



KAMUYU AYDINLATMA PLATFORMU

TEKNOSA İÇ VE DIŞ TİCARET A.Ş. Sustainability Compliance Report 2023 - Annual Notification

Summary

Sustainability Principles Compliance Report

Related Companies

Related Funds

	Company Compliance Status				Explanation	Report Information on Publicly Disclosed Information (Page number, menu name on the website)
	Yes	Partial	No	Not Applicable		
Sustainability Compliance Report						
A. GENERAL PRINCIPLES						
A1. Strategy, Policy and Goals						
A1.1. The prioritised environmental, social and corporate governance (ESG) issues, risks and opportunities have been determined by the Company's Board of Directors.	X				Material issues were identified and shared by analyzing operational requirements and reviewing the reports of stakeholders and competitors in the sector. The risks and opportunities identified through workshops organized with the participation of relevant teams were explained in detail.	Teknosa Sustainability Report 2022 - Our Risk and Opportunity Management (p.24-26), Our Material Issues (p.34-35), Our Sustainability Strategy (p.36) https://yatirimci.teknosa.com/Content/files/Teknosa_SR_2022_RD.pdf Teknosa Investor Relations Website - Our Sustainability Strategy https://yatirimci.teknosa.com/surdurulebilirlikstratejimiz
A1.1. The ESG policies (Environmental Policy, Energy Policy, Human Rights and Employee Policy etc.) have been created and disclosed to the public by the Company's Board of Directors.	X				Policies and procedures published in the field of ESG (Disclosure, Human Resources, Remuneration (for Board Members), Social Responsibility, Profit Distribution, Donations and Aid, Anti-Bribery and Anti-Corruption, Occupational Health and Safety, Quality, Complaints, Business Ethics, Sustainable Supply Chain, Environment, Human Rights, Sustainability, Sustainability Committee) have been approved and shared. Within the scope of the Sustainability Report, the relevant policies are referred to in the sections where the issues are explained in detail.	Human Resources Policy https://yatirimci.teknosa.com/ikpolitikasi2 Social Responsibility Policy https://yatirimci.teknosa.com/sosyal-sorumluluk-politikasi Donation and Aid Policy https://yatirimci.teknosa.com/Content/files/TKNSA_Bagis_ve_Yardim_Politikasi.pdf Anti-Bribery and Anti-Corruption Policy https://yatirimci.teknosa.com/Content/files/TKNSA%20Rusvet%20ve%20Yolsuzlukla%20Mucadele%20Politikasi.pdf Occupational Health and Safety Policy https://yatirimci.teknosa.com/is-sagligi-ve-guvenligi Wage Policy https://yatirimci.teknosa.com/ucret-politikasi Dividend Distribution Policy https://yatirimci.teknosa.com/kar-dagitim-politikasi Disclosure Policy https://yatirimci.teknosa.com/Content/files/TKNSA%20Bilgilendirme%20Politikasi%20C4%B1.pdf Quality Policy https://yatirimci.teknosa.com/vizyon-ve-misyon Complaint Management Policy https://yatirimci.teknosa.com/vizyon-ve-misyon Code of Business Ethics https://yatirimci.teknosa.com/isetigi Sustainable Supply Chain Policy https://yatirimci.teknosa.com/surdurebilirledarlik Environmental Policy https://yatirimci.teknosa.com/cevrepolitikasi Human Rights Policy https://yatirimci.teknosa.com/insanhaklaripolitikasi Sustainability Procedure https://yatirimci.teknosa.com/Content/files/PR-1%CC%87K-063_0%20SU%CC%88RDU%CC%88RU%CC%88LEBI%CC%87LI%CC%87RLI%CC%87K%20KOMI%CC%87TESI%CC%87%20PROSEDU%CC%88RU%CC%88.pdf Sustainability Committee Procedure https://yatirimci.teknosa.com/Content/files/PR-1%CC%87K-064_0%20SU%CC%88RDU%CC%88RU%CC%88LEBI%CC%87LI%CC%87RLI%CC%87K%20PROSEDU%CC%88RU%CC%88.pdf Teknosa Sustainability Report 2022 - Our Corporate Governance Approach (p.15-18), Our Ethical Business Conduct (p.19-21), Our Sustainability Management (p.32-33), Our Employee Focused Approach (p.48-49), Equality, Diversity and Inclusion (p.50-52), Performance and Talent Management (p.53-56), Health and Safety of Our Employees (p.57), Our Social Contributions (p.60-64), Unique Customer Experience (p.65-67) https://yatirimci.teknosa.com/Content/files/Teknosa_SR_2022_RD.pdf
A1.2. The short and long-term targets set within the scope of ESG policies have been disclosed to the public.	X				Short and long term targets in line with ESG policies were determined and publicised.	Teknosa Sustainability Report 2022 - Our Strong Financial Performance (p.22-23), Combating the Climate Crisis (p.40-41), Waste Management and Circular Economy (p.42-43), Environmentally Friendly Products and Services (p.44), Employee Health and Safety (p.57), Unique Customer Experience (p.65-67), Key Performance Indicators (p.73-75) https://yatirimci.teknosa.com/Content/files/Teknosa_SR_2022_RD.pdf
A2. Implementation/Monitoring						

