1,881	1,808.992
EVOLOG	519	587	3,182.908
Total	2,032	2,738	4,991.9

CLIMATE CHANGE AND ENVIRONMENT

Scope 3 Emission Details

SCOPE 3 CATEGORY	2022 (tCO ₂ e)	2023 (tCO ₂ e)	2024 (tCO ₂ e)
Purchased goods and services	604.54	569.19	395.91(*)
Capital goods	n/a	n/a	n/a
Fuel- and energy-related activities (WTT)	487.46	540.89	553.01(*)
Inbound logistics	n/a	2,737.86	4,991.9(*)
Waste	7.04	6.04	6.31(*)
Business travel	737.56	1,267.77	677.8(*)
Employee commuting	161.57	194	323.09(*)
Leased assets (upstream)	n/a	n/a	n/a
Outbound logistics	12,027.65	24,965.2	35,631.06(*)
Processing of sold products	n/a	n/a	n/a
Use of sold products	n/a	n/a	n/a
End-of-life treatment of sold products	n/a	n/a	n/a
Leased assets (downstream)	n/a	n/a	n/a
Dealers	n/a	n/a	n/a
Investments	n/a	n/a	n/a

CLIMATE CHANGE AND ENVIRONMENT

Eco-Friendly Vehicles

	Sales Numbers (Retail)			CO ₂ Combined per Vehicle (g/km)		
	2022	2023	2024	2022	2023	2024
Volkswagen Passenger Cars	49,695	71,093	74,533	120	138	132
Volkswagen Commercial Vehicles	10,646	17,683	22,435	147	145	182
Audi	14,554	22,878	19,700	119	148	146
Porsche	668	1,158	1,203	162	158	124
Bentley	15	36	37	271	292	286
Lamborghini	14	22	22	292	324	346
SEAT	6,142	10,929	12,470	113	135	138
CUPRA	2,792	10,165	9,663	129	144	146
Total Sales / Averages of All Brands	84,526	133,964	140,063	123	141	143

METRICS

EMPLOYEES AND WORK ENVIRONMENT PERFORMANCE⁸³

Employee Profile

Employee Demographics ESRS S1-6, S1-9	Unit	2022	2023	2024
Number Of Doğuş Otomotiv Employees				
Female	Number	227(**)	255(**)	258(*)
Male	Number	444	484	516
Percentage of Female Employees	%	33.8(**)	34.5(**)	33.3(*)
Percentage of Female Executives	%	34.7(**)	36.5(**)	35.8(*)
Percentage of Male Employees	%	66.2	65.5	66.7
Total Number of Employees	Number	671	739	774
Average Number of Employees	Number	61	705	757
Number of Subcontracted Employees				
Female	Number	10	21	22
Male	Number	467	495	495
Percentage of Subcontracted Female Employees	%	2	4	4
Percentage of Subcontracted Male Employees	%	98	96	96
Total Number of Subcontracted Employees	Number	334	396	529
Percentage of Employees by Age Groups	%	Under 30: 22.65 Age 30-50: 67.21 Over 50: 10.13	Under 30: 25.03 Age 3a0-50: 63.60 Over 50: 11.37	Under 30: 23.39 Age 30-50: 64.99 Over 50: 11.63
Number of Part-time Employees	Number	0	0	0
Number of Full-time Employees		671	739	774
Number of Interns		42	52	67
Number of Employees by Category	Number	Board of Directors: 6 Senior Level Executives: 8 Mid-Level Executives: 46 Executives: 199 Officers / Asst. Officers / Specialists / Asst. Specialists: 203 Call Center: 58 Technical Staff: 99 Blue-Collar: 42 Others: 10	Board of Directors: 6 Senior Level Executives: 9 Mid-Level Executives: 50 Executives: 219 Officers / Asst. Officers / Specialists/ Asst. Specialists: 228 Call Center: 71 Technical Staff: 94 Blue-Collar: 47 Others: 15	Board of Directors: 6 Senior Level Executives: 10 Mid-Level Executives: 53 Executives: 232 Officers / Asst. Officers / Specialists/ Asst. Specialists: 236 Call Center: 69 Technical Staff: 102 Blue-Collar: 56 Others: 10

⁸³ The data published in the 2023 Integrated Sustainability Report have been revised for the items where differences in calculation methodology were determined.

METRICS

EMPLOYEES AND WORK ENVIRONMENT PERFORMANCE

Employee Profile

Employee Demographics ESRS S1-6, S1-9, GRI 2-7, GRI 401, GRI 402-1 and other	Unit	2022	2023	2024
Number Of Doğuş Otomotiv Employees				
Percentage of Employees Covered by Collective Bargaining Agreement	%	No collective bargaining agreement is in place	No collective bargaining agreement is in place	No collective bargaining agreement is in place
Total Number of Employees by Category	Number	Board of Directors: 6 Senior Level Executives: 8 Mid-Level Executives: 46 Executives: 199 Officers / Asst. Officers / Specialists/ Asst. Specialists: 203 Call Center: 58 Technical Staff: 99 Blue-Collar: 42 Others: 10	Board of Directors: 6 Senior Level Executives: 9 Mid-Level Executives: 50 Executives: 219 Officers / Asst. Officers / Specialists/ Asst. Specialists: 228 Call Center: 71 Technical Staff: 94 Blue-Collar: 47 Others: 15	Board of Directors: 6 Senior Level Executives: 10 Mid-Level Executives: 53 Executives: 232 Officers / Asst. Officers / Specialists/ Asst. Specialists: 236 Call Center: 69 Technical Staff: 102 Blue-Collar: 56 Others: 10
Number of Female Employees by Category	Number	Board of Directors: 2 Senior Level Executives: 1 Mid-Level Executives: 10 Executives: 69 Officers / Asst. Officers / Specialists/ Asst. Specialists: 92 Call Center: 36 Technical Staff: 7 Blue-Collar: 0 Others: 10	Board of Directors: 2 Senior Level Executives: 2 Mid-Level Executives: 10 Executives: 80 Officers / Asst. Officers / Specialists/ Asst. Specialists: 97 Call Center: 47 Technical Staff: 7 Blue-Collar: 0 Others: 10	Board of Directors: 2 Senior Level Executives: 1 Mid-Level Executives: 10 Executives: 83 Officers / Asst. Officers / Specialists/ Asst. Specialists: 101 Call Center: 44 Technical Staff: 7 Blue-Collar: 0 Others: 10
Percentage of Female Employees by Category	%	Board of Directors: 0.88 Senior Level Executives: 0.44 Mid-Level Executives: 4.41 Executives: 30.40 Officers / Asst. Officers / Specialists/ Asst. Specialists: 40.53 Call Center: 15.86 Technical Staff: 3.08 Blue-Collar: 0 Others: 4.41	Board of Directors: 0.78 Senior Level Executives: 0.78 Mid-Level Executives: 3.92 Executives: 31.37 Officers / Asst. Officers / Specialists/ Asst. Specialists: 38.04 Call Center: 18.43 Technical Staff: 2.75 Blue-Collar: 0 Others: 3.92	Board of Directors: 0.78 Senior Level Executives: 0.39 Mid-Level Executives: 3.88 Executives: 32.17 Officers / Asst. Officers / Specialists/ Asst. Specialists: 39.15 Call Center: 17.05 Technical Staff: 2.71 Blue-Collar: 0 Others: 3.88

METRICS

EMPLOYEES AND WORK ENVIRONMENT PERFORMANCE

Employee Profile

Employee Demographics ESRS S1-6, S1-9, GRI 2-7, GRI 401, GRI 402-1 and other	Unit	2022	2023	2024
Number Of Doğuş Otomotiv Employees				
Number of Male Employees by Category	Number	Board of Directors: 4 Senior Level Executives: 7 Mid-Level Executives: 36 Executives:130 Officers / Asst. Officers / Specialists/ Asst. Specialists: 111 Call Center:22 Technical Staff:92 Blue-Collar: 42 Others: 0	Board of Directors: 4 Senior Level Executives: 7 Mid-Level Executives: 40 Executives: 139 Officers / Asst. Officers / Specialists/ Asst. Specialists: 131 Call Center: 24 Technical Staff: 87 Blue-Collar: 47 Others: 5	Board of Directors: 4 Senior Level Executives: 9 Mid-Level Executives: 43 Executives: 149 Officers / Asst. Officers / Specialists/ Asst. Specialists: 135 Call Center: 25 Technical Staff: 95 Blue-Collar: 56 Others: 0
Percentage of Male Employees by Category	%	Board of Directors: 0.90 Senior Level Executives: 1.58 Mid-Level Executives: 8.11 Executives: 29.28 Officers / Asst. Officers / Specialists/ Asst. Specialists: 25 Call Center: 4.95 Technical Staff: 20.72 Blue-Collar: 9.46 Others: 0	Board of Directors: 0.83 Senior Level Executives: 1.45 Mid-Level Executives: 8.26 Executives: 28.72 Officers / Asst. Officers / Specialists/ Asst. Specialists: 27.07 Call Center: 4.96 Technical Staff: 17.98 Blue-Collar: 9.71 Others: 1.03	Board of Directors: 0.78 Senior Level Executives: 1.74 Mid-Level Executives: 8.33 Executives: 28.88 Officers / Asst. Officers / Specialists/ Asst. Specialists: 26.16 Call Center: 4.84 Technical Staff: 18.41 Blue-Collar: 10.85 Others: 0
Number of Employees Under 30 by Category	Number	Board of Directors: 0 Senior Level Executives: 0 Mid-Level Executives: 0 Executives: 0 Officers / Asst. Officers / Specialists/ Asst. Specialists: 99 Call Center: 42 Technical Staff: 4 Blue-Collar: 6 Others: 1	Board of Directors: 0 Senior Level Executives: 0 Mid-Level Executives: 0 Executives: 7 Officers / Asst. Officers / Specialists/ Asst. Specialists: 114 Call Center: 47 Technical Staff: 8 Blue-Collar: 8 Others: 1	Board of Directors: 0 Senior Level Executives: 0 Mid-Level Executives: 0 Executives: 8 Officers / Asst. Officers / Specialists/ Asst. Specialists: 113 Call Center: 41 Technical Staff: 9 Blue-Collar: 9 Others: 1

METRICS

EMPLOYEES AND WORK ENVIRONMENT PERFORMANCE

Employee Profile

Employee Demographics ESRS S1-6, S1-9, GRI 2-7, GRI 401, GRI 402-1 and other	Unit	2022	2023	2024
Number Of Doğuř Otomotiv Employees				
Percentage of Employees Under 30 by Category	%	Board of Directors: 0 Senior Level Executives: 0 Mid-Level Executives: 0 Executives: 0 Officers / Asst. Officers / Specialists/ Asst. Specialists: 65.13 Call Center: 27.63 Technical Staff: 2.63 Blue-Collar: 3.95 Others: 0.66	Board of Directors: 0 Senior Level Executives: 0 Mid-Level Executives: 0 Executives: 3.78 Officers / Asst. Officers / Specialists/ Asst. Specialists: 61.62 Call Center: 25.41 Technical Staff: 4.32 Blue-Collar: 4.32 Others: 0.454	Board of Directors: 0 Senior Level Executives: 0 Mid-Level Executives: 0 Executives: 4.42 Officers / Asst. Officers / Specialists/ Asst. Specialists: 62.43 Call Center: 22.65 Technical Staff: 4.97 Blue-Collar: 4.97 Others: 0.55
Number of Age 30-50 Employees by Category	Number	Board of Directors: 0 Senior Level Executives: 0 Mid-Level Executives: 38 Executives: 177 Officers / Asst. Officers / Specialists/ Asst. Specialists: 98 Call Center: 16 Technical Staff: 85 Blue-Collar: 29 Others: 8	Board of Directors: 0 Senior Level Executives: 1 Mid-Level Executives: 35 Executives: 183 Officers / Asst. Officers / Specialists/ Asst. Specialists: 106 Call Center: 24 Technical Staff: 78 Blue-Collar: 31 Others: 12	Board of Directors: 0 Senior Level Executives: 2 Mid-Level Executives: 38 Executives: 193 Officers / Asst. Officers / Specialists/ Asst. Specialists: 111 Call Center: 28 Technical Staff: 84 Blue-Collar: 39 Others: 8
Percentage of Age 30-50 Employees by Category	%	Board of Directors: 0 Senior Level Executives: 0 Mid-Level Executives: 8.43 Executives: 39.25 Officers / Asst. Officers / Specialists/ Asst. Specialists: %21.73 Call Center: %3.55 Technical Staff: %18.85 Blue-Collar: %6.43 Others: %1.77	Board of Directors: 0 Senior Level Executives: 0.21 Mid-Level Executives: 7.45 Executives: 38.94 Officers / Asst. Officers / Specialists/ Asst. Specialists: 22.55 Call Center: 5.11 Technical Staff: 16.60 Blue-Collar: 6.60 Others: 2.55	Board of Directors: 0 Senior Level Executives: 0.40 Mid-Level Executives: 7.55 Executives: 38.37 Officers / Asst. Officers / Specialists/ Asst. Specialists: 22.07 Call Center: 5.57 Technical Staff: 16.70 Blue-Collar: 7.75 Others: 1.59

METRICS

EMPLOYEES AND WORK ENVIRONMENT PERFORMANCE

Employee Profile

Employee Demographics ESRS S1-6, S1-9, GRI 2-7, GRI 401, GRI 402-1 and other	Unit	2022	2023	2024
Number Of Doğuř Otomotiv Employees				
Number of Employees Over 50 by Category	Number	Board of Directors: 6 Senior Level Executives: 8 Mid-Level Executives: 8 Executives: 22 Officers / Asst. Officers / Specialists/ Asst. Specialists: 6 Call Center: 0 Technical Staff: 10 Blue-Collar: 7 Others: 1	Board of Directors: 6 Senior Level Executives: 8 Mid-Level Executives: 15 Executives: 29 Officers / Asst. Officers / Specialists/ Asst. Specialists: 8 Call Center: 0 Technical Staff: 8 Blue-Collar: 8 Others: 2	Board of Directors: 6 Senior Level Executives: 8 Mid-Level Executives: 15 Executives: 31 Officers / Asst. Officers / Specialists/ Asst. Specialists: 12 Call Center: 0 Technical Staff: 9 Blue-Collar: 8 Others: 1
Percentage of Employees Over 50 by Category	%	Board of Directors: 8.82 Senior Level Executives: 11.76 Mid-Level Executives: 11.76 Executives: 32.25 Officers / Asst. Officers / Specialists/ Asst. Specialists: 8.82 Call Center: 0 Technical Staff: 14.71 Blue-Collar: 10.29 Others: 1.47	Board of Directors: 7.14 Senior Level Executives: 9.52 Mid-Level Executives: 17.86 Executives: 34.52 Officers / Asst. Officers / Specialists/ Asst. Specialists: 9.52 Call Center: 0 Technical Staff: 9.52 Blue-Collar: 9.52 Others: 2.38	Board of Directors: 6.67 Senior Level Executives: 8.89 Mid-Level Executives: 16.67 Executives: 34.44 Officers / Asst. Officers / Specialists/ Asst. Specialists: 13.33 Call Center: 0 Technical Staff: 10 Blue-Collar: 8.89 Others: 1.11

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EMPLOYEES AND WORK ENVIRONMENT PERFORMANCE

Employee Profile

Number of Employees by Contract Type ESRS S1-7, GRI 2-7, 2-10, GRI 401, GRI 402-1 and other	Unit	2022	2023	2024
Employment Contract of Indefinite Duration				
Female	Number	227	255	258
Male	Number	444	484	516
Total	Number	671	739	774
Temporary Employment Contract				
Female	Number	9	11	13
Male	Number	19	12	14
Total	Number	28	23	27
Number of Employees Covered by Collective Bargaining Agreement	Number	0	0	0

Number of Employees by Region ESRS S1-7, GRI 2-7, 2-10, GRI 401, GRI 402-1 and other	Unit	2022	2023	2024
Marmara				
Female	Number	225	253	254
Male	Number	436	477	507
Total	Number	661	730	761
Aegean				
Female	Number	2	2	4
Male	Number	8	7	9
Total	Number	10	9	13
Mediterranean				
Female	Number	0	0	0
Male	Number	0	0	0
Total	Number	0	0	0

Number of Employees by Contract Type ESRS S1-7, GRI 2-7, 2-10, GRI 401, GRI 402-1 and other	Unit	2022	2023	2024
Central Anatolian				
Female	Number	0	0	0
Male	Number	0	0	0
Total	Number	0	0	0
East Anatolian				
Female	Number	0	0	0
Male	Number	0	0	0
Total	Number	0	0	0
Southeastern Anatolian				
Female	Number	0	0	0
Male	Number	0	0	0
Total	Number	0	0	0
Black Sea				
Female	Number	0	0	0
Male	Number	0	0	0
Total	Number	0	0	0

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EMPLOYEES AND WORK ENVIRONMENT PERFORMANCE

Employee Profile

Total Number of Employees by Education Level ESRS S1-7	Unit	2022	2023	2024
Primary School				
Female	Number	1	1	0
Male	Number	18	18	17
Total	Number	19	19	17
High School⁸⁴				
Female	Number	20	23	24
Male	Number	141	147	158
Total	Number	161	170	182
University and Above				
Female	Number	206	231	234
Male	Number	285	319	341
Total	Number	491	550	575

Total Number of Employees by Age Group ESRS S1-7	Unit	2022	2023	2024
Female				
Under 30	Number	70	79	74
Age 30-50	Number	144	157	165
Over 50	Number	13	19	19
Total	Number	227	255	258
Male				
Under 30	Number	82	106	107
Age 30-50	Number	307	313	338
Over 50	Number	55	65	71
Total	Number	444	484	516

Average Number of Full-time Employees ESRS S1-6	Unit	2022	2023	2024
Average Number of Full-time White-Collar Employees				
Female	Number	223	251	253
Male	Number	325	360	380
Average Number of Full-time Blue-Collar Employees				
Female	Number	4	4	5
Male	Number	119	124	136

Working Hours by Years ESRS S1-7	Unit	2022	2023	2024
Female				
0-5 years	Number	92	108	110
5-10 years	Number	56	64	53
10 years and over	Number	79	83	95
Male				
0-5 years	Number	139	173	173
5-10 years	Number	106	96	115
10 years and over	Number	199	215	228
Average length of service of employees	Number	9.82	9.76	10.03

⁸⁴ Associate degree graduates are included.

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EMPLOYEES AND WORK ENVIRONMENT PERFORMANCE

Employee Profile

Board of Directors ESRS S1-6, S1-9, GRI 2-7, 2-10, GRI 401, GRI 402-1 and other	Unit	2022	2023	2024
Female				
Under 30	Number	0	0	0
Age 30-50	Number	0	0	0
Over 50	Number	2	2	2
Total	Number	2	2	2
Percentage of Female Executives	%	33.3	33.3	33.3
0-5 years of service	Number	1	0	0
5-10 years of service	Number	0	1	1
10 years or more of service	Number	1	1	1
Male				
0-5 years	Number	2	1	1
5-10 years	Number	1	2	2
10 years and over	Number	1	1	1
Under 30	Number	0	0	0
Age 30-50	Number	0	0	0
Over 50	Number	4	4	4
Total	Number	4	4	4
Percentage of Male Managers	%	67.7	66.7	66.7

Senior Level Executives ESRS S1-6, S1-9, GRI 2-7, 2-10, GRI 401, GRI 402-1 and other	Unit	2022	2023	2024
Female				
Under 30	Number	0	0	0
Age 30-50	Number	0	1	1
Over 50	Number	1	1	0
Total	Number	1	2	1
Percentage of Female Executives	%	22.2	22.2	10
0-5 years of service	Number	0	0	0
5-10 years of service	Number	0	0	0
10 years or more of service	Number	1	2	1
Male				
0-5 years	Number	0	0	0
5-10 years	Number	0	0	0
10 years and over	Number	7	7	10
Total	Number	7	7	10
Under 30	Number	0	0	0
Age 30-50	Number	0	0	1
Over 50	Number	7	7	9
Total	Number	7	7	9
Percentage of Male Managers	%	77.8	77.8	90

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Employee Profile

Medium Level Executives ESRS ESRS S1-6, S1-9, GRI 2-7, 2-10, GRI 401, GRI 402-1 and other	Unit	2022	2023	2024
Medium Level Executives				
Female				
Under 30	Number	0	0	0
Age 30-50	Number	9	8	8
Over 50	Number	1	2	2
Total	Number	10	10	10
Percentage of Female Executives	%	17.6	20	18.9
0-5 years of service	Number	0	0	1
5-10 years of service	Number	0	0	0
10 years or more of service	Number	10	10	9
Male				
0-5 years	Number	1	1	2
5-10 years	Number	4	3	3
10 years and over	Number	31	36	38
Under 30	Number	0	0	0
Age 30-50	Number	29	27	30
Over 50	Number	7	13	13
Total	Number	36	40	43
Percentage of Male Executives	%	82.4	80	81.1
Executives				
Female				
Under 30	Number	0	2	3

Age 30-50	Number	64	70	71
Over 50	Number	5	8	9
Total	Number	69	80	83
Percentage of Female Executives	%	34.5	36.5	35.8
0-5 years of service	Number	11	12	14
5-10 years of service	Number	21	27	22
10 years or more of service	Number	37	41	47
Male				
0-5 years	Number	24	30	32
5-10 years	Number	35	33	40
10 years and over	Number	72	76	77
Under 30	Number	0	5	5
Age 30-50	Number	113	113	122
Over 50	Number	17	21	22
Total	Number	130	139	149
Percentage of Male Executives	%	65.5	63.5	64.2

Number of Disabled Employees ESRS S1-12	Unit	2022	2023	2024
Female	Number	2	3	5
Male	Number	18	17	19
Total	Number	20	20	24
Number of disabled employees required to be employed as per legal obligation	Number	20	22	23
Percentage of disabled employees	%	3	3	3

METRICS

EMPLOYEES AND WORK ENVIRONMENT PERFORMANCE

Employee Profile

Recruited Employees ⁸⁵ ESRS S1-6, GRI 2-7, GRI 401, GRI 402-1 and other	Unit	2022	2023	2024
Female				
Under 30	Number	15	17	10
Age 30-50	Number	11	14	4
Over 50	Number	0	0	0
Total	Number	26	31	14
Percentage of newly recruited female employees	%	34,7	39,2	25
Male				
Under 30	Number	23	21	21
Age 30-50	Number	26	25	20
Over 50	Number	0	2	1
Total	Number	49	48	43
Distribution of newly recruited employees by age group	Number	Under 30:69 Age 30-50:27 Over 50:0	Under 30:65 Age 30-50:37 Over 50:1	Under 30:51 Age 30-50:30 Over 50:1
Distribution of newly recruited employees by age group	%	Under 30:69 Age 30-50:27 Over 50:0	Under 30:65 Age 30-50:37 Over 50:1	Under 30:51 Age 30-50:30 Over 50:1

Executives According to Level	Unit	2022	2023	2024
Senior Level Executives				
Female	Number	0	0	0
Male	Number	0	0	0
Total	Number	0	0	0
Medium Level Executives				
Female	Number	0	0	0
Male	Number	0	1	0
Total	Number	0	1	0
Executives				
Female	Number	3	5	1
Male	Number	9	6	8
Total	Number	12	11	9
Voluntary Leave⁸⁶ ESRS S1-6, GRI 401, GRI 402-1 and other	Unit	2022	2023	2024
Female				
Under 30	Number	14	2	11
Age 30-50	Number	8	6	7
Over 50	Number	0	0	2
Total	Number	22	8	20
Male				
Under 30	Number	11	9	8
Age 30-50	Number	22	9	8
Over 50	Number	3	3	1
Total	Number	36	21	17

⁸⁵ The number of hires includes permanent positions, transitions from internships to permanent positions, and transitions from DOP to DOS. Transitions from fixed-term to permanent positions on an annual basis are as follows: 45 fixed-term positions for 2022, 13 transitions from fixed-term to permanent positions; 43 fixed-term positions for 2023, 27 transitions from fixed-term to permanent positions; 42 fixed-term positions for 2024, 32 transitions from fixed-term to permanent positions.

⁸⁶ Refers to employees who leave their jobs voluntarily.

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Employee Profile

Executives According to Level	Unit	2022	2023	2024
Senior Level Executives				
Female	Number	0	0	1
Male	Number	0	0	0
Total	Number	0	0	0
Medium Level Executives				
Female	Number	0	0	1
Male	Number	2	0	0
Total	Number	2	0	1
Executives				
Female	Number	7	2	1
Male	Number	13	6	4
Total	Number	20	8	5

Tenure of Departed Employees ESRS S1-6, GRI 401, GRI 402-1 and other	Unit	2022	2023	2024
Female				
Under 30	Day	648	1.267	949
Age 30-50	Day	2.651	2.180	2.888
Over 50	Day	0	0	5.835
Total	Day	1.285	1.952	2.116
Male				
Under 30	Day	765	525	802
Age 30-50	Day	2.863	2.610	2.459
Over 50	Day	5.019	8.878	6.942
Total	Day	2.343	2.313	2.037

Positions Filled with Internal Candidates ESRS S1-6	Unit	2022	2023	2024
Female	Number	7	9	8
Male	Number	13	11	17
Total	Number	20	20	25
Number of internal promotions	Number	20	20	25
Internal promotion rate	%	67	67	74
Total number of promotions	Number	87	115	97
Number of female employees promoted	Number	31	45	38
Ratio of the number of employees promoted	%	12	15	12

Departed Employees ⁸⁷ ESRS S1-6, GRI 401, GRI 402-1 and other	Unit	2022	2023	2024
Female				
Under 30	Number	17	4	16
Age 30-50	Number	8	8	9
Over 50	Number	0	0	2
Total	Number	25	12	27
Male				
Under 30	Number	14	10	11
Age 30-50	Number	25	15	11
Over 50	Number	3	2	2
Total	Number	42	27	24

⁸⁷Resignations, retirements, retrenchments, transfers, separations and dismissals due to health reasons are included.

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EMPLOYEES AND WORK ENVIRONMENT PERFORMANCE

Employee Profile

Departed Employees ESRS S1-6	Unit	2022	2023	2024
Proportion of separated employees to total labour force	%	9,9	5,2	6,5
Total Number of Departed Employees	Number	67	39	51
Percentage of voluntary leavers	%	58	29	37
Percentage of Employees Departed through Dismissal	%	9	10	14

Executives According to Level	Unit	2022	2023	2024
Senior Level Executives				
Female	Number	0	0	1
Male	Number	0	0	0
Total	Number	0	0	1
Medium Level Executives				
Female	Number	0	0	1
Male	Number	3	0	0
Total	Number	3	0	1
Executives				
Female	Number	8	2	3
Male	Number	14	6	6
Total	Number	22	8	9
Number of all vacancies at senior, middle and executive level	Number	22	23	16

Employee Turnover Rates ESRS S1-6	Unit	2022	2023	2024
Employee Turnover Rate of Employees Leaving Voluntarily by Gender				
Female	%	9.7	3.1	7.8
Male	%	8.2	4.3	3.3
Employee Turnover Rate by Gender				
Female	%	11.1	4.7	10.5
Male	%	9.6	5.6	4.7
Voluntary Leave Employee Turnover Rate by Age				
Under 30	%	17.8	5.9	10.5
Age 30-50	%	6.2	3.4	3
Over 50	%	4.4	2.3	3.3
Employee Turnover Rate by Age				
Under 30	%	20	7.5	14.9
Age 30-50	%	7.3	4.9	4
Over 50	%	4.4	2.3	4.4
High potential employee turnover	%	n/a	4	0
Turnover rate of employees who leave voluntarily	%	8.6	4.1	4.9
Employee turnover rate	%	10	5.5	6.7
Voluntary employee turnover rate at Executive level	%	10	3.6	2.6
Employee turnover rate at Executive level	%	11	3.6	3.9
Employee turnover rate due to involuntary resignation (dismissal)	%	1.3	1.4	1.8

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EMPLOYEES AND WORK ENVIRONMENT PERFORMANCE

Maternity and Parental Leave

Maternity/Parental Leave ESRS S1-15	Unit	2022	2023	2024
Number of Employees on Maternity/Parental Leave				
Maternity Leave	Number	10	8	8
Paternity Leave	Number	14	15	9
Total	Number	24	23	17
Number of Employees Returning from Maternity/Paternity Leave				
Female	Number	10	7	7
Male	Number	14	15	9
Total	Number	24	22	16
Number of Employees Who Have Not Quit Their Job for the Last 12 Months After Returning from Maternity/Paternity Leave				
Female	Number	10	6	7
Male	Number	14	15	8
Total	Number	24	21	15
Rate of Return to Work after Maternity Leave				
Female	%	100	88	88
Male	%	100	100	100
Rate of return to work after maternity leave (Total)	%	100	94	94
Retention Rate after Maternity Leave				
Retention rate after maternity leave (Female)	%	100	88	88
Retention rate after maternity leave (Male)	%	No male employees on maternity leave	No male employees on maternity leave	No male employees on maternity leave
Retention rate after maternity leave (Total)	%	100	88	88

Duration of Parental Leave ESRS S1-11, S1-15	Unit	2022	2023	2024
Parental leave (paid leave) for female employees	Hafta	160	128	127
Parental leave (paid leave) for male employees	Gün	62.5	72	44

Employee Engagement

Commitment Survey Results ESRS S1, GRI 401, SASB ve Diğer	Unit	2022	2023	2024
Employee engagement score	%	72	n/a ⁸⁸	84

Backup Rate	Unit	2022	2023	2024
Backup Rate	%	n/a	90	76

⁸⁸ Employee engagement surveys are conducted regularly every two years. 2023 is not a survey year.

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EMPLOYEES AND WORK ENVIRONMENT PERFORMANCE

Performance Management

Performance Evaluation ESRS S1-13	Unit	2022	2023	2024
Blue-Collar				
Female	Number	4	4	5
Male	Number	117	123	134
Total	Number	121	127	139
White Collar				
Female	Number	217	242	247
Male	Number	310	340	372
Total	Number	527	582	619
Percentage of total employees receiving regular performance and career development reviews by gender	%	Female: 34 Male: 66	Female: 34.9 Male: 65.1	Female: 33.2 Male: 66.8
Percentage of employees participating in regular performance and career development reviews	%	96.5	95.9	97.9
Percentage of employees participating in regular performance and career development reviews by employee category	%	Board of Directors: 16.7 Senior Level Executives: 100 Mid-Level Executives: 97.8 Executives: 98.5 Officers / Asst. Officers / Specialists/ Asst. Specialists: 97.5 Call Center: 96.5 Technical Staff: 94.9 Blue-Collar: 97.6 Others: 90	Board of Directors: 16.7 Senior Level Executives: 100 Mid-Level Executives: 100 Executives: 98.2 Officers / Asst. Officers / Specialists/ Asst. Specialists: 97.3 Call Center: 95.7 Technical Staff: 96.8 Blue-Collar: 100 Others: 100	Board of Directors: 16.7 Senior Level Executives: 90 Mid-Level Executives: 100 Executives: 98.7 Officers / Asst. Officers / Specialists/ Asst. Specialists: 100 Call Center: 89.4 Technical Staff: 96 Blue-Collar: 96.4 Others: 100

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EMPLOYEES AND WORK ENVIRONMENT PERFORMANCE

Performance Management

Performance Evaluation ESRS S1-13	Unit	2022	2023	2024
Average number of employees participating in regular performance and career development reviews by employee category	Number	Board of Directors:1 Senior Level Executives: 8 Mid-Level Executives: 45 Executives:196 Officers / Asst. Officers / Specialists/ Asst. Specialists: 198 Call Center:56 Technical Staff: 94 Blue-Collar: 41 Others: 9	Board of Directors:1 Senior Level Executives:9 Mid-Level Executives: 50 Executives: 215 Officers / Asst. Officers / Specialists/ Asst. Specialists: 222 Call Center: 68 Technical Staff: 91 Blue-Collar: 47 Others: 15	Board of Directors: 1 Senior Level Executives: 9 Mid-Level Executives: 53 Executives: 229 Officers / Asst. Officers / Specialists/ Asst. Specialists: 236 Call Center: 61 Technical Staff: 98 Blue-Collar: 54 Others: 10
Percentage of non-permanent employees who participate in regular performance and career development reviews	%	0	0	0
Frequency of performance evaluation	Frequency	Annual	Annual	Annual

Remote Working ESRS S1-15	Unit	2022	2023	2024
Number of People Working Remotely				
Number	216	239	243	243
Number	272	293	315	315
Number	488	532	558	558
Number of Remote Working Days				
Number	69,855	43,762	45,367	45,367
Number	88,497	48,352	50,586	50,586
Number	158,352	92,114	95,953	95,953

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EMPLOYEES AND WORK ENVIRONMENT PERFORMANCE

Training and Development⁹⁰

Total Training Hours ESRS S1-13, GRI 404, GRI 401 ve Diğer	Unit	2022	2023	2024
Blue-Collar				
Female	Hour	16	22	113
Male	Hour	1,245	520	2,360
Total	Hour	1,261	542	2,473
White Collar				
Female	Hour	11,599	16,022	12,452
Male	Hour	14,844	15,562	15,557
Total	Hour	26,443	31,584	28,009
Training Hours by Gender				
Female	Hour	11,615	16,044	12,565
Male	Hour	16,089	16,082	17,880
Total	Hour	27,704(**)	32,126(**)	30,445(*)

Training Hours per Person ESRS S1-13, GRI 404, GRI 401 ve Diğer	Unit	2022	2023	2024
Blue-Collar				
Female	man/hour	4	4.4	18.83
Male	man/hour	10.04	5.41	17.48
Total	man/hour	9.85	5.37	17.53
White Collar				
Female	man/hour	47.34	60.46	42.94
Male	man/hour	40.89	46.87	36.35
Total	man/hour	43.49	52.90	40.12

Training Hours per Person ESRS S1-13, GRI 404, GRI 401 and Other	Unit	2022	2023	2024
Training Hours by Gender				
Female	man/hour	46.09	59.42	42.45
Male	man/hour	33.03	37.57	31.20
Average training hours per person per employee (Doğuş Otomotiv)	man/hour	37.49(**)	46.03(**)	32.84(*)

⁹⁰ Training data are calculated including fixed-term and trainees.

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EMPLOYEES AND WORK ENVIRONMENT PERFORMANCE

Training and Development

Total Training Hours by Executive Level ESS S1-13, GRI 404, GRI 401 ve Diğer	Unit	2022	2023	2024
Board of Directors	Hour	3	0	29
Senior Level Executives	Hour	67	22	146
Medium Level Executives	Hour	2,954	884	2,640
Executives	Hour	11,361	6,979	8,977
Officers/Asst. Officers/Specialists/Asst. Specialists/ Call Center Technical Staff Blue-Collar Others	Hour	Officers / Asst. Officers / Specialists/ Asst. Specialists:10,747 Call Center: 996 Technical Staff: 153 Blue-Collar: 1,218 Others: 205 Total: 27,704	Officers / Asst. Officers / Specialists/ Asst. Specialists: 9,510 Call Center: 13,735 Technical Staff: 136 Blue-Collar: 542 Others: 318 Total:32,126	Officers / Asst. Officers / Specialists/ Asst. Specialists:10,121 Call Center:4,898 Technical Staff: 31 Blue-Collar: .,473 Others: 1,130 Total: 30,445
Total	Hour	27,704(**)	32,126(**)	30,445(*)
Training Hours per Person by Executive Level ESRS S1-13, GRI 404, GRI 401 ve Diğer	Unit	2022	2023	2024
Board of Directors	man/hour	0.5	0	4.83
Senior Level Executives	man/hour	8.38	4.40	48.67
Medium Level Executives	man/hour	65.64	22.10	49.81
Executives	man/hour	56.81	27.37	39.03
Officers/Asst. Officers/Specialists/Asst. Specialists/ Call Center Technical Staff Blue-Collar Others	man/hour	Officers / Asst. Officers / Specialists/ Asst. Specialists: 50.22 Call Center: 14.23 Technical Staff: 8.5 Blue-Collar: 9.52 Others :4.10 Total: 37.49	Officers / Asst. Officers / Specialists/ Asst. Specialists: 41.89 Call Center: 185.61 Technical Staff:1.236 Blue-Collar: 5.37 Others:10.26 Total: 46.03	Officers / Asst. Officers / Specialists/ Asst. Specialists: 39.23 Call Center: 51.56 Technical Staff: 6.20 Blue-Collar: 17.54 Others: 8.31 Total: 32.84
Total	man/hour	37.49(**)	46.03(**)	32.84(*)

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EMPLOYEES AND WORK ENVIRONMENT PERFORMANCE

Training and Development

Total Training Hours by Age ESRS S1-13, GRI 404, GRI 401 ve Diğer	Unit	2022	2023	2024
Under 30	Hour	7,158	17,396	11,579
Age 30-50	Hour	19,294	13,794	17,519
Over 50	Hour	1,252	936	1,347
Total	Hour	27,704(**)	32,126(**)	30,445(*)

Training Hours per Person by Age ESRS S1-13, GRI 404, GRI 401 ve Diğer	Unit	2022	2023	2024
Under 30	man/hour	32.99	79.80	44.88
Age 30-50	man/hour	42.50	32.38	33.88
Over 50	man/hour	18.41	17.33	14.33
Total	man/hour	37.49(**)	46.03(**)	32.84(*)

Environmental Trainings ESRS S1-13, GRI 404 ve Diğer (Doğuş Otomotiv ve Doğuş Oto) ⁹¹	Unit	2022	2023	2024
Number of Participants				
Female	Person	Doğuş Otomotiv: 186	Doğuş Oto: 124	Doğuş Oto: 117
Male	Person	Doğuş Otomotiv: 251	Doğuş Oto: 596	Doğuş Oto: 440
Percentage of employees participating in training	%	Doğuş Otomotiv: 59	Doğuş Oto: 60	Doğuş Oto: 43.5
Number of Employee Trainings				
Female	Hour	Doğuş Otomotiv: 372	Doğuş Oto: 24,8	Doğuş Oto: 23,4
Male	Hour	Doğuş Otomotiv: 502	Doğuş Oto: 119	Doğuş Oto: 88
Total environmental trainings hours	Hour	Doğuş Otomotiv: 874	Doğuş Oto: 143.08	Doğuş Oto:111.4

⁹¹Environmental trainings are given alternately to Doğuş Otomotiv and Doğuş Oto employees. In 2025, it will be given to Doğuş Otomotiv employees.

⁹² The data published in the 2023 Integrated Sustainability Report has been revised.

METRICS

EMPLOYEES AND WORK ENVIRONMENT PERFORMANCE

Training and Development

Training Costs ESRS S1-13, GRI, 404, GRI 401 ve Diğer	Unit	2022	2023	2024
Total training costs	TL	2,928,762	7,835,656	16,477,392
Training costs per employee	TL	3,995	9,685.61	18,961
Training costs per employee by employee category	TL	Senior Level Executives:6,250 Mid-Level Executives:11,563 Executives:5,464 Officers / Asst. Officers / Specialists/ Asst. Specialists:4,329 Call Center:714 Technical Staff: 538 Blue-Collar:1.070 Others:300	Senior Level Executives: 55,555 Mid-Level Executives: 24,510 Executives: 12,536 Officers / Asst. Officers / Specialists/ Asst. Specialists: 11,684 Call Center: 1,259 Technical Staff: 2,777 Blue-Collar: 3,145 Others: 677	Senior Level Executives: 66,663 Mid-Level Executives: 68,066 Executives: 24,276 Officers / Asst. Officers / Specialists/ Asst. Specialists:20,488 Call Center: 4,337 Technical Staff: 2,941 Blue-Collar: 8,112 Others: 2,445

Volunteering ESRS S1, S3, GRI 401 ve Diğer	Unit	2022	2023	2024
Total hours spent by employees on volunteering activities	Hour	788	1,255	802
Number of employees participating in volunteering activities	Number	83	95	104
Total number of volunteering programmes conducted	Number	12	13	49
Percentage of the number of employees participating in volunteering programmes to the total number of employees	%	12.36	12.85	13.43

METRICS

EMPLOYEES AND WORK ENVIRONMENT PERFORMANCE

Training and Development

Programmes Prepared for Employees ESRS S1, ESRS S2, GRI 401, GRI 404 ve diğer	Unit	2022	2023	2024
Feedback received from employees because of training and programmes for employees. Number of participants, number of employees giving feedback, feedback	Number	299 employees filled in the online evaluation form, 85 employees were called by phone and feedback was received. The average score is 4.92 out of 5.	239 employees filled in the online evaluation form, 130 employees were called by phone and feedback was received. The average score is 4.80 out of 5	224 employees filled out the online evaluation form. The average score is 4.80 out of 5
Number of employees participating in programmes implemented to improve the skills of employees	Number	716	698	918
Percentage of the number of employees participating in programmes implemented to improve the skills of employees to the total number of employees	%	97	96	100

Employment GRI 401 ve diğer	Unit	2022	2023	2024
The minimum number of weeks of notice typically provided to employees and their representatives prior to the implementation of significant operational changes that may significantly affect them	Number	Our Company takes as a basis to act in accordance with legal obligations and good governance principles in important operational changes that may directly affect employees. In this context, employees and/or employee representatives are informed approximately 4 weeks prior to the implementation of the relevant changes. This notification process is important for open communication, participation and healthy execution of the adaptation process.		

METRICS

EMPLOYEES AND WORK ENVIRONMENT PERFORMANCE

Salary Ratios and Compensations

Pay Rates ESRS S1-9, S1-10, S1-13, ESRS 2, GRI 2-21, GRI 202, GRI, 405, SASB ve diğer	Unit	2022	2023	2024
Average hourly wage	TL	51.11	105.78	292.43
Percentage of non-permanent employees paid below the minimum wage (mandatory interns)	%	2	2.33	2.77
Percentage of employees paid below the applicable minimum wage standard (part-time employees)	%	0.4	0	0
Gender pay gap ⁹³	%	2.49	7.64	7.50
Annual total salary rate ⁹⁴	%	99(**)	98.33(**)	94.97(*)
Female/male pay ratio ⁹⁵	%	98,67	92,36	93,73
Total annual remuneration to employees	TL	227,537,645	476,806,688	982,420,837
Rate of increase in total annual remuneration of employees on an annual basis	%	92.38	95.51	80
Average cost per person	TL	27,371	53,592	104,214
Gross wage payments	TL	227,537.645	476,806,688	982,420,837
Catering	Mio TL	3.5	14	34.5
Company Shuttle	Mio TL	7.8	39	75.8
Health and life insurance	TL	5,876,156	17,319,502	33,998,414
Amount of expenses related to employee health and safety	TL	5,876,156	17,319,502	33,998,414
Rate of entry-level wage to minimum wage by gender	%	Male: 193.61 Female: 195.68	Male: 194.65 Female: 180.75	Male: 238.21 Female: 227.26

⁹³Average gross hourly wage level of male employees - average gross hourly wage level of female employees / Average gross hourly wage level of male employees x100

⁹⁴This ratio expresses the ratio of the 12-month total average salary paid to female employees to the 12-month total average salary paid to male employees during the reporting period. While calculating this ratio, the positions and ranks of the employees within the company were taken into consideration and the board of directors was excluded.

⁹⁵Average gross salary of women/average gross salary of men x100

METRICS

EMPLOYEES AND WORK ENVIRONMENT PERFORMANCE

Discrimination Cases

Discrimination and Human Rights Issues ESRS S1, S2, S3, S4, GRI 405, GRI 406, SASB ve diğer	Unit	2022	2023	2024
Number of cases of discrimination	Number	0	0	0
Number of serious human rights issues and incidents linked to workers	Number	0	0	0

Relations with the Local Community

Relations with the Local Community and Social Impact Assessment ESRS S3 ve diğer	Unit	2022	2023	2024
Total number of identified cases of violations involving the rights of the local community	Number	0	0	0

PERFORMANCE INDICATORS EMPLOYEES AND WORK ENVIRONMENT PERFORMANCE (DOĞUŞ OTO)⁹⁶

Employee Profile

Employee Demographics ESRS S1-6, S1-9	Unit	2022	2023	2024
Number of Doğuş Oto Employees				
Number of Doğuş Oto Employees	Number	245	205	213
Female	Number	245	205	213
Male	Number	1,106	869	909
Female Employee Ratio	%	22	19	19
Female Manager Ratio	%	30.8	34.4	32.5
Male Employee Ratio	%	78	81	81
Total Number of Employees	Number	1,351	1,074	1,122
Average Number of Employees	Number	1,347.5	1,213	1,176.5
Number of Employees by Age Groups	%	Under 30: 415 Ages 30-50: 880 Over 50: 56	Under 30: 316 Ages 30-50: 708 Over 50: 50	Under 30: 353 Ages 30-50: 707 Over 50: 62

Employee Demographics ESRS S1-6, S1-9	Unit	2022	2023	2024
Number of Doğuş Oto Employees				
Number of Part-Time Employees	Number	0	0	0
Number of Full-Time Employees	Number	1,351	1,074	1,122
Number of Interns	Number	129	125	156
Number of Employees by Category	Number	Senior Level Executive: 7 Mid-Level Executive: 15 Executive: 124 Specialist/Consultant: 325 Technician: 511 Officer: 304 Foreman: 64 Other: 1	Senior Level Executive: 7 Mid-Level Executive: 12 Executive: 100 Specialist/Consultant: 262 Technician: 402 Officer: 242 Foreman: 48 Other: 1	Senior Level Executive: 7 Mid-Level Executive: 13 Executive: 100 Specialist/Consultant: 428 Technician: 419 Officer: 104 Foreman: 50 Other: 1

⁹⁶ The data published in the 2023 Integrated Sustainability Report have been revised for the items where differences in calculation methodology were determined.

PERFORMANCE INDICATORS EMPLOYEES AND WORK ENVIRONMENT PERFORMANCE (DOĞUŞ OTO)

Employee Profile

Employee Demographics ESRS S1-6, S1-9	Unit	2022	2023	2024
Number of Doğuş Oto Employees				
Percentage of Employees by Category	%	Senior Level Executive: 0.52 Mid-Level Executive: 1.11 Executive: 9.18 Specialist/Consultant: 24.06 Technician: 37.82 Officer: 22.5 Foreman: 4.74 Other: 0.07	Senior Level Executive: 0.65 Mid-Level Executive: 1.12 Executive: 9.31 Specialist/Consultant: 24.39 Technician: 37.43 Officer: 22.53 Foreman: 4.47 Other: 0.09	Senior Level Executive: 0.62 Mid-Level Executive: 1.16 Executive: 8.91 Specialist/Consultant: 38.15 Technician: 37.34 Officer: 9.27 Foreman: 4.46 Other: 0.09
Percentage of Employees Covered by Collective Bargaining Agreement	%	No collective bargaining agreement is in place	No collective bargaining agreement is in place	No collective bargaining agreement is in place

Employee Demographics ESRS S1-6, S1-9	Unit	2022	2023	2024
Number of Doğuş Oto Employees				
Total Number of Employees by Category	Number	Senior Level Executive: 7 Mid-Level Executive: 15 Executive: 124 Specialist/Consultant: 325 Technician: 511 Officer: 304 Foreman: 64 Other: 1	Senior Level Executive: 7 Mid-Level Executive: 12 Executive: 100 Specialist/Consultant: 262 Technician: 402 Officer: 242 Foreman: 48 Other: 1	Senior Level Executive: 7 Mid-Level Executive: 13 Executive: 100 Specialist/Consultant: 428 Technician: 419 Officer: 104 Foreman: 50 Other: 1
Number of Female Employees by Category	Number	Senior Level Executive: 0 Mid-Level Executive: 3 Executive: 42 Specialist/Consultant: 84 Technician: 1 Officer: 114 Foreman: 0 Other: 1	Senior Level Executive: 0 Mid-Level Executive: 2 Executive: 39 Specialist/Consultant: 74 Technician: 0 Officer: 89 Foreman: 0 Other: 1	Senior Level Executive: 0 Mid-Level Executive: 2 Executive: 37 Specialist/Consultant: 119 Technician: 0 Officer: 54 Foreman: 0 Other: 1

PERFORMANCE INDICATORS EMPLOYEES AND WORK ENVIRONMENT PERFORMANCE (DOĞUŞ OTO)

Employee Profile

Employee Demographics ESRS S1-6, S1-9	Unit	2022	2023	2024
Number of DoğuŖ Oto Employees				
Percentage of Female Employees by Category	%	Senior Level Executive: 0 Mid-Level Executive: 1.22 Executive: 17.14 Specialist/Consultant: 34.29 Technician: 0.41 Officer: 46.53 Foreman: 0 Other: 0.41	Senior Level Executive: 0 Mid-Level Executive: 0.98 Executive: 19.02 Specialist/Consultant: 36.10 Technician: 0 Officer: 43.41 Foreman: 0 Other: 0.49	Senior Level Executive: 0 Mid-Level Executive: 0.94 Executive: 17.37 Specialist/Consultant: 55.87 Technician: 0 Officer: 25.25 Foreman: 0 Other: 0.47
Number of Male Employees by Category	Number	Senior Level Executive: 7 Mid-Level Executive: 12 Executive: 82 Specialist/Consultant: 241 Technician: 510 Officer: 190 Foreman: 64 Other: 0	Senior Level Executive: 7 Mid-Level Executive: 10 Executive: 61 Specialist/Consultant: 188 Technician: 402 Officer: 153 Foreman: 48 Other: 0	Senior Level Executive: 7 Mid-Level Executive: 11 Executive: 63 Specialist/Consultant: 309 Technician: 419 Officer: 50 Foreman: 50 Other: 0

Employee Demographics ESRS S1-6, S1-9	Unit	2022	2023	2024
Number of DoğuŖ Oto Employees				
Percentage of Male Employees by Category	%	Senior Level Executive: 0.63 Mid-Level Executive: 1.08 Executive: 7.41 Specialist/Consultant: 21.79 Technician: 46.11 Officer: 17.18 Foreman: 5.79 Other: 0	Senior Level Executive: 0.81 Mid-Level Executive: 1.15 Executive: 7.02 Specialist/Consultant: 21.63 Technician: 46.26 Officer: 17.61 Foreman: 5.52 Other: 0	Senior Level Executive: 0.77 Mid-Level Executive: 1.21 Executive: 6.93 Specialist/Consultant: 33.99 Technician: 46.09 Officer: 5.50 Foreman: 5.50 Other: 0
Number of Employees Under 30 by Category	Number	Senior Level Executive: 0 Mid-Level Executive: 0 Executive: 11 Specialist/Consultant: 89 Technician: 208 Officer: 106 Foreman: 1 Other: 0	Senior Level Executive: 0 Mid-Level Executive: 0 Executive: 10 Specialist/Consultant: 77 Technician: 156 Officer: 72 Foreman: 1 Other: 0	Senior Level Executive: 0 Mid-Level Executive: 0 Executive: 7 Specialist/Consultant: 115 Technician: 184 Officer: 46 Foreman: 1 Other: 0

PERFORMANCE INDICATORS EMPLOYEES AND WORK ENVIRONMENT PERFORMANCE (DOĞUŞ OTO)

Employee Profile

Employee Demographics ESRS S1-6, S1-9	Unit	2022	2023	2024
Number of Doğuş Oto Employees				
Percentage of Employees Under 30 by Category	%	Senior Level Executive: 0 Mid-Level Executive: 0 Executive: 2.65 Specialist/Consultant: 21.45 Technician: 50.12 Officer: 25.54 Foreman: 0.24 Other: 0	Senior Level Executive: 0 Mid-Level Executive: 0 Executive: 3.16 Specialist/Consultant: 24.37 Technician: 49.37 Officer: 22.78 Foreman: 0.32 Other: 0	Senior Level Executive: 0 Mid-Level Executive: 0 Executive: 1.98 Specialist/Consultant: 32.58 Technician: 52.15 Officer: 13.03 Foreman: 0.28 Other: 0
Number of Employees Aged Ages 30-50 by Category	Number	Senior Level Executive: 3 Mid-Level Executive: 13 Executive: 105 Specialist/Consultant: 232 Technician: 285 Officer: 187 Foreman: 54 Other: 1	Senior Level Executive: 3 Mid-Level Executive: 11 Executive: 83 Specialist/Consultant: 180 Technician: 230 Officer: 161 Foreman: 39 Other: 1	Senior Level Executive: 3 Mid-Level Executive: 10 Executive: 85 Specialist/Consultant: 304 Technician: 209 Officer: 57 Foreman: 38 Other: 0

Employee Demographics ESRS S1-6, S1-9	Unit	2022	2023	2024
Number of Doğuş Oto Employees				
Percentage of Employees Aged Ages 30-50 by Category	%	Senior Level Executive: 0.34 Mid-Level Executive: 1.48 Executive: 11.93 Specialist/Consultant: 26.36 Technician: 32.39 Officer: 21.25 Foreman: 6.14 Other: 0.11	Senior Level Executive: 0.42 Mid-Level Executive: 1.55 Executive: 11.72 Specialist/Consultant: 25.42 Technician: 32.49 Officer: 22.74 Foreman: 5.51 Other: 0.14	Senior Level Executive: 0.42 Mid-Level Executive: 1.41 Executive: 12.02 Specialist/Consultant: 43 Technician: 29.56 Officer: 8.06 Foreman: 5.37 Other: 0.14
Number of Employees Over 50 by Category	Number	Senior Level Executive: 4 Mid-Level Executive: 2 Executive: 8 Specialist/Consultant: 4 Technician: 18 Officer: 11 Foreman: 9 Other: 0	Senior Level Executive: 4 Mid-Level Executive: 1 Executive: 7 Specialist/Consultant: 5 Technician: 16 Officer: 9 Foreman: 8 Other: 0	Senior Level Executive: 4 Mid-Level Executive: 3 Executive: 8 Specialist/Consultant: 9 Technician: 26 Officer: 1 Foreman: 11 Other: 0

PERFORMANCE INDICATORS EMPLOYEES AND WORK ENVIRONMENT PERFORMANCE (DOĞUŞ OTO)

Employee Profile

Employee Demographics ESRS S1-6, S1-9	Unit	2022	2023	2024
Number of DoğuŖ Oto Employees				
Percentage of Employees Over 50 by Category	%	Senior Level Executive: 7.14 Mid-Level Executive: 3.57 Executive: 14.29 Specialist/Consultant: 7.14 Technician: 32.14 Officer: 19.64 Foreman: 16.07 Other: 0	Senior Level Executive: 8 Mid-Level Executive: 2 Executive: 14 Specialist/Consultant: 10 Technician: 32 Officer: 18 Foreman: 16 Other: 0	Senior Level Executive: 6.45 Mid-Level Executive: 4.84 Executive: 12.90 Specialist/Consultant: 14.52 Technician: 41.94 Officer: 1.61 Foreman: 17.74 Other: 0
Number of Subcontracted Employees				
Female	Number	179	141	135
Male	Number	253	333	392
Percentage of Subcontracted Female Employees	%	41.44	29.75	25.62
Percentage of Subcontracted Male Employees	%	58.56	70.25	74.38
Total Number of Subcontracted Employees	Number	432	474	527

Number of Employees by Contract Type ESRS S1-7	Unit	2022	2023	2024
Employment Contract of Indefinite Duration				
Female	Number	233	202	209
Male	Number	1,101	864	904
Total	Number	1,334	1,066	1,113
Temporary Employment Contract				
Female	Number	12	3	4
Male	Number	5	5	5
Total	Number	17	8	9
Number of Employees Covered by Collective Bargaining Agreement	Number	0	0	0

PERFORMANCE INDICATORS EMPLOYEES AND WORK ENVIRONMENT PERFORMANCE (DOĞUŞ OTO)

Employee Profile

Number of Employees by Region ESRS S1-7	Unit	2022	2023	2024
Marmara				
Female	Number	210	167	175
Male	Number	932	697	728
Total	Number	1,142	864	903
Aegean				
Female	Number	0	0	0
Male	Number	0	0	0
Total	Number	0	0	0
Mediterranean				
Female	Number	0	0	0
Male	Number	0	0	0
Total	Number	0	0	0

Number of Employees by Region ESRS S1-7	Unit	2022	2023	2024
Central Anatolian				
Female	Number	35	38	38
Male	Number	174	172	181
Total	Number	209	210	219
Eastern Anatolian				
Female	Number	0	0	0
Male	Number	0	0	0
Total	Number	0	0	0
Southeastern Anatolian				
Female	Number	0	0	0
Male	Number	0	0	0
Total	Number	0	0	0

PERFORMANCE INDICATORS EMPLOYEES AND WORK ENVIRONMENT PERFORMANCE (DOĞUŞ OTO)

Employee Profile

Number of Employees by Region ESRS S1-7	Unit	2022	2023	2024
Black Sea				
Female	Number	0	0	0
Male	Number	0	0	0
Total	Number	0	0	0
Total Number of Employees by Education Level ESRS S1-7				
Primary Education				
Female	Number	0	0	0
Male	Number	147	109	103
Total	Number	147	109	103
High School (including Associate Degree graduates)				
Female	Number	55	49	62
Male	Number	586	484	514
Total	Number	641	533	576

Total Number of Employees by Education Level ESRS S1-7	Unit	2022	2023	2024
University Degree and Above				
Female	Number	190	156	151
Male	Number	373	276	292
Total	Number	563	432	443
Total Number of Employees by Age Group ESRS S1-7				
Female				
Under 30	Number	103	77	69
Ages 30-50	Number	140	125	140
Over 50	Number	2	3	4
Total	Number	245	205	213

PERFORMANCE INDICATORS EMPLOYEES AND WORK ENVIRONMENT PERFORMANCE (DOĞUŞ OTO)

Employee Profile

Total Number of Employees by Age Group ESRS S1-7	Unit	2022	2023	2024
Male				
Under 30	Number	312	239	284
Ages 30-50	Number	740	583	567
Over 50	Number	54	47	58
Total	Number	1106	869	909
Average Number of Full-Time Employees ESRS S1-6				
Average Number of Full-Time White-Collar Employees				
Female	Number	244	205	213
Male	Number	493	290	414
Average Number of Full-Time Blue-Collar Employees				
Female	Number	1	0	0
Male	Number	613	479	495

Years of Service by Year ESRS S1-7	Unit	2022	2023	2024
Females				
0-5 years	Number	113	92	103
5-10 years	Number	68	56	51
10 years and above	Number	64	57	59
Males				
0-5 years	Number	380	320	375
5-10 years	Number	357	244	208
10 years and above	Number	369	305	326
Average Length of Service of Employees	Number	7.91	8.09	8.11
Senior Level Executives ESRS S1-6, S1-9				
Female				
Under 30	Number	0	0	0
Ages 30-50	Number	0	0	0
Over 50	Number	0	0	0
Total	Number	0	0	0

PERFORMANCE INDICATORS EMPLOYEES AND WORK ENVIRONMENT PERFORMANCE (DOĞUŞ OTO)

Employee Profile

Senior Level Executives ESRS S1-6, S1-9	Unit	2022	2023	2024
Percentage of Female Executives	%	0	0	0
0-5 years of service	Number	0	0	0
5-10 years of service	Number	0	0	0
10 years and above of service	Number	0	0	0
Male				
0-5 years of service	Number	0	0	0
5-10 years of service	Number	0	0	0
10 years and above of service	Number	7	7	7
Under 30	Number	0	0	0
Ages 30-50	Number	3	3	3
Over 50	Number	4	4	4
Total	Number	7	7	7
Percentage of Male Executives	%	100	100	100

Mid-Level Executives and Other Executives ESRS S1-6, S1-9	Unit	2022	2023	2024
Mid-Level Executives				
Female				
Under 30	Number	0	0	0
Ages 30-50	Number	3	2	1
Over 50	Number	0	0	1
Total	Number	3	2	2
Percentage of Female Mid-Level Executives	%	25	16,7	15,4
0-5 years of service	Number	0	0	0
5-10 years of service	Number	0	0	0
10 years and above of service	Number	3	2	2

PERFORMANCE INDICATORS EMPLOYEES AND WORK ENVIRONMENT PERFORMANCE (DOĞUŞ OTO)

Employee Profile

Mid-Level Executives and Other Executives ESRS S1-6, S1-9	Unit	2022	2023	2024
Male				
0-5 years of service	Number	0	0	0
5-10 years of service	Number	1	1	1
10 years and above of service	Number	11	9	10
Under 30	Number	0	0	0
Ages 30-50	Number	10	9	9
Over 50	Number	2	1	2
Total	Number	12	10	11
Percentage of Male Mid-Level Executives	%	75	83,3	84,6
Executives				
Female				
Under 30	Number	5	5	4
Ages 30-50	Number	35	32	31
Over 50	Number	2	2	2
Total	Number	42	39	37

Mid-Level Executives and Other Executives ESRS S1-6, S1-9	Unit	2022	2023	2024
Percentage of Female Executives	%	33,9	39	37
0-5 years of service	Number	10	8	9
5-10 years of service	Number	9	11	10
10 years and above of service	Number	23	20	18
Male				
0-5 years of service	Number	10	8	7
5-10 years of service	Number	22	17	17
10 years and above of service	Number	50	36	39
Under 30	Number	6	5	3
Ages 30-50	Number	70	51	54
Over 50	Number	6	5	6
Total	Number	82	61	63
Percentage of Male Executives	%	66,1	61	63

PERFORMANCE INDICATORS EMPLOYEES AND WORK ENVIRONMENT PERFORMANCE (DOĞUŞ OTO)

Employee Profile

Number of Employees with Disabilities ESRS S1-12	Unit	2022	2023	2024
Female	Sayı	3	2	2
Male	Sayı	38	32	33
Total	Sayı	41	34	35
Number of employees with disabilities required by law to be employed	Sayı	40	33	35
Percentage of employees with disabilities	%	3	3	3
Employee Turnover				
New Hires ESRS S1-6	Unit	2022	2023	2024
Female				
Under 30	Number	28	20	23
Ages 30–50	Number	18	12	19
Over 50	Number	0	0	0
Total	Number	46	32	42
Percentage of New Female Hires	%	22	20	21

New Hires ESRS S1-6	Unit	2022	2023	2024
Male				
Under 30	Number	79	88	117
Ages 30–50	Number	77	41	39
Over 50	Number	4	1	0
Total	Number	160	130	156
Distribution of New Hires by Age Group	Number	Under 30: 106 Ages 30-50: 96 Over 50: 4	Under 30: 108 Ages 30-50: 53 Over 50: 1	Under 30: 138 Ages 30-50: 60 Over 50: 0
Distribution of New Hires by Age Group	%	Under 30: 51,5 Ages 30-50: 46,6 Over 50: 1,9	Under 30: 66,7 Ages 30-50: 32,7 Over 50: 0,6	Under 30: 69,7 Ages 30-50: 30,3 Over 50: 0

PERFORMANCE INDICATORS EMPLOYEES AND WORK ENVIRONMENT PERFORMANCE (DOĞUŞ OTO)

Employee Turnover

New Hires by the Executive Level	Unit	2022	2023	2024
Senior Level Executives				
Female	Number	0	0	0
Male	Number	0	0	0
Total	Number	0	0	0
Mid-Level Executive				
Female	Number	0	0	0
Male	Number	0	0	0
Total	Number	0	0	0
Executive				
Female	Number	2	3	1
Male	Number	4	2	1
Total	Number	6	5	2

Voluntary Employee Turnover Numbers ⁹⁷ ESRS S1-6	Unit	2022	2023	2024
Female				
Under 30	Number	7	11	13
Ages 30-50	Number	21	17	19
Over 50	Number	0	0	0
Total	Number	28	28	32
Male				
Under 30	Number	35	46	32
Ages 30-50	Number	78	85	33
Over 50	Number	0	2	0
Total	Number	113	133	65

⁹⁷ Refers to employees who left work voluntarily.

PERFORMANCE INDICATORS EMPLOYEES AND WORK ENVIRONMENT PERFORMANCE (DOĞUŞ OTO)

Employee Turnover

By Executive Level	Unit	2022	2023	2024
Senior Level Executives				
Female	Number	0	0	0
Male	Number	0	0	0
Total	Number	0	0	0
Mid-Level Executives				
Female	Number	0	1	0
Male	Number	0	1	0
Total	Number	0	2	0
Executives				
Female	Number	9	1	2
Male	Number	2	17	0
Total	Number	11	18	2

Length of Service of Employees Leaving the Company ESRS S1-6	Unit	2022	2023	2024
Female				
Under 30	Days	699	798	613
Ages 30-50	Days	2,310	2,630	2,905
Over 50	Days	0	0	0
Total	Days	1,643	1,653	1,632
Male				
Under 30	Days	644	577	801
Ages 30-50	Days	2,838	3,373	2,326
Over 50	Days	0	4,858	3,520
Total	Days	1,849	2,163	1,566

PERFORMANCE INDICATORS EMPLOYEES AND WORK ENVIRONMENT PERFORMANCE (DOĞUŞ OTO)

Employee Turnover

Positions Filled with Internal Candidates ESRS S1-6	Unit	2022	2023	2024
Female	Number	11	5	32
Male	Number	18	14	58
Total	Number	29	19	90
Number of Internal Promotions	Number	29	19	90
Internal Promotion Rate	%	73	59	98
Total Number of Promotions⁹⁸	Number	71	52	634
Number of Female Employees Promoted ⁹⁹	Number	19	21	83
Promotion Rate ¹⁰⁰	%	1	2	7

Employees Leaving Work ¹⁰¹ ESRS S1-6	Unit	2022	2023	2024
Female				
Under 30	Number	24	39	20
Ages 30-50	Number	24	33	16
Over 50	Number	0	1	0
Total	Number	48	73	36
Male				
Under 30	Number	70	136	66
Ages 30-50	Number	72	212	48
Over 50	Number	0	16	6
Total	Number	142	364	120
Employee Turnover Rate by Total Workforce	%	15	17	14
Total Number of Employees Leaving the Company	Number	191	208	156
Percentage of Voluntary Turnovers	%	131	150	89
Percentage of Employees Leaving Company Whose Employee Contracts are Terminated	%	60	58	67

⁹⁸ In 2024, promotion rates increased due to changes in the position bracket structure.

⁹⁹ In 2024, promotion rates increased due to changes in the position bracket structure.

¹⁰⁰ In 2024, promotion rates increased due to changes in the position bracket structure.

¹⁰¹ Resignations, retirements, mutual terminations, transfers, departures due to health reasons, and dismissals are included.

PERFORMANCE INDICATORS EMPLOYEES AND WORK ENVIRONMENT PERFORMANCE (DOĞUŞ OTO)

Employee Turnover

By Executive Level	Unit	2022	2023	2024
Senior Level Executives				
Female	Number	0	0	0
Male	Number	0	0	0
Total	Number	0	0	0
Mid-Level Executives				
Female	Number	0	1	0
Male	Number	0	2	0
Total	Number	0	3	0
Executive				
Female	Number	4	5	2
Male	Number	11	34	2
Total	Number	15	39	4
Total Number of All Open Positions	Number	206	162	198

Employee Turnover Rates ESRS S1-6	Unit	2022	2023	2024
Voluntary Employee Turnover Rate by Gender				
Female	%	11.8	14.6	14.5
Male	%	9.2	13.8	6.3
Employee Turnover Rate by Gender				
Female	%	19.6	35	16.9
Male	%	12.8	41.9	13.2
Voluntary Employee Turnover Rate by Age				
Under 30	%	14	21.8	14.4
Ages 30–50	%	8.3	11.2	5.4
Over 50	%	0	4	0
Employee Turnover Rate by Age				
Under 30	%	22.6	43	24.3
Ages 30–50	%	10.9	29	9.1
Over 50	%	0	23	9.5
High-Potential Employee Turnover Rate	%	0	0	0

PERFORMANCE INDICATORS EMPLOYEES AND WORK ENVIRONMENT PERFORMANCE (DOĞUŞ OTO)

Employee Turnover

Employee Turnover Rates ESRS S1-6	Unit	2022	2023	2024
Voluntary Employee Turnover Rate	%	9.7	12.4	7.5
Employee Turnover Rate	%	14.1	36	13.2
Executive-Level Voluntary Employee Turnover Rate	%	7.5	16.5	1.7
Executive-Level Employee Turnover Rate	%	10.3	35	3.4
Involuntary Employee Turnover Rate (Dismissals)	%	4.4	22.7	5.7
Employee Circulation ¹⁰²	%	9.47	12.5	13.9
Percentage of Voluntary Turnover	%	9.7	12.4	8.1

Maternity and Parental Leaves

Maternity/Parental Leaves ESRS S1-15	Unit	2022	2023	2024
Number of Employees Taking Maternity/Parental Leave				
Maternity Leave	Number	12	10	3
Paternity Leave	Number	54	43	29
Total	Number	66	53	32
Number of Employees Returning from Maternity/Parental Leave				
Female	Number	10	9	3
Male	Number	54	43	29
Total	Number	64	52	32
Number of Employees Who Remained Employed for 12 Months After Returning from Maternity/Parental Leave				
Female	Number	8	9	3
Male	Number	45	36	28
Total	Number	53	45	31

¹⁰² Employee circulation: (Number of employees hired + Number of employees who left work) / Average number of employees during the period * 100

PERFORMANCE INDICATORS EMPLOYEES AND WORK ENVIRONMENT PERFORMANCE (DOĞUŞ OTO)

Maternity and Parental Leaves

Maternity/Parental Leaves ESRS S1-15	Unit	2022	2023	2024
Number of Employees Who Remained Employed for 12 Months After Returning from Maternity/Parental Leave				
Female	Number	8	9	3
Male	Number	45	36	28
Total	Number	53	45	31
Parental Leave Duration ESRS S1-11, S1-15				
Parental leave (paid leave) for female employees	Weeks	192	164	48
Parental leave (paid leave) for male employees	Days	263	213	136
Retention Rate After Maternity Leave				
Female	%	83	90	100
Male	%	Not applicable (no male employees took maternity leave)	Not applicable (no male employees took maternity leave)	Not applicable (no male employees took maternity leave)
Total Retention Rate After Maternity Leave	%	83	90	100

Employee Loyalty

Employee Loyalty Survey Results ESRS S1-15	Unit	2022	2023	2024
Employee loyalty score	%	62	n/a	75
Succession Rate				
Succession Rate	%	n/a	21	21
Performance Management				
Performance Reviews ESRS S1-13	Unit	2022	2023	2024
Blue-Collar				
Female	Number	1	0	0
Male	Number	587	460	481
Total	Number	588	460	481

PERFORMANCE INDICATORS EMPLOYEES AND WORK ENVIRONMENT PERFORMANCE (DOĞUŞ OTO)

Performance Management

Performance Reviews ESRS S1-13	Unit	2022	2023	2024
White-Collar				
Female	Number	223	188	198
Male	Number	467	361	392
Total	Number	690	549	590
Percentage of employees receiving regular performance and career development reviews, by gender	%	Female: 17.5 Male: 82.5	Female: 18.6 Male: 81.4	Female: 18.5 Male: 81.5
Percentage of employees participating in regular performance and career development reviews	%	94.9	83	91
Percentage of employees participating in regular performance and career development reviews, by employee category	%	Senior Level Executive: 100 Mid-Level Executive: 100 Executive: 93.3 Executive: 95.2 Specialist/Consultant: 94.8 Technician: 95.5 Foreman: 100 Officer: 91.4 Other: 100	Senior Level Executive: 100 Mid-Level Executive: 100 Executive: 97 Specialist/Consultant: 91.6 Technician: 95.8 Foreman: 97.9 Officer: 91.7 Other: 0	Senior Level Executive: 100 Mid-Level Executive: 100 Executive: 100 Specialist/Consultant: 95.3 Technician: 97.1 Foreman: 100 Officer: 88.5 Other: 100

Performance Reviews ESRS S1-13	Unit	2022	2023	2024
Beyaz Yakalı				
Average number of employees participating in regular performance and career development reviews, by employee category	Number	Senior Level Executive: 7 Mid-Level Executive: 14 Executive: 118 Specialist/Consultant: 308 Technician: 488 Foreman: 64 Officer: 278 Other: 1	Senior Level Executive: 7 Mid-Level Executive: 12 Executive: 97 Specialist/Consultant: 240 Technician: 385 Foreman: 47 Officer: 222 Other: 0	Senior Level Executive: 7 Mid-Level Executive: 13 Executive: 100 Specialist/Consultant: 408 Technician: 407 Foreman: 50 Officer: 92 Other: 1
Percentage of non-permanent employees participating in regular performance and career development reviews	%	0	0	0
Performance Review Frequency	Frequency	Once a year	Once a year	Once a year

PERFORMANCE INDICATORS EMPLOYEES AND WORK ENVIRONMENT PERFORMANCE (DOĞUŞ OTO)

Performance Management

Remote Work ESRS S1-15	Unit	2022	2023	2024
Number of Employees Working Remotely				
Female	Number	3	7	7
Male	Number	8	5	6
Total	Number	11	12	13
Number of Remote Working Days				
Female	Number	1,180	1,137	1,022
Male	Number	427	672	815
Total	Number	1,607	1,809	1,837
Training and Development¹⁰³				
Total Training Program Hours ESRS S1-13, GRI 404, GRI 401 and Others	Unit	2022	2023	2024
Blue-Collar				
Female	Hour	26	41	2
Male	Hour	6,395	9,524	11,151
Total	Hour	6,421	9,565	11,153

Training and Development

Total Training Program Hours ESRS S1-13, GRI 404, GRI 401 and Others	Unit	2022	2023	2024
White-Collar				
Female	Hour	11,723	7,028	9,648
Male	Hour	26,453	12,517	17,001
Total	Hour	38,176	19,545	26,649
Training Hours by Gender				
Female	Hour	11,749	7,069	9,650
Male	Hour	32,848	22,041	28,152
Total	Hour	44,597	29,110	37,802
Training Program Hours per Employee ESRS S1-13, GRI 404, GRI 401 and Others				
Blue-Collar				
Female	man/hour	13	20.5	2
Male	man/hour	10.23	19.20	21.40
Total	man/hour	10.24	19.21	21.36

¹⁰³ Training data have been calculated including employees with employment contracts of indefinite duration and interns.

PERFORMANCE INDICATORS EMPLOYEES AND WORK ENVIRONMENT PERFORMANCE (DOĞUŞ OTO)

Training and Development

Training Program Hours per Employee ESRS S1-13, GRI 404, GRI 401 and Others	Unit	2022	2023	2024
White-Collar				
Female	man/hour	46.52	33	40.70
Male	man/hour	43.80	25.54	32.69
Total	man/hour	44.59	27.80	49.93
Training Hours by Gender				
Female	man/hour	46.25	28.27	12.75
Male	man/hour	26.73	22.71	53.93
Average Training Hours per Employee (Doğuş Oto)	man/hour	30.07	24.24	29.07

Total Training Program Hours by Executive Level ESRS S1-13, GRI 404, GRI 401 and Others	Unit	2022	2023	2024
Senior Level Executive	Hours	6	1	60
Mid-Level Executive	Hours	1,906	190	655
Executive / Officer	Hours	7,816	6,638	3,566
Specialist/Consultant Foreman Officer Technician Other	Hours	Officer / Asst. Officer/ Specialist/ Asst. Specialist: 24,352 Call Center: 0 Technical Staff:4,065 Blue-Collar: 6,316 Other:136	Officer / Asst. Officer/ Specialist/ Asst. Specialist: 9,147 Call Center: 0 Technical Staff:3007 Blue-Collar: 9,569 Other:562	Specialist/ Consultant: 16,279 Officer: 3,802 Foreman: 1,420 Blue-Collar: 10,452 Other: 2,019
Total	Hours	44,597	29,110	38,253

PERFORMANCE INDICATORS EMPLOYEES AND WORK ENVIRONMENT PERFORMANCE (DOĞUŞ OTO)

Training and Development

Per Capita Training Program Hours by Executive Level ESRS S1-13, GRI 404, GRI 401 and Others	Unit	2022	2023	2024
Senior Level Executive	man/hour	3	1	10
Mid-Level Executive	man/hour	90.76	10.56	54.54
Executive/Officer	man/hour	62.53	66.38	36.39
Specialist/Consultant Foreman Officer Technician Other	man/hour	Officer / Asst. Officer/ Specialist/ Asst. Specialist: 75.16 Call Center: Technical Staff: 15.57 Blue-Collar: 10.07 Other: 1.11	Officer / Asst. Officer/ Specialist/ Asst. Specialist: 35.32 Call Center: Technical Staff: 13.31 Blue-Collar: 21.08 Other: 3.93	Specialist/ Consultant.: 36.01 Officer: 33.95 Foreman: 28.98 Blue-Collar: 25.43 Other: 11.47
Total	man/hour	30.07	24.24	29.07

Total Training Program Hours by Age ESRS S1-13, GRI 404, GRI 401 and Others	Unit	2022	2023	2024
Under 30	Hours	9,241	9,633	13,474
Ages 30-50	Hours	34,082	18,723	23,152
Over 50	Hours	1,274	754	1,176
Total	Hours	44,597	29,110	37,802
Per Capita Training Program Hours by Age ESRS S1-13, GRI 404, GRI 401 and Others	Unit	2022	2023	2024
Under 30	man/hour	17,63	21,84	27,55
Ages 30-50	man/hour	37,95	26,40	32,11
Over 50	man/hour	20,88	14,78	17,04
Total	man/hour	30,07	24,24	29,07

PERFORMANCE INDICATORS EMPLOYEES AND WORK ENVIRONMENT PERFORMANCE (DOĞUŞ OTO)

Training and Development

Training Cost ESRS S1-13, GRI, 404, GRI 401 and Others	Unit	2022	2023	2024
Total training cost	TRY	1,319,622	3,864,689	7,883,024
Training cost per employee	TRY	1,089	3,218	6,163
Training cost per employee by category	%	Senior Level Executive: 9,111 Mid-Level Executive: 11,847 Executive: 4,177 Officer / Asst. Officer/ Specialist/ Asst. Specialist: 1,384 Technical Staff: 322 Blue-Collar: 480	Senior Level Executive: 10,000 Mid-Level Executive: 40,468 Executive: 15,716 Officer / Asst. Officer/ Specialist/ Asst. Specialist: 3,640 Technical Staff: 1,622 Blue-Collar: 775	Senior Level Executive: 75,961 Mid-Level Executive: 33,584 Executive: 29,781 Consultant/ Specialist: 3,562 Officer: 7,788 Blue-Collar: 2,521 Foreman: 8,000 Other: 1,452

Employment GRI 401 and Others	Unit	2022	2023	2024
The minimum number of weeks' notice typically provided to employees and their representatives prior to the implementation of significant operational changes that could substantially affect them	Number	The statutory notice period of 2–8 weeks		
Salary Ratios and Compensations				
Salary Ratios ESRS S1-9, S1-10, S1-13, ESRS 2, GRI 2-21, GRI 202, GRI, 405, SASB and Others	Unit	2022	2023	2024
Average hourly wage	TRY	37.11	76.73	162.10
Percentage of non-permanent employees earning below minimum wage (mandatory interns)	%	8.38	8.39	9.24
Percentage of employees earning below the applicable minimum wage standard (part-time employees)	%	0.07	1.87	2.75

PERFORMANCE INDICATORS EMPLOYEES AND WORK ENVIRONMENT PERFORMANCE (DOĞUŞ OTO)

Salary Ratios and Compensations

Salary Ratios ESRS S1-9, S1-10, S1-13, ESRS 2, GRI 2-21, GRI 202, GRI, 405, SASB and Others	Unit	2022	2023	2024
Gender pay gap ¹⁰⁴	%	4.26	2.92	4.30
Female-to-male wage ratio ¹⁰⁵	%	103.92	97.08	95.71
Total annual wages paid to employees	TRY	184,261,528	346,959,798	690,073,345
Year-on-year growth rate of total annual wages paid to employees	%	95.23	105.02	88.40
Average wage per employee	TRY	11,319	23,341	51,372
Gross wage payments	TRY	184,261,528	346,959,798	690,073,345
Meal Allowance	TRY	10,354	38.5	68,314
Shuttle Service	TRY	17.22	50	100,888
Health and life insurance	TRY	7,667,357	29,898,183	48,729,669
Expenditures related to employees' health and safety	TRY	7,667,357	29,898,183	48,729,669
Ratio of entry-level wage to minimum wage by gender ¹⁰⁶	%	Male n/a Female 165.71	Male 167.85 Female n/a	Male 186.36 Female 160.51

Discrimination Cases

Discrimination and Human Rights- Related Incidents ESRS S1, S2, S3, S4, GRI 405, GRI 406, SASB and Others	Unit	2022	2023	2024
Number of discrimination cases	Number	0	0	0
Number of severe human rights breaches and incidents related to employees	Number	0	0	0
Relations with Local Communities and Social Impact Assessment				
Relations with Local Communities and Social Impact Assessment ESRS S3, and Others	Unit	2022	2023	2024
Total number of identified incidents related to violations of local community right	Number	0	0	0

¹⁰⁴ The average gross hourly wage level of male employees – the average gross hourly wage level of female employees / the average gross hourly wage level of male employees * 100

¹⁰⁵ Average gross wage of female employees / average gross wage of male employees * 100

¹⁰⁶ At the specialist level, there were no male hires in 2022 and no female hires in 2023.

METRICS

OCCUPATIONAL HEALTH AND SAFETY (DOĞUŞ OTOMOTİV)¹⁰⁷

Total Working Hours ESRS S1-14, GRI 403, SASB, and Others	Unit	2022	2023	2024
Doğuş Otomotiv Employee				
Female	Hours	631,688	688,072.50	721,065(*)
Male	Hours	1,214,753	1,287,420.00	1,375,830(*)
Total Working Hours	Hours	1,846,440	1,975,492.50	2,096,895(*)
Occupational Diseases ESRS S1-14, GRI 403, SASB, and Others				
Number of Occupational Diseases				
Female	Number	0	0	0
Male	Number	0	0	0
Occupational Disease Rate				
Female	%	0	0	0
Male	%	0	0	0

Number of Occupational Accidents Encountered ESRS S1-14, GRI 403, SASB, and Others	Unit	2022	2023	2024
Female	Number	1	8	8
Male	Number	13	10	22
Total Number of Accidents Encountered	Number	14	18	30
Number of Occupational Accidents with Lost-Time¹⁰⁸ ESRS S1-14, GRI 403, SASB, and Others				
Total Number of Occupational Injuries with Lost-Time	Number	4	1	10¹⁰⁹

¹⁰⁷ The data presented belongs to Doğuş Otomotiv employees.

¹⁰⁸ The data presented belongs to Doğuş Otomotiv employees.

¹⁰⁹ Following the return to the office working system after the pandemic, and as the increasingly internalized OHS culture encouraged employees to report incidents more candidly, the number of Occupational Injuries with Lost-Time increased compared to previous years.