<p>A2.1. The responsible committees and/or business units for the implementation of ESG policies and the senior officials related to ESG issues in the Company and their duties have been identified and disclosed to the public.</p>	X			<p>The management structure responsible for the execution of ESG policies, senior officers and their duties are disclosed in the sustainability report, website and related procedures.</p>	<p>Sustainability Procedure https://yatirimci.teknosa.com/Content/files/PR-1%CC%87K-064_0%20SU%CC%88RDU%CC%88RU%CC%88LEBI%CC%87LI%CC%87RLI%CC%87K%20PROSEDU%CC%88RU%CC%88.pdf Sustainability Committee Procedure https://yatirimci.teknosa.com/Content/files/PR-1%CC%87K-063_0%20SU%CC%88RDU%CC%88RU%CC%88LEBI%CC%87LI%CC%87RLI%CC%87K%20KOMI%CC%87TESI%CC%87%20PROSEDU%CC%88RU%CC%88.pdf Teknosa Sustainability Report 2022 - Our Sustainability Management (p.32-33) https://yatirimci.teknosa.com/Content/files/Teknosa_SR_2022_RD.pdf Teknosa Investor Relations Website - Our Sustainability Management https://yatirimci.teknosa.com/surdurulebilirlik-yonetimimiz</p>
<p>A2.1. The activities carried out within the scope of policies by the responsible committee and/or unit have been reported to the Board of Directors at least once a year.</p>	X			<p>The Sustainability Committee is established to support the Board of Directors on sustainability issues when necessary. The Committee convenes twice a year and reports the meeting outcomes to the Board of Directors.</p>	<p>Sustainability Procedure https://yatirimci.teknosa.com/Content/files/PR-1%CC%87K-064_0%20SU%CC%88RDU%CC%88RU%CC%88LEBI%CC%87LI%CC%87RLI%CC%87K%20PROSEDU%CC%88RU%CC%88.pdf Sustainability Committee Procedure https://yatirimci.teknosa.com/Content/files/PR-1%CC%87K-063_0%20SU%CC%88RDU%CC%88RU%CC%88LEBI%CC%87LI%CC%87RLI%CC%87K%20KOMI%CC%87TESI%CC%87%20PROSEDU%CC%88RU%CC%88.pdf Teknosa Sustainability Report 2022 - Our Sustainability Management (p.32-33) https://yatirimci.teknosa.com/Content/files/Teknosa_SR_2022_RD.pdf Teknosa Investor Relations Website - Our Sustainability Management https://yatirimci.teknosa.com/surdurulebilirlik-yonetimimiz</p>
<p>A2.2. In line with the ESG targets, the implementation and action plans have been formed and disclosed to the public.</p>	X			<p>Short, medium and long term targets have been set in accordance with ESG policies. Priority issues were identified and a value creation model and sustainability strategy were established. The studies on trends and the targets set were explained.</p>	<p>Teknosa Sustainability Report 2022 - Our Strong Financial Performance (p.22-23), Our Industry Position, Trends and Future Prospects (p.28-29), Our Material Issues (p.34-35), Our Sustainability Strategy (p.36), Our Value Creation Model (p.37-38)), Combating the Climate Crisis (p.40-41), Waste Management and Circular Economy (p.42-43), Environmentally Friendly Products and Services (p.44), Health and Safety of Our Employees (p.57), Unique Customer Experience (p.65-67), Key Performance Indicators (p.73-75) https://yatirimci.teknosa.com/Content/files/Teknosa_SR_2022_RD.pdf Teknosa Greenhouse Gas Emission Report 2022 - Full Report https://yatirimci.teknosa.com/Content/files/Teknosa_Greenhouse_Gas_Emissions_Report_2022_TR.pdf</p>
<p>A2.3. The Key ESG Performance Indicators (KPI) and the level of reaching these indicators have been disclosed to the public on yearly basis.</p>	X			<p>The short, medium and long term progress and current performance of the KPIs are described.</p>	<p>Teknosa Sustainability Report 2022 - Our Sector Position, Trends and Future Prospects (p.28-29), Our Fight against the Climate Crisis (p.40-41), Our Waste Management and Circular Economy (p.42-43), Our Environmentally Friendly Products and Services (p.44), Health and Safety of Our Employees (p.57), Unique Customer Experience (p.65-67), Key Performance Indicators (p.73-75) https://yatirimci.teknosa.com/Content/files/Teknosa_SR_2022_RD.pdf Teknosa Greenhouse Gas Emission Report 2022 - (p.14) https://yatirimci.teknosa.com/Content/files/Teknosa_Greenhouse_Gas_Emissions_Report_2022_TR.pdf</p>
<p>A2.4. The activities for improving the sustainability performance of the business processes or products and services have been disclosed to the public.</p>	X			<p>Activities to improve sustainability performance such as environmentally friendly self-branded products, energy efficiency studies, digital label/electronic label investments, renewable energy activities, etc. for services and products offered within all operations are explained.</p>	<p>Teknosa Sustainability Report 2022 - Our Ethical Way of Doing Business (p.19-21), Our Industry Position, Trends and Future Prospects (p.28-29), Our Sustainability Strategy (p.36), Our Value Creation Model (p.37-38), Our Fight against the Climate Crisis (p.40-41), Our Waste Management and Circular Economy (p.42-43), Our Environmentally Friendly Products and Services (p.44), Our Employee-Oriented Approach (p.48-49), Equality, Diversity and Inclusion (p.50-52), Performance and Talent Management (p.53-56), Health and Safety of Our Employees (p.57), Our Social Contributions (p.60-64), Unique Customer Experience (p.65-67) https://yatirimci.teknosa.com/Content/files/Teknosa_SR_2022_RD.pdf Teknosa Greenhouse Gas Emission Report 2022 - (p.5-14) https://yatirimci.teknosa.com/Content/files/Teknosa_Greenhouse_Gas_Emissions_Report_2022_TR.pdf</p>