METRICS

OCCUPATIONAL HEALTH AND SAFETY (DOĞUŞ OTOMOTİV)

Number of Occupational Accidents with Fatality ESRS S1-14, GRI 403, SASB, and Others	Unit	2022	2023	2024
Female	Number	0(**)	0(**)	0(*)
Male	Number	0(**)	0(**)	0(*)
Total Number of Occupational Accidents with Fatality	Number	0(**)	0(**)	0(*)
Absenteeism Due to Occupational Accidents ESRS S1-14, GRI 403, SASB, and Others				
	Unit	2022	2023	2024
Female	Days	0	0	0
Male	Days	0	0	0
Total Absenteeism Due to Occupational Accidents	Days	0	0	0

Lost-Day Rate¹¹⁰ ESRS S1-14, GRI 403, SASB, and Others	Unit	2022	2023	2024
Female	LDR	0	0	15.2(*)
Male	LDR	15.7	10.1	34.8(*)
Total Lost-Day Rate	LDR	15.7	10.1	50.0(*)
Lost-Time Injury Frequency Rate¹¹¹ ESRS S1-14, GRI 403, SASB, and Others				
	Unit	2022	2023	2024
Female	LTIFR	0(**)	0(**)	0.9(*)
Male	LTIFR	2.16(**)	0.5(**)	3.8(*)
Total Lost-Time Injury Frequency Rate	LTIFR	2.16(**)	0.5(**)	4.7(*)

¹¹⁰ Occupational accidents-related absenteeism / Total working hours * 1,000,000

¹¹¹ Number Occupational accidents-related of Lost-Time / Total working hours * 1,000,000. The values published in the 2023 Integrated Sustainability Report were updated in 2024 due to an error made by mistake.

METRICS

OCCUPATIONAL HEALTH AND SAFETY (DOĞUŞ OTOMOTİV)

Total Recordable Injury Frequency Rate ¹¹² ESRS S1-14, GRI 403, SASB, and Others	Unit	2022	2023	2024
Female	TRIFR	0.54(**)	4.04(**)	3.81(*)
Male	TRIFR	7.04(**)	5.06(**)	10.49(*)
Combined Total Recordable Injury Frequency Rate	TRIFR	7.58(**)	9.11(**)	14.30(*)

Number of Employees Working in Environments or Carrying Out Tasks with High Risk of Encountering Occupational Accidents or Contracting Occupational Disease ¹¹² ESRS S1-14, GRI 403, SASB, and Others	Unit	2022	2023	2024
Doğuş Otomotiv employees	Number	0	0	0

Occupational Accidents by Type of Injury ESRS S1-14, GRI 403, SASB, and Others	Unit	2022	2023	2024
Getting Cut	Number	1	3	5
Slipping/Falling	Number	3	2	6
Being Struck by a Falling Object	Number	0	0	0
Being Caught/Crushed	Number	1	0	3
Being Electrocuted	Number	5	5	5
Others	Number	4	8	11
Total Hours of OHS training programs at Doğuş Otomotiv	Hours	1.300(**)	5.588(**)	4.340(*)
OHS Training Hours per Employee	Hours	1,5	6,1	4,0

¹¹² Total number of recordable incidents (total number of accidents) / Total working hours * 1,000,000. The values published in the 2023 Integrated Sustainability Report were updated in 2024 due to an error made by mistake.

METRICS

OCCUPATIONAL HEALTH AND SAFETY (DOĞUŞ OTOMOTİV)

Supplementary Metrics ESRS S1-14, GRI 403, SASB, and Others	Unit	2022	2023	2024
Total Number of Employees Involved in Accidents ¹¹³	Number	14	18	30
Total Number of Employee Fatalities	Number	0	0	0
Total Recordable Injury Frequency Rate for DoğuŖ Otomotiv Employees ¹¹⁴	TRIFR	7.6(**)	9.1(**)	14.3(*)
Total Number of Accidents with Lost-Time	Number	4	1	10
Lost-Time Injury Frequency Rate (LTIFR) for DoğuŖ Otomotiv Employees ¹¹⁵	LTIFR	2.16(**)	0.5(**)	4.7(*)
Total Case Incident Rate ¹¹⁶	TCIR	1.5(**)	1.8(**)	2.8(*)
Near-Miss Frequency Rate ¹¹⁷	NMFR	0	0	0

Illness-Related Lost Day Rate¹¹⁸ ESRS S1-14, GRI 403, SASB, and Others	Unit	2022	2023	2024
Female	%	0.0002(**)	0.0003(**)	0.0002(*)
Male	%	0.0011(**)	0.0006(**)	0.0005(*)
Total	%	0.0014(**)	0.0009(**)	0.0008(*)
Occupational Diseases-Related Lost Day Rate¹¹⁸ ESRS S1-14, GRI 403, SASB, and Others	Unit	2022	2023	2024
Female	%	0	0	0
Male	%	0	0	0
Total	%	0	0	0
Number of Lost-Days Due to Work-Related Injuries ESRS S1-14, GRI 403, SASB, and Others	Unit	2022	2023	2024
Female	Number	0	0	32
Male	Number	29	20	73
Total	Number	29	20	105

¹¹³ This refers to the number of injury and fatality cases that occurred during the Company's working hours and were reported by employees. It includes all work-related incidents such as fatalities, illnesses, minor and major injuries, lost-time and non-lost-time accidents, medical treatment injuries (MTI), recordable and reportable incidents, and accidents employees were involved in while commuting to work.

¹¹⁴ Total Recordable Incident Rate (TRIFR) – DoğuŖ Otomotiv Employees: Total number of accidents (total accident count) / Total working hours * 1,000,000. This refers to the number of injuries and fatalities, including non-lost-time injuries, per one million hours worked. It includes all work-related incidents encountered by employees such as fatalities, illnesses, minor and major injuries, lost-time and non-lost-time accidents, medical treatment injuries (MTI), recordable and reportable incidents, and accidents employees were involved in while commuting to work.

¹¹⁵ Lost-Time Injury Frequency Rate (LTIFR): Number of lost-time accidents / Total working hours * 1,000,000.

¹¹⁶ TCIR (Total Case Incident Rate): Total number of recordable incidents / Total working hours * 200,000

¹¹⁷ Near-Miss Frequency Rate: Total number of near-miss cases / Total working hours * 1,000,000

¹¹⁸ Illness-related lost days / Total working hours

METRICS OCCUPATIONAL HEALTH AND SAFETY (DOĞUŞ OTOMOTİV)

Number of Lost-Days Due to Fatalities from Work-Related Illnesses ESRS S1-14, GRI 403, SASB, and Others	Unit	2022	2023	2024
Female	Number	0(**)	0(**)	0(*)
Male	Number	0(**)	0(**)	0(*)
Total	Number	0(**)	0(**)	0(*)
Number of Occupational Diseases-Related Lost-Days ESRS S1-14, GRI 403, SASB, and Others	Unit	2022	2023	2024
Female	Number	0(**)	0(**)	0(*)
Male	Number	0(**)	0(**)	0(*)
Total	Number	0(**)	0(**)	0(*)

METRICS OCCUPATIONAL HEALTH AND SAFETY (DOĞUŞ OTO)

Total Hours Worked ESRS S1-14, GRI 410, SASB and Others	Unit	2022	2023	2024
Doğuş Oto Employees				
Female	Hours	652,935	620,340	556,178
Male	Hours	2,940,218	2,666,595	2,415,473
Total Hours Worked	Hours	3,593,153	3,286,935	2,971,650
Occupational Diseases ESRS S1-14, GRI 410, SASB and Others	Unit	2022	2023	2024
Number of Doğuş Oto Employees Contracted an Occupational Disease				
Female	Number	0	0	0
Male	Number	0	0	0
Rate of Doğuş Oto Employees Contracted an Occupational Disease				
Female	%	0	0	0
Male	%	0	0	0

METRICS

OCCUPATIONAL HEALTH AND SAFETY (DOĞUŞ OTO)

Number of Accidents ESRS S1-14, GRI 410, SASB and Others	Unit	2022	2023	2024
Total Number of Accidents	Number	53	69	54
Number of Lost-Time Injuries¹¹⁹ ESRS S1-14, GRI 410, SASB and Others				
Total Number of Lost-Time Injuries	Number	22	28	24
Number of Fatal Injuries ESRS S1-14, GRI 410, SASB and Others				
Female	Number	0	0	0
Male	Number	0	0	0
Total Number of Fatal Injuries	Number	0	0	0
Doğuş Oto Employees				
Female	Number	0	0	0
Male	Number	0	0	0
Total	Number	0	0	0

Total Recordable Injury Frequency Rate¹²⁰ ESRS S1-14, GRI 410, SASB and Others	Unit	2022	2023	2024
Total Recordable Injury Frequency Rate	(TRIFR)	14.75	20.99	18.17
Absenteeism Due to Accidents ESRS S1-14, GRI 410, SASB and Others				
Total absenteeism due to accidents	Days	86	116	113
Lost Day Rate¹²¹ ESRS S1-14, GRI 410, SASB and Others				
Total Lost Day Rate	LDR	23.93441081	35.29123636	38.02601248
Lost-Time Injury Frequency Rate¹²² ESRS S1-14, GRI 410, SASB and Others				
Total lost-time injury frequency rate	LTIFR	6.122756253	8.518574295	8.076321236

¹¹⁹ Numbers provided are only Doğuş Oto employee numbers.

¹²⁰ Total employee accidents / Total employee working hours × 1,000,000

¹²¹ Absenteeism due to accidents / Total employee working hours × 1,000,000

¹²² Number of lost-time incidents due to occupational accidents / Total employee working hours × 1,000,000

METRICS

OCCUPATIONAL HEALTH AND SAFETY (DOĞUŞ OTO)

Number of Employees Working in Environments or Carrying Out Tasks with High Risk of Accidents or Occupational Disease ESRS S1-14, GRI 410, SASB and Others	Unit	2022	2023	2024
Total	Number	613	479	570
Injuries by Type of Incident ESRS S1-14, GRI 410, SASB and Others				
Number	n/a	14	10	24

Injuries by Type of Incident ESRS S1-14, GRI 410, SASB and Others	Unit	2022	2023	2024
Getting Cut	Number	n/a	14	10
Slipping/Falling	Number	n/a	6	4
Being Struck by a Falling Object	Number	n/a	0	3
Being Caught/Crushed	Number	n/a	3	10
Being Electrocuted	Number	n/a	20	5
Others	Number	n/a	26	22
Rate of Accidents with Fatality	Rate	0	0	0
OHS Training Programs ESRS S1-14, GRI 410, SASB and Others				
Total OHS Training Program Hours	Hour	1,152	6,840	4,704
OHS Training Hours per Employee	Hour	0.86	6.42	4.19

METRICS OCCUPATIONAL HEALTH AND SAFETY (DOĞUŞ OTO)

Supplementary Metrics ESRS S1-14, GRI 410, SASB and Others	Unit	2022	2023	2024
Total Recordable Injury Frequency Rate for Doğuş Oto Employees ¹²³	TRIFR	14.75027643	20.99220094	18.17172278
Total Number of Accidents ¹²⁴	Number	53	69	54
Total Number of Lost-Time Accidents	Number	22	28	24
Number of Employee-involved Accidents ¹²⁵	Number	53	69	54
Number of Employee Fatalities	Number	0	0	0
Number of Lost Workdays of Employees	Number	86	116	113
Lost-Time Injury Frequency Rate for Doğuş Oto Employees ¹²⁶	LTIFR	6.122756253	8.518574295	8.076321236

METRICS CORPORATE GOVERNANCE

Business Ethics ESRS 2, ESRS G1, GRI and Others	Unit	2022	2023	2024
Percentage of at-risk functions ¹²⁷ covered by anti-bribery and anti-corruption training programs	%	18.08	38.28	45
Monetary political contributions	TRY	0	0	0
In-kind political contributions	TRY	0	0	0
Total amount of internal and external lobbying expenditures	TRY	0	0	0
Amount ¹²⁸ paid for membership in lobbying associations	TRY	0	0	0

¹²³Total Recordable Incident Frequency Rate (Doğuş Oto employees): Total recordable employee accidents / total employee working hours × 1,000,000. This refers to the number of injuries and fatalities, including non-lost-time injuries, per one million hours worked. It includes all work-related incidents such as fatalities, illnesses, minor and major injuries, lost-time and non-lost-time accidents, medical treatment injuries (MTI), recordable and reportable incidents, and accidents employees were involved in while commuting to work.

¹²⁴ It includes all work-related incidents such as fatalities, illnesses, minor and major injuries, lost-time and non-lost-time accidents, medical treatment injuries (MTI), recordable and reportable incidents, and accidents employees were involved in while commuting to work. This refers to the total number of accidents including injuries of both Doğuş Oto employees and contractors' employees.

¹²⁵ This refers to the number of injuries and fatalities reported by employees. It includes all work-related incidents such as fatalities, illnesses, minor and major injuries, lost-time and non-lost-time accidents, medical treatment injuries (MTI), recordable and reportable incidents, and accidents employees were involved in while commuting to work.

¹²⁶ Lost-Time Injury Frequency Rate (LTIFR): Number of lost-time incidents / total employee working hours × 1,000,000.

¹²⁷ "At-risk functions" refers to functions that are considered to be exposed to the risk of corruption and bribery due to their duties and responsibilities.

¹²⁸ There is no direct lobbying activity in Türkiye. During the year, Doğuş Otomotiv did not engage in any lobbying activities or any collaboration related to the development of public policies. Doğuş Otomotiv does not provide any in-kind or monetary support to any political party or entity. Doğuş Otomotiv holds memberships in industry associations. The total amount of membership fees paid was 899,664 TRY in 2022, 869,439 TRY in 2023, and 1,036,229 TRY in 2024.

METRICS CORPORATE GOVERNANCE

Corporate Governance ESRS 2, ESRS G1, GRI ve diğer	Unit	2022	2023	2024
Number of board members	Number	6	6	6
Number of executive board members	Number	1	1	1
Number of independent board members	Number	2	2	2
Number of female board members	Number	2	2	2
Number of male board members	Number	4	4	4
Percentage of female board members	%	33.3	33.3	33.3
Number of board members with undergraduate degree	%	100	100	100

Corporate Governance ESRS 2, ESRS G1, GRI ve diğer	Unit	2022	2023	2024
Number of board members with master's degree	%	100	100	100
Number of board members with PhD degree	%	0	0	0
Number of board members with post-doctoral research experience	%	0	0	0
Number of board meetings	Number	12	12	12
Attendance rate of board members at board meetings	%	Emir Ali Bilaloğlu: 100 Gür Çağdaş: 58 Koray Arıkan: 100 Özlem Denizmen Kocatepe: 100 Adalet Yasemin Akad: 100 Adnan Memiş: 100	Emir Ali Bilaloğlu: 100 Gür Çağdaş: 50 Koray Arıkan: 100 Özlem Denizmen Kocatepe: 83 Adalet Yasemin Akad: 100 Adnan Memiş: 92	Emir Ali Bilaloğlu: 100 Gür Çağdaş: 33 Koray Arıkan: 100 Özlem Denizmen Kocatepe: 92 Adalet Yasemin Akad: 100 Adnan Memiş: 92
Percentage of maximum voting or ownership rights allowed	%	100	100	100
Total number of proposals submitted to the highest governance body during the reporting period	Number	744 approved, 666 implemented	287 approved, 258 implemented	535 approved, 523 implemented
Total number of complaints submitted to the highest governance body during the reporting period ¹²⁹	Number	5	10	6

¹²⁹ Etik Hatta gelen ihbarlardan işlem yapılan ihbar sayısı alınmıştır.

METRICS CORPORATE GOVERNANCE

Corporate Governance ESRS 2, ESRS G1, GRI ve diğer	Unit	2022	2023	2024
Total number of whistleblowing cases submitted to the highest governance body during the reporting period. ¹³⁰	Number	5	10	6
Total remuneration paid to all senior executives	Mio TRY	488 ¹³¹	1.649 ¹³²	1.075 ¹³³
Average share price ¹³⁴	TL	64.17	164.05	238.58
Earnings per share	TL	78.19 ¹³⁵	141.61 ¹³⁶	34.70 ¹³⁷
Hasılat artışı	%	92	69	(13)

Indirect Economic Impact and Taxation GRI 201 ve GRI 207	Unit	2022	2023	2024
Total monetary value of government financial assistance	TRY	0	0	0
Total amount of tax deductions and tax credits	TRY	0	0	0
Total amount of subsidies	TRY	0	0	0
Local employment of senior management	%	100	100	100
Total amount of investment grants, R&D grants and other related grants	TRY	0	0	0
Total amount of significant infrastructure investments and services supported	TRY	0	0	0
Total amount of taxes paid ¹³⁸	TRY	4,666,459	8,546,644	4,176,137
R&D Investment amount	TRY	0	0	0

¹³⁰ Among the complaints received through the Ethics Hotline, the number of those acted upon has been provided only.

¹³¹ The number of reports processed from reports received by the Ethics Hotline has been obtained.

¹³² Presented in terms of purchasing power as of 31.12.2023.

¹³³ Presented in terms of purchasing power as of 31.12.2024.

¹³⁴ Presented in terms of purchasing power as of 31.12.2024.

¹³⁵ The values for 2022 and 2023 have been updated due to the retrospective adjustment of the share price following dividend distribution.

¹³⁶ Presented in terms of purchasing power as of 31.12.2023.

¹³⁷ Presented in terms of purchasing power as of 31.12.2024.

¹³⁸ Presented in terms of purchasing power as of 31.12.2024.

METRICS CORPORATE GOVERNANCE

Market Presence GRI 202	Unit	2022	2023	2024
Ratio of entry-level wage to minimum wage, by gender	%	Male: 193.61 Female: 195.68	Male: 194.65 Female: 180.75	Male: 238.21 Female: 227.26
Anti-Corruption GRI 205, ESRS G1	Unit	2022	2023	2024
Total number of operations assessed for risks related to corruption	Number	29	34	30
Total percentage of operations assessed for risks related to corruption	%	42	47	41
Total number of members of the governance body (board, committee, etc.) to whom anti-corruption policies and procedures were communicated	Number	6	6	6
Total percentage of members of the governance body (board, committee, etc.) to whom anti-corruption policies and procedures were communicated	%	100	100	100

METRICS FINANCIAL PERFORMANCE

	Unit	2022	2023	2024
Green OpEx ¹³⁹	TRY thousand	145	181	98,117
Green CapEx ¹⁴⁰	TRY thousand	n/a	126,783	86,796
Environmental taxes ¹⁴¹	TRY thousand	128	203	245
Amount of environmental fines	TRY	0	0	0
Expected cost savings from climate change mitigation actions ¹⁴²	TRY thousand	n/a	n/a	4,039
Gross profit margin	%	20.9	21.5	16.0
EBITDA margin	%	19.9	18.7	9.8
EBIT margin	%	18.9	17.8	8.6
Net profit margin	%	17.9	13.2	4.1
Total sales volume ¹⁴³	Number	85,928	138,303	145,368

¹³⁹ Presented in terms of purchasing power as of 31.12.2024.

¹⁴⁰ Presented in terms of purchasing power as of 31.12.2024.

¹⁴¹ Presented in terms of purchasing power as of 31.12.2024.

¹⁴² Presented in terms of purchasing power as of 31.12.2024.

¹⁴³ Except for Škoda, wholesale.

METRICS FINANCIAL PERFORMANCE

	Unit	2022	2023	2024
Passenger Cars	Number	93,344	151,322	161,600
Net sales	TRY million	127,757	215,478	188,375
EBITDA	TRY million	25,479	40,205	18,448
Net profit	TRY million	22,905	28,532	7,643
Total assets	TRY million	71,599	97,985	92,209
Working capital	TRY million	26,333	45,007	40,677
Net sales	TRY million	127,757	215,478	188,375
Gross profit	TRY million	26,670	46,389	30,232
Operating expenses – OpEx	TRY million	2,538	7,939	13,989
Operating expenses / Sales	%	2.0	3.7	7.4
EBIT	TRY million	24,132	38,449	16,244
ROA	%	32.0	29.1	8.3
ROE	%	50.2	47.2	13.7

	Unit	2022	2023	2024
Net financial debt / Equity	TRY million	5.1	7.5	4.8
Net sales	TRY million	127,757	215,478	188,375
Amount paid to shareholders ¹⁴⁴	TRY million	2,900	3,750	11,200
Corporate tax expense	TRY million	4,666	8,547	4,176
Social investments	TRY million	19	157	2,459
Payments to suppliers	TRY million	2,913	10,093	7,227
Revenue	TRY million	127,757	215,478	188,375
Cash flows from operating activities	TRY million	2,881	14,446	13,646
Gross profit from commercial operations	TRY million	26,670	46,389	30,232
Net financial debt	TRY million	2,315	4,529	2,691
Total assets	TRY million	71,599	97,985	92,209

¹⁴³Nominal amounts not adjusted for inflation accounting.

METRICS FINANCIAL PERFORMANCE

Number of Sales				
	Unit	2022	2023	2024
Passenger Cars	Number	93,344	151,322	161,600
Volkswagen	Number	49,695	71,093	74,533
Audi	Number	14,554	22,878	19,700
SEAT	Number	6,142	10,929	12,470
CUPRA	Number	2,792	10,165	9,663
Škoda	Number	19,464	35,041	43,972
Porsche	Number	668	1,158	1,203
Bentley	Number	15	36	37
Lamborghini	Number	14	22	22
Light Commercial Vehicles	Number	10,646	17,683	22,435
Volkswagen	Number	10,646	17,683	22,435
Heavy Commercial Vehicles	Number	1,804	2,775	2,854
Scania	Number	1,804	2,775	2,854
TOTAL	Number	105,794	171,780	186,889

	Unit	2022	2023	2024
Doğuş Otomotiv market share (Retail)	%	13.3	13.7	14.9
Number of used-cars sold (DOD)	Number	16,893	18,229	19,096
Wholesale sales volume – Doğuş Otomotiv	Number	85,928	138,303	145,368
Number of service entries – Doğuş Otomotiv	Number	10,934	10,988	14,660
Retail sales volume – Doğuş Oto	Number	33,138	54,210	46,125
Number of service entries – Doğuş Oto	Number	240,444	210,556	204,676
Total revenue	Million TRY	127,757	215,478	188,375
Payments and benefits provided to employees	Million TRY	3,950	5,699	5,269
Retained earnings	Million TRY	13,169	28,037	40,446
Total amount of donations	Million TRY	19	157	2,459
Social investments	Million TRY	19	157	2,459

METRICS

RISK MANAGEMENT and COMPLIANCE

Ethics and Compliance Training ESRS G1, ESRS S1, GRI 404, GRI 2, GRI 205	Unit	2022	2023	2024
Number of employees receiving ethics and compliance training	Number	Female:169 Male: 236 Total: 405	Female: 140 Male: 282 Total: 422	Female: 171 Male: 255 Total: 426
Ratio of employees receiving ethics and compliance training to total number of employees	%	58	55	54
Total hours of ethics and compliance training	Hour	764.16	457	461.5
Ethics and compliance training per employee	Man/Hour	Female: 334.33 Male: 429.83 Ethics and compliance training hours per employee: 764.16	Female: 151.66 Male: 305.5 Ethics and compliance training hours per employee: 457	Female: 185.25 Male: 276.25 Ethics and compliance training hours per employee: 461.5
Number of employees receiving ethics and compliance training by employee category	Number	Mid-Level Executive: 36 Executive: 148 Officer / Asst. Officers / Specialist/ Asst. Specialist/ Executive Assistants: 120 Call Center: 51 Technical Staff: 47 Blue-collar: 3	Mid-Level Executive: 20 Executive: 131 Officer / Asst. Officers / Specialist/ Asst. Specialist/ Executive Assistants: 124 Call Center: 42 Technical Staff: 55 Blue-collar: 33 Other: 18	Mid-Level Executive: 30 Executive: 113 Officer / Asst. Officers / Specialist/ Asst. Specialist/ Executive Assistants: 122 Call Center: 42 Technical Staff: 35 Blue-collar: 14 Other: 70

Ethics and Compliance Training ESRS G1, ESRS S1, GRI 404, GRI 2, GRI 205	Unit	2022	2023	2024
Ratio of employees receiving ethics and compliance training to total number of employees by employee category	Number	Mid-Level Executive: 78 Executive: 74 Officer / Asst. Officers / Specialist/ Asst. Specialist/ Executive Assistants: 56 Call Center: 73 Technical Staff: 45 Blue-collar: 7	Senior Level Executive: 22 Mid-Level Executive: 40 Executive: 60 Officer / Asst. Officers / Specialist/ Asst. Specialist/ Executive Assistants: 53 Call Center: 52 Technical Staff: 55 Blue-collar: 70 Other: 100	Mid-Level Executive: 58 Executive: 49 Officer / Asst. Officers / Specialist/ Asst. Specialist/ Executive Assistants: 47 Call Center: 51 Technical Staff: 31 Blue-collar: 25 Other: 89

METRICS

RISK MANAGEMENT and COMPLIANCE

Ethics and Compliance Training ESRS G1, ESRS S1, GRI 404, GRI 2, GRI 205	Unit	2022	2023	2024
Total hours of ethics and compliance training by employee category	Hour	Mid-Level Executive: 72 Executive: 295.08 Officer / Asst. Officers / Specialist/ Asst. Specialist/ Executive Assistants: 240 Call Center: 102 Technical Staff: 51.83 Blue-collar: 3.25 Other:	Mid-Level Executive: 21.66 Executive: 141.91 Officer / Asst. Officers / Specialist/ Asst. Specialist/ Executive Assistants: 134.33 Call Center: 45.5 Technical Staff: 59.58 Blue-collar: 35.75 Other: 18.41	Mid-Level Executive: 32.5 Executive: 122.41 Officer / Asst. Officers / Specialist/ Asst. Specialist/ Executive Assistants: 132.16 Call Center: 45.5 Technical Staff: 37.91 Blue-collar: 15.16 Other: 75.83

Ethics and Compliance Training ESRS G1, ESRS S1, GRI 404, GRI 2, GRI 205	Unit	2022	2023	2024
Ethics and compliance training hours per employee by employee category	Man/Hour	Mid-Level Executive: 1.57 Executive: 1.48 Officer / Asst. Officers / Specialist/ Asst. Specialist/ Executive Assistants: 1.13 Call Center: 1.46	Senior Level Executive: 0.24 Mid-Level Executive: 0.43 Executive: 0.65 Officer / Asst. Officers / Specialist/ Asst. Specialist/ Executive Assistants: 0.57 Call Center: 0.56 Technical Staff: 0.60 Blue-collar: 0.76 Other: 1.08	Senior Level Executive: Mid-Level Executive: 0.62 Executive: 0.53 Officer / Asst. Officers / Specialist/ Asst. Specialist/ Executive Assistants: 0.56 Call Center: 0.55 Technical Staff: 0.34 Blue-collar: 0.27 Other: 0.96

METRICS

RISK MANAGEMENT and COMPLIANCE

Number of Compliance and KVKK (Law on the Protection of Personal Data) Bulletins	Number	8	8	6
Number of Early Detection of Risk Committee meetings	Number	4	4	4
Anti-Corruption GRI 205, ESRS G1	Unit	2022	2023	2024
Total number of operations assessed for risks related to corruption	Number	29	34	30
Total percentage of operations assessed for risks related to corruption	%	42	47	41
Yolsuzlukla ilgili riskler açısından değerlendirilen operasyonların toplam yüzdesi	%	42	47	41

Anti-Corruption GRI 205, ESRS G1	Unit	2022	2023	2024
Percentage of at-risk functions ¹⁴⁴ covered by anti-bribery and anti-corruption training programs	%	18.08	38.28	41
Total number of members of the governance body (board, committee, etc.) to whom anti-corruption policies and procedures were communicated	Number	6	6	6
Total percentage of members of the governance body (board, committee, etc.) to whom anti-corruption policies and procedures were communicated	%	100	100	100

¹⁴⁴ "At-risk functions" refers to functions that are considered to be exposed to the risk of corruption and bribery due to their duties and responsibilities.

METRIKLER

SUSTAINABLE SUPPLY CHAIN MANAGEMENT¹⁴⁵

Procurement Practices ESRS G1, ESRS S1, GRI 404, GRI 2, GRI 205	Unit	2022	2023	2024
Procurement amount ¹⁴⁶	Million TRY	2,394,694,691.03	4,317,127,824.87	9,359,833,524.06
Local procurement amount ¹⁴⁷	Million TRY	2,391,773,763.39	4,105,821,124.26	9,202,539,308.07
Percentage of local procurement ¹⁴⁸	%	99.8	95.1	98.3
Supplier Selection and Audit ESRS G1, ESRS S2, ESRS2, GRI, SASB ve Diğer	Unit	2022	2023	2024
Total number of suppliers	Number	1.851	1.898	2.101
Supplier audits	Number	30	53	68 ¹⁴⁹
Number of high-risk-posing suppliers ¹⁵⁰	Number	22	46	87
Percentage of high-risk-posing suppliers	%	1.18	2.37	4.14
Audit rate of high-risk-posing suppliers	%	100	100	78.16

Supplier Selection and Audit ESRS G1, ESRS S2, ESRS 2, GRI, SASB ve Diğer	Unit	2022	2023	2024
Percentage of new suppliers assessed using social criteria ¹⁵¹	%	1.62	2.79	3.23
Number of suppliers assessed according to social impacts	Number	30	53	68
Number of suppliers identified with significant actual and potential adverse social impacts	Number	2	0	1

¹⁴⁵ 2022 and 2023 values published in the 2023 Integrated Sustainability Report have been updated.

¹⁴⁶ Figures are exclusive of OEMs.

¹⁴⁷ Figures are exclusive of OEMs.

¹⁴⁸ Values are exclusive of OEMs.

¹⁴⁹ The audit process of 19 suppliers is still ongoing.

¹⁵⁰ The number of risky suppliers has been determined from accounting records. Since suppliers have been included in the supplier audit scope based on risk factors independent of the amount, the number of audits conducted during the year exceeds the number of risky suppliers in 2022 and 2023.

¹⁵¹ Social and environmental criteria are evaluated through the supplier audit mechanism, while bribery and corruption policies/procedures are communicated and signed at the initial stage. Therefore, the percentage related to bribery and corruption policies/procedures has been calculated based on 378 suppliers for 2022, 739 suppliers for 2023, and 733 suppliers for 2024.

METRİKLER

SUSTAINABLE SUPPLY CHAIN MANAGEMENT

Supplier Selection and Audit ESRS G1, ESRS S2, ESRS 2, GRI, SASB ve Diğer	Unit	2022	2023	2024
Percentage of suppliers with significant actual and potential adverse social impacts with whom improvements were agreed upon following the assessment	%	0	11.32 ¹⁵²	6.89% ¹⁵³
Percentage of suppliers with significant actual and potential adverse social impacts with whom business relationships were terminated following the assessment	%	0	0	0
Percentage of new suppliers assessed using environmental criteria ¹⁵⁴	Number	1.62	2.79	3.23

Supplier Selection and Audit ESRS G1, ESRS S2, ESRS 2, GRI, SASB ve Diğer	Unit	2022	2023	2024
Number of suppliers assessed over environmental impacts	Number	30	53	87
Number of suppliers identified with significant actual and potential adverse environmental impacts	Number	0	0	0
Percentage of suppliers with significant actual and potential adverse environmental impacts with whom improvements were agreed upon following the assessment	%	0	0	0

¹⁵² Six suppliers were requested to implement improvements.

¹⁵³ Six suppliers were requested to implement improvements.

¹⁵⁴ Social and environmental criteria are assessed through the supplier audit mechanism.

METRIKLER

SUSTAINABLE SUPPLY CHAIN MANAGEMENT

Supplier Selection and Audit ESRS G1, ESRS S2, ESRS 2, GRI, SASB ve Diğer	Unit	2022	2023	2024
Percentage of suppliers with significant actual and potential adverse environmental impacts with whom business relationships were terminated following the assessment	%	0	0	0
Payment-Related Practices ESRS G1	Unit	2022	2023	2024
Average time taken to pay a supplier invoice	Number	18 days	18 days	18 days
Percentage of payments made to suppliers under standard payment terms ¹⁵⁵	Number	100	100	100
Number of ongoing legal proceedings related to overdue payments to suppliers	Number	0	0	0

Anti-corruption ESRS G1	Unit	2022	2023	2024
Total number of suppliers to whom anti-corruption policies and procedures were communicated	Number	378	739	733
Percentage of suppliers to whom anti-corruption policies and procedures were communicated	%	20.42	38.93	34.88
Number of suppliers potentially at significant risk of violating workers' freedom of association or collective bargaining rights	Number	0	0	0

¹⁵⁵ Payments made within the specified average period.

METRİKLER SUSTAINABLE SUPPLY CHAIN MANAGEMENT

Child Labor ESRS G1, GRI 204	Unit	2022	2023	2024
Number of suppliers considered to be high-risk-posing concerning child labor	Number	0	0	0
Forced Labor GRI 409, ESRS G1, ESRS2, ESRS S1, ESRS S2	Unit	2022	2023	2024
Number of suppliers considered to be high-risk-posing concerning forced labor	Number	0	0	0

METRICS LAW

Law ESRS S1, ESRS G1, SASB, GRI and Other	Unit	2022	2023	2024
The amount of monetary fines, penalties and compensation for violations of social and human rights factors	TL	0	0	0
Monetary fines, penalties and compensation for serious human rights issues and incidents linked to employees	TL	0	0	0
Total financial loss arising from legal proceedings or violations of labour law	TL	74,597.35	1,533,725.94	1,202,700.93
Total financial loss as a result of lawsuits filed due to discrimination cases related to employees	TL	0	0	0
The amount of monetary fines, penalties and compensation for violations of social and human rights factors	TL	0	0	0

METRICS

LAW

Law ESRS S1, ESRS G1, SASB, GRI and Other	Unit	2022	2023	2024
Number of convictions for violations of anti-corruption and anti-bribery laws	Number	0	0	0
Amount of fines imposed for violations of anti-corruption and anti-bribery laws	TL	0	0	0
Number of confirmed cases of corruption or bribery	Number	0	0	0
Number of confirmed incidents in which employees were dismissed or disciplined for corruption or bribery-related incidents	Number	0	0	0
Number of confirmed cases of contracts with business partners terminated or not renewed due to corruption or bribery-related violations	Number	0	0	0

Law ESRS S1, ESRS G1, SASB, GRI and Other	Unit	2022	2023	2024
Total number of cases of significant non-compliance with laws and regulations	Number	0	0	2 ¹⁵⁶
Cases where fines were imposed	Number	0	0	2
Cases where non-monetary sanctions are applied	Number	0	0	0
Amount of fines paid for cases of non-compliance with laws and regulations	TL	0	0	14,044,397.17 ¹⁵⁷
Total of all litigation expenses reported by the Company	TL	74,597.35	1,533,725.94	15,247,098.10
Number of corruption-related public lawsuits filed against the organisation or its employees	Number	0	0	0
Number of ongoing or completed legal proceedings regarding anti-competitive behaviour and violations of anti-competitive and monopoly legislation during the reporting period	Number	0	0	0

¹⁵⁶ In 2024, because of the audit carried out by the local administration in a location where our company operates, two situations were identified: non-compliance with the zoning legislation and issues identified as a result of the audit carried out by the relevant ministry units for after-sales services in certain periods within the scope of consumer legislation. In both cases, our Company has ensured compliance with the legislation in co-operation with the relevant administration. In accordance with the GRI 2-27 standard, this information is shared with the public in line with our principle of transparency in compliance with the legislation. Neither of these two transactions were subject to a judicial process and did not create a situation affecting the operational continuity of our company.

¹⁵⁷ In 2024, because of the audit carried out by the local administration in a location where our company operates, a non-compliance with the zoning legislation was detected and accordingly, an administrative fine amounting to TL 14,044,397.17 was accrued. The fine in question is based on a technical issue regarding the construction rules and does not pose any environmental damage, threat to life or property safety. Our Company has complied with the legislation in co-operation with the relevant administration. In accordance with the GRI 2-27 standard, this information is shared with the public in accordance with our transparency principle regarding compliance with legislation. The transaction in question has not been subject to a judicial process and has not created a situation affecting the operational continuity of our company.

METRICS ETHICS HOTLINE AND COMPLAINT MECHANISMS

Ethics Hotline 2024 Performance ESRS S1, ESRS S2, ESRS S3, ESRS S4, ESRS G1, GRI ve diğer	Unit	2022	2023	2024
Total Number of Reports Received through the Ethics Hotline	Number	18	33 ¹⁵⁸	27 ¹⁵⁹
Number of Reports Received that Were Acted Upon	Number	5	10	6
Number of Reports Deemed Valid and Resulting in Action	Number	4	5	5
Number of Complaints Submitted through Channels Where Employees Feel Comfortable to Voice Their Concerns Candidly	Number	18	33	27
AUDI yetkili servis başvuru Numbersı	Number	54	85	98

METRICS AUTHORISED DEALERS AND SERVICES

Authorised Dealer and After-sales Services Activities and Applications ESRS 2, GRI, SASB ve Diğer	Unit	2022	2023	2024
Number of authorised dealers in operation	Number	13	28	8
Number of authorised services started to operate	Number	8	16	5
Number of terminated authorised dealers	Number	1	11	6
Number of authorised services terminated	Number	4	11	5
Number of AUDI authorised service applications	Number	54	85	98
Number of SCANIA authorised service applications	Number	27	86	38
Number of PORSCHE authorised service applications	Number	29	32	53
Number of VOLKSWAGEN authorised service applications	Number	52	101	72
Number of SEAT Authorised service applications	Number	49	86	78

¹⁵⁸In 2023, the number of reports received through the Ethics Hotline was 23. However, additional notifications were also made through other channels—such as cases identified during internal audit activities and matters referred by senior management—bringing the total number of notifications to 33.

¹⁵⁹ In 2024, the number of reports received through the Ethics Hotline was 21. However, additional notifications were also made through other channels—such as cases identified during internal audit activities and matters referred by senior management—bringing the total number of notifications to 27.

METRICS

AUTHORISED DEALERS AND SERVICES

Quality and Trademark Control ESRS 2, GRI, SASB and Others	Unit	2022	2023	2024
Number of Quality and Brand Standards Audits (ISO and Scania DOS)	Number	421	519	558
Number of Trademark Standard audits	Number	12	31	19
Total number of inspections	Number	433	550	577
Successful audit rate	%	95	91.33	88
Ratio of audited authorised dealers to total authorised dealers	Number	1	99	91
Sales and Service Points ESRS 2, GRI, SASB and Others				
Volkswagen	Number	69	70	69
Audi	Number	26	27	27
Porsche	Number	7	7	7

Sales and Service Points ESRS 2, GRI, SASB and Others	Unit	2022	2023	2024
SCANIA	Number	12	13	14
SEAT	Number	30	31	31
CUPRA	Number	12	24	29
SCANIA Engines	Number	10	10	11
Thermo King	Number	13	13	15
Doğuş Otomotiv Total	Number	179	195	203
DOD	Number	0	0	0
DOD Included Total	Number	179	195	203
Škoda	Number	51	49	50
TOTAL	Number	230	244	253

METRICS

AUTHORISED DEALERS AND SERVICES

Sales and Service Points ESRS 2, GRI, SASB and Others	Unit	2022	2023	2024
Volkswagen	Number	69	70	69
Audi	Number	26	27	27
Porsche	Number	7	7	7
Scania	Number	12	13	14
SEAT	Number	30	31	31
CUPRA	Number	12	24	29
Scania Engines	Number	10	10	11
Thermo King	Number	13	13	15
DOĞUŞ OTOMOTİV TOTAL	Number	179	195	203
DOD	Number	64	63	62
DOD INCLUDED TOTAL	Number	243	258	265
Škoda	Number	51	49	50
TOTAL	Number	294	307	315
TOPLAM	Number	294	307	315

Points of Sale ESRS 2, GRI, SASB and Others	Unit	2022	2023	2024
Volkswagen	Number	80	80	81
Audi	Number	46	49	49
Porsche	Number	24	24	24
Scania	Number	17	17	17
SEAT	Number	48	49	49
CUPRA	Number	48	49	49
Scania Engines	Number	21	21	22
Thermo King	Number	15	15	16
DOĞUŞ OTOMOTİV TOTAL	Number	289	304	307
DOD	Number	0	0	0
DOD INCLUDED TOTAL	Number	289	304	307
Škoda	Number	57	56	56
TOTAL	Number	346	360	363

METRICS

AUTHORISED DEALERS AND SERVICES

Total Points of Sale ESRS 2, GRI, SASB and Others	Unit	2022	2023	2024
Volkswagen	Number	69	70	69
Audi	Number	26	27	27
Porsche	Number	7	7	7
Scania	Number	12	13	14
SEAT	Number	30	31	31
CUPRA	Number	12	24	29
Scania Engines	Number	10	10	11
Thermo King	Number	13	13	15
DOĞUŞ OTOMOTİV TOTAL	Number	179	195	203
DOD	Number	64	63	62
DOD INCLUDED TOTAL	Number	243	258	265
Škoda	Number	51	49	50
TOTAL	Number	294	307	315

Total Points of Sale ESRS 2, GRI, SASB and Others	Unit	2022	2023	2024
Volkswagen	Number	80	80	81
Audi	Number	46	49	49
Porsche	Number	24	24	24
Scania	Number	17	17	17
SEAT	Number	48	49	49
CUPRA	Number	48	49	49
Scania Engines	Number	21	21	22
Thermo King	Number	15	15	16
DOĞUŞ OTOMOTİV TOTAL	Number	289	304	307
DOD	Number	0	0	0
DOD INCLUDED TOTAL	Number	289	304	307
Škoda	Number	57	56	56
TOTAL	Number	346	360	363

METRICS

AUTHORISED DEALERS AND SERVICES

Total Points of Sale ESRS 2, GRI, SASB and Others	Unit	2022	2023	2024
Volkswagen	Number	149	150	150
Audi	Number	72	76	76
Porsche	Number	31	31	31
Scania	Number	29	30	31
SEAT	Number	78	80	80
CUPRA	Number	60	73	78
Scania Engines	Number	31	31	33
Thermo King	Number	28	28	31
DOĞUŞ OTOMOTİV TOTAL	Number	478	499	510
DOD	Number	64	63	62
DOD INCLUDED TOTAL	Number	542	562	572
Škoda	Number	107	105	106
TOTAL	Number	649	667	678

Authorised Dealer and Service Certification Audits ESRS 2, GRI, SASB and Others	Unit	2022	2023	2024
Number of successful Sales-After Sales and ISO DOS audits	Number	346	444	494
Number of Sales-After Sales and ISO DOS failed audits	Number	15	44	64
OEM Standards Audits ESRS 2, GRI, SASB and Others				
Number of successful audits	Number	9	30	17
Number of failed audits	Number	1	1	2
Labour Applications ESRS 2, GRI, SASB and Others				
Number of retail sales centres ¹⁶⁰	Number	179	195	203
Number of distribution centres ¹⁶¹	Number	2	2	2 ¹⁶²
Total retail sales area	m ²	743,677	788,677	786,035
Total area of the distribution centre ¹⁶³	m ²	135,816	146,000	149,530
Total Authorised Dealers and Services area	m ²	743,677	788,677	786,035

¹⁶⁰ Total number of dealers with sales authorisation.

¹⁶¹ Şekerpinar Warehouse is excluded since it belongs to Doğuş Otomotiv.

¹⁶² In 2024, in addition to 2 distribution centres, 3 more vehicle distribution sites were used needs based. Since these sites do not have a fixed area directly allocated to Doğuş Otomotiv, they are excluded.

¹⁶³ Şekerpinar Warehouse is excluded as it belongs to Doğuş Otomotiv. 3 additional vehicles used in 2024 are excluded since there is no fixed area allocated to Doğuş Otomotiv in the distribution area.

METRICS

AUTHORISED DEALERS AND SERVICES

VW AG Certificate Programme ESRS 2, GRI, SASB and Others	Unit	2022	2023	2024
Number of participating dealers	Number	n/a	3	16
Number of authorised dealers and services receiving certificates	Number	n/a	0	16
Number of dealers participating in the Corporate Governance and Sustainability Programme	Number	0	3	15
Management Systems ESRS 2, GRI, SASB and Others				
Number of authorised dealers and services having 14001, 50001 management system certificates	Number	0	5	5
Ratio of the number of authorised dealers and services having 14001, 50001 management system certificates to the total number of authorised dealers and services	%	n/a	4.17	3.9
Percentage of QMS certificates ¹⁶⁴	%	100	100	100

Additional Metrics

Metrics	Unit	2022	2023	2024
Number of authorised dealers and service centres that started operations in the relevant year	Number	21	44	13
Total number of authorised dealers and services in the relevant year	Number	478	499	510
Has quality management systems authorised dealer and service ratio ¹⁶⁵	%	100	100	100
Management Systems				
Management Systems¹⁶⁶	Unit	2022	2023	2024
Ratio of buildings and facilities where management systems are implemented	%	14001: 21.43 50001: 42.86 27001: 35.71 45001: 57.14	14001: 21.43 50001: 42.86 27001: 35.71 45001: 57.14	14001: 21.43 50001: 42.86 27001: 35.71 45001: 57.14
Percentage of ISO 9001	%	57.14	57.14	57.14

¹⁶⁴ Calculated as OEM ISO 9001 and OEM DOS certification.

¹⁶⁵ Calculated as OEM ISO 9001 and OEM DOS certification.

¹⁶⁶ 2023 The data published in the Integrated Sustainability Report has been revised due to the expansion of the location scope.

METRICS

AUTHORISED DEALERS AND SERVICES

Location Name	Operation Start Dates	ISO 9001	ISO 14001	ISO 45001	ISO 50001	ISO 27001
Legal Headquarters	n/a ¹⁶⁷	x		x		x
General Directorate	2008	x	x	x	x	x
Logistics Centre	1999	x	x	x	x	x
Bonded warehouse	2004	x		x	x	x
Doğuş Otomotiv Gebze Scania	2005	x		x	x	
Doğuş Otomotiv Tuzla Scania	2018	x		x	x	
Kartal Ofis Kule	2016					
Doğuş Otomotiv Galataport Plus	2021					

Location Name	Operation Start Dates	ISO 9001	ISO 14001	ISO 45001	ISO 50001	ISO 27001
Maslak L&B	2016	x	x	x		x
DMS Turgutreis	2024					
DMS Göcek Office	2021					
DMS Göcek Hangar	2022					
DMS Didim Office	2023					

¹⁶⁷ Since it is a legal headquarter, there is no date information.

METRICS

SPARE PARTS AND LOGISTICS

Spare Parts and Logistics Employee Profile ESRS S ² , GRI, SASB, and Other	Unit	2022	2023	2024
Total number of employees in the spare parts and logistics unit	Number	146	148	162
Number of full-time employees in the spare parts and logistics unit	Number	146	148	162
Number of part-time employees in the spare parts and logistics unit	Number	0	0	5
Number of female employees in the spare parts and logistics unit	Number	32	35	40
Percentage of female employees in the spare parts and logistics unit	%	22	24	24
Number of blue-collar employees in the spare parts and logistics unit	Number	80	81	90
Number of female blue-collar employees in the spare parts and logistics unit	Number	3	5	7
Percentage of female blue-collar employees in the spare parts and logistics unit	%	4	6	8

Spare Parts and Logistics Operations ESRS S ² , GRI, SASB, and Other	Unit	2022	2023	2024
Number of spare parts handled	Number	Number of Items: 3,326,182 Number of Units: 21,340,256	Number of Items: 3,486,419 Number of Units: 22,034,498	Number of Items: 3,489,790 Number of Units: 23,533,509
Number of vehicles imported	Number	84,351	140,715	142,793
Number of vehicles shipped ¹⁶⁸	Number	103,115	174,743	185,693
Revenue from spare parts and accessories sales	TL	3,859,660,958	6,942,814,871	10,740,230,645
Number of order line	Number	459,012	488,255	531,897
Number of spare parts shipped	Number	Number of Items: 2,801,836 Number of Units: 10,671,088	Number of Items: 2,910,972 Number of Units: 11,236,463	Number of Items: 2,894,858 Number of Units: 11,671,266

¹⁶⁸ The figures reported as indicator values do not include shipments carried out between Doğuş Otomotiv's different stockyards. The numbers represent vehicles delivered as individual units and do not recount vehicles that may have been shipped multiple times between stockyards.

METRICS SPARE PARTS AND LOGISTICS

Spare Parts and Logistics Operations ESRS S ² , GRI, SASB, and Other	Unit	2022	2023	2024
Number of average daily transport rounds dispatched from Şekerpınar ¹⁶⁹	Number	Vehicle: 13,790/year – 38/day Semi-trailer: 3,786/year – 10/day Warehouse: 43 rounds / day	Vehicle: 49,562/year – 136/day Semi-trailer: 10,077/year – 28/day Warehouse: 43 rounds / day	Vehicle: 76,795/year – 210/day Semi-trailer: 15,466/year – 42/day Warehouse: 43 rounds / day
Number of vehicle distribution operations	Number	17,520	29,622	31,894
Number of supply points for spare parts	Number	90	90	90

METRICS CUSTOMER RELATIONS

CUSTOMER RELATIONS ESRS S-4, GRI, SASB and other	Unit	2022	2023	2024
Sales-Volkswagen Passenger Cars	Number	4.97	4.97	4.96
Sales-Volkswagen Commercial	Number	4.97	4.97	4.96
Sales-AUDI	Number	4.97	4.97	4.96
Sales-SEAT	Number	4.91	4.91	4.93
Sales-CUPRA	Number	4.91	4.92	4.91
Sales-Porsche	Number	4.93	4.94	4.91
Sales-DOD	Number	4.81	4.82	4.85
Service-Volkswagen Passenger Cars	Number	4.89	4.87	4.87
Service-Volkswagen Commercial	Number	4.92	4.89	4.90
Service-AUDI	Number	4.94	4.91	4.92

¹⁶⁹ The figures reported as indicator values refer exclusively to the Şekerpınar warehouse and stockyard. The numbers listed under "Vehicles" are calculated based on the number of vehicles dispatched from Şekerpınar, while those under "Semi-trailer" are calculated based on the number of semi-trailer trucks dispatched from Şekerpınar. Daily averages have been calculated by dividing by ³⁶⁵ days.

METRICS CUSTOMER RELATIONS

CUSTOMER RELATIONS ESRS S-4, GRI, SASB and other	Unit	2022	2023	2024
Service-SEAT	Number	4,83	4.88	4.86
Service-CUPRA	Number	n/a	4.78	4.83
Service-Porsche	Number	4.99	4.97	4.97
Customer satisfaction rate	%	98.4	98.2	98.2
Number of customers interviewed for sales and service satisfaction ¹⁷⁰	Number	47,043	46,329	59,269
Number of online surveys evaluated	Number	8,679	13,381	15,769
Number of dealers using the payment system	Number	6	7	13
Total number of substantiated complaints received regarding breaches of customer confidentiality	Number	0	0	0
Complaints about breaches of customer confidentiality received from external parties and verified by the organisation	Number	0	0	0

CUSTOMER RELATIONS ESRS S-4, GRI, SASB and other	Unit	2022	2023	2024
Complaints from regulatory authorities regarding breaches of customer confidentiality	Number	0	0	0
Total number of leaks, thefts or losses of customer data detected	Number	0	0	0
Total number of incidents of non-compliance with regulations and/or voluntary codes relating to the health and safety impacts of products and services	Number	0	0	0
Total number of incidents of non-compliance with regulations and/or voluntary codes related to marketing communications, including advertising, promotion and sponsorship	Number	0	0	0

¹⁷⁰It is the total number of telephone and online surveys.

METRICS

DIGITAL TRANSFORMATION and DATA SECURITY

DATA SECURITY ESRS 2, GRI, SASB and other	Unit	2022	2023	2024
Number of data breaches	Number	0	0	0
Percentage of breaches involving personal information	%	0	0	0
Number of customers affected	Number	0	0	0
DIGITAL TRANSFORMATION ESRS 2, GRI, SASB and other	Unit	2022	2023	2024
Total number of digital projects	Number	112	262	192
Number of active digital projects	Number	39	65	73
Number of completed digital projects	Number	73	100	119
Completed projects acquisition	Mio TL/year	133	204	170
Total cost of all completed projects	Mio TL	~ 30	24	116
Savings achieved through digital transformation	Mio TL	133	204	170
Digital literacy training	Hour	3,482	6,247	6,915

DIGITAL TRANSFORMATION ESRS 2, GRI, SASB and other	Unit	2022	2023	2024
Digital literacy rate of employees	%	50	58	63
Gender breakdown of digital literacy training (female)	%	71	61	64
Gender breakdown of digital literacy training (male)	%	50	55	62
Gender breakdown of digital literacy training (total rate)	%	50	58	63
Digital literacy rate of authorised dealers and services	%	22	24	21
Digital literacy rate of blue-collar employees	%	n/a	61	59
Number of patents owned	Number	3	3	3
Number of mobile applications developed	Number	24	20	22
Focus on sustainable technologies, innovation and digital amount invested in transformation	Mio TL	125	367	593
Total infrastructure investment and service amount	Mio TL	57	144 ¹⁷¹	270

¹⁷¹The value published in the 2023 Integrated Sustainability Report has been updated.

METRICS GALATAPORT D-PLUS

	Unit	2022	2023	2024
Number of visitors	Number	2,349	2,868	22,307
Number of posts with news content	Number	1,006	188	690
Number of Instagram views	Number	19,172	213,125	4,696,885
Number of Facebook views	Number	63,582	284,520	504,508
Number of social media views	Number	82,966	678,902	5,658,542

METRICS DOD

	Unit	2022	2023	2024
Number of Showrooms	Number	64	64	62
Sales Volume (DOD Brand Management)	Number	1,437	1,202	1,005
Sales Volume (DOD Organization)	Number	16,893	18,229	19,096
Group Brand Vehicle Sales Penetration (DOD Organization)	%	54	53	52
DOD Warranty Penetration	%	19	18	8
CEM Score	Number	4.81	4.82	4.85

METRICS AFFILIATES

Doğuş Oto ¹⁷²	Unit	2022	2023	2024
Total number of suppliers	Number	396	1,272	2,821
Number of local suppliers	Number	396	1,272	2,821
Total amount paid to suppliers	TRY	117,449,095	911,617.667	3,908,619,864.47
Cost paid to local suppliers	TRY	117,449,095	911,617.667	3,908,619,864.47
Electricity consumption	kWh	10,468,281	10,856,917	12,160,011
Natural gas consumption	m ³	1,030,572	944,229	931,809
Petrol consumption	Lt	105,435	146,730	164,036
Water consumption	m ³	39,943	40,675	47,766
Paper consumption	kg	64,415	52,500	63,271
Amount of wastepaper sent for recycling	kg	127,062	61,183.4	52,715

Doğuş Oto	Unit	2022	2023	2024
Scope-1 emissions	tCO2e	n/a	n/a	3,434.58
Scope-2 emissions	tCO2e	n/a	n/a	5,592.09
Scope-3 emissions	tCO2e	n/a	n/a	822,087.82
Total amount of emissions	tCO2e	n/a	n/a	831,114.50
Number of full-time employees	Number	1,334	1,066	1,123
Number of part-time employees	Number	1	0	0
Total labour force	Number	1,335	1,066	1,129
Number of female employees	Number	233	202	213
Number of male employees	Number	1,102	864	910
Proportion of female employees	%	18	18.94	18.97

¹⁷²2022 and 2023 figures published in the 2023 Integrated Sustainability Report have been revised.

METRICS AFFILIATES

Doğuş Oto	Unit	2022	2023	2024
Number of new recruits	Number	206	126	198
Number of newly recruited women	Number	46	26	42
Number of employees promoted	Number	31	53	634
Number of female employees promoted	Number	11	21	83
Employee turnover	%	9.47	12.5	13.9
Percentage of revenue comes from low carbon products/services	%	n/a	18.5	n/a
Lost time work accident frequency rate	LTIFR	6.122756253	8.518574295	8.076321236
Lost day rate	LDR	2.526053599	4.286009873	3.9929893
Erkek çalışan sayısı	Sayı	1.102	864	910
Kadın çalışan oranı	%	18	18,94	18,97

Doğuş Teknoloji ¹⁷³	Unit	2022	2023	2024
Total number of suppliers	Number	n/a	374	424
Number of local suppliers	Number	n/a	344	347
Total amount paid to suppliers	TRY	n/a	320.7 M	673 M
Cost paid to local suppliers	TRY	n/a	302.7 M	460.5 M
Electricity consumption	kWh	2,323,445.34	2,209,865.79	2,245,521.79
Natural gas consumption	m ³	12,760.9	9,889.38	8,377.89
Petrol consumption	Lt	13,000	10,000	0
Water consumption	m ³	553.35	835.65	856.62
Paper consumption	kg	n/a	n/a	17.284
E-Waste quantity	kg	912.40	440.90	6553.02
Scope-1 emissions	tCO ₂ e	218.0509	194.7698	430.5758

¹⁷³2022 and 2023 figures published in the 2023 Integrated Sustainability Report have been revised.

METRICS AFFILIATES

Doğuş Teknoloji ²	Unit	2022	2023	2024
Scope-2 emissions	tCO ₂ e	1,026.778	828.7506	792.3589
Scope-3 emissions	tCO ₂ e	227.1492	95.5662	421.587
Total amount of emissions	tCO ₂ e	1,471.98	1,119.09	1,644.52
Number of full-time employees	Number	591	572	647
Number of part-time employees	Number	79	69	48
Total labour force	Number	670	641	695
Number of female employees	Number	239	257	281
Number of male employees	Number	431	284	414
Proportion of female employees	%	36	40	40
Number of new recruits	Number	467	314	298
Number of newly recruited women	Number	156	119	126

Doğuş Teknoloji ²	Unit	2022	2023	2024
Number of employees promoted	Number	121	60	88
Number of female employees promoted	Number	51	25	40
Employee turnover	%	21	14	11.5
Number of servers that appear active (power on) within Doğuş Otomotiv	Number	307	313	398
Income from low carbon products/services	% ve TRY	n/a	n/a	n/a
Lost time work accident frequency rate	LTIFR	0	0.594578396	0
Lost day rate	LDR	0	0.594578396	0

METRICS AFFILIATES

vdf¹⁷⁴	Unit	2022	2023	2024
Total number of suppliers	Number	2,232	2,377	2,478
Number of local suppliers	Number	2,203	2,354	2,454
Total amount paid to suppliers	TRY	3,221,010,349	10,161,355,476	8,846,75,503
Cost paid to local suppliers	TRY	3,214,143,024	10,147,677,811	8,827,454,037
Electricity consumption	kWh	257,008.89	271,662.93	275,247.04
Natural gas consumption	m ³	51,162	39,517	73,015
Petrol consumption	Lt	158,279	173,393	249,736
Diesel consumption	Lt	68,113	64,671	6,626
Water consumption	m ³	1,027.42	1,234.26	1,498
Paper consumption	kg	n/a	n/a	n/a
Amount of waste paper sent for recycling	kg	n/a	n/a	n/a
Scope-1 emissions	tCO ₂ e	546.03	465.13	566

vdf	Unit	2022	2023	2024
Scope-2 emissions	tCO ₂ e	51.67	44.86	83.98
Scope-3 emissions	tCO ₂ e	n/a	n/a	n/a
Total amount of emissions	tCO ₂ e	n/a	n/a	n/a
Number of full-time employees	Number	293	290	308
Number of part-time employees	Number	1	13	4
Total labour force	Number	294	303	312
Number of female employees	Number	173	184	183
Number of male employees	Number	121	119	129
Proportion of female employees	%	58.8	60.7	58.6
Number of new recruits	Number	36	56	58
Number of newly recruited women	Number	24	38	34
Number of employees promoted	Number	17	58	42
Number of female employees promoted	Number	11	26	25
Employee turnover	%	14.39	13.47	14.56
Lost time work accident frequency rate	LTIFR	14.39	13.47	14.56

¹⁷⁴2022 and 2023 figures published in the 2023 Integrated Sustainability Report have been revised.

METRICS AFFILIATES

Škoda-Yüce Oto ¹⁷⁵	Unit	2022	2023	2024
Total number of suppliers	Number	450	498	561
Number of local suppliers	Number	438	481	553
Total amount paid to suppliers	TRY	22,299,561,110	40,231,237,755	38,557,372,057.50
Cost paid to local suppliers	TRY	1,202.256.316	2,426,043,892	8,731,553,520.37
Electricity consumption	kWh	366,012	379,129	299,578
Natural gas consumption	m ³	31,216	150,493	65,769
Petrol consumption	Lt	132,364	154,696	176,025
Water consumption	m ³	2,192	1,920	2,400
Paper consumption	gr	500	500	1,000
Amount of wastepaper sent for recycling	gr	400	400	900
Number of full-time employees	Number	92	99	114
Number of part-time employees	Number	1	1	1

Škoda-Yüce Oto	Unit	2022	2023	2024
Total labour force	Number	93	100	115
Number of female employees	Number	33	36	45
Number of male employees	Number	60	64	70
Proportion of female employees	%	35.48	36	39.13
Number of newly recruited employees	Number	12	10	21
Number of newly recruited women	Number	9	4	11
Number of employees promoted	Number	1	3	3
Number of female employees promoted	Number	n/a	2	8
Employee turnover	%	1.1	0.7	1.43
Income from low carbon products/services	%	12.4	17,2	58,5

¹⁷⁵2022 and 2023 figures published in the 2023 Integrated Sustainability Report have been revised.

METRICS BRANDS

Audi	Unit	2022	2023	2024
Sustainable Products and Services ESRS, GRI, UNGC , and others				
Fuel consumption of vehicles sold (per 100 km)	L	6.10	7.47	7.74
Share of electric vehicles among total vehicles sold	%	1.22	3.06	5.33
Number of electric vehicles sold	Number	179	702	1.051
Share of hybrid vehicles among total vehicles sold	%	0	0	0
Number of hybrid vehicles sold	Number	0	0	0
Electric vehicle market share	%	2.57	1.07	1.05
Hybrid vehicle market share	%	0	0	0

Bentley	Unit	2022	2023	2024
Sustainable Products and Services ESRS, GRI, UNGC , and others				
Fuel consumption of vehicles sold (per 100 km)	L	18	18	11
Share of electric vehicles among total vehicles sold	%	0	0	0
Number of electric vehicles sold	Number	0	0	0
Share of hybrid vehicles among total vehicles sold	%	0	0	8
Number of hybrid vehicles sold	Number	0	0	3
Percentage of revenue generated from lowcarbon products	%	0	0	8
Electric vehicle market share	%	0	0	0
Hybrid vehicle market share	%	0	0	8

METRICS BRANDS

Cupra	Unit	2022	2023	2024
Fuel consumption of vehicles sold (per 100 km)	L	5.6	5.5	6.4
Share of electric vehicles among total vehicles sold	%	n/a	n/a	0.6
Number of electric vehicles sold	Number	n/a	n/a	58
Share of hybrid vehicles among total vehicles sold	%	0	27	50.7
Number of hybrid vehicles sold	Number	1	2.782	4.897
Percentage of revenue generated from lowcarbon products	%	0	25	50
Electric vehicle market share	%	n/a	n/a	0,1
Hybrid vehicle market share	%	0	2.5	2.6
Hibrit araç pazar payı	%	0	2,5	2,6

Lamborghini	Unit	2022	2023	2024
Sustainable Products and Services ESRS, GRI, UNGC , and others				
Fuel consumption of vehicles sold (per 100 km)	L	18	18	12.50
Share of electric vehicles among total vehicles sold	%	0	0	0
Number of electric vehicles sold	Number	0	0	0
Share of hybrid vehicles among total vehicles sold	%	0	0	22.72
Number of hybrid vehicles sold	Number	0	0	5
Percentage of revenue generated from lowcarbon products	%	0	0	20
Electric vehicle market share	%	0	0	0
Hybrid vehicle market share	%	0	0	20

METRICS BRANDS

Porsche	Unit	2022	2023	2024
Sustainable Products and Services ESRS, GRI, UNGC , and others				
Fuel consumption of vehicles sold (per 100 km) ¹⁷⁶	L	8.07979	7.327375	5.916542
Share of electric vehicles among total vehicles sold	%	27	30	44
Number of electric vehicles sold	Number	182	351	530
Share of hybrid vehicles among total vehicles sold	%	1	4	5
Number of hybrid vehicles sold	Number	8	47	57
Percentage of revenue generated from lowcarbon products	%	26	34	46
Market share of Porsche electric vehicles in the overall electric vehicle marketplace	%	2	0.5	0.5
Market share of Porsche hybrid vehicles in the overall hybrid vehicle marketplace	%	0.01	0.04	0.03

Scania ¹⁷⁷	Unit	2022	2023	2024
Sustainable Products and Services ESRS, GRI, UNGC , and others				
Fuel consumption of vehicles sold (per 100 km)	L	31.86	30.08	32.47
Share of electric vehicles among total vehicles sold	%	0	0	0
Number of electric vehicles sold	Number	0	0	0
Share of hybrid vehicles among total vehicles sold	%	0	0	0
Number of hybrid vehicles sold	Number	0	0	0
Percentage of revenue generated from lowcarbon products	%	0	0	0
Electric vehicle market share	%	0	0	0
Hybrid vehicle market share	%	0	0	0

¹⁷⁶The figures for 2022 and 2023 published in the 2023 Integrated Sustainability Report have been revised.

¹⁷⁷In 2023, SUPER model vehicles were introduced. This has resulted in reduced fuel consumption. In 2024, regional tires were introduced based on customer feedback. Actual values may vary significantly depending on whether the vehicle is loaded or unloaded, or due to road conditions.

METRICS BRANDS

Seat	Unit	2022	2023	2024
Fuel consumption of vehicles sold (per 100 km)	L	4.9	5.3	6.0
Share of electric vehicles among total vehicles sold	%	n/a	n/a	n/a
Number of electric vehicles sold	Number	n/a	n/a	n/a
Share of hybrid vehicles among total vehicles sold	%	3	7	8.7
Number of hybrid vehicles sold	Number	172	786	1.087
Percentage of revenue generated from lowcarbon products	%	3	3	10
Electric vehicle market share	%	n/a	n/a	n/a
Hybrid vehicle market share	%	0.3	0.7	0.6
Hibrit araç pazar payı	%	0,3	0,7	0,6

Škoda	Unit	2022	2023	2024
Sustainable Products and Services ESRS, GRI, UNGC , and others				
Fuel consumption of vehicles sold (per 100 km)	L	6.3	5.1	5.3
Share of electric vehicles among total vehicles sold	%	0	0	0
Number of electric vehicles sold	Number	0	0	0
Share of hybrid vehicles among total vehicles sold	%	15	19	52
Number of hybrid vehicles sold	Number	2,928	6,813	22,943
Percentage of revenue generated from low-carbon products	%	12	17	42.4
Revenue generated from low-carbon products	TL	960,565,671.43	3,719,715,495.37	15,170,220,842.11
Electric vehicle market share	%	0	0	0
Hybrid vehicle market share	%	4.5	6.1	12.5

METRICS BRANDS

Thermoking ¹⁷⁸	Unit	2022	2023	2024
Sustainable Products and Services ESRS, GRI, UNGC , and others				
Fuel consumption of vehicles sold (per 100 km)	L	4	3	3
Share of electric vehicles among total vehicles sold	%	0	0	0
Number of electric vehicles sold	Number	0	0	0
Share of hybrid vehicles among total vehicles sold	%	0	0	0
Number of hybrid vehicles sold	Number	0	0	0
Percentage of revenue generated from lowcarbon products	% and TRY	0	0	0
Electric vehicle market share	%	0	0	0
Hybrid vehicle market share	%	0	0	0

Volkswagen Passenger	Unit	2022	2023	2024
Sustainable Products and Services ESRS, GRI, UNGC , and others				
Fuel consumption of vehicles sold (per 100 km)	L	5.2	6.1	5.8
Share of electric vehicles among total vehicles sold	%	0	0	2,5
Number of electric vehicles sold	Number	0	0	1,882
Share of hybrid vehicles among total vehicles sold	%	0	0	0
Number of hybrid vehicles sold	Number	0	0	0
Percentage of revenue generated from low-carbon products	%	n/a	n/a	4.2
Revenue generated from low-carbon products	Billion TRY	n/a	n/a	23
Electric vehicle market share	%	0	0	1.8
Hybrid vehicle market share	%	0	0	0

¹⁷⁸Although Thermo King manufactures electric units, they are not yet available in the Turkish market. As the products are climate control devices, they operate continuously with a diesel engine. Therefore, a hybrid system cannot be implemented.

METRICS BRANDS

Volkswagen Commercial	Unit	2022	2023	2024
Sustainable Products and Services ESRS, GRI, UNGC , and others				
Fuel consumption of vehicles sold (per 100 km)	L	6.3	6.8	7
Share of electric vehicles among total vehicles sold	%	0	0	0.5
Number of electric vehicles sold	Number	0	0	107
Share of hybrid vehicles among total vehicles sold	%	0	0.2	0.2
Number of hybrid vehicles sold	Number	0	28	43
Percentage of revenue generated from lowcarbon products	%	0	0.2	0.8
Electric vehicle market share	%	0	0	10.8
Hybrid vehicle market share	%	0	77.8	28.3

DOĞUŞ OTOMOTİV INTEGRATED SUSTAINABILITY REPORT 2024

About the Report

The Doğuş Otomotiv 2024 Integrated Sustainability Report is our Company's 16th sustainability report and has been prepared to transparently communicate our financial and non-financial performance to stakeholders. Designed as an integrated communication tool, the report demonstrates the connection between Corporate strategy and ESG (Environmental, Social and Governance) performance, making long-term value creation measurable.

Scope and Reporting Principles

The report covers the financial and non-financial indicators of Doğuş Otomotiv Servis ve Tic. A.Ş. and its subsidiaries, unless otherwise stated. Environmental, social, and supply chain data may not fully align with the TFRS consolidated financial statements as these disclosures are compiled specifically for sustainability Reporting. Data are collected independently of VUK or IFRS-based financial statements to reflect the operational impacts. Relevant business units and the Annual Report team compile and verify these indicators.

Reporting Period

The reporting period is January 1 – December 31, 2024. Certain performance indicators extend into 2025; these cases are noted in the footnotes. Materiality and Double Materiality

Content is structured around the priority topics identified through the double materiality workshop held in 2023. This methodology considers both the Company's outward impacts and the financial implications of those impacts Reporting Frameworks

TSRS: The TSRS 1 and TSRS 2 Standards published by the Turkish Public Oversight Authority (KGK) have been taken into account in the 2023 and 2024 sustainability reports. However, KGK has limited the scope of the first year in Turkey to TSRS 2 only. Doğuş Otomotiv published its first TSRS Report simultaneously and separately with its 2024 Sustainability Report. The report is available on the website.

IFRS: Climate-related disclosures have been prepared in accordance with IFRS S2. The ISSB has consolidated the TCFD recommendations under IFRS S2.

GRI 2021: All report content has been prepared in accordance with the GRI Standards 2021 and is consistent with the comprehensive application level of reporting.

The UN Global Compact, UN SDGs (UN Sustainable Development Goals), UN Women's Empowerment Principles (UNWEPs), and UNGP (UN Guiding Principles on Business and Human Rights): The report also includes statements on progress made in relation to these commitments.

SASB and AIAG metrics: Metrics specific to the automotive distribution sector are included.

ESRS: Compliance with European Sustainability Reporting Standards has been ensured. The relevant index can be accessed from the report's index section.

DOĞUŞ OTOMOTİV INTEGRATED SUSTAINABILITY REPORT 2024

Consolidation and Measurement Approach

The data includes subsidiaries consolidated under IFRS, as well as affiliates with a significant strategic impact. The scope list is presented in tabular form in the introduction section. The measurement approach is structured based on the materiality principle of TSRS 1, and emissions calculations are made according to the operational control boundary.

Data Assurance

Selected environmental and social indicators have been verified by an independent audit firm under limited assurance. Data consistency is monitored through internal control mechanisms and ERP systems.

Connected Information

The report has been prepared in accordance with the 2024 Consolidated Financial Statements. The risks and opportunities disclosed are linked to their potential impact on financial strategy. This approach complies with the "connected information" principle of IFRS S1.

Feedback

Doğuş Otomotiv's 2024 Integrated Sustainability Report can be downloaded in PDF format from our company website. Please send all your feedback and comments to our sustainability team.

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GRI 2: General Disclosures 2021								
2-1 Organizational details	See requirements of Directive 2013/34/EU							Masthead, 287
2-2 Entities included in the organization's sustainability reporting	ESRS 1 5.1; ESRS 2 BP-1 §5 (a) and (b) i			G12		Principles 7		About the Report, 197-198 Organizational Structure and Subsidiaries, 11
2-3 Reporting period, frequency and contact point (2-3-a and 2-3-b)	ESRS 1 §73	IFRS S1 Locations of disclosure 60, 61, 62, 63, Timing of reporting 64, 65, 66, 67, 68, 69		G12		Principles 7		About the Report, 197-198 Masthead, 287
2-4 Restatements of information	ESRS 2 BP-2 §13, §14 (a) to (b)	IFRS S1 Measurement uncertainly 77, 73, 74, 75, 76, 77, 78, 79, 80, 81, 82, Errors 83, 84, 85, 86						Metrics, 80-200
2-5 External assurance	See external assurance requirements of Directive (EU) 2022/2464			G13				PwC Assurance, 284
2-6 Activities, value chain and other business relationships	ESRS 2 SBM-1 §40 (a) i to (a) ii, (b) to (c), §42 (c)	IFRS S1 Business Model and Value Chain 32, Strategy and decision-making 33, IFRS S2 Business model and value chain 13, Strategy and decision-making 14, Financial Position, Financial Performance and Cash Flows 15, 16, 17, 18, 19, 20						About DoğuŖ Otomotiv, 8-17 Value Chain Approach, 13 Business Model and Integrated Value Creation, 15-17
2-7 Employees	ESRS 2 §21, §22 (a), §23; ESRS §5 (b) See also corporate governance requirements of Directive 2013/34/EU for public-interest entities							Employees and Work Environment Performance, 108-129
2-8 Workers who are not employees	ESRS S1-7 §55 to §56							Employees and Work Environment Performance, 108-129


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2-9 Governance structure and composition (2-9-a [for public-interest entities only], 2-9-b, 2-9-c-i, c-ii, c-v to c-viii)	ESRS 2 GOV-1 §21, §22 (a), §23; ESRS GT §5 (b) <i>See also corporate governance statement requirements of Directive 2013/34/EU for public-interest entities</i>	IFRS S1 Governance 26, 27, IFRS S2 Governance 5, 6, 7	Workforce Diversity and Inclusion, CG-MR- 330a.1	G5, L7		Principle 1,2	Percentage of female managers: 35.8% Percentage of female employees: 33.3% Our 2024 Integrated Sustainability Report includes data broken down by gender. However, data broken down by race/ethnicity is not available. As the Doğu Otomotiv Code of Ethics strictly prohibits discrimination based on race/ethnicity, no such research is conducted.	Corporate Governance and Sustainability Management, 17-26 Employee and Work Environment Performance, 108-129 Corporate Governance, 160-163 Corporate Governance Compliance Report Corporate Governance Information Form
2-10 Nomination and selection of the highest governance body	ESRS 2 GOV-1, GOV-2, GOV-3, GOV-4, GOV-5 <i>This topic is not covered by the list of sustainability matters in ESRS 1 AR §16.</i>	IFRS S1 Governance 26, 27, IFRS S2 Governance 5, 6, 7						Corporate Governance and Sustainability Management, 17-26 Annual Report Corporate Governance Report
2-11 Chair of the highest governance body	ESRS 2 GOV-1, GOV-2, GOV-3, GOV-4, GOV-5 <i>This topic is not covered by the list of sustainability matters in ESRS 1 AR §16.</i>	IFRS S1 Governance 26, 27, IFRS S2 Governance 5, 6, 7						Corporate Governance and Sustainability Management, 17-26 Annual Report Corporate Governance Report

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2-12 Role of the highest governance body in overseeing the management of impacts	ESRS 2 GOV-1 §22 (c); GOV-2 §26 (a) to (b); SBM-2 §45 (d); ESRS G1 §5 (a)	IFRS S1 Governance 26-27, IFRS S2 Governance 5, 6, 7, IFRS S2 Climate-related Metrics 29 (g)		G1, G7		Principle 1,2		<p>Corporate Governance Structure and Areas of Authority, 18 Role of the Board of Directors, 18 Sustainability Management, 20 Sustainability Council, 20 Corporate Policies and Principles, 20-21 Business Ethics and Code of Ethics, 22 Compliance, Ethics and Transparency, 22-23 Transparency Culture at Doğuş Otomotiv, 23 Stakeholder Engagement and Feedback Mechanisms, 24-25 Sustainability Strategy, 28-29 Focus Areas and Management Approach, 29-32 Double Materiality Matrix and Effect on Sustainability Performance of Assessment Results, 32-41</p>
2-13 Delegation of responsibility for managing impacts	ESRS 2 GOV-1 §22 (c) i; GOV-2 §26 (a); ESRS G1 G1-3 §18 (c)	IFRS S1 Objective 1, 2, 3, 4, IFRS S1 Governance 26, 27, IFRS S2 Governance 5, 6, 7, IFRS S2 Climate-related Metrics 29 (g)		G4, G5				<p>Corporate Governance Structure and Areas of Authority, 18 Role of the Board of Directors, 18 Sustainability Management, 20 Sustainability Council, 20 Corporate Policies and Principles, 20-21 Business Ethics and Code of Ethics, 22 Compliance, Ethics and Transparency, 22-23 Transparency Culture at Doğuş Otomotiv, 23 Stakeholder Engagement and Feedback Mechanisms, 24-25 Sustainability Strategy, 28-29 Focus Areas and Management Approach, 29-32 Double Materiality Matrix and Effect on Sustainability Performance of Assessment Results, 32-41</p>

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GRI DISCLOSURES AND REQUIREMENTS	ESRS DISCLOSURE REQUIREMENTS	IFRS S1-S2/TSRS S1-S2	SASB	UNGC	UN SDG	UNWEPs	DISCLOSURE AND DECLARATION	PART OF THE DISCLOSURE
2-14 Role of the highest governance body in sustainability reporting	ESRS 2 GOV-5 §36; IRO-1 §53 (d)	IFRS S1 Amaç 1, 2, 3, 4, IFRS S1 Yönetişim 26-27, IFRS S2 Yönetişim 5, 6, 7, IFRS S2 İklimle İlgili Ölçümler 29 (g)		G1		Principle 1,2		<p>Corporate Governance Structure and Areas of Authority, 18 Role of the Board of Directors, 18 Sustainability Management, 20 Sustainability Council, 20 Corporate Policies and Principles, 20-21 Business Ethics and Code of Ethics, 22 Compliance, Ethics and Transparency, 22-23 Transparency Culture at Doğuş Otomotiv, 23 Stakeholder Engagement and Feedback Mechanisms, 24-25</p>
2-15 Conflicts of interest	ESRS G1, G1-1, G1-2, G1-3, G1-4, G1-5, G1-6 <i>This topic is not covered by the list of sustainability matters in ESRS 1 AR §16.</i>	IFRS S1 Governance 26, 27, IFRS S2 Governance 5,6, 7						<p>Corporate Governance Structure and Areas of Authority, 18 Role of the Board of Directors, 18 Sustainability Management, 20 Sustainability Council, 20 Corporate Policies and Principles, 20-21 Business Ethics and Code of Ethics, 22 Compliance, Ethics and Transparency, 22-23 Transparency Culture at Doğuş Otomotiv, 23 Stakeholder Engagement and Feedback Mechanisms, 24-25 Sustainability Strategy, 28-29 Focus Areas and Management Approach, 29-32 Double Materiality Matrix and Effect on Sustainability Performance of Assessment Results, 32-41</p> <p>Doğuş Otomotiv Code of Ethics Corporate Governance Report</p>


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2-16 Communication of critical concerns	ESRS 2 GOV-2 §26 (a); ESRS G1 GI-1 AR 1 (a); G1-3 §18 (c)	IFRS S1 Governance 26, 27, IFRS S2 Governance 5, 6, 7, IFRS S2 Climate-related Metrics 29 (g)						Corporate Governance Structure and Areas of Authority, 18 Role of the Board of Directors, 18 Sustainability Management, 20 Sustainability Council, 20 Corporate Policies and Principles, 20-21 Business Ethics and Code of Ethics, 22 Compliance, Ethics and Transparency, 22-23 Transparency Culture at Doğuş Otomotiv, 23 Stakeholder Engagement and Feedback Mechanisms, 24-25 Sustainability Strategy, 28-29 Focus Areas and Management Approach, 29-32 Double Materiality Matrix and Effect on Sustainability Performance of Assessment Results, 32-41 Ethics Hotline and Complaint Mechanisms 174
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2-18 Evaluation of the performance of the highest governance body	<p>ESRS 2 GOV-1, GOV-2, GOV-3, GOV-4, GOV-5</p> <p><i>This topic is not covered by the list of sustainability matters in ESRS 1 AR §16.</i></p>	IFRS S2 Climate-related Metrics 29 (g)						<p>Corporate Governance Structure and Areas of Authority, 18</p> <p>Role of the Board of Directors, 18</p> <p>Sustainability Management, 20</p> <p>Sustainability Council, 20</p> <p>Corporate Policies and Principles, 20-21</p> <p>Business Ethics and Code of Ethics, 22</p> <p>Compliance, Ethics and Transparency, 22-23</p> <p>Transparency Culture at Doğuş Otomotiv, 23</p> <p>Stakeholder Engagement and Feedback Mechanisms, 24-25</p> <p>Corporate Compliance Report</p>
2-19 Remuneration policies	<p>ESRS 2 GOV-3 §29 (e)</p> <p><i>See also remuneration report requirements of Directive (EU) 2017/828 for listed undertakings</i></p>	IFRS S1 Governance 26-27, IFRS S2 Governance 5, 6, 7, IFRS S1 26-27, IFRS S2, IFRS S2 Climate-related Metrics 29 (g)		G10				<p>Corporate Governance Structure and Areas of Authority, 18</p> <p>Role of the Board of Directors, 18</p> <p>Sustainability Management, 20</p> <p>Sustainability Council, 20</p> <p>Corporate Policies and Principles, 20-21</p> <p>Business Ethics and Code of Ethics, 22</p> <p>Compliance, Ethics and Transparency, 22-23</p> <p>Transparency Culture at Doğuş Otomotiv, 23</p> <p>Stakeholder Engagement and Feedback Mechanisms, 24-25</p> <p>Sustainability Policies</p>

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2-20 Process to determine remuneration	ESRS 2 GOV-3 §29 (e) <i>See also remuneration report requirements of Directive (EU) 2017/828 for listed undertakings</i>	IFRS S1 Governance 26-27, IFRS S2 Governance 5, 6, 7, IFRS S2 Climate-related Metrics 29 (g)						Corporate Governance Structure and Areas of Authority, 18 Role of the Board of Directors, 18 Sustainability Management, 20 Sustainability Council, 20 Corporate Policies and Principles, 20-21 Business Ethics and Code of Ethics, 22 Compliance, Ethics and Transparency, 22-23 Transparency Culture at Doğuş Otomotiv, 23 Stakeholder Engagement and Feedback Mechanisms, 24-25 Corporate Compliance Report
2-21 Annual total compensation ratio (2-21-a and 2-21-c)	ESRS S1 S1-16 §97 (b) to (c)			L8		Principles 1,2	Privacy Restriction – As it is not a standard disclosure in the country which we operate, not a separate but a total amount is disclosed in financial report.	Corporate Governance Report Employee and Work Environment Performance, 108-129
2-22 Statement on sustainable development strategy	ESRS 2 SBM-1 §40 (g)	IFRS S2 Strategy , IFRS S1 Strategy		G1				Message From the Chairperson and CEO, 5-6