A3. Reporting					
<p>A3.1. The information about the sustainability performance, targets and actions have been given in annual reports of the Company an understandable, accurate and sufficient manner.</p>	X			<p>Information on sustainability performance, targets and actions are explained in detail.</p>	<p>Teknosa Sustainability Report 2022 - Full Report https://yatirimci.teknosa.com/Content/files/Teknosa_SR_2022_RD.pdf Teknosa Greenhouse Gas Emission Report 2022 - Full Report https://yatirimci.teknosa.com/Content/files/Teknosa_Greenhouse_Gas_Emissions_Report_2022_TR.pdf Teknosa Annual Report 2022 - Sustainability (p60-73), Sustainability Approach (p.83-84) https://yatirimci.teknosa.com/Content/Files/tknfrat2022uyg16.pdf</p>
<p>A3.2. The information about activities which are related to the United Nations (UN) 2030 Sustainable Development Goals have been disclosed to the public.</p>	X			<p>The contribution to the Sustainable Development Goals within the scope of the activities was shared.</p>	<p>Teknosa Sustainability Report 2022 - About Teknosa (p.10), Our Sustainability Strategy (p.36), Realising the Value of the Future (p.39), Realising the Value of Our Employees (p.47), Realising the Value of Society (p.58), Our Memberships and Collaborations (p.82-86) https://yatirimci.teknosa.com/Content/files/Teknosa_SR_2022_RD.pdf</p>

A3.3. The lawsuits filed and/or concluded against the Company about ESG issues which are material in terms of ESG policies and/or will significantly affect the Company's activities, have been disclosed to the public.	X			Ongoing litigation on ESG issues has been publicly disclosed.	Teknosa Sustainability Report - 2022 - Our Ethical Way of Doing Business (p.21) https://yatirimci.teknosa.com/Content/files/Teknosa_SR_2022_RD.pdf
A4. Verification					
A4.1. The Company's Key ESG Performance metrics have been verified by an independent third party and publicly disclosed.	X			A verification audit was performed for ESG key performance indicators and the audit verification statement is included in the report.	Teknosa Sustainability Report - 2022 - Reporting Guidelines (p.97-106), Statement of Assurance (p.107-109) https://yatirimci.teknosa.com/Content/files/Teknosa_SR_2022_RD.pdf
B. ENVIRONMENTAL PRINCIPLES					
B1. The policies and practices, action plans, environmental management systems (known by the ISO 14001 standard) and programs have been disclosed.	X			There is no environmental management system (ISO 14001 standard). By complying with environmental legislation, we carry out our activities with the awareness of environmental responsibility and the relevant studies have been explained. We have started to work on establishing an environmental management system.	Teknosa Sustainability Report - 2022 - Our Value Creation Model (p.37-38), Our Fight against the Climate Crisis (p.40-41), Our Waste Management and Circular Economy (p.42-43), Our Environmentally Friendly Products and Services (p.44) https://yatirimci.teknosa.com/Content/files/Teknosa_SR_2022_RD.pdf Teknosa Annual Report 2022 - Corporate Governance and Sustainability Principles Compliance Report (p.75-84) https://yatirimci.teknosa.com/Content/Files/tknfrat2022uyg16.pdf
B2. The environmental reports prepared to provide information on environmental management have been disclosed to the public which is including the scope, reporting period, reporting date and limitations about the reporting conditions.	X			Compliance with environmental laws and other relevant regulations is ensured and the information related to the report prepared on environmental management is explained.	Teknosa Sustainability Report 2022 - About the Report (p.5), Our Sector Position, Trends and Future Expectations (p.28-29) https://yatirimci.teknosa.com/Content/files/Teknosa_SR_2022_RD.pdf Teknosa Annual Report 2022 - Corporate Governance and Sustainability Principles Compliance Report (p.75-84) https://yatirimci.teknosa.com/Content/Files/tknfrat2022uyg16.pdf
B4. The environmental targets within the scope of performance incentive systems which included in the rewarding criteria have been disclosed to the public on the basis of stakeholders (such as members of the Board of Directors, managers and employees).	X			The environmental incentives of the CEO and senior management were shared in detail.	Teknosa Sustainability Report 2022 - Our Sustainability Management (p.32-33) https://yatirimci.teknosa.com/Content/files/Teknosa_SR_2022_RD.pdf Teknosa Carbon Disclosure Project (CDP) Climate Change Programme Report 2022 (p.4-5) https://yatirimci.teknosa.com/Content/files/CDP2023.pdf