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<p>2-23 Policy commitments (2-23-a-i and a-iv; 2-23-b, 2-23-d, 2-23-e, 2-23-f)</p> <p>102-1 Transition plan to mitigate the effects of climate change 102-2 Climate change adaptation plan 102-3 Just transition</p>	<p>ESRS 2 GOV-4; MDR-P §65 (b) to (c) and (f); ESRS S1 S1-1 §19 to §21, and §AR 14; ESRS S2 S2-1 §16 to §17, §19, and §AR 16; ESRS S3 S3-1 §14, §16 to §17 and §AR 11; ESRS S4 S4-1 §15 to §17, and §AR 13; ESRS G1 G1-1 §7 and §AR 1 (b)</p>	<p>IFRS S1 Governance 26-27, IFRS S2 Climate-related Metrics 29 (g)</p>		<p>G2, G3, G7, G7.1, HR2, HR2.1, L1.1, E1.1, AC2</p>		<p>Principle 1, 2, 5, 6, 7</p>		<p>Corporate Governance Structure and Areas of Authority, 18 Role of the Board of Directors, 18 Sustainability Management, 20 Sustainability Council, 20 Corporate Policies and Principles, 20-21 Business Ethics and Code of Ethics, 22 Compliance, Ethics and Transparency, 22-23 Transparency Culture at Doğuş Otomotiv, 23 Stakeholder Engagement and Feedback Mechanisms, 24-25 Sustainability Strategy, 28-29 Focus Areas and Management Approach, 29-32 Double Materiality Matrix and Effect on Sustainability Performance of Assessment Results, 32-41 Sustainability Policies</p>
<p>2-24 Embedding policy commitments</p>	<p>ESRS 2 GOV-2 §26 (b); MDR-P §65 (c); ESRS S1 S1-4 §AR 35; ESRS S2 S2-4 §AR 30; ESRS S3 S3-4 §AR 27; ESRS S4 S4-4 §AR 27; ESRS G1 G1-1 §9 and §10 (g)</p>	<p>IFRS S1 Governance 26-27, IFRS S2 Governance 5, 6, 7, IFRS S2 Climate-related Metrics 29 (g)</p>		<p>G2, G3, G7, G7.1, HR2, HR2.1, L1.1, E1.1, AC2</p>		<p>Principle 1, 2, 5, 6, 7</p>		<p>Corporate Governance Structure and Areas of Authority, 18 Role of the Board of Directors, 18 Sustainability Management, 20 Sustainability Council, 20 Corporate Policies and Principles, 20-21 Business Ethics and Code of Ethics, 22 Compliance, Ethics and Transparency, 22-23 Transparency Culture at Doğuş Otomotiv, 23 Stakeholder Engagement and Feedback Mechanisms, 24-25 Sustainability Strategy, 28-29 Focus Areas and Management Approach, 29-32 Double Materiality Matrix and Effect on Sustainability Performance of Assessment Results, 32-41</p>

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<p>2-25 Processes to remediate negative impacts</p> <p>102-1 Transition plan to mitigate the effects of climate change</p> <p>102-2 Climate change adaptation plan</p> <p>102-3 Just transition</p>	<p>ESRS S1 S1-1 §20 (c); S1-3 §32 (a), (b) and (e), §AR 31; ESRS S2 S2-1 §17 (c); S2-3 §27 (a), (b) and (e), §AR 26; S2-4 §33 (c); ESRS S3 S3-1 §16 (c); S3-3 §27 (a), (b) and (e), §AR 23; S3-4 §33 (c); ESRS S4 S4-1 §16 (c); S4-3 §25 (a), (b) and (e), §AR 23; S4-4 §32 (c); ESRS G1 G1-1 §10 (a); G1-3 §18 (a)</p>	<p>IFRS S1 Governance 26, 27, Strategy 28, 29, Sustainability Risks and Opportunities 30, 31, Business model and value chain 32, Financial Position, Financial Performance and Cash Flows 34, 35, 36, 37, 38, 39, 40, Risk Management 43, 44, Metrics and targets 45, 46, 47, 48, 49, 50, 51, 52, 53, Guidance sources 54, 55, 56, 57, 58, 59, IFRS S2 Strategy 8, 9, Climate-related Risks and Opportunities, 10, 11, 12, Business Model and Value Chain 13, Strategy and Decision Making 14, Financial Position, Financial Performance and Cash Flows 15, 16, 17, 18, 19, 20, 21, Climate Resilience 22, 23, Risk Management 24, 25, 16, Metrics and Targets 27, 28, Climate-related Metrics 29, 30, 31, 32, Climate-related Targets 33, 34, 35, 36, 37</p>						<p>Corporate Governance Structure and Areas of Authority, 18</p> <p>Role of the Board of Directors, 18</p> <p>Sustainability Management, 20</p> <p>Sustainability Council, 20</p> <p>Corporate Policies and Principles, 20-21</p> <p>Business Ethics and Code of Ethics, 22</p> <p>Compliance, Ethics and Transparency, 22-23</p> <p>Transparency Culture at Doğuş Otomotiv, 23</p> <p>Stakeholder Engagement and Feedback Mechanisms, 24-25</p> <p>Sustainability Strategy, 28-29</p> <p>Focus Areas and Management Approach, 29-32</p> <p>Double Materiality Matrix and Effect on Sustainability Performance of Assessment Results, 32-41</p>
<p>2-26 Mechanisms for seeking advice and raising concerns</p>	<p>ESRS S1 S1-3 §AR 32 (d); ESRS S2 S2-3 §AR 27 (d); ESRS S3 S3-3 §AR 24 (d); ESRS S4 S4-3 §AR 24 (d); ESRS G1 G1-1 §10 (a); G1-3 §18 (a)</p>			G8, G8.1		Principle 1	<p>Corporate Governance Structure and Areas of Authority, 18</p> <p>Role of the Board of Directors, 18</p> <p>Sustainability Management, 20</p> <p>Sustainability Council, 20</p> <p>Corporate Policies and Principles, 20-21</p> <p>Business Ethics and Code of Ethics, 22</p> <p>Compliance, Ethics and Transparency, 22-23</p> <p>Transparency Culture at Doğuş Otomotiv, 23</p> <p>Stakeholder Engagement and Feedback Mechanisms, 24-25</p> <p>Sustainability Strategy, 28-29</p> <p>Focus Areas and Management Approach, 29-32</p> <p>Double Materiality Matrix and Effect on Sustainability Performance of Assessment Results, 32-41</p>	

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2-27 Compliance with laws and regulations	ESRS 2 SMB-3 §48 (d); ESRS E2 E2-4 §AR 25 (b); ESRS S1 S1-17 §103 (c) to (d) and §104 (b); ESRS G1 G1-4 §24 (a)	IFRS S1, S2, ESRS, CDP, TCFD, TSRS, SDG, UNGC, Sources of guidance 54, 55, 56, 57, 58, 59, Statement of Compliance 72, 73	Labor Practices, CG-MR- 310a.3, Workforce Diversity and Inclusion, CG-MR- 330a.2				<p>In 2024, the total amount paid by Doğuş Otomotiv in labor disputes was TL 1,202,700.93. The total amount paid by Doğuş Oto in labor disputes was TL 1,062,686.19.</p> <p>In 2024, two issues were identified: one related to non-compliance with zoning regulations following an inspection conducted by the local administration at one of our company's locations, and the other related to post-sales services following an inspection conducted by relevant ministry units at certain times within the scope of consumer regulations. Our company has taken the necessary corrective measures in cooperation with the relevant authorities in both cases and ensured compliance with the regulations. In accordance with the GRI 2-27 standard, this information is shared with the public in line with our principle of transparency regarding regulatory compliance. Neither of these two cases has been subject to legal proceedings and has not affected the operational continuity of our company.</p> <p>In 2024, as a result of an inspection conducted by the local administration at one of our company's locations, a non-compliance with zoning regulations was identified, and accordingly, an administrative fine of TL 14,044,397.17 was imposed. The fine in question is based on a technical issue related to building regulations and does not pose any threat to the environment, life, or property. Our company has taken the necessary corrective measures in cooperation with the relevant authority and has ensured compliance with the regulations. In accordance with the GRI 2-27 standard, this information is shared with the public in line with our principle of transparency regarding regulatory compliance.</p>	Business Ethics and Code of Ethics, 22 Compliance, Ethics, and Transparency, 22-23 Law, 172-173 Ethics Hotline and Complaint Mechanisms, 174 Risk Management and Compliance, 166-168

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2-27 Compliance with laws and regulations	ESRS 2 SMB-3 §48 (d); ESRS E2 E2-4 §AR 25 (b); ESRS S1 S1-17 §103 (c) to (d) and §104 (b); ESRS G1 G1-4 §24 (a)	IFRS S1, S2, ESRS, CDP, TCFD, TSRS, SDG, UNGC, Sources of guidance 54, 55, 56, 57, 58, 59, Statement of Compliance 72, 73	Labor Practices, CG-MR- 310a.3, Workforce Diversity and Inclusion, CG-MR- 330a.2				<p>The matter in question has not been subject to any legal proceedings and has not affected the operational continuity of our company.</p> <p>Other issues (environment, occupational health and safety, corruption and bribery, anti-competitive practices, discrimination, child labor, forced labor, violation of indigenous peoples' rights, health and safety impacts of products and services, product and service information and labeling, marketing communications, violation of customer privacy, etc.) have not been subject to legal proceedings due to compliance with legal regulations. See KPI No. 205-3 for the heading "Combating corruption," KPI No. 206-1 for the heading "Anti-competitive practices," KPI No. 406-1 for "Discrimination," KPI No. 408-1 for "Child labor," KPI No. 409-1 for "Forced labor," KPI 411-1 for violation of indigenous peoples' rights, KPI 416-2 for health and safety impacts of products and services, KPI 417-2 for product and service information and labeling, KPI 417-3 for marketing communications, KPI 418-1 for violation of customer privacy.</p>	<p>Business Ethics and Code of Ethics, 22</p> <p>Compliance, Ethics, and Transparency, 22-23</p> <p>Law, 172-173</p> <p>Ethics Hotline and Complaint Mechanisms, 174</p> <p>Risk Management and Compliance, 166-168</p>
2-28 Membership associations	"Political engagement" is a sustainability matter for G1 covered by ESRS 1 §AR 16. Hence this GRI disclosure is covered by MDR-P, MDR-A, MDR-T, and/or as an entity-specific metric to be disclosed according to ESRS 1 §11 and pursuant to MDR-M.						<p>Doğuş Otomotiv has not participated in any lobbying activities during the year and has not entered into any cooperation regarding the development of public policies. Doğuş Otomotiv does not provide any in-kind or monetary support to any political party or organization. Doğuş Otomotiv is a member of sectoral associations. The total membership fees paid were 899,664 TL for 2022, 869,439 TL for 2023, and 1,036,229 TL for 2024.</p>	<p>Memberships and Partnerships</p> <p>Stakeholder Participation and Feedback Mechanisms, 24-25</p>



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<p>2-29 Approach to stakeholder engagement</p> <p>102-1 Transition plan to mitigate the effects of climate change</p> <p>102-2 Climate change adaptation plan</p> <p>102-3 Just transition</p>	<p>ESRS 2 SMB-2 §45 (a) i to (a) iv; ESRS S1 S1-1 §20 (b); S1-2 §25, §27 (e) and §28; ESRS S2 S2-1 §17 (b); S2-2 §20, §22 (e) and §23; ESRS S3 S3-1 §16 (b); S3-2 §19, §21 (d) and §22; ESRS S4 S4-1 §16 (b); S4-2 §18, §20 (d) and §21</p>			G11			<p>There is no union in our company; therefore, the percentage of unionized employees covered by a collective bargaining agreement at Doğuş Otomotiv is 0%.</p>	Stakeholder Participation and Feedback Mechanisms, 24-25
2-30 Collective bargaining agreements	ESRS S1 S1-8 §60 (a) and §61			L1.2, L6			<p>Şirketimizde sendika bulunmamaktadır, bu nedenle Doğuş Otomotiv’de toplu sözleşmeye tabi sendikalı çalışan oranı %0’dır.</p>	Employees and Work Environment, 52-62 Employees and Work Environment Performance, 108-129


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GRI DISCLOSURES AND REQUIREMENTS	ESRS DISCLOSURE REQUIREMENTS	IFRS S1-S2/TSRS S1-S2	SASB	UNGC	UN SDG	UNWEPs	DISCLOSURE AND DECLARATION	PART OF THE DISCLOSURE
GRI 3: Material Topics 2021								
3-1 Process to determine material topics	ESRS 2 BP-1 §AR 1 (a); IRO-1 §53 (b) ii to (b) iv	IFRS S1 Materiality 17-18		G7, G7.1, HR3, L2, E2,		Principle 1, 2, 3, 4, 5, 6, 7	This report has been updated based on the priority analysis study we conducted in May 2023. The scope and priority focus areas outlined in this report were developed from this priority analysis study, which took into account and evaluated the thoughts and concerns of each stakeholder group gathered from a wide range of dialogue platforms. All employees who have comprehensive collective knowledge about the thoughts and topics of interest of each stakeholder group participated in this study and shared their ideas, ensuring that the priority topics and areas of interest of all stakeholder groups were taken into account. The report presents in tabular form which stakeholder group prioritizes which topics within the scope of the impact area.	Sustainability Strategy, 28-29 Focus Areas and Management Approach, 29-32 Double Materiality Matrix and Effect on Sustainability Performance of Assessment Results, 32-41
3-2 List of material topics	ESRS 2 SBM-3 §48 (a) and (g)			HR1, E12		Principle 1, 2, 3, 4, 5, 6, 7		Doğuş Otomotiv Materiality Matrix, 34


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3-3 Management of material topics	ESRS 2 SBM-1§ 40 (e); SBM-3 §48 (c) i and (c) iv; MDR-P, MDR-A, MDR-M, and MDR-T; ESRS S1 S1-2 §27; S1-4 §39 and AR 40 (a); S1-5 §47 (b) to (c); ESRS S2 S2-2 §22; S2-4 §33, §AR 33 and §AR 36 (a); S2-5 §42 (b) to (c); ESRS S3 S3-2 §21; S3-4 §33, §AR 31, §AR 34 (a); S3-5 §42 (b) to (c); ESRS S4 S4-2 §20, S4-4 §31, §AR 30, and §AR 33 (a); S4-5 §41 (b) to (c)	IFRS S1 Governance 26, 27, Strategy 28, 29, Sustainability Risks and Opportunities 30, 31, Business model and value chain 32, Financial Position, Financial Performance and Cash Flows 34, 35, 36, 37, 38, 39, 40, Risk Management 43, 44, Metrics and targets 45, 46, 47, 48, 49, 50, 51, 52, 53, Guidance sources 54, 55, 56, 57, 58, 59, IFRS S2 Strategy 8, 9, Climate-related Risks and Opportunities, 10, 11, 12, Business Model and Value Chain 13, Strategy and Decision Making 14, Financial Position, Financial Performance and Cash Flows 15, 16, 17, 18, 19, 20, 21, Climate Resilience 22, 23, Risk Management 24, 25, 16, Metrics and Targets 27, 28, Climate-related Metrics 29, 30, 31, 32, Climate-related Targets 33, 34, 35, 36, 37		G9, HR3, HR4,HR5, HR6,HR7, HR8, L1, L2,L3, L4, L5, L11, L12, E1, E2, E3,E22, AC1, AC4, AC6, AC7, AC8		Principle 1, 2, 3, 4, 5, 6, 7		Sustainability Strategy, 28-29 Focus Areas and Management Approach, 29-32 Double Materiality Matrix and Effect on Sustainability Performance of Assessment Results, 32-41
GRI 201: Economic Performance 2016								
201-1 Direct economic value generated and distributed	ESRS 1-3 § 3.1, 3.2, 3.3, 3.4, 3.5, 3.6 <i>This topic is not covered by the list of sustainability matters in ESRS 1 AR §16.</i>	IFRS S1 Business Model and Value Chain 32, Financial Condition, Financial Performance and Cash Flows 34, 35, 36, 37, 38, 38, 39, 40, c, IFRS S2 Business Model and Value Chain 13, IFRS S2 Financial Condition, Financial Performance and Cash Flows 15, 16, 17, 18, 19, 20, 21					Number of Retail Sales Centers: 203 Number of Distribution Centers: 2 Total Area of Distribution Centers: 149,530 square meters (Excluding Şekerpınar Warehouse, which belongs to Doğuş Otomotiv. In 2024, 3 additional vehicles were used in the distribution area, but since there was no fixed area allocated to Doğuş Otomotiv, it was excluded.)	Authorized Dealers and Service Centers, 174-180 Our Authorized Dealers and Service Centers, 72-74 Company Profile, 9-11 Organizational Structure and Subsidiaries, 11 Business Model and Integrated Value Creation, 15-16 Corporate Governance, 160-163 Financial Performance, 163-165



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<p>201-2 Financial implications and other risks and opportunities due to climate change</p> <p>102-1 Transition plan to mitigate the effects of climate change</p> <p>102-2 Climate change adaptation plan</p> <p>102-10 Carbon credits</p>	<p>ESRS 2 SBM-3 §48 (a), and (d) to (e);</p> <p>ESRS E1 §18; E1-3 §26; E1-9 §64</p>	<p>IFRS S1 Governance 26, 27, Strategy 28, 29, Sustainability Risks and Opportunities 30, 31, Business model and value chain 32, Financial Position, Financial Performance and Cash Flows 34, 35, 36, 37, 38, 39, 40, Risk Management 43, 44, Metrics and targets 45, 46, 47, 48, 49, 50, 51, 52, 53, Guidance sources 54, 55, 56, 57, 58, 59, IFRS S2 Strategy 8, 9, Climate-related Risks and Opportunities, 10, 11, 12, Business Model and Value Chain 13, Strategy and Decision Making 14, Financial Position, Financial Performance and Cash Flows 15, 16, 17, 18, 19, 20, 21, Climate Resilience 22, 23, Risk Management 24, 25, 16, Metrics and Targets 27, 28, Climate-related Metrics 29, 30, 31, 32, Climate-related Targets 33, 34, 35, 36, 37</p>		<p>E2, E3, E4, E4.1, E4.2, E5, E9</p>			<p>Doğuş Otomotiv operates as the distributor of Volkswagen AG Group brands in Turkey.</p>	<p>Sustainability Strategy, 28-29</p> <p>Focus Areas and Management Approach, 29-32</p> <p>Double Materiality Matrix and Effect on Sustainability Performance of Assessment Results, 32-41</p> <p>Environmental Sustainability, 43-51</p> <p>Environmental and Climate Change Performance, 80-107</p> <p>Financial Performance, 163-165</p>
<p>201-3 Defined benefit plan obligations and other retirement plans</p>	<p>ESRS S1-1, S1-2, S1-3, S1-4, S1-5, S1-6, S1-7, S1-9, S1-10, S1-11, S1-14, S1-15</p>						<p>There is no salary-based pension contribution at Doğuş Otomotiv.</p>	<p>Employees and Work Environment, 108-129</p> <p>Employees and Work Environment Performance, 108-129</p>
<p>201-4 Financial assistance received from government</p>	<p><i>This topic is not covered by the list of sustainability matters in ESRS 1 AR §16.</i></p>						<p>Doğuş Otomotiv has not received any significant financial assistance from government in 2024.</p>	<p>Corporate Governance, 160-163</p> <p>Financial Performance, 163-165</p>



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GRI 202: Market Presence 2016								
202-1 Ratios of standard entry level wage by gender compared to local minimum wage	ESRS S1 S1-10 §67-71 and §AR 72 to 73					Principles 1, 2	Doğuş Otomotiv and Doğuş Oto starting salaries exceed the wages set by law and regulations and vary depending on the position. Average hourly wage: 292.43 TL	Corporate Governance, 160-163 Employees and Work Environment Performance, 108-129 Employee and Work Environment, 52-62
202-2 Proportion of senior management hired from the local community	"Communities" economic, social and cultural rights' is a sustainability matter for S3 covered by ESRS 1 §AR 16. Hence this GRI disclosure is covered by MDR-P, MDR-A, MDR-T, and/or as an entity-specific metric to be disclosed according to ESRS 1 §11 and pursuant to MDR-M.						All the senior management of Doğuş Otomotiv are hired from the local community.	Corporate Governance, 160-163
GRI 203: Indirect Economic Impacts 2016								
203-1 Infrastructure investments and services supported	"Communities" economic, social and cultural rights' is a sustainability matter for S3 covered by ESRS 1 §AR 16. Hence this GRI disclosure is covered by MDR-P, MDR-A, MDR-T, and/or as an entity-specific metric to be disclosed according to ESRS 1 §11 and pursuant to MDR-M.							Community Engagement and Economic Development, 60-62 Customers and Product and Service Responsibility, 62-68 Supply Chain Management, 70-72 Our Authorized Dealers and Service Centers, 72-74





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203-2 Significant indirect economic impacts	ESRS S1 S1-4 §AR 41; ESRS S2 S2-4 §AR 37; ESRS S3 S3-4 §AR 36						Doğuş Otomotiv examines the indirect economic impacts of all companies within its value chain and conducts a comprehensive data collection study in this regard. It includes its subsidiaries, authorized dealers and service centers, and suppliers in its annual report, inquiring into and quantitatively reporting their indirect economic impacts. Number of Retail Sales Centers: 203 Number of Distribution Centers: 2 Total Area of Distribution Centers: 149,530 square meters (Şekerpınar Warehouse is excluded as it belongs to Doğuş Otomotiv. Three additional vehicle distribution areas used in 2024 are excluded as there is no fixed area allocated to Doğuş Otomotiv.) Total Area for Retail Sales: 788,677 square meters	Customers and Product and Service Responsibility, 62-68 Supply Chain Management, 70-72 Our Authorized Dealers and Service Centers, 72-74 Affiliates and Subsidiaries, 74-79 Financial Performance, 163-165 Authorized Dealers and Service Centers, 174-180 Brands, 191-196 Subsidiaries, 186-190
GRI 204: Procurement Practices 2016								
3-3 Management of material topics	ESRS G1 G1-2 §12	IFRS S1 Governance 26, 27, Strategy 28, 29, Sustainability Risks and Opportunities 30, 31, Business model and value chain 32, Financial Position, Financial Performance and Cash Flows 34, 35, 36, 37, 38, 39, 40, Risk Management 43, 44, Metrics and targets 45, 46, 47, 48, 49, 50, 51, 52, 53, Guidance sources 54, 55, 56, 57, 58, 59, IFRS S2 Strategy 8, 9, Climate-related Risks and Opportunities, 10, 11, 12, Business Model and Value Chain 13, Strategy and Decision Making 14, Financial Position, Financial Performance and Cash Flows 15, 16, 17, 18, 19, 20, 21, Climate Resilience 22, 23, Risk Management 24, 25, 16, Metrics and Targets 27, 28, Climate-related Metrics 29, 30, 31, 32, Climate-related Targets 33, 34, 35, 36, 37					Sustainability Strategy, 28-29 Focus Areas and Management Approach, 29-32 Double Materiality Matrix and Effect on Sustainability Performance of Assessment Results, 32-41	

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204-1 Proportion of spending on local suppliers	"Communities" economic, social and cultural rights' is a sustainability matter for S3 covered by ESRS 1 §AR 16. Hence this GRI disclosure is covered by MDR-P, MDR-A, MDR-T, and/or as an entity-specific metric to be disclosed according to ESRS 1 §11 and pursuant to MDR-M.							Sustainable Supply Chain Management, 169-172 Supply Chain Management, 70-72
GRI 205: Anti-corruption 2016								
3-3 Management of material topics	ESRS G1-1 §7; G1-3 §16 and §18 (a) and §24 (b)	IFRS S1 Governance 26, 27, Strategy 28, 29, Sustainability Risks and Opportunities 30, 31, Business model and value chain 32, Financial Position, Financial Performance and Cash Flows 34, 35, 36, 37, 38, 39, 40, Risk Management 43, 44, Metrics and targets 45, 46, 47, 48, 49, 50, 51, 52, 53, Guidance sources 54, 55, 56, 57, 58, 59, IFRS S2 Strategy 8, 9, Climate-related Risks and Opportunities, 10, 11, 12, Business Model and Value Chain 13, Strategy and Decision Making 14, Financial Position, Financial Performance and Cash Flows 15, 16, 17, 18, 19, 20, 21, Climate Resilience 22, 23, Risk Management 24, 25, 16, Metrics and Targets 27, 28, Climate-related Metrics 29, 30, 31, 32, Climate-related Targets 33, 34, 35, 36, 37		AC1, AC4, AC6, AC7, AC8				Sustainability Strategy, 28-29 Focus Areas and Management Approach, 29-32 Double Materiality Matrix and Effect on Sustainability Performance of Assessment Results, 32-41

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205-1 Operations assessed for risks related to corruption	ESRS G1 G1-3 §AR 5			G6, AC1, AC4, AC6, AC7, AC8				Sustainability Strategy, 28-29 Focus Areas and Management Approach, 29-32 Double Materiality Matrix and Effect on Sustainability Performance of Assessment Results, 32-41 Corporate Governance, 160-163 Risk Management and Compliance, 166-168
205-2 Communication and training about anti-corruption policies and procedures	ESRS G1-3 §20, §21 (b) and (c) and §AR 7 and 8			AC1, AC3, AC4, AC6, AC7, AC8				Sustainability Strategy, 28-29 Focus Areas and Management Approach, 29-32 Double Materiality Matrix and Effect on Sustainability Performance of Assessment Results, 32-41 Corporate Governance, 160-163 Risk Management and Compliance, 166-168
205-3 Confirmed incidents of corruption and actions taken	ESRS G1 G1-4 §25			AC1, AC4, AC5, AC6, AC7, AC8			In 2024, there were no cases of corruption within the company, and no lawsuits were filed. In 2023, seven individuals at Doğuş Oto violated the "Rules of Ethics and Good Faith" section, specifically subsection (e) of the subsection titled "Cases of Violation of the Rules of Ethics and Good Faith and Similar Cases" under Article 25 of the Labor Law No. 4857, which states: "The employee misuses the employer's trust, commits theft, or engages in similar acts." -Cases of Non-Compliance with Ethics and Good Faith Rules and Similar Cases" of Article 25 of the Labor Law No. 4857, which states that "the employee's actions constitute misconduct such as abuse of the employer's trust, theft, or disclosure of the employer's trade secrets, which are inconsistent with honesty and loyalty."	Sustainability Strategy, 28-29 Focus Areas and Management Approach, 29-32 Double Materiality Matrix and Effect on Sustainability Performance of Assessment Results, 32-41 Corporate Governance, 160-163 Risk Management and Compliance, 166-168 Law, 172-173
GRI 206: Anti-competitive Behavior 2016								
206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	<i>This topic is not covered by the list of sustainability matters in ESRS 1 AR §16</i>			AC1, AC3, AC4, AC6, AC7, AC8			Doğuş Otomotiv has no lawsuits pending in 2024 due to anti-competitive practices.	Sustainability Strategy, 28-29 Focus Areas and Management Approach, 29-32 Double Materiality Matrix and Effect on Sustainability Performance of Assessment Results, 32-41 Corporate Governance, 160-163 Risk Management and Compliance, 166-168 Law, 172-173

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GRI 207: Tax 2019								
207-1 Approach to tax	<i>This topic is not covered by the list of sustainability matters in ESRS 1 AR §16.</i>							Corporate Governance Compliance Report Profit Distribution Corporate Governance, 160-163
207-2 Tax governance, control, and risk management	<i>This topic is not covered by the list of sustainability matters in ESRS 1 AR §16.</i>							Corporate Governance Structure and Areas of Authority, 18 Role of the Board of Directors, 18 Sustainability Management, 20 Sustainability Council, 20 Corporate Policies and Principles, 20-21 Business Ethics and Code of Ethics, 22 Compliance, Ethics and Transparency, 22-23 Transparency Culture at Doğuş Otomotiv, 23 Stakeholder Engagement and Feedback Mechanisms, 24-25 Sustainability Strategy, 28-29 Focus Areas and Management Approach, 29-32 Double Materiality Matrix and Effect on Sustainability Performance of Assessment Results, 32-41
207-3 Stakeholder engagement and management of concerns related to tax	<i>This topic is not covered by the list of sustainability matters in ESRS 1 AR §16.</i>							Corporate Governance Structure and Areas of Authority, 18 Role of the Board of Directors, 18 Sustainability Management, 20 Sustainability Council, 20 Corporate Policies and Principles, 20-21 Business Ethics and Code of Ethics, 22 Compliance, Ethics and Transparency, 22-23 Transparency Culture at Doğuş Otomotiv, 23 Stakeholder Engagement and Feedback Mechanisms, 24-25 Sustainability Strategy, 28-29 Focus Areas and Management Approach, 29-32 Double Materiality Matrix and Effect on Sustainability Performance of Assessment Results, 32-41

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GRI 207: Vergi 2019								
207-4 Country-by-country reporting	<i>This topic is not covered by the list of sustainability matters in ESRS 1 AR §16.</i>						<i>Doğuş Otomotiv carries out its activities only in Turkey.</i>	Corporate Governance Structure and Areas of Authority, 18 Role of the Board of Directors, 18 Sustainability Management, 20 Sustainability Council, 20 Corporate Policies and Principles, 20-21 Business Ethics and Code of Ethics, 22 Compliance, Ethics and Transparency, 22-23 Transparency Culture at Doğuş Otomotiv, 23 Stakeholder Engagement and Feedback Mechanisms, 24-25 Sustainability Strategy, 28-29 Focus Areas and Management Approach, 29-32 Double Materiality Matrix and Effect on Sustainability Performance of Assessment Results, 32-41
GRI 301: Materials 2016								
3-3 Management of material topics	ESRS E5 E5-1 §12; E5-2 §17; E5-3 §21	IFRS S1 Governance 26, 27, Strategy 28, 29, Sustainability Risks and Opportunities 30, 31, Business model and value chain 32, Financial Position, Financial Performance and Cash Flows 34, 35, 36, 37, 38, 39, 40, Risk Management 43, 44, Metrics and targets 45, 46, 47, 48, 49, 50, 51, 52, 53, Guidance sources 54, 55, 56, 57, 58, 59, IFRS S2 Strategy 8, 9, Climate-related Risks and Opportunities, 10, 11, 12, Business Model and Value Chain 13, Strategy and Decision Making 14, Financial Position, Financial Performance and Cash Flows 15, 16, 17, 18, 19, 20, 21, Climate Resilience 22, 23, Risk Management 24, 25, 16, Metrics and Targets 27, 28, Climate-related Metrics 29, 30, 31, 32, Climate-related Targets 33, 34, 35, 36, 37					Sustainability Strategy, 28-29 Focus Areas and Management Approach, 29-32 Double Materiality Matrix and Effect on Sustainability Performance of Assessment Results, 32-41 Environmental Sustainability, 43-51 Environmental and Climate Change Performance, 80-107	

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GRI 301: Malzemeler 2016								
3-3 Management of material topics	ESRS E5 E5-1 §12; E5-2 §17; E5-3 §21	IFRS S1 Governance 26, 27, Strategy 28, 29, Sustainability Risks and Opportunities 30, 31, Business model and value chain 32, Financial Position, Financial Performance and Cash Flows 34, 35, 36, 37, 38, 39, 40, Risk Management 43, 44, Metrics and targets 45, 46, 47, 48, 49, 50, 51, 52, 53, Guidance sources 54, 55, 56, 57, 58, 59, IFRS S2 Strategy 8, 9, Climate-related Risks and Opportunities, 10, 11, 12, Business Model and Value Chain 13, Strategy and Decision Making 14, Financial Position, Financial Performance and Cash Flows 15, 16, 17, 18, 19, 20, 21, Climate Resilience 22, 23, Risk Management 24, 25, 16, Metrics and Targets 27, 28, Climate-related Metrics 29, 30, 31, 32, Climate-related Targets 33, 34, 35, 36, 37						Environmental Sustainability, 43-51 Environmental and Climate Change Performance, 80-107
301-1 Materials used by weight or volume	ESRS E5 E5-4 §31 (a)							Environmental Sustainability, 43-51 Environmental and Climate Change Performance, 80-107
301-2 Recycled input materials used	ESRS E5 E5-4 §31 (c)							Environmental Sustainability, 43-51 Environmental and Climate Change Performance, 80-107

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301-3 Reclaimed products and their packaging materials	<p>ESRS E5 E5-4 §31</p> <p>“Resource outflows related to products and services” and “Waste” are sustainability matters for E5 covered by ESRS 1 §AR 16. Hence this GRI disclosure is covered by MDR-P, MDR-A, MDR-T, and/or as an entity-specific metric to be disclosed according to ESRS 1 §11 and pursuant to MDR-M.</p>							Environmental Sustainability, 43-51 Environmental and Climate Change Performance, 80-107
GRI 302: Energy 2016								
<p>3-3 Management of material topics</p> <p>102-1 Transition plan to mitigate the effects of climate change 102-2 Climate change adaptation plan 102-4 Greenhouse gas emission reduction targets and progress status</p>	<p>ESRS E1 E1-2 §25 (c) (d); E1-3 §26; E1-4 §33</p>	<p>IFRS S1 Governance 26, 27, Strategy 28, 29, Sustainability Risks and Opportunities 30, 31, Business model and value chain 32, Financial Position, Financial Performance and Cash Flows 34, 35, 36, 37, 38, 39, 40, Risk Management 43, 44, Metrics and targets 45, 46, 47, 48, 49, 50, 51, 52, 53, Guidance sources 54, 55, 56, 57, 58, 59, IFRS S2 Strategy 8, 9, Climate-related Risks and Opportunities, 10, 11, 12, Business Model and Value Chain 13, Strategy and Decision Making 14, Financial Position, Financial Performance and Cash Flows 15, 16, 17, 18, 19, 20, 21, Climate Resilience 22, 23, Risk Management 24, 25, 16, Metrics and Targets 27, 28, Climate-related Metrics 29, 30, 31, 32, Climate-related Targets 33, 34, 35, 36, 37</p>		E1,E3, E4, E4.1, E4.2,E5			<p>Sustainability Strategy, 28-29 Focus Areas and Management Approach, 29-32 Double Materiality Matrix and Effect on Sustainability Performance of Assessment Results, 32-41 Environmental Sustainability, 43-51 Environmental and Climate Change Performance, 80-107</p>	

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GRI DISCLOSURES AND REQUIREMENTS	ESRS DISCLOSURE REQUIREMENTS	IFRS S1-S2/TSRS S1-S2	SASB	UNGC	UN SDG	UNWEPs	DISCLOSURE AND DECLARATION	PART OF THE DISCLOSURE
<p>302-1 Energy consumption within the organization (302-1-a, b, c, e and g)</p> <p>102-2 Climate change adaptation plan</p>	<p>ESRS E1-5 §37; §38; §AR 32 (a), (c), (e) and (f)</p>	<p>IFRS S2 Climate-related Metrics 29, 30, 31, 32, Climate-related Targets 33, 34, 35, 36, 37</p>	<p>Energy Management in Retail and Distribution, CG-MR- 130a.1</p>	<p>E1, E3, E4, E4.1, E4.2,E5, E10</p>				<p>Environmental Sustainability, 43-51 Environmental and Climate Change Performance, 80-107</p>
<p>302-2 Energy consumption outside of the organization</p>	<p>“Energy” is a sustainability matter for E1 covered by ESRS 1 §AR 16. Hence this GRI disclosure is covered by MDR-P, MDR-A, MDR-T, and/or as an entity-specific metric to be disclosed according to ESRS 1 §11 and pursuant to MDR-M.</p>	<p>IFRS S2 Climate-related Metrics 29, 30, 31, 32, Climate-related Targets 33, 34, 35, 36, 37</p>	<p>Energy Management in Retail and Distribution, CG-MR- 130a.1</p>	<p>E1, E3, E4, E4.1, E4.2,E5</p>				<p>Environmental Sustainability, 43-51 Environmental and Climate Change Performance, 80-107</p>

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GRI DISCLOSURES AND REQUIREMENTS	ESRS DISCLOSURE REQUIREMENTS	IFRS S1-S2/TSRS S1-S2	SASB	UNGC	UN SDG	UNWEPs	DISCLOSURE AND DECLARATION	PART OF THE DISCLOSURE
302-3 Energy intensity	ESRS E1 E1-5 §40, §42	IFRS S2 Climate-related Metrics 29, 30, 31, 32, Climate-related Targets 33, 34, 35, 36, 37		E1, E3, E4, E4.1, E4.2, E5				Environmental Sustainability, 43-51 Environmental and Climate Change Performance, 80-107
302-4 Reduction of energy consumption 102-1 Transition plan to mitigate the effects of climate change 102-2 Climate change adaptation plan 102-3 Just transition 102-4 Greenhouse gas emission reduction targets and progress status	ESRS E1-1, E1-2, E1-3, E1-4 “Energy” is a sustainability matter for E1 covered by ESRS 1 §AR 16. Hence this GRI disclosure is covered by MDR-P, MDR-A, MDR-T, and/or as an entity-specific metric to be disclosed according to ESRS 1 §11 and pursuant to MDR-M.	IFRS S2 Climate-related Metrics 29, 30, 31, 32, Climate-related Targets 33, 34, 35, 36, 37		E1, E3, E4, E4.1, E4.2, E5				Environmental Sustainability, 43-51 Environmental and Climate Change Performance, 80-107

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<p>302-5 Reductions in energy requirements of products and services</p> <p>102-1 Transition plan to mitigate the effects of climate change</p> <p>102-2 Climate change adaptation plan</p> <p>102-3 Just transition</p> <p>102-4 Greenhouse gas emission reduction targets and progress status</p>	<p>ESRS E1-1, E1-2, E1-3, E1-4</p> <p>“Energy” is a sustainability matter for E1 covered by ESRS 1 §AR 16. Hence this GRI disclosure is covered by MDR-P, MDR-A, MDR-T, and/or as an entity-specific metric to be disclosed according to ESRS 1 §11 and pursuant to MDR-M.</p>	<p>IFRS S2 Climate-related Metrics 29, 30, 31, 32, Climate-related Targets 33, 34, 35, 36, 37vv</p>		<p>E1, E3, E4, E4.1, E4.2,E5</p>				<p>Environmental Sustainability, 43-51 Environmental and Climate Change Performance, 80-107 Our Authorized Dealers and Service Centers, 72-74</p>
GRI 303: Water and Effluents 2018								
<p>3-3 Management of material topics</p>	<p>ESRS E2 §AR 9 (b); E2-1 §12; E2-2 §16 ve§19; E2-3 §20; ESRS E3 E3-1 §9; E3-2 §15, §17, §18; E3-3 §20</p>	<p>IFRS S1 Governance 26, 27, Strategy 28, 29, Sustainability Risks and Opportunities 30, 31, Business model and value chain 32, Financial Position, Financial Performance and Cash Flows 34, 35, 36, 37, 38, 39, 40, Risk Management 43, 44, Metrics and targets 45, 46, 47, 48, 49, 50, 51, 52, 53, Guidance sources 54, 55, 56, 57, 58, 59, IFRS S2 Strategy 8, 9, Climate-related Risks and Opportunities, 10, 11, 12, Business Model and Value Chain 13, Strategy and Decision Making 14, Financial Position, Financial Performance and Cash Flows 15, 16, 17, 18, 19, 20, 21, Climate Resilience 22, 23, Risk Management 24, 25, 16, Metrics and Targets 27, 28, Climate-related Metrics 29, 30, 31, 32, Climate-related Targets 33, 34, 35, 36, 37</p>		<p>E1,E2, E3, E4, E4.1, E4.2,E5,</p>			<p>Sustainability Strategy, 28-29 Focus Areas and Management Approach, 29-32 Double Materiality Matrix and Effect on Sustainability Performance of Assessment Results, 32-41 Environmental Sustainability, 43-51 Environmental and Climate Change Performance, 80-107</p>	

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303-1 Interactions with water as a shared resource	ESRS 2 §48 (a); MDR-T §80 (f); ESRS E3 §8 (a); §AR 15 (a); E3-2 §15, §AR 20			E1, E2, E3, E4, E4.1, E4.2, E5, E13			Doğuş Otomotiv Şekerpınar establishment and Doğuş Oto locations use water from the resources of their municipalities.	Environmental Sustainability, 43-51 Environmental and Climate Change Performance, 80-107
303-2 Management of water discharge-related impacts (303-2-iv)	ESRS E2 E2-3 §24			E1, E2, E3, E4, E4.1, E4.2, E5, E13			Doğuş Otomotiv discharges the total amount of water obtained from local authorities and used directly into the city sewage systems in all operation areas. The amount of water discharged from the city sewage system in the operation areas is 100% of the water used.	Environmental Sustainability, 43-51 Environmental and Climate Change Performance, 80-107

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GRI DISCLOSURES AND REQUIREMENTS	ESRS DISCLOSURE REQUIREMENTS	IFRS S1-S2/TSRS S1-S2	SASB	UNGC	UN SDG	UNWEPs	DISCLOSURE AND DECLARATION	PART OF THE DISCLOSURE
303-3 Water withdrawal	<p>ESRS E3-4§28</p> <p>“Water withdrawals” is a sustainability matter for E3 covered by ESRS 1 §AR 16. Hence this GRI disclosure is covered by MDR-P, MDR-A, MDR-T, and/or as an entity-specific metric to be disclosed according to ESRS 1 §11 and pursuant to MDR-M.</p>			E1, E2, E3, E4, E4.1, E4.2,E5, E13			There are no significant water resources affected by water withdrawal. Doğuş Otomotiv uses water from the water distribution system of local authorities. Our company does not use treated or recycled water.	Environmental Sustainability, 43-51 Environmental and Climate Change Performance, 80-107
303-4 Water discharge	<p>ESRS E3-4§28</p> <p>“Water discharges” is a sustainability matter for E3 covered by ESRS 1 §AR 16. Hence this GRI disclosure is covered by MDR-P, MDR-A, MDR-T, and/or as an entity-specific metric to be disclosed according to ESRS 1 §11 and pursuant to MDR-M.</p>			E1, E2, E3, E4, E4.1, E4.2,E5			Doğuş Otomotiv discharges the total amount of water obtained from local authorities and used directly into the city sewage systems in all operation areas. The amount of water discharged from the city sewage system in the operation areas is 100% of the water used.	Environmental Sustainability, 43-51 Environmental and Climate Change Performance, 80-107