B5. How the prioritised environmental issues have been integrated into business objectives and strategies has been disclosed.	X			The environmental issues identified as material, the way they are integrated into the strategy, the measures taken in relation to these issues, opportunities and Teknosa's response are explained in detail.	Teknosa Sustainability Report 2022 - Our Material Issues (p.34-35), Our Value Creation Model (p.37-38), Our Sustainability Strategy (p.36), Our Risk and Opportunity Management (p.24-26) https://yatirimci.teknosa.com/Content/files/Teknosa_SR_2022_RD.pdf
B7. The way of how environmental issues has been managed and integrated into business objectives and strategies throughout the Company's value chain, including the operational process, suppliers and customers has been disclosed.	X			Environmental activities carried out with a focus on continuous improvement of supplier relations with customers and suppliers providing products and services are explained in detail.	Teknosa Sustainability Report 2022 - Our Risk and Opportunity Management (p.24-26), Our Material Issues (p.34-35), Our Sustainability Strategy (p.36), Our Value Creation Model (p.37-38)), Combating the Climate Crisis (p. 40-41), Waste Management and Circular Economy (p. 42-43), Environmentally Friendly Products and Services (p. 44), Interaction with Stakeholders (p. 59), Unique Customer Experience (p. 65-67), Supply Chain (p. 68-70) https://yatirimci.teknosa.com/Content/files/Teknosa_SR_2022_RD.pdf
B8. Whether the Company have been involved to environmental related organizations and non-governmental organizations' policy making processes and collaborations with these organizations has been disclosed.	X			Collaborations were shared with Non-Governmental Organisations (NGOs), international organisations and local communities to ensure sustainable	Teknosa Sustainability Report 2022 - Interaction with Our Stakeholders (p.59), Our Social Contributions (p.60-64), Memberships and Collaborations (p.82-86) https://yatirimci.teknosa.com/Content/files/Teknosa_SR_2022_RD.pdf

				development of society, prioritising equal opportunities for all.	
B9. 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, biodiversity impacts)), information on environmental impacts is periodically disclosed to the public in a comparable manner.	X			Indicators for 2020, 2021 and 2022 regarding environmental indicators and their impacts are explained.	Teknosa Sustainability Report 2022 - Combating the Climate Crisis (p.41), Waste Management and Circular Economy (p.42-43), Environmentally Friendly Products and Services (p.44), Performance Tables (p.76), Key Performance Indicators (p.73-75) https://yatirimci.teknosa.com/Content/files/Teknosa_SR_2022_RD.pdf Teknosa Greenhouse Gas Emission Report 2022 - (p.5-14) https://yatirimci.teknosa.com/Content/files/Teknosa_Greenhouse_Gas_Emissions_Report_2022_TR.pdf
B10. Details of the standard, protocol, methodology, and baseline year used to collect and calculate data has been disclosed.	X			The standard, protocol, methodology and base year information used to collect and calculate the data are included in the report.	Teknosa Sustainability Report 2022 - About the Report (p.5), Reporting Guide (p.97-106) https://yatirimci.teknosa.com/Content/files/Teknosa_SR_2022_RD.pdf
B11. The increase or decrease in Company's environmental indicators as of the reporting year has been comparatively disclosed with previous years.	X			Information on environmental indicators and impacts for 2020, 2021 and 2022 is disclosed.	Teknosa Sustainability Report 2022 - Combating the Climate Crisis (p.41), Waste Management and Circular Economy (p.42-43), Environmentally Friendly Products and Services (p.44), Performance Tables (p.76), Key Performance Indicators (p.73-75) https://yatirimci.teknosa.com/Content/files/Teknosa_SR_2022_RD.pdf Teknosa Greenhouse Gas Emission Report 2022 - (p.5-14) https://yatirimci.teknosa.com/Content/files/Teknosa_Greenhouse_Gas_Emissions_Report_2022_TR.pdf
B12. The short and long-term targets for reducing the environmental impacts have been determined and the progress compared to previous years' targets has been disclosed.	X			Short, medium and long term targets have been set to minimise environmental impacts. Progress and base year of the targets were shared.	Teknosa Sustainability Report 2022 - Combating the Climate Crisis (p.41), Waste Management and Circular Economy (p.42-43), Environmentally Friendly Products and Services (p.44), Performance Tables (p.76), Key Performance Indicators (p.73-75) https://yatirimci.teknosa.com/Content/files/Teknosa_SR_2022_RD.pdf Teknosa Greenhouse Gas Emission Report 2022 - (p.5-14) https://yatirimci.teknosa.com/Content/files/Teknosa_Greenhouse_Gas_Emissions_Report_2022_TR.pdf
B13. A strategy to combat the climate crisis has been created and the planned actions have been publicly disclosed.	X			Projects, plans and strategies to mitigate the impacts of climate change realised with environmental sustainability awareness are explained.	Teknosa Sustainability Report 2022 - Our Risk and Opportunity Management (p.24-26), Our Material Issues (p.34-35), Our Sustainability Strategy (p.36), Our Value Creation Model (p.37-38), Our Fight Against Climate Crisis (p.40-41), Our Waste Management and Circular Economy (p.42-43), Our Environmentally Friendly Products and Services (p.44) https://yatirimci.teknosa.com/Content/files/Teknosa_SR_2022_RD.pdf Teknosa Greenhouse Gas Emission Report 2022 - (p.5-14) https://yatirimci.teknosa.com/Content/files/Teknosa_Greenhouse_Gas_Emissions_Report_2022_TR.pdf
B14. The programs/procedures to prevent or minimize the potential negative impact of products and/or services on the environment have been established and disclosed.	X			Our environmentally sensitive products and services and our efforts to reduce the environmental impact of our products and services are explained in detail.	Teknosa Sustainability Report 2022 - Our Risk and Opportunity Management (p.24-26), Our Material Issues (p.34-35), Our Sustainability Strategy (p.36), Our Value Creation Model (p.37-38), Our Fight Against Climate Crisis (p.40-41), Our Waste Management and Circular Economy (p.42-43), Our Environmentally Friendly Products and Services (p.44) https://yatirimci.teknosa.com/Content/files/Teknosa_SR_2022_RD.pdf Teknosa Greenhouse Gas Emission Report 2022 - (p.5-14) https://yatirimci.teknosa.com/Content/files/Teknosa_Greenhouse_Gas_Emissions_Report_2022_TR.pdf
B14. The actions to reduce greenhouse gas emissions of third parties (suppliers, subcontractors, dealers, etc.) have been carried out and disclosed.		X		It was shared that meetings were held with manufacturers to make the production of our own branded products sustainable. It was mentioned that a survey will be shared with suppliers and ESG performance evaluation will be made.	Teknosa Sustainability Report 2022 - Our Value Creation Model (p.38), Environmentally Responsible Products and Services (p.44), Interaction with Stakeholders (p.59), Unique Customer Experience (p.65-67), Supply Chain (p.68-70) https://yatirimci.teknosa.com/Content/files/Teknosa_SR_2022_RD.pdf
B15. The environmental benefits/gains and cost savings of initiatives/projects that aims reducing environmental impacts have been disclosed.	X			The environmental benefits and cost savings provided by initiatives and projects to reduce environmental impacts such as electricity and energy savings, cost savings, etc. are explained.	Teknosa Sustainability Report 2022 - Message from our General Manager (p.8-9), Our Value Creation Model (p.38), Our Strong Financial Performance (p.22-23), Our Fight against the Climate Crisis (p.40-41), Our Waste Management and Circular Economy (p.42-43), Performance Tables (p.76), Key Performance Indicators (p.73-75) https://yatirimci.teknosa.com/Content/files/Teknosa_SR_2022_RD.pdf

B16. The data related to energy consumption (natural gas, diesel, gasoline, LPG, coal, electricity, heating, cooling, etc.) has been disclosed as Scope-1 and Scope-2.	X			Within the scope of the Company's energy consumption data, detailed information on the primary fuel sources of natural gas, diesel, petrol and electricity is publicly disclosed.	Teknosa Sustainability Report 2022 - Tackling the Climate Crisis (p. 41), Key Performance Indicators (p.73) https://yatirimci.teknosa.com/Content/files/Teknosa_SR_2022_RD.pdf Teknosa Greenhouse Gas Emission Report 2022 - (p.5-14) https://yatirimci.teknosa.com/Content/files/Teknosa_Greenhouse_Gas_Emissions_Report_2022_TR.pdf
B17. The information related to production of electricity, heat, steam and cooling as of the reporting year has been disclosed.	X			Information on the electricity generated is included in the report.	Teknosa Sustainability Report 2022 - Our Fight Against the Climate Crisis (p.40-41) https://yatirimci.teknosa.com/Content/files/Teknosa_SR_2022_RD.pdf
B18. The studies related to increase the use of renewable energy and transition to zero/low carbon electricity have been conducted and disclosed.	X			Activities related to renewable energy and transition to low carbon electricity were shared and targets were set.	Teknosa Sustainability Report 2022 - Our Fight Against the Climate Crisis (p.41), Key Performance Indicators (p.73-75) https://yatirimci.teknosa.com/Content/files/Teknosa_SR_2022_RD.pdf
B19. The renewable energy production and usage data has been publicly disclosed.	X			Information was shared with the renewable energy produced from the solar power plant.	Teknosa Sustainability Report 2022 - Our Response to the Climate Crisis (p.41), Our Value Creation Model (p.38), Key Performance Indicators (p.74) https://yatirimci.teknosa.com/Content/files/Teknosa_SR_2022_RD.pdf