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GRI DISCLOSURES AND REQUIREMENTS	ESRS DISCLOSURE REQUIREMENTS	IFRS S1-S2/TSRS S1-S2	SASB	UNGC	UN SDG	UNWEPs	DISCLOSURE AND DECLARATION	PART OF THE DISCLOSURE
303-5 Water consumption	ESRS E3-4 §28 (a), (b), (d) and (e)			E1, E2, E3, E4, E4.1, E4.2,E5				Environmental Sustainability, 43-51 Environmental and Climate Change Performance, 80-107
GRI 304: Biodiversity 2016								
3-3 Management of material topics 102-1 Transition plan to mitigate the effects of climate change 102-2 Climate change adaptation plan 102-3 Just Transition	ESRS E4-1 §AR 1 (b) and (d); E4-2 §20 and §22; E4-3 §25 and §28 (a); E4-4 §29	IFRS S1 Governance 26, 27, Strategy 28, 29, Sustainability Risks and Opportunities 30, 31, Business model and value chain 32, Financial Position, Financial Performance and Cash Flows 34, 35, 36, 37, 38, 39, 40, Risk Management 43, 44, Metrics and targets 45, 46, 47, 48, 49, 50, 51, 52, 53, Guidance sources 54, 55, 56, 57, 58, 59, IFRS S2 Strategy 8, 9, Climate-related Risks and Opportunities, 10, 11, 12, Business Model and Value Chain 13, Strategy and Decision Making 14, Financial Position, Financial Performance and Cash Flows 15, 16, 17, 18, 19, 20, 21, Climate Resilience 22, 23, Risk Management 24, 25, 16, Metrics and Targets 27, 28, Climate-related Metrics 29, 30, 31, 32, Climate-related Targets 33, 34, 35, 36, 37		E1, E2, E3, E4, E4.1, E4.2,E5				Sustainability Strategy, 28-29 Focus Areas and Management Approach, 29-32 Double Materiality Matrix and Effect on Sustainability Performance of Assessment Results, 32-41 Environmental Sustainability, 43-51 Environmental and Climate Change Performance, 80-107

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GRI DISCLOSURES AND REQUIREMENTS	ESRS DISCLOSURE REQUIREMENTS	IFRS S1-S2/TSRS S1-S2	SASB	UNGC	UN SDG	UNWEPs	DISCLOSURE AND DECLARATION	PART OF THE DISCLOSURE
304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas (304-1-a-iv and v)	ESRS E4 §16 (a) i; §19 (a); E4-5 §35			E1, E2, E3, E4, E4.1, E4.2, E5, E15, E16				Sustainability Strategy, 28-29 Focus Areas and Management Approach, 29-32 Double Materiality Matrix and Effect on Sustainability Performance of Assessment Results, 32-41 Environmental Sustainability, 43-51 Environmental and Climate Change Performance, 80-107
304-2 Significant impacts of activities, products and services on biodiversity (304-2-a-i, ii, iii, iv, v and vi; 304-2-b)	ESRS E4-5 §35, §38, §39, §40 (a) and (c)	IFRS S1 Governance 26, 27, Strategy 28, 29, Sustainability Risks and Opportunities 30, 31, Business model and value chain 32, Financial Position, Financial Performance and Cash Flows 34, 35, 36, 37, 38, 39, 40, Risk Management 43, 44, Metrics and targets 45, 46, 47, 48, 49, 50, 51, 52, 53, Guidance sources 54, 55, 56, 57, 58, 59, IFRS S2 Strategy 8, 9, Climate-related Risks and Opportunities, 10, 11, 12, Business Model and Value Chain 13, Strategy and Decision Making 14, Financial Position, Financial Performance and Cash Flows 15, 16, 17, 18, 19, 20, 21, Climate Resilience 22, 23, Risk Management 24, 25, 16, Metrics and Targets 27, 28, Climate-related Metrics 29, 30, 31, 32, Climate-related Targets 33, 34, 35, 36, 37		E1, E2, E3, E4, E4.1, E4.2, E5				Sustainability Strategy, 28-29 Focus Areas and Management Approach, 29-32 Double Materiality Matrix and Effect on Sustainability Performance of Assessment Results, 32-41 Environmental Sustainability, 43-51 Environmental and Climate Change Performance, 80-107

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GRI DISCLOSURES AND REQUIREMENTS	ESRS DISCLOSURE REQUIREMENTS	IFRS S1-S2/TSRS S1-S2	SASB	UNGC	UN SDG	UNWEPs	DISCLOSURE AND DECLARATION	PART OF THE DISCLOSURE
304-3 Habitats protected or restored (304-3-a and b)	ESRS E4-3 §28 (b) and §AR 20 (e); E4-4 §AR 26 (a)			E1, E2, E3, E4, E4.1, E4.2, E5, E17				Sustainability Strategy, 28-29 Focus Areas and Management Approach, 29-32 Double Materiality Matrix and Effect on Sustainability Performance of Assessment Results, 32-41 Environmental Sustainability, 43-51 Environmental and Climate Change Performance, 80-107
304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	ESRS E4 E4-5 §40 (d) i	IFRS S1 Governance 26, 27, Strategy 28, 29, Sustainability Risks and Opportunities 30, 31, Business model and value chain 32, Financial Position, Financial Performance and Cash Flows 34, 35, 36, 37, 38, 39, 40, Risk Management 43, 44, Metrics and targets 45, 46, 47, 48, 49, 50, 51, 52, 53, Guidance sources 54, 55, 56, 57, 58, 59, IFRS S2 Strategy 8, 9, Climate-related Risks and Opportunities, 10, 11, 12, Business Model and Value Chain 13, Strategy and Decision Making 14, Financial Position, Financial Performance and Cash Flows 15, 16, 17, 18, 19, 20, 21, Climate Resilience 22, 23, Risk Management 24, 25, 16, Metrics and Targets 27, 28, Climate-related Metrics 29, 30, 31, 32, Climate-related Targets 33, 34, 35, 36, 37		E1, E2, E3, E4, E4.1, E4.2, E5				Sustainability Strategy, 28-29 Focus Areas and Management Approach, 29-32 Double Materiality Matrix and Effect on Sustainability Performance of Assessment Results, 32-41 Environmental Sustainability, 43-51 Environmental and Climate Change Performance, 80-107

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GRI DISCLOSURES AND REQUIREMENTS	ESRS DISCLOSURE REQUIREMENTS	IFRS S1-S2/TSRS S1-S2	SASB	UNGC	UN SDG	UNWEPs	DISCLOSURE AND DECLARATION	PART OF THE DISCLOSURE
GRI 305: Emissions 2016								
<p>3-3 Management of material topics and GRI 305 1.2</p> <p>102-1 Transition plan to mitigate the effects of climate change</p> <p>102-2 Climate change adaptation plan</p> <p>102-3 Just Transition</p> <p>102-4 Greenhouse gas emission reduction targets and progress</p> <p>102-8 GHG emission intensity</p> <p>102-9 Greenhouse gas removal in the value chain</p>	<p>ESRS E1-2 §22; E1-3 §26; E1-4 §33 and §34 (b); E1-7 §56 (b) and §61 (c); ESRS E2 §AR 9 (b); E2-1 §12; E2-2 §16 and §19; E2-3 §20</p>	<p>IFRS S1 Governance 26, 27, Strategy 28, 29, Sustainability Risks and Opportunities 30, 31, Business model and value chain 32, Financial Position, Financial Performance and Cash Flows 34, 35, 36, 37, 38, 39, 40, Risk Management 43, 44, Metrics and targets 45, 46, 47, 48, 49, 50, 51, 52, 53, Guidance sources 54, 55, 56, 57, 58, 59, IFRS S2 Strategy 8, 9, Climate-related Risks and Opportunities, 10, 11, 12, Business Model and Value Chain 13, Strategy and Decision Making 14, Financial Position, Financial Performance and Cash Flows 15, 16, 17, 18, 19, 20, 21, Climate Resilience 22, 23, Risk Management 24, 25, 16, Metrics and Targets 27, 28, Climate-related Metrics 29, 30, 31, 32, Climate-related Targets 33, 34, 35, 36, 37</p>		E1, E2, E3, E4, E4.1, E4.2, E5				<p>Sustainability Strategy, 28-29</p> <p>Focus Areas and Management Approach, 29-32</p> <p>Double Materiality Matrix and Effect on Sustainability Performance of Assessment Results, 32-41</p> <p>Environmental Sustainability, 43-51</p> <p>Environmental and Climate Change Performance, 80-107</p>
<p>305-1 Direct (Scope 1) GHG emissions</p> <p>102-5 Scope-1 GHG emissions</p> <p>102-4 Greenhouse gas emission reduction targets and progress</p>	<p>ESRS E1-4 §34 (c); E1-6 §44 (a); §46; §50; §AR 25 (b) and (c); §AR 39 (a) to (d); §AR 40; AR §43 (c) to (d)</p>	<p>IFRS S2, IFRS S2 Climate Related Metrics 29, 30, 31, 32, Climate Related Targets 33, 34, 35, 36, 37</p>		E1, E2, E3, E4, E4.1, E4.2, E5, E6				<p>Environmental Sustainability, 43-51</p> <p>Environmental and Climate Change Performance, 80-107</p>

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GRI DISCLOSURES AND REQUIREMENTS	ESRS DISCLOSURE REQUIREMENTS	IFRS S1-S2/TSRS S1-S2	SASB	UNGC	UN SDG	UNWEPs	DISCLOSURE AND DECLARATION	PART OF THE DISCLOSURE
<p>305-2 Energy indirect (Scope 2) GHG emissions</p> <p>102-6 Scope-2 GHG emissions</p> <p>102-4 Greenhouse gas emission reduction targets and progress</p>	<p>ESRS E1-4 §34 (c); E1-6 §44 (b); §46; §49; §50; §AR 25 (b) and (c); §AR 39 (a) to (d); §AR 40; §AR 45 (a), (c), (d), and (f)</p>	<p>IFRS S2, IFRS S2 Climate Related Metrics 29, 30, 31, 32, Climate Related Targets 33, 34, 35, 36, 37</p>		<p>E1, E2, E3, E4, E4.1, E4.2, E5, E6</p>				<p>Environmental Sustainability, 43-51 Environmental and Climate Change Performance, 80-107</p>
<p>305-3 Other indirect (Scope 3) GHG emissions</p> <p>102-7 Scope-3 GHG emissions</p> <p>102-4 Greenhouse gas emission reduction targets and progress</p> <p>102-9 Greenhouse gas removal in the value chain</p>	<p>ESRS E1-4 §34 (c); E1-6 §44 (c); §51; §AR 25 (b) and (c); §AR 39 (a) to (d); §AR 46 (a) (i) to (k)</p>	<p>IFRS S2, IFRS S2 Climate Related Metrics 29, 30, 31, 32, Climate Related Targets 33, 34, 35, 36, 37</p>		<p>E1, E2, E3, E4, E4.1, E4.2, E5, E7, E7.1</p>				<p>Environmental Sustainability, 43-51 Environmental and Climate Change Performance, 80-107</p>

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GRI DISCLOSURES AND REQUIREMENTS	ESRS DISCLOSURE REQUIREMENTS	IFRS S1-S2/TSRS S1-S2	SASB	UNGC	UN SDG	UNWEPs	DISCLOSURE AND DECLARATION	PART OF THE DISCLOSURE
<p>305-4 GHG emissions intensity</p> <p>102-8 GHG emission intensity</p>	<p>ESRS E1-6 §53; §54; §AR 39 (c); §AR 53 (a)</p>	<p>IFRS S2, IFRS S2 Climate Related Metrics 29, 30, 31, 32, Climate Related Targets 33, 34, 35, 36, 37</p>		<p>E1, E2, E3, E4, E4.1, E4.2,E5</p>			<p>It is not applicable since our company does not manufacture but distributes vehicles.</p>	<p>Environmental Sustainability, 43-51 Environmental and Climate Change Performance, 80-107</p>
<p>305-5 Reduction of GHG emissions (305-5-a, c and 2.9.5)</p> <p>102-4 Greenhouse gas emission reduction targets and progress</p> <p>102-8 GHG emission intensity</p> <p>102-9 Greenhouse gas removal in the value chain</p>	<p>ESRS E1 E1-3 §29 (b); E1-4 §34 (c); §AR 25 (b) ve (c); E1-7 §56</p>	<p>IFRS S2, IFRS S2 Climate Related Metrics 29, 30, 31, 32, Climate Related Targets 33, 34, 35, 36, 37</p>		<p>E1,E2, E3, E4, E4.1, E4.2,E5</p>			<p>Environmental Sustainability, 43-51 Environmental and Climate Change Performance, 80-107</p>	

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GRI DISCLOSURES AND REQUIREMENTS	ESRS DISCLOSURE REQUIREMENTS	IFRS S1-S2/TSRS S1-S2	SASB	UNGC	UN SDG	UNWEPs	DISCLOSURE AND DECLARATION	PART OF THE DISCLOSURE
305-6 Emissions of ozone-depleting substances (ODS)	“Pollution of air” is a sustainability matter for E2 covered by ESRS 1 §AR 16. Hence this GRI disclosure is covered by MDR-P, MDR-A, MDR-T, and/or as an entity-specific metric to be disclosed according to ESRS 1 §11 and pursuant to MDR-M.	IFRS S2, IFRS S2 Climate Related Metrics 29, 30, 31, 32, Climate Related Targets 33, 34, 35, 36, 37		E1,E2, E3, E4, E4.1, E4.2,E5			It is not applicable since our company does not manufacture but distributes vehicles.	<p>Sustainability Strategy, 28-29</p> <p>Focus Areas and Management Approach, 29-32</p> <p>Double Materiality Matrix and Effect on Sustainability Performance of Assessment Results, 32-41</p> <p>Environmental Sustainability, 43-51</p> <p>Environmental and Climate Change Performance, 80-107</p>
305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	ESRS E2-4 §28 (a); §30 (b) and (c); §31; §AR 21; §AR 26			E1,E2, E3, E4, E4.1, E4.2,E5, E18			It is not applicable since our company does not manufacture but distributes vehicles.	<p>Sustainability Strategy, 28-29</p> <p>Focus Areas and Management Approach, 29-32</p> <p>Double Materiality Matrix and Effect on Sustainability Performance of Assessment Results, 32-41</p> <p>Environmental Sustainability, 43-51</p> <p>Environmental and Climate Change Performance, 80-107</p>

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GRI DISCLOSURES AND REQUIREMENTS	ESRS DISCLOSURE REQUIREMENTS	IFRS S1-S2/TSRS S1-S2	SASB	UNGC	UN SDG	UNWEPs	DISCLOSURE AND DECLARATION	PART OF THE DISCLOSURE
GRI 306: Waste 2020								
3-3 Management of material topics	ESRS E5 §AR 7 (a); E5-1 §12; E5-2 §17; E5-3 §21	IFRS S1 Governance 26, 27, Strategy 28, 29, Sustainability Risks and Opportunities 30, 31, Business model and value chain 32, Financial Position, Financial Performance and Cash Flows 34, 35, 36, 37, 38, 39, 40, Risk Management 43, 44, Metrics and targets 45, 46, 47, 48, 49, 50, 51, 52, 53, Guidance sources 54, 55, 56, 57, 58, 59, IFRS S2 Strategy 8, 9, Climate-related Risks and Opportunities, 10, 11, 12, Business Model and Value Chain 13, Strategy and Decision Making 14, Financial Position, Financial Performance and Cash Flows 15, 16, 17, 18, 19, 20, 21, Climate Resilience 22, 23, Risk Management 24, 25, 16, Metrics and Targets 27, 28, Climate-related Metrics 29, 30, 31, 32, Climate-related Targets 33, 34, 35, 36, 37	Product Supply, Packaging, and Marketing, CG-MR-410a.2, Product Supply, Packaging, and Marketing, CG-MR-410a.3	E1, E2, E3, E4, E4.2, E5				Sustainability Strategy, 28-29 Focus Areas and Management Approach, 29-32 Double Materiality Matrix and Effect on Sustainability Performance of Assessment Results, 32-41 Environmental Sustainability, 43-51 Environmental and Climate Change Performance, 80-107
306-1 Waste generation and significant waste-related impacts	ESRS 2 SBM-3 §48 (a), (c) ii ve iv; ESRS E5 E5-4 §30		Product Supply, Packaging, and Marketing, CG-MR-410a.2, Product Supply, Packaging, and Marketing, CG-MR-410a.3	E1, E2, E3, E4, E4.2, E5				Sustainability Strategy, 28-29 Focus Areas and Management Approach, 29-32 Double Materiality Matrix and Effect on Sustainability Performance of Assessment Results, 32-41 Environmental Sustainability, 43-51 Environmental and Climate Change Performance, 80-107

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306-2 Management of significant waste-related impacts (306-2-a and c)	ESRS E5-2 §17 and §20 (e) and (f); E5-5 §40 and §AR 33 (c)		Product Supply, Packaging, and Marketing, CG-MR-410a.2, Product Supply, Packaging, and Marketing, CG-MR-410a.3	E1, E2, E3, E4, E4.2, E5				Sustainability Strategy, 28-29 Focus Areas and Management Approach, 29-32 Double Materiality Matrix and Effect on Sustainability Performance of Assessment Results, 32-41 Environmental Sustainability, 43-51 Environmental and Climate Change Performance, 80-107
306-3 Waste generated	ESRS E5-5 §37 (a), §38 to §40			E1, E2, E3, E4, E4.2, E5, E19				Environmental Sustainability, 43-51 Environmental and Climate Change Performance, 80-107

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306-4 Waste diverted from disposal (306-4-a, b, c, e)	ESRS E5-5 §37 (b), §38 and §40			E1, E2, E3, E4, E4.2, E5, E20			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.	Sustainability Strategy, 28-29 Focus Areas and Management Approach, 29-32 Double Materiality Matrix and Effect on Sustainability Performance of Assessment Results, 32-41 Environmental Sustainability, 43-51 Environmental and Climate Change Performance, 80-107
306-5 Waste directed to disposal (306-5-a, b, c, e)	ESRS E5-5 §37 (c), §38 and §40			E1, E2, E3, E4, E4.2, E5, E20			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.	Sustainability Strategy, 28-29 Focus Areas and Management Approach, 29-32 Double Materiality Matrix and Effect on Sustainability Performance of Assessment Results, 32-41 Environmental Sustainability, 43-51 Environmental and Climate Change Performance, 80-107

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GRI 306: Effluents and Waste 2016								
306-3 Significant spills	<p>"Pollution of air", "Pollution of water", and "Pollution of soil" are sustainability matters for E2 covered by ESRS 1 §AR 16. Hence this GRI disclosure is covered by MDR-P, MDR-A, MDR-T, and/or as an entity-specific metric to be disclosed according to ESRS 1 §11 and pursuant to MDR-M.</p>			E1, E2, E3, E4, E4.2, E5			<p>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.</p>	<p>Sustainability Strategy, 28-29 Focus Areas and Management Approach, 29-32 Double Materiality Matrix and Effect on Sustainability Performance of Assessment Results, 32-41 Environmental Sustainability, 43-51 Environmental and Climate Change Performance, 80-107</p>

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GRI DISCLOSURES AND REQUIREMENTS	ESRS DISCLOSURE REQUIREMENTS	IFRS S1-S2/TSRS S1-S2	SASB	UNGC	UN SDG	UNWEPs	DISCLOSURE AND DECLARATION	PART OF THE DISCLOSURE
GRI 308: Supplier Environmental Assessment 2016								
3-3 Management of material topics 102-9 Greenhouse gas reduction in the value chain	ESRS G1-2 §12 and §15 (a)	IFRS S1 Governance 26, 27, Strategy 28, 29, Sustainability Risks and Opportunities 30, 31, Business model and value chain 32, Financial Position, Financial Performance and Cash Flows 34, 35, 36, 37, 38, 39, 40, Risk Management 43, 44, Metrics and targets 45, 46, 47, 48, 49, 50, 51, 52, 53, Guidance sources 54, 55, 56, 57, 58, 59, IFRS S2 Strategy 8, 9, Climate-related Risks and Opportunities, 10, 11, 12, Business Model and Value Chain 13, Strategy and Decision Making 14, Financial Position, Financial Performance and Cash Flows 15, 16, 17, 18, 19, 20, 21, Climate Resilience 22, 23, Risk Management 24, 25, 16, Metrics and Targets 27, 28, Climate-related Metrics 29, 30, 31, 32, Climate-related Targets 33, 34, 35, 36, 37					Sustainability Strategy, 28-29 Focus Areas and Management Approach, 29-32 Double Materiality Matrix and Effect on Sustainability Performance of Assessment Results, 32-41	
308-1 New suppliers that were screened using environmental criteria	ESRS G1 G1-2 §15 (b)	IFRS S1 Risk Management 43-44, Metrics and Targets 45, 47, 48, 49, 50, 51, 52, 53, IFRS S2 Strategy 8, IFRS S2 Financial Condition, Financial Performance and Cash Flows 15, 16, 17, 18, 19, 20, 21, IFRS S2 Climate Resilience 22, 23, IFRS S2 Risk Management, 24, 25, 26, IFRS S2 Metrics and Targets 27, 28, IFRS S2 Climate Related Metrics 29, 30, 31, 32, Climate Related Targets 33, 34, 35, 36, 37						Sustainable Supply Chain Management, 169-172 Supply Chain Management, 70-72

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308-2 Negative environmental impacts in the supply chain and actions taken (308-2-c) 102-9 Greenhouse gas reduction in the value chain	ESRS 2 SBM-3 48 (c) i and iv	IFRS S1 Risk Management 43-44, Metrics and Targets 45, 47, 48, 49, 50, 51, 52, 53, IFRS S2 Strategy 8, IFRS S2 Financial Condition, Financial Performance and Cash Flows 15, 16, 17, 18, 19, 20, 21, IFRS S2 Climate Resilience 22, 23, IFRS S2 Risk Management, 24, 25, 26, IFRS S2 Metrics and Targets 27, 28, IFRS S2 Climate Related Metrics 29, 30, 31, 32, Climate Related Targets 33, 34, 35, 36, 37						Sustainability Strategy, 28-29 Focus Areas and Management Approach, 29-32 Double Materiality Matrix and Effect on Sustainability Performance of Assessment Results, 32-41 Sustainable Supply Chain Management, 169-172 Supply Chain Management, 70-72
GRI 401: Employment 2016								
3-3 Management of material topics 102-3 Fair transition	ESRS S1-1 §17; §20 (c); S1-2 §27; S1-4 §38; §39; §AR 40 (a); S1-5 §44; §47 (b) and (c); ESRS S2 §11 (c); S2-1 §14; §17 (c); S2-2 §22; S2-4 §32; §33 (a) and (b); §36; §AR 33; §AR 36 (a); S2-5 §39, §42 (b) and (c)	IFRS S1 Governance 26, 27, Strategy 28, 29, Sustainability Risks and Opportunities 30, 31, Business model and value chain 32, Financial Position, Financial Performance and Cash Flows 34, 35, 36, 37, 38, 39, 40, Risk Management 43, 44, Metrics and targets 45, 46, 47, 48, 49, 50, 51, 52, 53, Guidance sources 54, 55, 56, 57, 58, 59, IFRS S2 Strategy 8, 9, Climate-related Risks and Opportunities, 10, 11, 12, Business Model and Value Chain 13, Strategy and Decision Making 14, Financial Position, Financial Performance and Cash Flows 15, 16, 17, 18, 19, 20, 21, Climate Resilience 22, 23, Risk Management 24, 25, 16, Metrics and Targets 27, 28, Climate-related Metrics 29, 30, 31, 32, Climate-related Targets 33, 34, 35, 36, 37				Principle 1, 2	Sustainability Strategy, 28-29 Focus Areas and Management Approach, 29-32 Double Materiality Matrix and Effect on Sustainability Performance of Assessment Results, 32-41 Employees and Work Environment, 52-62 Employee and Work Environment Performance, 108-129 Occupational Health and Safety, 153-157,157-160	

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401-1 New employee hires and employee turnover (401-1-b)	ESRS S1 S1-6 §50 (c)						Gönüllü olarak işten çıkarılanların yüzdesi: %37 İşten çıkarılma yoluyla işten ayrılanların yüzdesi: %14	Employees and Work Environment, 52-62 Employees and Work Environment Performance, 108-129
401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees (401-2-a-ii, a-iii, a-iv, a-v and b)	ESRS S1 S1-11 §74; §75; §AR 75		Labor Practices CG-MR-310a.2		  			Employees and Work Environment, 52-62 Employees and Work Environment Performance, 108-129
401-3 Parental leave (401-3-a and b)	ESRS S1 S1-15 §93				 			Employees and Work Environment, 52-62 Employees and Work Environment Performance, 108-129
GRI 402: Labor/ Management Relations 2016								
3-3 Management of material topics	ESRS S1 S1-1 §17; §20 (c); S1-2 §27; S1-4 §38; §39; §AR 40 (a); S1-5 §44; §47 (b) ve (c); ESRS S2 §11 (c); S2-1 §14; §17 (c); S2-2 §22; S2-4 §32; §33 (a) ve (b); §36; §AR 33; §AR 36 (a); S2-5 §39, §42 (b) ve (c)	IFRS S1 Governance 26, 27, Strategy 28, 29, Sustainability Risks and Opportunities 30, 31, Business model and value chain 32, Financial Position, Financial Performance and Cash Flows 34, 35, 36, 37, 38, 39, 40, Risk Management 43, 44, Metrics and targets 45, 46, 47, 48, 49, 50, 51, 52, 53, Guidance sources 54, 55, 56, 57, 58, 59, IFRS S2 Strategy 8, 9, Climate-related Risks and Opportunities, 10, 11, 12, Business Model and Value Chain 13, Strategy and Decision Making 14, Financial Position, Financial Performance and Cash Flows 15, 16, 17, 18, 19, 20, 21, Climate Resilience 22, 23, Risk Management 24, 25, 16, Metrics and Targets 27, 28, Climate-related Metrics 29, 30, 31, 32, Climate-related Targets 33, 34, 35, 36, 37			            	Principle 1, 2	Sustainability Strategy, 28-29 Focus Areas and Management Approach, 29-32 Double Materiality Matrix and Effect on Sustainability Performance of Assessment Results, 32-41 Employees and Work Environment, 52-62 Employees and Work Environment Performance, 108-129	

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402-1 Minimum notice periods regarding operational changes	“Social dialogue” and “Collective bargaining” are sustainability matters for S1 covered by ESRS 1 §AR 16. Hence this GRI disclosure is covered by MDR-P, MDR-A, MDR-T, and/or as an entity-specific metric to be disclosed according to ESRS 1 §11 and pursuant to MDR-M.						Legal notice periods are applied in Doğuş Otomotiv.	Sustainability Strategy, 28-29 Focus Areas and Management Approach, 29-32 Double Materiality Matrix and Effect on Sustainability Performance of Assessment Results, 32-41 Employees and Work Environment, 52-62 Employees and Work Environment Performance, 108-129
GRI 403: Occupational Health and Safety 2018								
3-3 Management of material topics 102-3 Just transition	ESRS S1-1 §17; §20 (c); S1-2 §27; S1-4 §38; §39; §AR 40 (a); S1-5 §44; §47 (b) and (c); ESRS S2 §11 (c); S2-1 §14; §17 (c); S2-2 §22; S2-4 §32; §33 (a) and (b); §36; §AR 33; §AR 36 (a); S2-5 §39, §42 (b) and (c)	IFRS S1 Governance 26, 27, Strategy 28, 29, Sustainability Risks and Opportunities 30, 31, Business model and value chain 32, Financial Position, Financial Performance and Cash Flows 34, 35, 36, 37, 38, 39, 40, Risk Management 43, 44, Metrics and targets 45, 46, 47, 48, 49, 50, 51, 52, 53, Guidance sources 54, 55, 56, 57, 58, 59, IFRS S2 Strategy 8, 9, Climate-related Risks and Opportunities, 10, 11, 12, Business Model and Value Chain 13, Strategy and Decision Making 14, Financial Position, Financial Performance and Cash Flows 15, 16, 17, 18, 19, 20, 21, Climate Resilience 22, 23, Risk Management 24, 25, 16, Metrics and Targets 27, 28, Climate-related Metrics 29, 30, 31, 32, Climate-related Targets 33, 34, 35, 36, 37		L1, L2, L10, L11, L12		Principle 1, 3	There is no occupational process at Doğuş Otomotiv that can be considered as a high incidence or high risk of specific diseases.	Sustainability Strategy, 28-29 Focus Areas and Management Approach, 29-32 Double Materiality Matrix and Effect on Sustainability Performance of Assessment Results, 32-41 Employees and Work Environment Performance, 108-129 Occupational Health and Safety, 153-157, 157-160

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403-1 Occupational health and safety management system (403-1-a)	ESRS S1 S1-1 §23					Principle 3	There is no occupational process at Doğuş Otomotiv that can be considered as a high incidence or high risk of specific diseases.	Sustainability Strategy, 28-29 Focus Areas and Management Approach, 29-32 Double Materiality Matrix and Effect on Sustainability Performance of Assessment Results, 32-41 Employees and Work Environment, 52-62 Employees and Work Environment Performance, 108-129 Occupational Health and Safety, 153-157,157-160
403-2 Hazard identification, risk assessment, and incident investigation (403-2-b)	ESRS S1-3 §32 (b) and §33	IFRS S1 Governance 26, 27, Strategy 28, 29, Sustainability Risks and Opportunities 30, 31, Business model and value chain 32, Financial Position, Financial Performance and Cash Flows 34, 35, 36, 37, 38, 39, 40, Risk Management 43, 44, Measures and targets 45, 46, 47, 48, 49, 50, 51, 52, 53, IFRS S2 Strategy 8, 9, Climate Related Risks and Opportunities, 10, 11, 12, Business Model and Value Chain 13, Strategy and Decision Making 14, Financial Position, Financial Performance and Cash Flows 15, 16, 17, 18, 19, 20, 21, Climate Resilience 22, 23, Risk Management 24, 25, 16					There is no occupational process at Doğuş Otomotiv that can be considered as a high incidence or high risk of specific diseases.	Sustainability Strategy, 28-29 Focus Areas and Management Approach, 29-32 Double Materiality Matrix and Effect on Sustainability Performance of Assessment Results, 32-41 Employees and Work Environment, 52-62 Employees and Work Environment Performance, 108-129 Occupational Health and Safety, 153-157,157-160
403-3 Occupational health services	ESRS S1-13, S1-14, ESRS S2-2, S2-3, S2-4, S2-5 "Health and safety" and "Training and skills development" are sustainability matters for S1 covered by ESRS 1 §AR 16. Hence this GRI disclosure is covered by MDR-P, MDR-A, MDR-T, and/or as an entity-specific metric to be disclosed according to ESRS 1 §11 and pursuant to MDR-M.					Principle 3		Sustainability Strategy, 28-29 Focus Areas and Management Approach, 29-32 Double Materiality Matrix and Effect on Sustainability Performance of Assessment Results, 32-41 Employees and Work Environment, 52-62 Employees and Work Environment Performance, 108-129 Occupational Health and Safety, 153-157,157-160

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403-4 Worker participation, consultation, and communication on occupational health and safety	<p>ESRS S1-13, S1-14, ESRS S2-2, S2-3, S2-4, S2-5</p> <p>“Health and safety” and “Training and skills development” are sustainability matters for S1 covered by ESRS 1 §AR 16. Hence this GRI disclosure is covered by MDR-P, MDR-A, MDR-T, and/or as an entity-specific metric to be disclosed according to ESRS 1 §11 and pursuant to MDR-M.</p>					Principle 3		<p>Sustainability Strategy, 28-29 Focus Areas and Management Approach, 29-32 Double Materiality Matrix and Effect on Sustainability Performance of Assessment Results, 32-41 Employees and Work Environment Performance, 52-62 Employees and Work Environment Performance, 108-129 Occupational Health and Safety, 153-157,157-160</p>
403-5 Worker training on occupational health and safety	<p>ESRS S1-13, S1-14, ESRS S2-2, S2-3, S2-4, S2-5</p> <p>“Health and safety” and “Training and skills development” are sustainability matters for S1 covered by ESRS 1 §AR 16. Hence this GRI disclosure is covered by MDR-P, MDR-A, MDR-T, and/or as an entity-specific metric to be disclosed according to ESRS 1 §11 and pursuant to MDR-M.</p>					Principle 3		<p>Sustainability Strategy, 28-29 Focus Areas and Management Approach, 29-32 Double Materiality Matrix and Effect on Sustainability Performance of Assessment Results, 32-41 Employees and Work Environment Performance, 52-62 Employees and Work Environment Performance, 108-129 Occupational Health and Safety, 153-157,157-160</p>

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403-6 Promotion of worker health	<p>ESRS S1-13, S1-14, ESRS S2-2, S2-3, S2-4, S2-5</p> <p>“Social protection” is a sustainability matter for S1 covered by ESRS 1 §AR 16. Hence this GRI disclosure is covered by MDR-P, MDR-A, MDR-T, and/or as an entity-specific metric to be disclosed according to ESRS 1 §11 and pursuant to MDR-M.</p>							<p>Sustainability Strategy, 28-29 Focus Areas and Management Approach, 29-32 Double Materiality Matrix and Effect on Sustainability Performance of Assessment Results, 32-41 Employees and Work Environment, 52-62 Employees and Work Environment Performance, 108-129 Occupational Health and Safety, 153-157,157-160</p>
403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	<p>ESRS S2 S2-4 §32 (a)</p>	<p>IFRS S1 Governance 26, 27, Strategy 28, 29, Sustainability Risks and Opportunities 30, 31, Business model and value chain 32, Financial Position, Financial Performance and Cash Flows 34, 35, 36, 37, 38, 39, 40, Risk Management 43, 44, Measures and targets 45, 46, 47, 48, 49, 50, 51, 52, 53, IFRS S2 Strategy 8, 9, Climate Related Risks and Opportunities, 10, 11, 12, Business Model and Value Chain 13, Strategy and Decision Making 14, Financial Position, Financial Performance and Cash Flows 15, 16, 17, 18, 19, 20, 21, Climate Resilience 22, 23, Risk Management 24, 25, 16</p>					<p>There is no occupational process at Doğuş Otomotiv that can be considered as a high incidence or high risk of specific diseases.</p>	<p>Sustainability Strategy, 28-29 Focus Areas and Management Approach, 29-32 Double Materiality Matrix and Effect on Sustainability Performance of Assessment Results, 32-41 Employees and Work Environment, 52-62 Employees and Work Environment Performance, 108-129 Occupational Health and Safety, 153-157,157-160</p>
403-8 Workers covered by an occupational health and safety management system (403-8-a and b)	<p>ESRS S1 S1-14 §88 (a); §90</p>			L10		Principle 3		<p>Sustainability Strategy, 28-29 Focus Areas and Management Approach, 29-32 Double Materiality Matrix and Effect on Sustainability Performance of Assessment Results, 32-41 Employees and Work Environment, 52-62 Employees and Work Environment Performance, 108-129 Occupational Health and Safety, 153-157,157-160</p>

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403-9 Work-related injuries (403-9-a-i, a-iii, b-i, b-iii, c-iii, d, e)	ESRS S1-4, §38 (a); S1-14 §88 (b) and (c); §AR 82			L10, L9				Sustainability Strategy, 28-29 Focus Areas and Management Approach, 29-32 Double Materiality Matrix and Effect on Sustainability Performance of Assessment Results, 32-41 Employees and Work Environment, 52-62 Employees and Work Environment Performance, 108-129 Occupational Health and Safety, 153-157,157-160
403-10 Work-related ill health (403-10-a-i, a-ii, b-i, b-ii, c-iii)	ESRS S1-4, §38 (a); S1-14 §88 (b) and (d); §89; §AR 82							Sustainability Strategy, 28-29 Focus Areas and Management Approach, 29-32 Double Materiality Matrix and Effect on Sustainability Performance of Assessment Results, 32-41 Employees and Work Environment, 52-62 Employees and Work Environment Performance, 108-129 Occupational Health and Safety, 153-157,157-160
GRI 404: Training and Education 2016								
3-3 Management of material topics 102-3 Just transition	ESRS S1-1 §17; §20 (c); S1-2 §27; S1-4 §38; §39; §AR 40 (a); S1-5 §44; §47 (b) and (c); ESRS S2 §11 (c); S2-1 §14; §17 (c); S2-2 §22; S2-4 §32; §33 (a) and (b); §36; §AR 33; §AR 36 (a); S2-5 §39, §42 (b) and (c)	IFRS S1 Governance 26, 27, Strategy 28, 29, Sustainability Risks and Opportunities 30, 31, Business model and value chain 32, Financial Position, Financial Performance and Cash Flows 34, 35, 36, 37, 38, 39, 40, Risk Management 43, 44, Metrics and targets 45, 46, 47, 48, 49, 50, 51, 52, 53, Guidance sources 54, 55, 56, 57, 58, 59, IFRS S2 Strategy 8, 9, Climate-related Risks and Opportunities, 10, 11, 12, Business Model and Value Chain 13, Strategy and Decision Making 14, Financial Position, Financial Performance and Cash Flows 15, 16, 17, 18, 19, 20, 21, Climate Resilience 22, 23, Risk Management 24, 25, 16, Metrics and Targets 27, 28, Climate-related Metrics 29, 30, 31, 32, Climate-related Targets 33, 34, 35, 36, 37		L4		Principles 4		Sustainability Strategy, 28-29 Focus Areas and Management Approach, 29-32 Double Materiality Matrix and Effect on Sustainability Performance of Assessment Results, 32-41 Employees and Work Environment, 52-62 Employees and Work Environment Performance, 108-129

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GRI DISCLOSURES AND REQUIREMENTS	ESRS DISCLOSURE REQUIREMENTS	IFRS S1-S2/TSRS S1-S2	SASB	UNGC	UN SDG	UNWEPs	DISCLOSURE AND DECLARATION	PART OF THE DISCLOSURE
404-1 Average hours of training per year per employee	ESRS S1 S1-13 §83 (b) and §84			L4		Principles 4		Employees and Work Environment, 52-62 Employees and Work Environment Performance, 108-129
404-2 Programs for upgrading employee skills and transition assistance programs (404-2-a)	ESRS S1 S1-1 §AR 17 (h)			L4		Principles 4		Employees and Work Environment, 52-62 Employees and Work Environment Performance, 108-129
404-3 Percentage of employees receiving regular performance and career development reviews	ESRS S1 S1-13 §83 (a) and §84			L4		Principles 4	The performance and career development of all the employees are regularly monitored every year, regardless of gender.	Employees and Work Environment, 52-62 Employees and Work Environment Performance, 108-129

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GRI 405: Diversity and Equal Opportunity 2016								
3-3 Management of material topics 102-3 Just transition	ESRS S1-1 §17; §20 (c); S1-2 §27; S1-4 §38; §39; §AR 40 (a); S1-5 §44; §47 (b) and (c); ESRS S2 §11 (c); S2-1 §14; §17 (c); S2-2 §22; S2-4 §32; §33 (a) and (b); §36; §AR 33; §AR 36 (a); S2-5 §39, §42 (b) and (c)	IFRS S1 Governance 26, 27, Strategy 28, 29, Sustainability Risks and Opportunities 30, 31, Business model and value chain 32, Financial Position, Financial Performance and Cash Flows 34, 35, 36, 37, 38, 39, 40, Risk Management 43, 44, Metrics and targets 45, 46, 47, 48, 49, 50, 51, 52, 53, Guidance sources 54, 55, 56, 57, 58, 59, IFRS S2 Strategy 8, 9, Climate-related Risks and Opportunities, 10, 11, 12, Business Model and Value Chain 13, Strategy and Decision Making 14, Financial Position, Financial Performance and Cash Flows 15, 16, 17, 18, 19, 20, 21, Climate Resilience 22, 23, Risk Management 24, 25, 16, Metrics and Targets 27, 28, Climate-related Metrics 29, 30, 31, 32, Climate-related Targets 33, 34, 35, 36, 37				Principles 1, 2	Sustainability Strategy, 28-29 Focus Areas and Management Approach, 29-32 Double Materiality Matrix and Effect on Sustainability Performance of Assessment Results, 32-41 Employees and Work Environment, 52-62 Employees and Work Environment Performance, 108-129	
405-1 Diversity of governance bodies and employees (405-1-a-i and iii, 405-1-b)	ESRS 2 GOV-1 §21 (d); ESRS S1 S1-6 §50 (a); S1-9 §66 (a) to (b); S1-12 §79	IFRS S1 Governance 26, 27, IFRS S2 5, 6, 7		L10 ,L7		Principles 1, 2, 5, 6, 7	Corporate Governance Structure and Areas of Authority, 18 Role of the Board of Directors, 15 Employees and Work Environment, 52-62 Employees and Work Environment Performance, 108-129	
405-2 Ratio of basic salary and remuneration of women to men	ESRS S1 S1-16 §97 and §98			L10, L8		Principles 1, 2, 5, 6, 7	Employees and Work Environment, 52-62 Employees and Work Environment Performance, 108-129	