B20. The Company conducted projects about energy efficiency and the amount of reduction on energy consumption and emission achieved through these projects have been disclosed.	X			Energy efficiency projects were carried out and the amount of energy consumption and emission reductions achieved through energy efficiency projects were explained.	Teknosa Sustainability Report 2022 - Our Fight Against the Climate Crisis (p.41), Key Performance Indicators (p.74) https://yatirimci.teknosa.com/Content/files/Teknosa_SR_2022_RD.pdf
B21. The water consumption, the amount, procedures and sources of recycled and discharged water from underground or above ground (if any), have been disclosed.	X			Detailed information on the water consumed within the scope of the activities has been publicly disclosed.	Teknosa Sustainability Report 2022 - Our Fight Against the Climate Crisis (p. 41), Key Performance Indicators (p.74) https://yatirimci.teknosa.com/Content/files/Teknosa_SR_2022_RD.pdf
B22. The information related to whether Company's operations or activities are included in any carbon pricing system (Emissions Trading System, Cap & Trade or Carbon Tax).			X	Our operations or activities are not included in any carbon pricing system.	
B23. The information related to accumulated or purchased carbon credits within the reporting period has been disclosed.			X	There are no carbon credits accumulated or purchased during the reporting period.	
B24. If carbon pricing is applied within the Company, the details have been disclosed.			X	Carbon pricing system is not applied.	
B25. The platforms where the Company discloses its environmental information have been disclosed.	X			Sustainability Report, Greenhouse Gas Emission Report, Annual Report and investor relations are disclosed on the website.	Teknosa Sustainability Report 2022 - Our Fight Against Climate Crisis (p. 41), Waste Management and Circular Economy (p. 42-43), Environmentally Friendly Products and Services (p. 44), , Performance Tables (p. 76) https://yatirimci.teknosa.com/Content/files/Teknosa_SR_2022_RD.pdf Teknosa Greenhouse Gas Emission Report 2022 - (p.5-14) https://yatirimci.teknosa.com/Content/files/Teknosa_Greenhouse_Gas_Emissions_Report_2022_TR.pdf Teknosa Annual Report 2022 - Sustainability Approach (p. 83-84), Corporate Social Responsibility (p. 68-71) https://yatirimci.teknosa.com/Content/Files/tknfrat2022uyg16.pdf Teknosa Investor Relations Website - Sustainability https://yatirimci.teknosa.com/surdurulebilirlikyaklasimimiz
C. SOCIAL PRINCIPLES					
C1. Human Rights and Employee Rights					
C1.1. The Institutional Human Rights and Employee Rights Policy has been established in the ligh of the Universal Declaration of Human Rights, ILO Conventions ratified by Turkey and other relevant legislation. The	X			A human rights policy has been prepared in line with the United Nations Universal Declaration of Human Rights, relevant local legislation and internal regulations. A	Human Resources Policy https://yatirimci.teknosa.com/ikpolitikasi2 Human Rights Policy https://yatirimci.teknosa.com/insanhaklaripolitikasi Code of Business Ethics https://yatirimci.teknosa.com/isetigi Teknosa Sustainability Report 2022 - Our Ethical Way of Doing Business (p.19-21), Our Employee Focused Approach (p.48-49), Equality, Diversity and Inclusion (p.50-52), Performance and Talent Management (p.53-

policy and the officials that responsible for the implementation of it have been determined and disclosed.				human resources policy and code of business ethics have also been prepared for employee rights.	56), Our Supply Chain (p.68-70) https://yatirimci.teknosa.com/Content/files/Teknosa_SR_2022_RD.pdf
C1.2. Considering the effects of supply and value chain, fair workforce, improvement of labor standards, women's employment and inclusion issues (gender, race, religion, language, marital status, ethnic identity, sexual orientation, gender identity, family responsibilities, union activities, political opinion, disability, social and cultural differences, etc., such as non-discrimination) are included in its policy on employee rights.	X			It is explained in detail that Teknosa does not discriminate against employees based on language, race, colour, gender, political opinion, belief, religion, sect, age, physical disability or any group identity and the policy of continuous improvement in the working environment.	Human Resources Policy https://yatirimci.teknosa.com/ikpolitikasi2 Human Rights Policy https://yatirimci.teknosa.com/insanhaklaripolitikasi Code of Business Ethics https://yatirimci.teknosa.com/isetigi Teknosa Sustainability Report 2022 - Our Ethical Way of Doing Business (p.19-21), Our Employee Focused Approach (p.48-49), Equality, Diversity and Inclusion (p.50-52), Performance and Talent Management (p.53-56), Our Supply Chain (p.68-70) https://yatirimci.teknosa.com/Content/files/Teknosa_SR_2022_RD.pdf