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GRI DISCLOSURES AND REQUIREMENTS	ESRS DISCLOSURE REQUIREMENTS	IFRS S1-S2/TSRS S1-S2	SASB	UNGC	UN SDG	UNWEPs	DISCLOSURE AND DECLARATION	PART OF THE DISCLOSURE
GRI 406: Non-discrimination 2016								
3-3 Management of material topics 102-3 Just transition	ESRS S1-1 §17; §20 (c); §24 (a) and (d); S1-2 §27; S1-4 §38; §39; §AR 40 (a); S1-5 §44; §47 (b) and (c); ESRS S2 §11 (c); S2-1 §14; §17 (c); S2-2 §22; S2-4 §32; §33 (a) and (b); §36; §AR 33; §AR 36 (a); S2-5 §39, §42 (b) and (c); ESRS S4 §10 (b); S4-1 §13; §16 (c); S4-2 §20; S4-4 §31; §32 (a) and (b); §35; §AR 30; §AR 33 (a); S4-5 §38; §41 (b) and (c)	IFRS S1 Governance 26, 27, Strategy 28, 29, Sustainability Risks and Opportunities 30, 31, Business model and value chain 32, Financial Position, Financial Performance and Cash Flows 34, 35, 36, 37, 38, 39, 40, Risk Management 43, 44, Metrics and targets 45, 46, 47, 48, 49, 50, 51, 52, 53, Guidance sources 54, 55, 56, 57, 58, 59, IFRS S2 Strategy 8, 9, Climate-related Risks and Opportunities, 10, 11, 12, Business Model and Value Chain 13, Strategy and Decision Making 14, Financial Position, Financial Performance and Cash Flows 15, 16, 17, 18, 19, 20, 21, Climate Resilience 22, 23, Risk Management 24, 25, 16, Metrics and Targets 27, 28, Climate-related Metrics 29, 30, 31, 32, Climate-related Targets 33, 34, 35, 36, 37		L1, L2, L3, L4, L5 L10, L11, L12		Principles 1, 2, 5, 6, 7	Sustainability Strategy, 28-29 Focus Areas and Management Approach, 29-32 Double Materiality Matrix and Effect on Sustainability Performance of Assessment Results, 32-41	
406-1 Incidents of discrimination and corrective actions taken	ESRS S1-17 §97, §103 (a), §AR 103			L1, L2, L3, L4, L5 L10, L11, L12		Principles 1, 2, 5, 6, 7	No incidents of discrimination are reported during the reporting period.	Employees and Work Environment, 52-62 Employees and Work Environment Performance, 108-129 Corporate Governance, 160-163 Law, 172-173

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GRI DISCLOSURES AND REQUIREMENTS	ESRS DISCLOSURE REQUIREMENTS	IFRS S1-S2/TSRS S1-S2	SASB	UNGC	UN SDG	UNWEPs	DISCLOSURE AND DECLARATION	PART OF THE DISCLOSURE
GRI 407: Freedom of Association and Collective Bargaining 2016								
3-3 Management of material topics 102-3 Just transition	ESRS S1-1 §17; §20 (c); S1-2 §27; S1-4 §38; §39; §AR 40 (a); S1-5 §44; §47 (b) and (c); ESRS S2 §11 (c); S2-1 §14; §17 (c); S2-2 §22; S2-4 §32; §33 (a) and (b); §36; §AR 33; §AR 36 (a); S2-5 §39, §42 (b) and (c)	IFRS S1 Governance 26, 27, Strategy 28, 29, Sustainability Risks and Opportunities 30, 31, Business model and value chain 32, Financial Position, Financial Performance and Cash Flows 34, 35, 36, 37, 38, 39, 40, Risk Management 43, 44, Metrics and targets 45, 46, 47, 48, 49, 50, 51, 52, 53, Guidance sources 54, 55, 56, 57, 58, 59, IFRS S2 Strategy 8, 9, Climate-related Risks and Opportunities, 10, 11, 12, Business Model and Value Chain 13, Strategy and Decision Making 14, Financial Position, Financial Performance and Cash Flows 15, 16, 17, 18, 19, 20, 21, Climate Resilience 22, 23, Risk Management 24, 25, 16, Metrics and Targets 27, 28, Climate-related Metrics 29, 30, 31, 32, Climate-related Targets 33, 34, 35, 36, 37		L1, L2, L3, L4, L5 L10, L11, L12			Sustainability Strategy, 28-29 Focus Areas and Management Approach, 29-32 Double Materiality Matrix and Effect on Sustainability Performance of Assessment Results, 32-41	
407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	"Freedom of association" and "Collective bargaining" are sustainability matters for S1 and S2 covered by ESRS 1 §AR 16. Hence this GRI disclosure is covered by MDR-P, MDR-A, MDR-T, and/or as an entity-specific metric to be disclosed according to ESRS 1 §11 and pursuant to MDR-M.						Doğuş Otomotiv respects freedom of association of its employees. There is no labour union in the Company.	Employees and Work Environment Employees and Work Environment Performance, 108-129 Corporate Governance, 160-163 Law, 172-173

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GRI DISCLOSURES AND REQUIREMENTS	ESRS DISCLOSURE REQUIREMENTS	IFRS S1-S2/TSRS S1-S2	SASB	UNGC	UN SDG	UNWEPs	DISCLOSURE AND DECLARATION	PART OF THE DISCLOSURE
GRI 408: Child Labor 2016								
3-3 Management of material topics 102-3 Just transition	ESRS S1-1 §17; §20 (c); §22; S1-2 §27; S1-4 §38; §39; §AR 40 (a); S1-5 §44; §47 (b) and (c); ESRS S2 §11 (c); S2-1 §14; §17 (c); §18; S2-2 §22; S2-4 §32; §33 (a) and (b); §36; §AR 33; §AR 36 (a); S2-5 §39, §42 (b) and (c)	IFRS S1 Governance 26, 27, Strategy 28, 29, Sustainability Risks and Opportunities 30, 31, Business model and value chain 32, Financial Position, Financial Performance and Cash Flows 34, 35, 36, 37, 38, 39, 40, Risk Management 43, 44, Metrics and targets 45, 46, 47, 48, 49, 50, 51, 52, 53, Guidance sources 54, 55, 56, 57, 58, 59, IFRS S2 Strategy 8, 9, Climate-related Risks and Opportunities, 10, 11, 12, Business Model and Value Chain 13, Strategy and Decision Making 14, Financial Position, Financial Performance and Cash Flows 15, 16, 17, 18, 19, 20, 21, Climate Resilience 22, 23, Risk Management 24, 25, 16, Metrics and Targets 27, 28, Climate-related Metrics 29, 30, 31, 32, Climate-related Targets 33, 34, 35, 36, 37		L1, L2, L3, L4, L5 L10, L11, L12			Sustainability Strategy, 28-29 Focus Areas and Management Approach, 29-32 Double Materiality Matrix and Effect on Sustainability Performance of Assessment Results, 32-41 Sustainable Supply Chain Management, 169-171 Supply Chain Management, 70-72	
408-1 Operations and suppliers at significant risk for incidents of child labor (408-1-a-i, b, c)	ESRS S1 §14 (g); S1-1 §22 ESRS S2 §11 (b); S2-1 §18			L1, L2, L3, L4, L5 L10, L11, L12			The criterion of not employing child labor was included in the supplier audits that started in 2014. No case of child labor was recorded in Doğuş Otomotiv, Doğuş Oto, and its suppliers in 2024. There is no legal process.	Sustainable Supply Chain Management, 169-171 Supply Chain Management, 70-72

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GRI DISCLOSURES AND REQUIREMENTS	ESRS DISCLOSURE REQUIREMENTS	IFRS S1-S2/TSRS S1-S2	SASB	UNGC	UN SDG	UNWEPs	DISCLOSURE AND DECLARATION	PART OF THE DISCLOSURE
GRI 409: Forced or Compulsory Labor 2016								
3-3 Management of material topics 102-3 Just transition	ESRS S1-1 §17; §20 (c); §22; S1-2 §27; S1-4 §38; §39; §AR 40 (a); S1-5 §44; §47 (b) and (c); ESRS S2 §11 (c); S2-1 §14; §17 (c); §18; S2-2 §22; S2-4 §32; §33 (a) and (b); §36; §AR 33; §AR 36 (a); S2-5 §39; §42 (b) and (c)	IFRS S1 Governance 26, 27, Strategy 28, 29, Sustainability Risks and Opportunities 30, 31, Business model and value chain 32, Financial Position, Financial Performance and Cash Flows 34, 35, 36, 37, 38, 39, 40, Risk Management 43, 44, Metrics and targets 45, 46, 47, 48, 49, 50, 51, 52, 53, Guidance sources 54, 55, 56, 57, 58, 59, IFRS S2 Strategy 8, 9, Climate-related Risks and Opportunities, 10, 11, 12, Business Model and Value Chain 13, Strategy and Decision Making 14, Financial Position, Financial Performance and Cash Flows 15, 16, 17, 18, 19, 20, 21, Climate Resilience 22, 23, Risk Management 24, 25, 16, Metrics and Targets 27, 28, Climate-related Metrics 29, 30, 31, 32, Climate-related Targets 33, 34, 35, 36, 37		L1, L2, L3, L4, L5 L10, L11, L12			Sustainability Strategy, 28-29 Focus Areas and Management Approach, 29-32 Double Materiality Matrix and Effect on Sustainability Performance of Assessment Results, 32-41 Sustainable Supply Chain Management, 169-171 Supply Chain Management, 70-72	
409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	ESRS S1 §14 (f); S1-1 §22 ESRS S2 §11 (b); ESRS S2-1 §18			L1, L2, L3, L4, L5 L10, L11, L12		No cases of forced or compulsory work were reported at Doğuş Otomotiv, Doğuş Oto and their suppliers in 2024. There is no legal process.	Sustainable Supply Chain Management, 169-171 Supply Chain Management, 70-72	




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GRI DISCLOSURES AND REQUIREMENTS	ESRS DISCLOSURE REQUIREMENTS	IFRS S1-S2/TSRS S1-S2	SASB	UNGC	UN SDG	UNWEPs	DISCLOSURE AND DECLARATION	PART OF THE DISCLOSURE
GRI 410: Security Practices 2016								
3-3 Management of material topics	ESRS §9 (b); S3-1 §12, and §16 (c); S3-2 §21; S3-4 §32 (a) to (d), §33 (a) and (b), §35, 36; §AR 31, §AR 34 (a); S3-5 §39, §43	IFRS S1 Governance 26, 27, Strategy 28, 29, Sustainability Risks and Opportunities 30, 31, Business model and value chain 32, Financial Position, Financial Performance and Cash Flows 34, 35, 36, 37, 38, 39, 40, Risk Management 43, 44, Metrics and targets 45, 46, 47, 48, 49, 50, 51, 52, 53, Guidance sources 54, 55, 56, 57, 58, 59, IFRS S2 Strategy 8, 9, Climate-related Risks and Opportunities, 10, 11, 12, Business Model and Value Chain 13, Strategy and Decision Making 14, Financial Position, Financial Performance and Cash Flows 15, 16, 17, 18, 19, 20, 21, Climate Resilience 22, 23, Risk Management 24, 25, 16, Metrics and Targets 27, 28, Climate-related Metrics 29, 30, 31, 32, Climate-related Targets 33, 34, 35, 36, 37						Sustainability Strategy, 28-29 Focus Areas and Management Approach, 29-32 Double Materiality Matrix and Effect on Sustainability Performance of Assessment Results, 32-41
410-1 Security personnel trained in human rights policies or procedures	"Security-related impacts" is a sustainability matter covered for S3 covered by ESRS 1 §AR 16. Hence this GRI disclosure is covered by MDR-P, MDR-A, MDR-T, and/or as an entity-specific metric to be disclosed according to ESRS 1 §11 and pursuant to MDR-M.						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.	Employees and Work Environment, 52-62

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GRI DISCLOSURES AND REQUIREMENTS	ESRS DISCLOSURE REQUIREMENTS	IFRS S1-S2/TSRS S1-S2	SASB	UNGC	UN SDG	UNWEPs	DISCLOSURE AND DECLARATION	PART OF THE DISCLOSURE
GRI 411: Rights of Indigenous Peoples 2016								
3-3 Management of material topics 102-3 Just transition	ESRS §9 (b); S3-1 §12, §15 and §16 (c); S3-2 §21; S3-4 §32 (a) to (d), §33 (a) and (b), §35, 36; §AR 31, §AR 34 (a); S3-5 §39, §43	IFRS S1 Governance 26, 27, Strategy 28, 29, Sustainability Risks and Opportunities 30, 31, Business model and value chain 32, Financial Position, Financial Performance and Cash Flows 34, 35, 36, 37, 38, 39, 40, Risk Management 43, 44, Metrics and targets 45, 46, 47, 48, 49, 50, 51, 52, 53, Guidance sources 54, 55, 56, 57, 58, 59, IFRS S2 Strategy 8, 9, Climate-related Risks and Opportunities, 10, 11, 12, Business Model and Value Chain 13, Strategy and Decision Making 14, Financial Position, Financial Performance and Cash Flows 15, 16, 17, 18, 19, 20, 21, Climate Resilience 22, 23, Risk Management 24, 25, 16, Metrics and Targets 27, 28, Climate-related Metrics 29, 30, 31, 32, Climate-related Targets 33, 34, 35, 36, 37						Sustainability Strategy, 28-29 Focus Areas and Management Approach, 29-32 Double Materiality Matrix and Effect on Sustainability Performance of Assessment Results, 32-41 Community Engagement and Economic Development, 60-62
411-1 Incidents of violations involving rights of indigenous peoples	ESRS S3-1 §16 (c), AR 12; S3-4 §30, §32 (b), §33 (b), §36			L10			No complaint regarding violations involving rights of indigenous people was reported in 2024.	Community Engagement and Economic Development, 60-62 Employees and Work Environment Performance, 108-129

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GRI DISCLOSURES AND REQUIREMENTS	ESRS DISCLOSURE REQUIREMENTS	IFRS S1-S2/TSRS S1-S2	SASB	UNGC	UN SDG	UNWEPs	DISCLOSURE AND DECLARATION	PART OF THE DISCLOSURE
GRI 413: Local Communities 2016								
3-3 Management of material topics 102-3 Just transition	ESRS S3 §9 (b); S3-1 §12, and §16 (c); S3-2 §21; S3-4 §32 (a) to (d), §33 (a) and (b), §35, 36; §AR 31, §AR 34 (a); S3-5 §39, §43	IFRS S1 Governance 26, 27, Strategy 28, 29, Sustainability Risks and Opportunities 30, 31, Business model and value chain 32, Financial Position, Financial Performance and Cash Flows 34, 35, 36, 37, 38, 39, 40, Risk Management 43, 44, Metrics and targets 45, 46, 47, 48, 49, 50, 51, 52, 53, Guidance sources 54, 55, 56, 57, 58, 59, IFRS S2 Strategy 8, 9, Climate-related Risks and Opportunities, 10, 11, 12, Business Model and Value Chain 13, Strategy and Decision Making 14, Financial Position, Financial Performance and Cash Flows 15, 16, 17, 18, 19, 20, 21, Climate Resilience 22, 23, Risk Management 24, 25, 16, Metrics and Targets 27, 28, Climate-related Metrics 29, 30, 31, 32, Climate-related Targets 33, 34, 35, 36, 37					Sustainability Strategy, 28-29 Focus Areas and Management Approach, 29-32 Double Materiality Matrix and Effect on Sustainability Performance of Assessment Results, 32-41 Community Engagement and Economic Development, 60-62	
413-1 Operations with local community engagement, impact assessments, and development programs	ESRS S3 S3-2 §19; S3-3 §25; S3-4 §AR 34 (c)			L10			Doğuş Otomotiv's activities and operations do not have any impact on the local people in the regions where it operates. However, within the scope of community engagement activities, Traffic is Life! Program on Traffic Safety, which is of high importance within our impact, has been carried out for 20 years.	Community Engagement and Economic Development, 60-62 Employees and Work Environment Performance, 108-129
413-2 Operations with significant actual and potential negative impacts on local communities (413-2-a-ii)	ESRS 2 SBM-3 48 (c); ESRS S3 §9 (a) i and (b)			L10			Activities of Doğuş Otomotiv and Doğuş Oto have no negative impact on the local community.	Community Engagement and Economic Development, 60-62 Employees and Work Environment Performance, 108-129

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GRI DISCLOSURES AND REQUIREMENTS	ESRS DISCLOSURE REQUIREMENTS	IFRS S1-S2/TSRS S1-S2	SASB	UNGC	UN SDG	UNWEPs	DISCLOSURE AND DECLARATION	PART OF THE DISCLOSURE
GRI 414: Tedarikçi Sosyal Değerlendirmesi 2016								
3-3 Management of material topics 102-3 Just transition	ESRS G1 G1-2 §12 and §15 (a)	IFRS S1 Governance 26, 27, Strategy 28, 29, Sustainability Risks and Opportunities 30, 31, Business model and value chain 32, Financial Position, Financial Performance and Cash Flows 34, 35, 36, 37, 38, 39, 40, Risk Management 43, 44, Metrics and targets 45, 46, 47, 48, 49, 50, 51, 52, 53, Guidance sources 54, 55, 56, 57, 58, 59, IFRS S2 Strategy 8, 9, Climate-related Risks and Opportunities, 10, 11, 12, Business Model and Value Chain 13, Strategy and Decision Making 14, Financial Position, Financial Performance and Cash Flows 15, 16, 17, 18, 19, 20, 21, Climate Resilience 22, 23, Risk Management 24, 25, 16, Metrics and Targets 27, 28, Climate-related Metrics 29, 30, 31, 32, Climate-related Targets 33, 34, 35, 36, 37					Sustainability Strategy, 28-29 Focus Areas and Management Approach, 29-32 Double Materiality Matrix and Effect on Sustainability Performance of Assessment Results, 32-41 Sustainable Supply Chain Management, 169-171 Supply Chain Management, 70-72	
414-1 New suppliers that were screened using social criteria	ESRS G1 G1-2 §15 (b)						Sustainable Supply Chain Management, 169-171 Supply Chain Management, 70-72	
414-2 Negative social impacts in the supply chain and actions taken (414-2-c)	ESRS 2 SBM-3 §48 (c) i and iv						Sustainability Strategy, 28-29 Focus Areas and Management Approach, 29-32 Double Materiality Matrix and Effect on Sustainability Performance of Assessment Results, 32-41 Sustainable Supply Chain Management, 169-171 Supply Chain Management, 70-72	




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GRI DISCLOSURES AND REQUIREMENTS	ESRS DISCLOSURE REQUIREMENTS	IFRS S1-S2/TSRS S1-S2	SASB	UNGC	UN SDG	UNWEPs	DISCLOSURE AND DECLARATION	PART OF THE DISCLOSURE
GRI 415: Public Policy 2016								
3-3 Management of material topics	ESRS G1 G1-5 §27	IFRS S1 Governance 26, 27, Strategy 28, 29, Sustainability Risks and Opportunities 30, 31, Business model and value chain 32, Financial Position, Financial Performance and Cash Flows 34, 35, 36, 37, 38, 39, 40, Risk Management 43, 44, Metrics and targets 45, 46, 47, 48, 49, 50, 51, 52, 53, Guidance sources 54, 55, 56, 57, 58, 59, IFRS S2 Strategy 8, 9, Climate-related Risks and Opportunities, 10, 11, 12, Business Model and Value Chain 13, Strategy and Decision Making 14, Financial Position, Financial Performance and Cash Flows 15, 16, 17, 18, 19, 20, 21, Climate Resilience 22, 23, Risk Management 24, 25, 16, Metrics and Targets 27, 28, Climate-related Metrics 29, 30, 31, 32, Climate-related Targets 33, 34, 35, 36, 37					<p>Corporate Governance Structure and Areas of Authority, 18 Role of the Board of Directors, 18 Sustainability Management, 20 Sustainability Council, 20 Corporate Policies and Principles, 20-21 Business Ethics and Code of Ethics, 22 Compliance, Ethics and Transparency, 22-23 Transparency Culture at Doğuş Otomotiv, 23 Stakeholder Engagement and Feedback Mechanisms, 24-25 Sustainability Strategy, 28-29 Focus Areas and Management Approach, 29-32 Double Materiality Matrix and Effect on Sustainability Performance of Assessment Results, 32-41</p>	
415-1 Political contributions	ESRS G1 G1-5 §29 (b)						Our company has not participated in any lobbying activities during the year and has not entered into any cooperation regarding the development of public policies. Doğuş Otomotiv does not provide any in-kind or monetary support to any political party or organization. Doğuş Otomotiv is a member of industry associations. The total membership fees paid were TL 899,664 for 2022, TL 869,439 for 2023, and TL 1,036,229 for 2024.	Corporate Governance, 160-163


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GRI DISCLOSURES AND REQUIREMENTS	ESRS DISCLOSURE REQUIREMENTS	IFRS S1-S2/TSRS S1-S2	SASB	UNGC	UN SDG	UNWEPs	DISCLOSURE AND DECLARATION	PART OF THE DISCLOSURE
GRI 416: Customer Health and Safety 2016								
3-3 Management of material topics	ESRS §10 (b); S4-1 §13, §16 (c); S4-2 §20; S4-4 §31; §32 (a) and (b), §35, §AR 30, §AR 33 (a); S4-5 §38, §41 (b) and (c)	IFRS S1 Governance 26, 27, Strategy 28, 29, Sustainability Risks and Opportunities 30, 31, Business model and value chain 32, Financial Position, Financial Performance and Cash Flows 34, 35, 36, 37, 38, 39, 40, Risk Management 43, 44, Metrics and targets 45, 46, 47, 48, 49, 50, 51, 52, 53, Guidance sources 54, 55, 56, 57, 58, 59, IFRS S2 Strategy 8, 9, Climate-related Risks and Opportunities, 10, 11, 12, Business Model and Value Chain 13, Strategy and Decision Making 14, Financial Position, Financial Performance and Cash Flows 15, 16, 17, 18, 19, 20, 21, Climate Resilience 22, 23, Risk Management 24, 25, 16, Metrics and Targets 27, 28, Climate-related Metrics 29, 30, 31, 32, Climate-related Targets 33, 34, 35, 36, 37	Veri Güvenliği, CG-MR-230a.1					Sustainability Strategy, 28-29 Focus Areas and Management Approach, 29-32 Double Materiality Matrix and Effect on Sustainability Performance of Assessment Results, 32-41 Customer and Product and Service Responsibility, 62-68 Customer Relations, 182-183
416-1 Assessment of the health and safety impacts of product and service categories	“Personal safety of consumers and end-users” is a sustainability matter for S4 covered by ESRS 1 §AR 16. Hence this GRI disclosure is covered by MDR-P, MDR-A, MDR-T, and/or as an entity-specific metric to be disclosed according to ESRS 1 §11 and pursuant to MDR-M.						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%.	Sustainability Strategy, 28-29 Focus Areas and Management Approach, 29-32 Double Materiality Matrix and Effect on Sustainability Performance of Assessment Results, 32-41 Customer and Product and Service Responsibility, 62-68 Customer Relations, 182-183

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GRI DISCLOSURES AND REQUIREMENTS	ESRS DISCLOSURE REQUIREMENTS	IFRS S1-S2/TSRS S1-S2	SASB	UNGC	UN SDG	UNWEPs	DISCLOSURE AND DECLARATION	PART OF THE DISCLOSURE
416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	ESRS S4 S4-4 §35						No cases were reported during the reporting period.	Customer and Product and Service Responsibility, 62-68 Customer Relations, 182-183
GRI 417: Marketing and Labeling 2016								
3-3 Management of material topics	ESRS §10 (b); S4-1 §13, §16 (c); S4-2 §20; S4-4 §31; §32 (a) and (b), §35, §AR 30, §AR 33 (a); S4-5 §38, §41 (b) and (c)	IFRS S1 Governance 26, 27, Strategy 28, 29, Sustainability Risks and Opportunities 30, 31, Business model and value chain 32, Financial Position, Financial Performance and Cash Flows 34, 35, 36, 37, 38, 39, 40, Risk Management 43, 44, Metrics and targets 45, 46, 47, 48, 49, 50, 51, 52, 53, Guidance sources 54, 55, 56, 57, 58, 59, IFRS S2 Strategy 8, 9, Climate-related Risks and Opportunities, 10, 11, 12, Business Model and Value Chain 13, Strategy and Decision Making 14, Financial Position, Financial Performance and Cash Flows 15, 16, 17, 18, 19, 20, 21, Climate Resilience 22, 23, Risk Management 24, 25, 16, Metrics and Targets 27, 28, Climate-related Metrics 29, 30, 31, 32, Climate-related Targets 33, 34, 35, 36, 37	Data Security CG-MR-230a.1		 		Sustainability Strategy, 28-29 Focus Areas and Management Approach, 29-32 Double Materiality Matrix and Effect on Sustainability Performance of Assessment Results, 32-41 Customer and Product and Service Responsibility, 62-68 Customer Relations, 182-183	

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GRI DISCLOSURES AND REQUIREMENTS	ESRS DISCLOSURE REQUIREMENTS	IFRS S1-S2/TSRS S1-S2	SASB	UNGC	UN SDG	UNWEPs	DISCLOSURE AND DECLARATION	PART OF THE DISCLOSURE
417-1 Requirements for product and service information and labeling	"Information-related impacts for consumers and end-users" is a sustainability matter for S4 covered by ESRS 1 §AR 16. Hence this GRI disclosure is covered by MDR-P, MDR-A, MDR-T, and/or as an entity-specific metric to be disclosed according to ESRS 1 §11 and pursuant to MDR-M.							Sustainability Strategy, 28-29 Focus Areas and Management Approach, 29-32 Double Materiality Matrix and Effect on Sustainability Performance of Assessment Results, 32-41 Customer and Product and Service Responsibility, 62-68 Customer Relations, 182-183
417-2 Incidents of non-compliance concerning product and service information and labeling	ESRS S4 S4-4 §35						No cases were reported during the reporting period.	Customer and Product and Service Responsibility, 62-68 Customer Relations, 182-183
417-3 Incidents of non-compliance concerning marketing communications	ESRS S4 S4-4 §35		Data Security CG-MR-230a.1				No cases were reported during the reporting period.	Customer and Product and Service Responsibility, 62-68 Customer Relations, 182-183

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GRI DISCLOSURES AND REQUIREMENTS	ESRS DISCLOSURE REQUIREMENTS	IFRS S1-S2/TSRS S1-S2	SASB	UNGC	UN SDG	UNWEPs	DISCLOSURE AND DECLARATION	PART OF THE DISCLOSURE
GRI 418: Customer Privacy 2016								
3-3 Management of material topics	ESRS §10 (b); S4-1 §13 and §16 (c); S4-2 §20; S4-4 §31, §32 (a) and (b), §35, §AR 30, §AR 33 (a); S4-5 §38, §41 (b) and (c)	IFRS S1 Governance 26, 27, Strategy 28, 29, Sustainability Risks and Opportunities 30, 31, Business model and value chain 32, Financial Position, Financial Performance and Cash Flows 34, 35, 36, 37, 38, 39, 40, Risk Management 43, 44, Metrics and targets 45, 46, 47, 48, 49, 50, 51, 52, 53, Guidance sources 54, 55, 56, 57, 58, 59, IFRS S2 Strategy 8, 9, Climate-related Risks and Opportunities, 10, 11, 12, Business Model and Value Chain 13, Strategy and Decision Making 14, Financial Position, Financial Performance and Cash Flows 15, 16, 17, 18, 19, 20, 21, Climate Resilience 22, 23, Risk Management 24, 25, 16, Metrics and Targets 27, 28, Climate-related Metrics 29, 30, 31, 32, Climate-related Targets 33, 34, 35, 36, 37	Data Security CG-MR-230a.1		 		Sustainability Strategy, 28-29 Focus Areas and Management Approach, 29-32 Double Materiality Matrix and Effect on Sustainability Performance of Assessment Results, 32-41 Customer and Product and Service Responsibility, 62-68 Customer Relations, 182-183 Digital Transformation and Data Security, 184	
418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	ESRS S4 S4-3 §AR 23; S4-4 §35		Data Security CG-MR-230a.1				No cases were reported during the reporting period.	Customer and Product and Service Responsibility, 62-68 Customer Relations, 182-183 Digital Transformation and Data Security, 184

SÜRDÜRÜLEBİLİRLİK İLKELERİ UYUM İNDEKSİ

(Türkiye Sermaye Piyasası Kurulu Tebliğine Göre)

		COMPLIANCE STATUS				EXPLANATION	REPORT INFORMATION REGARDING THE PUBLIC DISCLOSURE / LINK
		YES	PARTIALLY	NO	NON-APPLICABLE		
	A. GENERAL PRINCIPLES						
	A1. Strategy, Policy, and Goals						
A 1.1.	Priority environmental, social, and corporate governance (ESG) issues, risks and opportunities have been determined by the board of directors of the partnership.	X				It has been shared with the public as part of the 2024 Sustainability Report.	<p><i>Corporate Governance Structure and Areas of Authority, 18</i></p> <p><i>Role of the Board of Directors, 18</i></p> <p><i>Sustainability Management, 20</i></p> <p><i>Sustainability Council, 20</i></p> <p><i>Corporate Policies and Principles, 20-21</i></p> <p><i>Business Ethics and Code of Ethics, 22</i></p> <p><i>Compliance, Ethics and Transparency, 22-23</i></p> <p><i>Transparency Culture at Doğuş Otomotiv, 23</i></p> <p><i>Stakeholder Engagement and Feedback Mechanisms, 24-25</i></p> <p><i>Sustainability Strategy, 28-29</i></p> <p><i>Focus Areas and Management Approach, 29-32</i></p> <p><i>Double Materiality Matrix and Effect on Sustainability Performance of Assessment Results, 32-41</i></p>
	ESG policies (e.g. Environmental Policy, Energy Policy, Human Rights and Employee Policy, etc.) have been created and disclosed to the public by the board of directors of the partnership	X				Doğuş Otomotiv's ESG Policies are published on its website.	<i>Sustainability Policies</i>
A 1.2.	Short and long-term targets set within the scope of ESG policies have been disclosed to the public.	X				It has been shared with the public as part of the 2024 Sustainability Report.	<i>Some of Our Outstanding Targets, 40</i>

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(According to the Communiqué of the Turkish Capital Markets Board)

		COMPLIANCE STATUS				EXPLANATION	REPORT INFORMATION REGARDING THE PUBLIC DISCLOSURE / LINK
		YES	PARTIALLY	NO	NON-APPLICABLE		
	A2. Implementation/Monitoring						
A2.1	Information regarding the sustainability performance, targets, and actions of the partnership is given in a comprehensible, accurate, and sufficient fashion in the annual reports.	X				Doğuş Otomotiv discloses its detailed sustainability performance in the sustainability reports for the second quarter of the following year. However, it has included summary performance information in its activity report.	Corporate Governance Structure and Areas of Authority, 18 Role of the Board of Directors, 18 Sustainability Management, 20 Sustainability Council, 20 Corporate Policies and Principles, 20-21 Business Ethics and Code of Ethics, 22 Compliance, Ethics and Transparency, 22-23 Transparency Culture at Doğuş Otomotiv, 23 Stakeholder Engagement and Feedback Mechanisms, 24-25 Sustainability Strategy, 28-29 Focus Areas and Management Approach, 29-32 Double Materiality Matrix and Effect on Sustainability Performance of Assessment Results, 32-41
	Information on which of company activities are related to the United Nations (UN) 2030 Sustainable Development Goals has been disclosed to the public by the partnership.	X				It has been shared with the public as part of the 2024 Sustainability Report.	Corporate Governance Structure and Areas of Authority, 18 Role of the Board of Directors, 18 Sustainability Management, 20 Sustainability Council, 20 Corporate Policies and Principles, 20-21 Business Ethics and Code of Ethics, 22 Compliance, Ethics and Transparency, 22-23 Corporate Governance, 160-163

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A 2.2	In line with the ESG targets, implementation and action plans have been created and disclosed to the public.	X				It has been shared with the public as part of the 2024 Sustainability Report.	<p>Corporate Governance Structure and Areas of Authority, 18</p> <p>Role of the Board of Directors, 18</p> <p>Sustainability Management, 20</p> <p>Sustainability Council, 20</p> <p>Corporate Policies and Principles, 20-21</p> <p>Business Ethics and Code of Ethics, 22</p> <p>Compliance, Ethics and Transparency, 22-23</p> <p>Transparency Culture at Doğuş Otomotiv, 23</p> <p>Stakeholder Engagement and Feedback Mechanisms, 24-25</p> <p>Sustainability Strategy, 28-29</p> <p>Focus Areas and Management Approach, 29-32</p> <p>Double Materiality Matrix and Effect on Sustainability Performance of Assessment Results, 32-41</p> <p>Some of Our Outstanding Targets, 40</p>
A 2.3	The ESG Key Performance Indicators (KPI) and the level of achieving these indicators on a yearly basis have been disclosed to the public.	X				It has been shared with the public as part of the 2024 Sustainability Report.	Metrics, 80-196
A 2.4	Activities to improve the sustainability performance of business processes or products and services have been disclosed to the public.	X				It has been shared with the public as part of the 2024 Sustainability Report. Since 2009, Doğuş Otomotiv has been detailing its sustainability performance in accordance with international standards in its Sustainability Reports, covering all its processes and subsidiaries.	Sustainability Performance, 41-79 Metrics, 80-196

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A3. Reporting							
A 3.1	Information regarding the sustainability performance, targets, and actions of the partnership is given in a comprehensible, accurate, and sufficient fashion in the annual reports.		X			Doğuş Otomotiv discloses its detailed sustainability performance in the sustainability reports for the second quarter of the following year. However, it has included summary performance information in its activity report.	Annual Report
A 3.2	Information on which of company activities are related to the United Nations (UN) 2030 Sustainable Development Goals has been disclosed to the public by the partnership.	X				It has been shared with the public as part of the 2024 Sustainability Report.	Index, 199-272
A 3.3	Lawsuits filed and/or concluded against ESG issues, which are important in terms of ESG policies and/or will significantly affect activities, have been disclosed to the public.	X				It has been shared with the public as part of the 2024 Sustainability Report.	Law, 172-173 Index, 199-272
A4. Verification							
A 4.1	The partnership's ESG Key Performance metrics have been verified and publicly disclosed by an independent third party.	X				The data included in Doğuş Otomotiv Sustainability Reports are partially verified by an independent audit firm. Detailed verification documents are attached to the sustainability reports.	PwC Assurance, 284

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	B. ENVIRONMENTAL PRINCIPLES						
B1.	The partnership has disclosed its policies and practices, action plans, environmental management systems (known by the ISO 14001 standard) and programs in the field of environmental management to the public.	X				Doğuş Otomotiv holds ISO 14001 certification. It regularly discloses its environmental performance in line with its focus areas each year within the scope of Sustainability Reports.	Environmental Sustainability, 43-51 Environmental and Climate Change Performance, 80-107
B2.	The scope of the report, the reporting period, the reporting date, and the limitations regarding the reporting conditions have been disclosed to the public regarding the environmental reports prepared to provide information on environmental management.	X				Doğuş Otomotiv complies with all environmental laws and regulations and monitors the process through the ISO 14001 compliance obligations document. Our company has a designated environmental manager. There is also an Environmental Committee that reports directly to the Corporate Governance and Sustainability Committee.	Environmental Sustainability, 43-51 About the Report, 197-198 Environmental and Climate Change Performance, 80-107
B4.	Environmental targets included in the rewarding criteria within the scope of performance incentive systems for stakeholders (such as members of the Board of Directors, managers, and employees) have been disclosed to the public.			X		It has not yet been announced.	
B5.	The company has disclosed to the public its methods of integrating priority environmental issues into business objectives and strategies.	X				Doğuş Otomotiv discloses its environmental data annually in line with its focus areas and shares its targets with the public where possible. It encourages its subsidiaries, authorized dealers, service providers, and suppliers throughout the entire value chain to disclose their environmental data. It has incorporated sustainability principles into the categorization and auditing processes in its purchasing processes with suppliers and has been including these stakeholders in its sustainability report since 2015.	Sustainability Strategy,28-29 Focus Areas and Management Approach,29-32 Impact on Sustainability Performance Using the Dual Priority Matrix and Assessment Results,32-41 Some of Our Outstanding Targets, 40 Environmental Sustainability, 43-51 Environmental and Climate Change Performance, 80-107
B7.	The company has publicly disclosed how environmental issues in the operational process are managed and integrated into business objectives and strategies along the partnership value chain, including suppliers and customers.	X				Doğuş Otomotiv has been disclosing its environmental data in line with the priorities it has set in accordance with the AA1000SES Standard since 2009. The focus areas were renewed in 2023 in line with changing conditions and stakeholder expectations, and reporting has been carried out in line with the new focus areas since then. All details regarding integration into business strategies are published in the Sustainability Report.	Customers and Product and Service Responsibility, 62-67 Supply Chain Management, 70-72 Authorized Dealers and Service Centers,72-74

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	B. ENVIRONMENTAL PRINCIPLES						
B8.	Whether relevant organizations and non-governmental organizations on the environment were involved in the policy-making processes and the collaborations with these institutions and organizations have been disclosed to the public.		X			Where deemed necessary and in line with Company priorities, efforts are being made to collaborate with environmental associations and organizations, and collaboration alternatives are being evaluated for future periods. All collaborations are disclosed to the public within the scope of sustainability reports	Memberships and Partnerships
B9.	Information about environmental effects in the light of environmental indicators (greenhouse gas emissions [Scope-1: direct, Scope-2: energy indirect, Scope-3: other indirect], air quality, energy management, water and wastewater management, waste management, and biodiversity) has been disclosed to the public on a comparable basis periodically	X				Doğuş Otomotiv has been publishing its environmental data comparatively in sustainability reports since 2009, in line with its priorities. The ISO 14001: 2015 Environmental Management System certification was completed in 2021. Although emissions were disclosed in previous years, the 2021 Sustainability Report is the first to disclose Scope 1-2-3 and total emissions for Doğuş Otomotiv. The 2024 Sustainability Report provides comparative data for the last three years: 2022, 2023, and 2024.	Environmental Sustainability, 43-51 Environmental and Climate Change Performance, 80-107
B10.	Details of the standards, protocols, methodology, and base year used to collect and calculate data have been disclosed to the public.	X				Doğuş Otomotiv uses the methodology recommended by the GRI Standards along with local laws and regulations for reporting its environmental data. The data is collected and consolidated by members of the Sustainability Council, which is formed within the Company and includes employees from each unit. As of 2021, environmental data has been calculated and disclosed in accordance with ISO 14064. It will continue to be disclosed in this manner in subsequent years.	Environmental Sustainability, 43-51 Environmental and Climate Change Performance, 80-107 About the Report, 197-198
B11.	Compared to previous years, the increase or decrease in the environmental indicators for the reporting year has been disclosed to the public.	X				Comparable data has changed due to shifts in priority focus areas between 2009-2017 and 2018-2020. However, since 2018, regular reports have been published using the same reporting factors, enabling necessary comparisons to be made. As of 2021, environmental data has begun to be reported in accordance with ISO 14064. As of the 2023 Sustainability Report, reduction amounts and percentages are reported relative to the base year under the ESRS. The 2024 Sustainability Report also shares data for 2022-2023 and 2024 with the public.	Environmental Sustainability, 43-51 Environmental and Climate Change Performance, 80-107
B12.	Short and long-term targets have been determined to reduce environmental impacts, and the progress of these targets in years has been disclosed to the public.	X				Doğuş Otomotiv also publishes its environmental performance in accordance with international standards within the scope of Sustainability Reports. At the same time, as a signatory to the UN Global Compact since 2010, it includes the UN Global Compact index in its reports and declares its commitments.	Some of Our Outstanding Targets, 40

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B13.	A strategy to combat the climate crisis has been created and the planned actions have been disclosed to the public.	X				Doğuş Otomotiv has publicly declared that it considers climate change a financial risk, along with its economic development policy. Furthermore, all strategies are declared within the scope of its environmental and energy management policy and its sub-impact area policy.	Sustainability Strategy,28-29 Focus Areas and Management Approach,29-32 Impact on Sustainability Performance Using the Dual Priority Matrix and Assessment Results,32-41 Some of Our Outstanding Targets, 40 Environmental Sustainability, 43-51 Environmental and Climate Change Performance, 80-107
B14.	To prevent or minimize the potential negative impacts of products and/or services on the environment, programs or procedures have been established and disclosed to the public.	X				All actions are explained within the scope of priority focus areas in line with the environmental impact management policy and impact area performance of products and services.	Sustainability Policies Customer and Product and Service Responsibility, 62-67 Environmental Sustainability, 43-51
	Actions have been taken to reduce greenhouse gas emissions of third parties (e.g. suppliers, subcontractors, dealers, etc.) and these actions have been disclosed to the public.		X			Doğuş Otomotiv disclosed its greenhouse gas emissions in accordance with ISO 14064 for the first time in 2021 as part of its sustainability report. It collects Scope 3 data on a limited basis. Work has begun to expand the Scope 3 data areas in the 2024 sustainability report, and data has been collected for publication in the 2024 sustainability report. The data has been updated and published in the 2024 Sustainability Report.	Environmental and Climate Change Performance, 80-107 Environmental Sustainability, 43-51 Supply Chain Management, 70-72 Sustainable Supply Chain Management, 169-171
B15.	The environmental benefits/ gains and cost savings of the initiatives and projects aimed at reducing environmental impacts have been disclosed to the public.	X				It has been shared with the public as part of the 2024 Sustainability Report.	Environmental Sustainability, 43-51 Environmental and Climate Change Performance, 80-107
B16.	Scope-1 and Scope-2 data on energy consumption (natural gas, diesel, gasoline, LPG, coal, electricity, heating, cooling, etc.), have been disclosed to the public.	X				It has been shared with the public as part of the 2024 Sustainability Report.	Environmental Sustainability, 43-51 Environmental and Climate Change Performance, 80-107
B17.	Information about the electricity, heat, steam and cooling production in the reporting year has been disclosed to the public.	X				Doğuş Otomotiv began installing solar panels on the roof of its Logistics Center in Şekerpınar in 2021 with an investment of \$2.4 million. With the investment completed in 2022, it continues to generate the electricity used at the Şekerpınar facility directly from renewable energy sources. With this investment, the coverage rate for electricity consumption in 2024 is 77,05%. The targets, production and consumption quantities are disclosed in the 2024 Sustainability Report.	Environmental Sustainability, 43-51 Environmental and Climate Change Performance, 80-107

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B18.	Efforts on increasing the use of renewable energy and the transition to zero or low carbon electricity have been made and publicly announced.	X				Doğuş Otomotiv began installing solar panels on the roof of its Logistics Center in Şekerpınar in 2021 with an investment of \$2.4 million. With the investment completed in 2022, it continues to generate the electricity used at the Şekerpınar facility directly from renewable energy sources. With this investment, the coverage rate for electricity consumption in 2024 is 77.05%. The targets, production and consumption quantities are disclosed in the 2024 Sustainability Report.	Environmental Sustainability, 43-51 Environmental and Climate Change Performance, 80-107
B19.	Data on renewable energy production and usage has been disclosed to the public.	X				Doğuş Otomotiv began installing solar panels on the roof of its Logistics Center in Şekerpınar in 2021 with an investment of \$2.4 million. With the investment completed in 2022, it continues to generate the electricity used at the Şekerpınar facility directly from renewable energy sources. With this investment, the coverage rate for electricity consumption in 2024 is 77.05%. The targets, production and consumption quantities are disclosed in the 2024 Sustainability Report.	Environmental Sustainability, 43-51 Environmental and Climate Change Performance, 80-107
B20.	Energy efficiency projects have been carried out and the amount of energy consumption and emission reduction achieved through energy efficiency projects has been disclosed to the public.	X				Doğuş Otomotiv began installing solar panels on the roof of its Logistics Center in Şekerpınar in 2021 with an investment of \$2.4 million. With the investment completed in 2022, it continues to generate the electricity used at the Şekerpınar facility directly from renewable energy sources. With this investment, the coverage rate for electricity consumption in 2024 is 77.05%. The targets, production and consumption quantities are disclosed in the 2024 Sustainability Report.	Environmental Sustainability, 43-51 Environmental and Climate Change Performance, 80-107 Authorized Dealers and Service Centers, 72-74 Authorized Dealers and Service Centers, 174-180
B21.	Water consumption, and if any, amounts of water drawn, recycled and discharged from underground or above ground, its sources, and procedures have been disclosed to the public.	X				Water consumption is one of Doğuş Otomotiv's priority focus areas. Since 2009, it has been reporting water consumption per vehicle sold and conducting studies on reducing consumption. Comprehensive data is presented comparatively in the Sustainability Report. Doğuş Otomotiv has also been reporting its Water Footprint since 2023. It was shared with the public in the 2024 Sustainability Report.	Environmental Sustainability, 43-51 Environmental and Climate Change Performance, 80-107
B22.	Information on whether the operations or activities are included in any carbon pricing system (Emissions Trading System, Cap & Trade or Carbon Tax) has been disclosed to the public.				X	It is not among the company's primary focus areas. It has not been evaluated within stakeholder expectations.	
B23.	Information on carbon credits accumulated or purchased during the reporting period has been disclosed to the public.				X	It is not among the company's primary focus areas. It has not been evaluated within stakeholder expectations.	
B24.	In case carbon pricing is put into practice within the partnership, the details are disclosed to the public.				X	It is not among the company's primary focus areas. It has not been evaluated within stakeholder expectations.	
B25.	The platforms where the partnership discloses its environmental information have been disclosed to the public.	X				Doğuş Otomotiv publicly shares all its sustainability data on its website in accordance with standard key indicators. In addition to the disclosures made to public authorities as required by law, it is evaluated in the BIST Sustainability Index based on the environmental data it publishes.	Index, 199-272

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C. SOCIAL PRINCIPLES							
C1. Human Rights and Employee Rights							
C1.1	The Corporate Human Rights and Employee Rights Policies have been drawn in a way to cover the Universal Declaration of Human Rights, ILO Conventions ratified by Turkey, and other relevant legislation, those responsible for the implementation of the policy have been determined, and the policy and those responsible have been disclosed to the public.	X				Doğuş Otomotiv's human rights policy addresses the requirements within the scope of the principle of the Doğuş Otomotiv Code of Ethics, including its primary focus areas under the heading of human rights, its employee and workplace policy, and related sub-policies. All necessary details and performance metrics are disclosed on the website and in sustainability reports.	Sustainability Policies Ethics Code
C1.2	Considering the effects of supply and value chain, fair workforce, improvement of labor standards, women's employment, and inclusion issues (avoiding discrimination in issues related to gender, race, religion, language, marital status, ethnic identity, sexual orientation, gender identity, family responsibilities, union activities, political opinion, disability, social and cultural differences, etc.) have been included in the Employee Rights Policy.	X				Employee and Workplace Policy, Equal Opportunity Policy, Doğuş Otomotiv Code of Ethics, Sustainable Procurement Policy	Sustainability Policies Ethics Code
C1.3	Measures taken along the value chain regarding the observance of certain groups sensitive to economic, environmental, and social factors (low-income groups, women, etc.) or issues regarding minority rights/ equality of opportunity have been disclosed to the public.	X				Employee and Workplace Policy, Equal Opportunity Policy, Doğuş Otomotiv Code of Ethics, Sustainable Procurement Policy	Sustainability Policies Ethics Code
C1.4	Developments regarding preventive and corrective practices against discrimination, inequality, violation of human rights, forced labor, and child labor have been disclosed to the public.	X				Diversity and Equal Opportunity Policy, Human Rights Policy, Doğuş Otomotiv Code of Ethics, Anti-Discrimination Policy, Child Labor Management Approach, UNGC Commitment	Sustainability Policies Ethics Code
C1.5	Issues regarding investment in employees (education, development policies), compensation, fringe benefits, right to unionize, work/life balance solutions, and talent management have been included in the Employee Rights Policy.					All relevant details are published annually in sustainability reports. Information regarding the Code of Ethics, Ethics Hotline, and related processes is also included in the Code of Ethics.	Employees and Work Environment, 52-62 Employees and Work Environment Performance, 108-129 Sustainability Policies
	Mechanisms for employee complaints and resolution of disputes were created and dispute resolution processes have been determined.					All relevant details are published annually in sustainability reports. Information regarding the Code of Ethics, Ethics Hotline, and related processes is also included in the Code of Ethics.	Employees and Work Environment, 52-62 Employees and Work Environment Performance, 108-129 Ethics Hotline and Complaint Mechanisms, 174 Code of Ethics
	Activities carried out within the reported period to ensure employee satisfaction have been disclosed to the public.					All relevant details are published annually in sustainability reports. Information regarding the Code of Ethics, Ethics Hotline, and related processes is also included in the Code of Ethics.	Employees and Work Environment, 52-62 Employees and Work Environment Performance, 108-129

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C1.6	Occupational health and safety policies have been established and disclosed to the public.					Occupational Health and Safety is among Doğuş Otomotiv's priority areas for sustainability. Policies are available on the website. Relevant data is published comparatively in the Sustainability Report. The ISO 45001 Occupational Health and Safety Certificate was obtained in 2022.	Sustainability Policies Employees and Work Environment, 52-62
	Measures taken to prevent occupational accidents and protect health, along with accident statistics, have been disclosed to the public.					Occupational Health and Safety is among Doğuş Otomotiv's priority areas for sustainability. Policies are available on the website. Relevant data is published comparatively in the 2021 Sustainability Report. The ISO 45001 Occupational Health and Safety Certificate was obtained in 2022..	Occupational Health and Safety, 153-157,157-160 Employees and Work Environment Performance, 108-129
C1.7	Personal data protection and data security policies have been established and disclosed to the public.					All developments have been made in compliance with all legal regulations regarding the Protection of Personal Data, and the process is managed at the highest level. At the same time, work began on establishing an ISO 27001 Information Security Management System in 2021, and certification was obtained in 2022.	Digital Transformation and Data Security, 184 Sustainability Policies
C1.8	Ethics policy has been established and disclosed to the public.	X				The Doğuş Otomotiv Code of Ethics has been published on our website, accessible to all stakeholders, as a public commitment since 2012.	Ethics Code
C1.9	Studies within the scope of social investment, social responsibility, financial inclusion and access to finance are explained.	X				Doğuş Otomotiv understands the importance of safety on the roads and the value of human life. It commits to providing the necessary services to ensure that its products and services meet high standards and maintain these characteristics throughout their usage period. Its employees set an example and act responsibly regarding the importance of road safety. It guarantees that the products it sells meet high standards in terms of customer health and safety. It is obligated to provide high-quality maintenance and repair services, within the limits of legal regulations, to ensure that the products it sells maintain these standards throughout their lifetime, as long as the distribution agreement remains in effect. It conducts and manages ongoing information and awareness activities on traffic safety in dialogue and cooperation with relevant institutions and organizations. Its ethical principles are understandable and accessible. They are supported by multiple stakeholders. They are approved by senior management and are one of the main elements of corporate governance principles. It continues its efforts to develop a comprehensive framework that encompasses all aspects of its ethical principles. It avoids unethical situations such as fraud and abuse, and provides the necessary information to ensure that its employees are aware of and take responsibility for this issue. It initiates efforts and sets goals to establish mechanisms to prevent fraud and abuse.	Community Engagement and Economic Development, 60-62 Employees and Workplace Performance, 108-129
C1.10	Briefing meetings and training programs on ESG policies and practices were organized for employees.					All training and practices related to sustainability, policy briefings, and sustainability reports are updated and published annually.	Employees and Work Environment, 52-62

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	C2. Stakeholders, International Standards, and Initiatives						
C2.1	The Customer Satisfaction Policy regarding the management and resolution of customer complaints has been prepared and disclosed to the public.	X				Customer Management and related strategies and practices are explained in detail within the scope of sustainability reports.	Customer Relations, 62-68 Customers and Product and Service Responsibility, 182-183
C2.2	Information about the communication with stakeholders (which stakeholder, subject, and contact frequency) has been disclosed to the public.	X				Doğuş Otomotiv identified its key stakeholders using the AA1000SES methodology at a workshop held in 2009 and focused its sustainability strategy on stakeholder engagement. All relevant strategies and practices are disclosed on the stakeholder engagement platforms via the website. Current performance is included in sustainability reports.	Stakeholder Engagement Stakeholder Engagement and Feedback Mechanisms,24-25
C2.3	International reporting standards adopted in reporting were explained.	X				Doğuş Otomotiv has been publishing a sustainability report annually since 2009 in accordance with the GRI Global Reporting Initiative framework. It publishes reports at the comprehensive reporting level according to the GRI Standards, the initiative's latest reporting framework. Unless otherwise stated, Doğuş Otomotiv's 2024 Integrated Sustainability Report covers the financial and non-financial performance of Doğuş Otomotiv Servis ve Tic. A.Ş. The content and scope of the report were determined by the Prioritization Study, which was updated in 2023 in line with the Dual Priority principle. The 2024 Sustainability Report has been prepared in accordance with the Global Reporting Initiative (GRI) 2021 Standards and is verified by self-declaration. It also takes into account compliance with the United Nations Global Compact (UNGC), the United Nations Sustainable Development Goals (UN SDGs), the United Nations Women's Empowerment Principles (UNWEP), and the United Nations Guiding Principles on Business and Human Rights. It also incorporates the Automotive Industry Action Group (AIAG) Global Automotive Sustainability Implementation Guide Index and sector-specific metrics published by the Sustainability Accounting Standards Board (SASB). This year, Doğuş Otomotiv prepared its Sustainability Report in compliance with TSRS (Turkey Sustainability Reporting Standards) for the first time. You can find detailed information on compliance with the report standards in the index section at the end of the report.	About the Report, 197-198
C2.4	Principles adopted regarding sustainability, and international organizations, committees, and principles that were signed up or joined have been disclosed to the public.	X				Doğuş Otomotiv has been a signatory to the UN Global Compact since 2010, and the relevant indices are published on its website and in its sustainability reports. In 2022, it also became a signatory to the UN WEPs, and the relevant reporting has been included in the 2022, 2023, and 2024 Sustainability Reports. Since 2017, Doğuş Otomotiv has also been regularly included in the UN Sustainable Development Goals Index as part of its sustainability report. The 2020 Report also includes the AIAG Principles Index. The 2024 Sustainability Report has been prepared in accordance with the Global Reporting Initiative (GRI) 2021 Standards and is verified by self-declaration. It also complies with the United Nations Global Compact (UNGC), the United Nations Sustainable Development Goals (UN SDGs), the United Nations Women's Empowerment Principles (UNWEP), and the United Nations Guiding Principles on Business and Human Rights. It also incorporates the Automotive Industry Action Group (AIAG) Global Automotive Sustainability Implementation Guide Index and sector-specific metrics published by the Sustainability Accounting Standards Board (SASB). This year, Doğuş Otomotiv prepared its Sustainability Report in compliance with TSRS (Turkey Sustainability Reporting Standards) for the first time. You can find detailed information on compliance with the report standards in the index section at the end of the report.	About the Report, 197-198 Index, 199-272

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C2.5	Improvements were made and efforts were undertaken to be included in the sustainability indices of Borsa Istanbul and/or international index providers.	X				Doğuş Otomotiv has been included in the BIST Sustainability Index since the 2014-2015 period. In 2022, it was also included in the BIST Sustainability 25 Index, which was announced for the first time. Monitoring and planning activities related to international indices are ongoing.	Annual Report
CORPORATE GOVERNANCE PRINCIPLES							
D1.	Opinions of the stakeholders were sought in the determination of measures and strategies in the field of sustainability.		X			No study has been conducted to seek the views of stakeholders. However, the views of key stakeholders were taken into account when determining the strategy and priority focus areas during stakeholder engagement processes.	Stakeholder Engagement and Feedback Mechanisms, ²⁴⁻²⁵ Doğuş Otomotiv Dialogue Platforms
D2.	Social responsibility projects, awareness activities, and pieces of training have been carried out to raise awareness of the issue of sustainability and its importance.	X				Sustainability is strategically addressed throughout our value chain, which includes all our stakeholders, and awareness-raising activities are carried out through face-to-face training sessions and meetings, including third parties. Social responsibility is encouraged at Doğuş Otomotiv through a volunteer platform. In addition, the Traffic is Life Program is run as a social participation program. Relevant details are disclosed to the public in the Corporate Governance Compliance Report and the Sustainability Report.	Community Participation and Economic Development, 60-62

DOĞUŞ OTOMOTİV INTEGRATED SUSTAINABILITY REPORT 2024- REPORTING PRINCIPLES

This reporting principles ("Principles") provides information on the data preparation and reporting methodologies of indicators within the scope of the limited assurance in the DoğuŖ Otomotiv Servis ve Ticaret A.Ŗ. ("The Company" or "DoğuŖ Otomotiv") Integrated Sustainability Report 2024 ("Integrated Sustainability Report 2024", "Report").

The indicators include social and environmental indicators. It is the responsibility of the Company's management to ensure that appropriate procedures are in place to prepare the indicators mentioned above in line with, in all material respects, the principles.

The information in these Principles covers the 2024 financial and reporting year ending December 31, 2024 (January 1 – December 31, 2024) and the relevant operations under the responsibility of DoğuŖ Otomotiv Servis ve Ticaret A.Ŗ., as detailed in the "Key Definitions and Scope of Reporting" section, and excludes, except for certain exceptional cases listed below, the subsidiaries of DoğuŖ Otomotiv (DoğuŖ Oto Pazarlama ve Ticaret A.Ŗ., DoğuŖ Teknoloji, Gebze Scania Servis and Skoda), as well as its suppliers, authorized dealers and services. The exceptional cases are listed below and in the Key Definitions and Scope of Reporting section.

The information in these Principles related to Water Management covers the Head Office, Scania Tuzla, Scania Gebze, and DoğuŖ Oto Pazarlama ve Ticaret A.Ŗ.

The information in these Principles related to Waste Management covers hazardous waste, waste batteries, and waste engine oils, which fall under the responsibility of DoğuŖ Otomotiv, and therefore includes the Head Office, Scania Tuzla, Scania Gebze, DoğuŖ Oto Pazarlama ve Ticaret A.Ŗ., and Authorized Services.

General Reporting Principles

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

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



Key Definitions and Reporting Scope

For the purpose of this report, Doğuş Otomotiv defines:

Type	Indicator	Scope
Social Indicators	Total Number of Female Employees (#)	During the reporting period, this figure represents the total number of female employees who are monitored through the Doğuş Otomotiv Human Resources data platform, officially registered with the Social Security Institution through the Employment Declaration, employed on a permanent and indefinite-term basis, and classified under the following position categories: Board of Directors, Senior Management, Middle Management, Manager/Assistant Manager/Expert/Assistant Expert, Call Center, Staff, Blue Collar, and Other.
	Ratio of Number of Female Employees (%)	During the reporting period, this figure represents the ratio of the number of female employees who are monitored through the Doğuş Otomotiv Human Resources data platform, officially registered with the Social Security Institution through the Employment Declaration, and employed on a permanent and indefinite-term basis, to the total number of employees.
	Ratio of Female Managers (%)	During the reporting period, this figure represents the ratio of the total number of female managers, who are monitored through the Doğuş Otomotiv Human Resources data platform and officially registered with the Social Security Institution through the Employment Declaration, to the total number of managerial employees.
	Female-to-male wage ratio(%)	During the reporting period, this figure represents the ratio of the average of the 12-month total salaries paid to female employees, which can be mapped through the Company's financial reporting systems, to the average of the 12-month total salaries paid to male employees, which can also be mapped through the Company's financial reporting systems. In calculating this ratio, employees' positions and levels within the Company have been taken into account, while the Board of Directors has been excluded from the scope.

Occupational Health and Safety

Type	Indicator	Scope
Social Indicators	Total Recordable Injury Frequency Rate (#)	During the reporting period, this figure represents the ratio of the number of incidents resulting in injury that occurred to the Company's employees during work-related activities and are monitored through notifications made to the Social Security Institution, to the total working hours.
	Lost-Day Rate (#)	During the reporting period, this figure represents the ratio of the total number of lost days resulting from incidents that caused injury to the Company's employees during work-related activities and are monitored through notifications made to the Social Security Institution, to the total working hours.
	Illness-Related Lost Day Rate (#)	During the reporting period, this figure represents the ratio of the number of lost days resulting from occupational diseases, as defined under the Occupational Health and Safety Law No. 6331 and monitored through notifications made to the Social Security Institution, to the total working hours.
	Lost-Time Injury Frequency Rate (LTIFR) (#)	During the reporting period, this figure represents the ratio of the number of work-related accident cases resulting in lost time with disability that occurred to the Company's employees during work-related activities and are monitored through notifications made to the Social Security Institution, to the total working hours expressed per 1,000,000 working hours.
	Number of Occupational Diseases-Related Lost-Days(days)	During the reporting period, this figure represents the total number of lost working days resulting from occupational disease cases identified within the relevant period, as defined under the Occupational Health and Safety Law No. 6331 and monitored through notifications made to the Social Security Institution
	Number of Occupational Accidents with Fatality (#)	During the reporting period, this figure represents the total number of work-related accident cases resulting in fatalities that occurred to the Company's employees during work activities and are monitored through notifications submitted to the Social Security Institution

Trainings

Type	Indicator	Scope
Social Indicators	Total Training Hours (hours)	During the reporting period, this figure represents the total number of training hours provided to the Company's employees, as monitored through the Human Resources training tracking platform.
	Total Hours of Occupational Health and Safety Trainings (hours)	During the reporting period, this figure represents the total number of Occupational Health and Safety training hours provided to the Company's employees, as monitored through the Human Resources training tracking platform.
	Average Training Hours per Employee (hours)	During the reporting period, this figure represents the ratio of the total number of training hours provided to the Company's employees, as monitored through the Human Resources training tracking platform, to the total number of employees
Environmental Indicators	Energy Consumption	
	Electricity (kWh)	During the reporting period, this figure represents the total amount of electricity consumed from renewable and non-renewable sources, based on 12-month invoices obtained from service provider institutions and mapped through the Company's financial reporting systems. The reported electricity consumption covers the Head Office and the Logistics Facility locations.
	Natural Gas (m3)	During the reporting period, this figure represents the total amount of natural gas consumed, based on 12-month invoices obtained from service provider institutions and mapped through the Company's financial reporting systems. The reported natural gas consumption covers the Head Office and the Logistics Center.
	Fuel (Lt.)	During the reporting period, this figure represents the total amount of gasoline used in company vehicles and employee shuttles, and diesel used in both company vehicles and generators, based on 12-month invoices obtained from service provider institutions and mapped through the Company's financial reporting systems. Generator usage covers the Head Office, Logistics Facility, and Tuzla Scania locations.
	Total Energy Consumption (MWh)	During the reporting period, this figure represents the total direct and indirect energy consumption required to carry out the Company's operations. Direct energy consumption refers to the total energy value in MWh obtained from the combustion of natural gas and fuels (diesel and gasoline), the purchased electricity, and the electricity generated by the Company from renewable sources.



Türü	Gösterge	Kapsam
Environmental Indicators	GHG Emissions	
	Scope 1 Emissions (tonnes CO2 equivalent)	During the reporting period, this figure represents the carbon dioxide equivalent (in metric tons) of greenhouse gas emissions resulting from the consumption of natural gas, diesel, and gasoline fuels used as energy sources, as well as refrigerant gas consumption and fire extinguisher equipment gas leakages, at the Logistics Center, the new Head Office, and the Training Center locations for the purpose of carrying out the Company's operations.
	Scope 2 Emissions (tonnes CO2 equivalent)	During the reporting period, this figure represents the carbon dioxide equivalent of greenhouse gas emissions in metric tons resulting from the production of purchased electricity used to meet the energy needs of the Company's operations at the Logistics Center and the new Head Office locations.
	Total Limited Scope 3 Emissions (tonnes CO2 equivalent)	During the reporting period, this figure represents the total greenhouse gas emissions, expressed in metric tons of carbon dioxide equivalent, resulting from the Company's indirect operations, including air travel for business purposes, employee commuting, vehicle distribution to the sales and service network, procurement (transportation) of purchased spare parts, disposal of waste generated during the period, and purchased goods and services included in a limited inventory.
	Total Scope 1, 2 and Limited Scope 3 Emissions (tonnes CO2 equivalent)	During the reporting period, this figure represents the total greenhouse gas emissions arising from the Company's direct and indirect operations, including Scope 1, Scope 2, and total Scope 3 emissions, expressed in metric tons of carbon dioxide equivalent.

Türü	Gösterge	Kapsam
Environmental Indicators	Water Management	
	Water Consumption (m3)	This indicator represents the total water consumption during the reporting period, monitored on a monthly basis, invoiced by service provider institutions, and consumed at the Head Office and the Logistics Facility.
	Waste Management	
	Hazardous Waste (kg)	During the reporting period, this figure represents the total waste arising from the Company's activities and under the Company's responsibility, monitored through the Ministry of Environment, Urbanization and Climate Change's Mobile Waste Tracking System (MOTAT) and reported to the Integrated Environmental Information System. The reported waste covers the locations of Doğuş Otomotiv Servis ve Tic. A.Ş. / Şekerpınar Headquarters and Scania Gebze / Scania Tuzla, Doğuş Oto Pazarlama ve Tic. A.Ş., and other Authorized Services (Chimirec, Vessem, and Art Recycle).
	Waste Batteries (kg)	During the reporting period, this figure represents the total amount of waste batteries generated from the Company's battery production, monitored through waste notification forms, and recovered/disposed of in cooperation with AKÜDER (Battery Recycling Industrialists' Association). The reported amount covers other Authorized Services (Chimirec, Vessem, Art Recycle, Anel Doğa, and Beker Recycle) locations.
	Total Amount of Waste Engine Oil (kg)	During the reporting period, this figure represents the total amount of waste engine oil generated from the Company's operations, monitored through waste notification forms, and recovered/disposed of in cooperation with TAYRAŞ.
	Total Waste Amount (kg)	During the reporting period, this figure represents the total amount of hazardous and non-hazardous waste generated by the Company. The reported amount covers the locations of Doğuş Otomotiv Servis ve Tic. A.Ş. / Şekerpınar Headquarters and Scania Gebze / Scania Tuzla.

DOĞUŞ OTOMOTİV INTEGRATED SUSTAINABILITY REPORT 2024- REPORTING PRINCIPLES

Data Preparation

1. Social Indicators

Ratio of Number of Female Employees (%)

Formula:

Number of Female Employees (Full-time) / Total Number of Employees (Full-time)

Ratio of Female Managers (%)

Formula:

Number of Female Managers / Total Number of Managers

Female-to-Male Wage Ratio (%)

Formula:

Average Salary of Female Employees / Average Salary of Male Employees

Total Recordable Injury Frequency Rate (%)

Formula:

Total Number of Recordable Injuries / (Total Working Days during the reporting period)

Lost-Day Rate (%)

Formula:

Number of Lost Days due to Accidents / (Total Number of Working Days × Total Number of Employees during the reporting period)

Illness-Related Lost-Day Rate (%)

Formula:

Number of Lost Days due to Occupational Diseases / (Total Number of Working Days × Total Number of Employees during the reporting period)

2. Environmental Indicators

Energy Consumption

Within the scope of energy consumption data, primary energy sources including electricity, natural gas, and fuels (diesel/gasoline) are reported.

Electricity consumption data (kWh) and natural gas consumption data (m³) are monitored monthly based on invoices from service providers.

Fuel (diesel and gasoline) consumption data (L), including generator use (L), company vehicles, and employee shuttles, are obtained from service provider invoices.

The energy conversions used have been carried out through the calculations provided below. The references used in the calculations are presented in the following table:

Energy Source	Net Calorific Value	Unit	Referans
	Unit	Reference	National Greenhouse Gas Inventory of Türkiye (2006 IPCC Guidelines for National Greenhouse Gas Inventories)
Fuel (Diesel) mobile	43,33	TJ/kton	National Greenhouse Gas Inventory of Türkiye (2006 IPCC Guidelines for National Greenhouse Gas Inventories)
Fuel (Gasoline) mobile	44,8	TJ/kton	National Greenhouse Gas Inventory of Türkiye (2006 IPCC Guidelines for National Greenhouse Gas Inventories)

*For natural gas consumption, the energy conversion has been calculated based on the direct measurement method, using the conversion factor provided in the invoices (10.63 kWh/m³).

Scope 1 GHG Emissions (tCO₂e)

Scope 1 emissions have been calculated in accordance with TSRS and the Greenhouse Gas Protocol: Corporate Accounting and Reporting Standard, based on the operational control approach. In the calculations, conversion factors of CO₂, CH₄, and N₂O to CO₂ equivalent have been applied. The emission factors used were taken from the 2006 IPCC Guidelines for National Greenhouse Gas Inventories, while the Global Warming Potential (GWP) coefficients were sourced from the Intergovernmental Panel on Climate Change (IPCC) Sixth Assessment Report (AR6).

Formula:

Emission Amount (tCO₂e) = Activity Data (liters – m³ – tons) × Emission Factor (CO₂-CH₄-N₂O) (kg/TJ)

The energy sources constituting Scope 1 include natural gas consumption, fuel consumption, diesel consumption, vehicle fuel consumption, and refrigerant gas use.

Natural Gas:

Natural gas consumption is monitored in m³ through invoices obtained from service provider companies at the relevant consumption locations.

Vehicle Fuels:

For both owned and leased vehicles, the consumption values of diesel and gasoline are monitored based on data obtained from the relevant consumption locations.

Refrigerant Gases:

Refrigerant gas consumption is monitored based on filling records for the machines using refrigerants and leakage rates identified for such machines.



Emissions Source – Scope 1	CO2 (kgCO2/TJ)	CH4 (kgCH4/TJ)	N2O (kgN2O/TJ)	Reference
Fuel (Natural Gas)	56.100	5,00	0,10	IPCC (2006), Vol 2., Chapter 2, Table 2.2.
Fuel (Fuel Oil)	77.400	10,00	0,60	IPCC (2006), Vol 2., Chapter 2, Table 2.2.
Fuel (Lignite)	101.000	10,00	1,50	IPCC (2006), Vol 2., Chapter 2, Table 2.2.
Fuel (Diesel) stationary	77.400	10,00	0,60	IPCC (2006), Vol 2., Chapter 2, Table 2.2.
Fuel (Diesel) mobile	74.100	3,90	3,90	IPCC (2006), Vol 2., Chapter 3, Table 3.2.1. & 3.2.2.
Fuel (Gasoline) mobile	69.300	25,00	8,00	IPCC (2006), Vol 2., Chapter 3, Table 3.2.1. & 3.2.2.

Emission Source - Scope 1 Refrigerant Gases	GWP(kgCO2e/kg)	Reference
R32	771	IPCC 6th Assessment Report
R410A	2.255	IPCC 6th Assessment Report
R134A	1.530	IPCC 6th Assessment Report
R600A	0,06	IPCC 6th Assessment Report

Scope 2 GHG Emissions (tCO2e)

Scope 2 emissions have been calculated in accordance with TSRS and the Greenhouse Gas Protocol: Corporate Accounting and Reporting Standard, based on the operational control approach.

In the calculations, conversion factors of CO₂, CH₄, and N₂O to CO₂ equivalent have been applied. For electricity, the emission factor published by the Ministry of Energy and Natural Resources for the year 2022 (released in 2024) has been used as the basis.

Formula:

Emission Amount (tCO₂e) = Activity Data (kWh) × Emission Factor (CO₂-CH₄-N₂O) (kg/TJ)

The energy source constituting Scope 2 is electricity consumption. These calculations are carried out using the following formulations:

Electricity:

Electricity consumption is monitored in kWh through invoices obtained from service provider companies for the respective consumption locations.

Emission Source – Scope 2	Emission Factor (tCO2e/MWh)	Reference
Türkiye – Electricity Energy (Grid-based)"	0,442	ETKB-EVÇED-FRM-042 Rev.01

Scope 3 GHG Emissions (tCO2e)

Upstream Transportation and Distribution

Emissions generated during the transportation of raw materials used in production and packaging materials to the facilities have been evaluated under upstream transportation. In upstream distribution, according to the GHG Protocol, the criterion defining the boundary is the financial control of the freight cost. In cases where the reporting company bears the freight cost, distribution activities are considered under upstream. Conversely, if the freight cost is not borne by the company, such transportation activities are included in downstream transportation and distribution. In the calculations, DEFRA 2024 emission factors appropriate to the mode of transportation (road, sea, air, rail) have been applied. Emissions were calculated using the functional unit of ton × km.

Business Travel

This category covers greenhouse gas emissions arising from flights, train journeys, taxi rides, public transportation, and accommodation related to employees' business travel. In the emission calculation, the number of one-way trips was separately calculated and aggregated.

- Hotel stays were calculated based on the number of nights and DEFRA country-specific emission factors.
- Flight distances were determined using an airport-to-airport distance tool, and DEFRA factors were applied by considering travel class (economy/first class) and flight length.

Employee commuting

This category covers greenhouse gas emissions resulting from employees' commuting, including the use of company shuttle buses, rental cars, and personal vehicles. Data on employee commuting was assessed based on either distance or fuel consumption, depending on the vehicle type information obtained from the system.

Downstream transportation and distribution

This category covers greenhouse gas emissions arising from the distribution of products manufactured by the Company to local distribution centers and from retail sales. Deliveries are carried out by sea, air, rail, and road transport. The same methodology applied in Upstream Transportation and Distribution was used in the calculations.



Scope 3 Categories	Emission Factor Units	References
Category 4 – Upstream transportation and distribution	kgCO ₂ e/ton*km	DEFRA 2024, Freighting Goods
Category 6 – Business travel	Flights: kgCO ₂ e/km Accommodation: kgCO ₂ e/ room night	DEFRA 2024, Business Travels, Air DEFRA 2024, Hotel Stay
Category 7 – Employee commuting	kgCO ₂ e/km	DEFRA 2024, Passenger Vehicles
Category 9 – Downstream transportation and distribution	kgCO ₂ e/ton*km	DEFRA 2024, Freighting Goods

Restatement

The measuring and reporting of verified data inevitably involve a degree of estimation. Restatements are considered where there is a change in the data of greater than 5 percent at the Company level.

CORPORATE SUSTAINABILITY COUNCIL 2024

MEMBER	DEPARTMENT / UNIT
Ahsen Bayraktaroğlu	DOD Business Development and Marketing
Aylin Serdaroğlu	VW After Sales Services
Bengü Hırmelti	Internal Audit
Beste Tan	VW After Sales Services
Betül Benli	Audi Marketing
Buse Takıl	Porsche Marketing
Büşra Ongur	Scania Marketing
Cem Kaya	Dealer Development
Damla Akınalp	Doğuş Oto Human Resources
Damla Çobanoğlu	Budget and Reporting
Dilruba Ulaş	Vdf Marketing
Ebru Kantoğlu	Corporate Communications
Ekin Doğa Kahraman	Internal Audit
Erdem Özen	Doğuş Oto Administrative Affairs
Esra Ayas	Doğuş Technology Corporate Communications
Eylül Kavlak	Škoda Marketing
Gamze Yazıcı	Financial Control and Risk Management
Gülay Gaffaroğlu	SEAT After Sales Services
İhsan Başdemir	Value and Interest Center (DiM)

MEMBER	DEPARTMENT / UNIT
İpek Cebelli	DOD Marketing
İrem Balcı	Human Resources
Koray Bebekoğlu	Digital Transformation and Corporate Communications
Kübra Sarıgül	Process Management
Mehtap Kanberoğlu	Administrative Affairs
Murat Battaloğlu	Škoda Marketing
Nagihan Yurdusev	Doğuş Oto Marketing
Özge Yakan	Scania Marketing
Pinar Tuncer Doğanç	Digital Transformation and Corporate Communications
Recai Gümüş	Administrative Affairs
Selin Tükenmez	VW Commercial Vehicle Marketing
Sena Yener	Dealer Development
Sertaç Arda	Logistics Waste Management
Gülşah Doğan	Human Resources
Tuğçe Uçak Yörük	Law
Yavuz Arda Yıldız	Investor Relations
Zeynep İbrişim	Administrative Affairs Purchasing
Zeynep Çetinkaya	SEAT Marketing
Zeynep Karataş	Administrative Affairs Purchasing

GLOSSARY

ABBREVIATION	ENGLISH EQUIVALENT
UN WEPS	United Nations Women's Empowerment Principles
UNGC	United Nations Global Compact
UN SDG	United Nations Sustainable Development Goals
CSRD	Corporate Sustainability Reporting Directive
ESG	Environment, Social, Governance
ESRS	European Sustainability Reporting Standards
EV	Electric Vehicle
SPP	Solar Power Plant
GRI	Global Reporting Initiative
IFRS S1 / S2	International Financial Reporting Standards – S1 General Requirements for Disclosure of Sustainability-related Financial Information / S2 Climate-related Disclosures
OHS	Occupational Health and Safety
TSRS	Turkish Sustainability Reporting Standards
SASB	Sustainability Accounting Standards Board

PWC ASSURANCE



Limited Assurance Report

to the Board of Directors of Doğuş Otomotiv Servis ve Ticaret A.Ş.

We have been engaged by the Board of Directors of Doğuş Otomotiv Servis ve Ticaret A.Ş. ("Doğuş Otomotiv" or the "Company") to perform a limited assurance engagement in respect of the Selected Sustainability Information (the "Selected Information") stated in the Doğuş Otomotiv 2024 Integrated Sustainability Report (the "2024 Integrated Sustainability Report") for the year ended 31 December 2024 and listed below.

Selected Information

The scope of the Selected Information for the year ended 31 December 2024, which is subject to our limited assurance work, set out in the pages 80.,82.,83.,84.,85.,94.,96.,99.,100.,101.,103.,106.,108.,123.,125.,128.,153.,154.,155.,156. and 157. of the 2024 Integrated Sustainability Report with the sign "*" is summarised below:

Social Indicators

Total Number of Female Employees (#)
Ratio of Number of Female Employees to Total Number of Employees (%)
Ratio of Female Managers (%)
Ratio of Female Employees' Salaries to Male Employees' Salaries (%)

Occupational Health and Safety Indicators

Recorded Accident Rate (#)
Days Lost due to Accidents (#)
Rate of Lost Days Due to Illness (#)
Frequency Rate of Occupational Accidents Resulting in Injury (LTIFR) (#)
Total Number Of Days Lost Due to Occupational Accidents or Occupational Diseases (days)
Number of Fatal Accidents (#)
Total Hours of Occupational Health and Safety Trainings (hours)

Trainings

Total Training Hours (hours)
Total Employees/Hours (hours)
Average training hours per employee (hours)



Environmental Indicators

Energy Consumption

Electricity (kWh)
Natural Gas (m3)
Fuel (Lt.)
Total Energy Consumption (MWh)

Greenhouse Gas Emissions

Scope 1 Emissions (tonnes CO2 equivalent)
Scope 2 Emissions (tonnes CO2 equivalent)
Scope 3 - Business travel related emissions (tonnes CO2 equivalent)
Scope 3 - Fuel and energy related emissions (tonnes CO2 equivalent)
Scope 3 - Waste related emissions (tonnes CO2 equivalent)
Scope 3 - Logistics related emissions (tonnes CO2 equivalent)
Scope 3 - Emissions from personnel transportation (tonnes CO2 equivalent)
Total Limited Scope 3 Emissions (tonnes CO2 equivalent)
Total Scope 1, 2 and limited Scope 3 emissions (tonnes CO2 equivalent)

Water Management

Water Consumption (m3)

Waste Management

Hazardous Waste (kg)
Battery Quantity (kg)
Waste Motor Oil Amount (kg)
Total Waste Amount (kg)

Our assurance was with respect to the year ended 31 December 2024 information only and we have not performed any procedures with respect to earlier periods or any information other than Selected Information marked with "*" in the 2024 Integrated Sustainability Report and, any other elements included in the 2024 Integrated Sustainability Report and, therefore, do not express any conclusion thereon.

Criteria

The criteria used by the Company to prepare the Selected Information is set out in section "Doğuş Otomotiv 2024 Integrated Sustainability Report-Reporting Principles" (the "Reporting Principles") on pages 273.,274.,275.,276.,277.,278.,279.,280 and 281. of the 2024 Integrated Sustainability Report.

PWC ASSURANCE



The Company's Responsibility

The Company is responsible for the content of the 2024 Integrated Sustainability Report and the preparation of the Selected Information in accordance with the Reporting Principles. This responsibility includes the design, implementation and maintenance of internal control relevant to the preparation of Selected Information that is free from material misstatement, whether due to fraud or error.

Inherent Limitations

Non-financial performance information is subject to more inherent limitations than financial information, given the characteristics of the subject matter and the methods used for determining such information.

The absence of a significant body of established practice on which to draw to evaluate and measure non-financial information allows for different, but acceptable, measures and measurement techniques and can affect comparability between entities. The precision of different measurement techniques may also vary. Furthermore, the nature and methods used to determine such information, as well as the measurement criteria and the precision thereof, may change over time. It is important to read the Selected Information in the context of the Reporting Principles

In particular, the conversion of different energy measures to megawatt-hour (MWh) and energy used to carbon emissions is based upon, inter alia, information and factors generated internally and/or derived by independent third parties as explained in the Reporting Principles. Our assurance work has not included examination of the derivation of those factors and other third-party information.

Our Independence and Quality Management

We have complied with the independence and other ethical requirements of the Code of Ethics for Professional Accountants issued by the International Ethics Standards Board for Accountants, which is founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behavior.

Our firm applies International Standard on Quality Management 1 and accordingly maintains a comprehensive system of quality management including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.



Our Responsibility

Our responsibility is to form a limited assurance, based on limited assurance procedures, on whether anything has come to our attention that causes us to believe that the Selected Information has not been properly prepared in all material respects in accordance with the Reporting Principles. We conducted our limited assurance engagement in accordance with International Standard on Assurance Engagements 3000 (Revised), *Assurance Engagements other than Audits or Reviews of Historical Financial Information*, issued by the International Auditing and Assurance Standards Board.

A limited assurance engagement is substantially less in scope than a reasonable assurance engagement under ISAE 3000. Consequently, the nature, timing and extent of procedures for gathering sufficient appropriate evidence are deliberately limited relative to a reasonable assurance engagement.

The procedures we performed were based on our professional judgment and included inquiries, observation of processes performed, inspection of documents, analytical procedures, evaluating the appropriateness of quantification methods and reporting policies, and agreeing or reconciling with underlying records.

Given the circumstances of the engagement, in performing the procedures listed above we:

- made inquiries of the persons responsible for the Selected Information;
- understood the process for collecting and reporting the Selected Information. This included analysing the key processes and controls for managing and reporting the Selected Information;
- evaluated the source data used to prepare the Selected Information and re-performed selected examples of calculation;
- performed limited substantive testing on a selective basis of the preparation and collation of the Selected Information prepared by the Company and
- undertook analytical procedures over the reported data.

Limited Assurance Conclusion

Based on the procedures we have performed and the evidence we have obtained, nothing has come to our attention that causes us to believe that Company's 2024 Integrated Sustainability Report for the year ended 31 December 2024, is not properly prepared, in all material respects, in accordance with the Reporting Principles.

PWC ASSURANCE



Restriction of use

This report, including the conclusion, has been prepared for the Board of Directors of the Company as a body, to assist the Board of Directors in reporting Doğuş Otomotiv Servis ve Ticaret A.Ş.'s performance and activities related to the Selected Information. We permit the disclosure of this report within the Doğuş Otomotiv 2024 Integrated Sustainability Report for the year ended 31 December 2024, to enable the Board of Directors to demonstrate they have discharged their governance responsibilities by commissioning a limited assurance report in connection with the Selected Information. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Board of Directors of Doğuş Otomotiv Servis ve Ticaret A.Ş. as a body and Doğuş Otomotiv Servis ve Ticaret A.Ş. for our work or this report save where terms are expressly agreed and with our prior consent in writing.

PwC Bağımsız Denetim ve
Serbest Muhasebeci Mali Müşavirlik A.Ş.

Ali Yörük, SMMM
Independent Auditor

Istanbul, 22 September 2025

MASTHEAD

Doğuş Otomotiv Servis ve Ticaret A.Ş. Yönetim ve İletişim

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