C1.3. The measures taken for the minority rights/equality of opportunity or the ones who are sensitive about certain economic, environmental, social factors (low income groups, women, etc.) along the supply chain have been disclosed.	X			The methods and practices determined to ensure the effective participation of women, young people and persons with disabilities in business life have been implemented and the relevant information has been explained in detail.	Teknosa Sustainability Report 2022 - Equality, Diversity and Inclusion (p. 50-52), Our Social Contributions (p. 60-64) https://yatirimci.teknosa.com/Content/files/Teknosa_SR_2022_RD.pdf
C1.4. The developments regarding preventive and corrective practices against discrimination, inequality, human rights violations, forced and child labor have been disclosed.	X			Policies and practices against discrimination, inequality, human rights violations, forced labour and child labour were shared.	Human Resources Policy https://yatirimci.teknosa.com/ikpolitikasi2 Human Rights Policy https://yatirimci.teknosa.com/insanhaklaripolitikasi Code of Business Ethics https://yatirimci.teknosa.com/isetigi Teknosa Sustainability Report 2022 - Our Ethical Way of Doing Business (p.19-21), Our Employee Focused Approach (p.48-49), Equality, Diversity and Inclusion (p.50-52), Performance and Talent Management (p.53-56), Our Supply Chain (p.68-70) https://yatirimci.teknosa.com/Content/files/Teknosa_SR_2022_RD.pdf
C1.5. Investments in employees (education, development policies), compensation, fringe benefits, right to unionize, work/life balance solutions and talent management are included in the employee rights policy.	X			Practices in the working environment and the working environment that gives employees the opportunity to realise themselves and supports fair, equal conditions and diversity were explained. Benefits and work/life balance solutions and information on talent management were shared in detail.	Human Resources Policy https://yatirimci.teknosa.com/ikpolitikasi2 Teknosa Sustainability Report 2022 - Our Employee Focused Approach (p. 48-49), Equality, Diversity and Inclusion (p. 50-52), Performance and Talent Management (p. 53-56), Performance Tables (p. 80) https://yatirimci.teknosa.com/Content/files/Teknosa_SR_2022_RD.pdf
C1.5. The mechanism for employee complaints and resolution of disputes have been established and related solution processes have been determined.	X			The mechanisms found regarding employee complaints were shared.	Code of Business Ethics https://yatirimci.teknosa.com/isetigi Teknosa Sustainability Report 2022 - Our Ethical Way of Doing Business (p.19-21), Our Employee-Oriented Approach (p.48-49), Equality, Diversity and Inclusion (p.50-52), Health and Safety of Our Employees (p.57) https://yatirimci.teknosa.com/Content/files/Teknosa_SR_2022_RD.pdf
C1.5. The activities carried out within the reporting period which related to ensure employee satisfaction have been disclosed.	X			All of the practices carried out to ensure employee satisfaction were shared.	Teknosa Sustainability Report 2022 - Our Ethical Way of Doing Business (p.19-21), Our Employee-Oriented Approach (p.48-49), Equality, Diversity and Inclusion (p.50-52), Health and Safety of Our Employees (p.57) https://yatirimci.teknosa.com/Content/files/Teknosa_SR_2022_RD.pdf
C1.6. The occupational health and safety policies have been established and disclosed.	X			The Occupational Health and Safety Policy has been publicly disclosed.	Teknosa Occupational Health and Safety Policy https://yatirimci.teknosa.com/is-sagligi-ve-guvenligi Teknosa Sustainability Report 2022 - Health and Safety of Our Employees (p. 57) https://yatirimci.teknosa.com/Content/files/Teknosa_SR_2022_RD.pdf
	X			Measures taken to prevent occupational accidents and protect health and	Teknosa Occupational Health and Safety Policy https://yatirimci.teknosa.com/is-sagligi-ve-guvenligi Teknosa Sustainability Report 2022 - Health and Safety of Our Employees

C1.6. The measures taken for protecting health, preventing occupational accidents and related statistics have been disclosed.				accident statistics are publicly disclosed.	(p. 57), Performance Tables (p. 80-81) https://yatirimci.teknosa.com/Content/files/Teknosa_SR_2022_RD.pdf
C1.7. The personal data protection and data security policies have been established and disclosed.	X			Personal data protection and data security policies have been established and explained.	Teknosa Personal Data Processing and Protection Policy https://www.teknosa.com/kisisel-verilerin-korunmasi Teknosa Privacy and Security Policy https://yatirimci.teknosa.com/gizlilik-ve-guvenlik Teknosa Sustainability Report 2022 - Our Ethical Way of Doing Business (p.19-21) https://yatirimci.teknosa.com/Content/files/Teknosa_SR_2022_RD.pdf
C1.8. The ethics policy have been established and disclosed.	X			Business ethics rules have been established and shared.	Teknosa Code of Business Ethics https://yatirimci.teknosa.com/isetigi Teknosa Sustainability Report 2022 - Our Ethical Way of Doing Business (p.19-21) https://yatirimci.teknosa.com/Content/files/Teknosa_SR_2022_RD.pdf
C1.9. The studies related to social investment, social responsibility, finansal inclusivity and access to finance have been explained.	X				
C1.10. The informative meetings and training programs related to ESG policies and practices have been organized for employees.	X			Communication methods and trainings on ESG policies and implementation are explained.	Teknosa Sustainability Report 2022 - Equality, Diversity and Inclusion (p. 50-52), Performance and Talent Management (p. 53-56)
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.	X			Local and international legislation and best practices are followed while carrying out our customer experience activities. Quality Policy and Complaint Management Policy are taken as basis in order to manage customer satisfaction effectively.	Teknosa Complaint Management Policy https://yatirimci.teknosa.com/vizyon-ve-misyon Teknosa Sustainability Report 2022 - Unique Customer Experience (p. 65-67) https://yatirimci.teknosa.com/Content/files/Teknosa_SR_2022_RD.pdf
C2.2. The information about the communication with stakeholders (which stakeholder, subject and frequency) have been disclosed.	X			Key stakeholders, communication methods and frequencies have been identified and shared.	Teknosa Sustainability Report 2022 - Interaction with Our Stakeholders (p. 59), Memberships and Collaborations (p.82-85) https://yatirimci.teknosa.com/Content/files/Teknosa_SR_2022_RD.pdf
C2.3. The international reporting standards that adopted in reporting have been explained.	X			GRI Standards and Value Reporting Foundation (VRF) Integrated Reporting Framework adopted in the report, Refinitiv etc. Information about the standards has been disclosed.	Teknosa Sustainability Report 2022 - About the Report (p.5), https://yatirimci.teknosa.com/Content/files/Teknosa_SR_2022_RD.pdf
C2.4. The principles adopted regarding sustainability,the signatory or member international organizations, committees and principles have been disclosed.	X			Memberships, collaborations and adopted principles were shared.	Teknosa Sustainability Report 2022 - About the Report (p.5), Our Memberships and Collaborations (p. 82-86) https://yatirimci.teknosa.com/Content/files/Teknosa_SR_2022_RD.pdf
C2.5. The improvements have been made and studies have been carried out in order to be included in the Borsa Istanbul sustainability indices and/or international index providers.	X			The data requested within the scope of Borsa Istanbul Sustainability Index (Refinitiv) was shared in the report. Developments will continue in 2024.	Teknosa Sustainability Report 2022 - About the Report (p.5) https://yatirimci.teknosa.com/Content/files/Teknosa_SR_2022_RD.pdf
D. CORPORATE GOVERNANCE PRINCIPLES					
D1. The opinions of stakeholders have been sought in the determination of measures and strategies related to sustainability field.	X			It is used in developing the sustainability strategy, creating a value creation model, determining priority issues, identifying risks and opportunities, etc. The opinions of relevant managers and	Sustainability Procedure https://yatirimci.teknosa.com/Content/files/PR-1%CC%87K-063_0%20SU%CC%88RDU%CC%88RU%CC%88LEBI%CC%87LI%CC%87RLI%CC%87K%20KOMI%CC%87TESI%CC%87%20PROSEDU%CC%88RU%CC%88.pdf Sustainability Committee Procedure https://yatirimci.teknosa.com/Content/files/PR-1%CC%87K-064_0%20SU%CC%88RDU%CC%88RU%CC%88LEBI%CC%87LI%CC%87RLI%CC%87K%20PROSEDU%CC%88RU%CC%88.pdf Teknosa Sustainability Report 2022 - About the Report (p. 5), Message from our Chairman (p. 7), Message from our General

			departments were consulted. Sustainability working groups and committees have been established to evaluate ESG strategies.	Manager (p. 8-9), Our Value Creation Model (p. 37-38), Sustainability Our Strategy (p. 36), Our Material Issues (p.34-35), Our Sustainability Management (p.32-33), Our Risk and Opportunity Management (p.24-26)
D2. The social responsibility projects, awareness activities and trainings have been carried out to raise awareness about sustainability and its importance.	X		In order to ensure the sustainable development of the society, joint projects are carried out with Non-Governmental Organizations (NGOs), international organizations and local communities, prioritizing equal opportunities for everyone. Detailed information about this and sustainability has been explained.	Teknosa Sustainability Report 2022 - Our Employee-Focused Approach (p. 48-49), Performance and Talent Management (p. 53-56), Our Social Contributions (p. 60-64), Our Fight against the Climate Crisis (p. 40), Our Awareness Raising Activities (p.71) https://yatirimci.teknosa.com/Content/files/Teknosa_SR_2022_RD.pdf Teknosa Investor Relations Website – Sustainability Bulletins https://yatirimci.teknosa.com/surdurulirlikbultenleri