



KAMUYU AYDINLATMA PLATFORMU

TEKNOSA İÇ VE DIŞ TİCARET A.Ş. Sustainability Compliance Report 2025 - Annual Notification

Summary

Sustainability Principles Compliance Report



**MERKEZİ KAYIT
İSTANBUL**

Türkiye Sermaye Piyasası - Merkezi
Saklanması ve Veri Depolama Kuruluşu

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				Priority matters, significant risks, and opportunities within the scope of ESG are determined under the oversight of the Board of Directors. In this process, the Sustainability Committee operating under the Board of Directors, together with the working groups focused on combating the climate crisis, developing sustainable strategic business models, and creating social value, carry out the assessment of risks and the identification of opportunity areas. Climate-related risks and opportunities are also disclosed to the public through the TSRS report.	Teknosa Integrated Report 2024- https://yatirimci.teknosa.com/Content/files/Teknosa%202024_EN-Final%20(1).pdf (page 16,39,42,42,44,45,46,47) Teknosa 2024 TSRS 2 Climate-Related Disclosures- https://yatirimci.teknosa.com/Content/files/Teknosa%20TSRS%20EN%202024%20final.pdf
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 in the field of ESG constitute key documents that reflect the institution's sustainability approach , ethical values, and governance framework. The policies and regulations issued within this scope set out the institution's approach and commitments across various areas. In this context, the main policy documents include the Human Resource Policy, Equality, Diversity and Inclusion Policy, Dividend Policy, Remuneration Policy, Social Responsibility Policy, Donation and Aid Policy, Anti Bribery and Anti Corruption Policy ,Code of Business Ethics , Sustainable Supply Chain Policy, Human Rights Policy, Supplier Code of Conduct, Integrated Management Systems Policy, Information Security Policy and Water Efficiency Policy In addition, detailed information regarding	Human Resource Policy https://yatirimci.teknosa.com/human-resource-policy2 Equality, Diversity and Inclusion Policy https://yatirimci.teknosa.com/equality-diversity-inclusion Dividend Policy https://yatirimci.teknosa.com/dividend-policy Remuneration Policy https://yatirimci.teknosa.com/remuneration-policy Social Responsibility Policy https://yatirimci.teknosa.com/social-responsibility Donation and Aid Policy https://yatirimci.teknosa.com/donation-aid Anti Bribery and Anti Corruption Policy https://yatirimci.teknosa.com/anti-bribery-anti-corruption-policy Code of Business Ethics https://yatirimci.teknosa.com/codeofbusinessethics Sustainable Supply Chain Policy https://yatirimci.teknosa.com/sustainable-supply-chain-policy Human Rights Policy https://yatirimci.teknosa.com/humanrightspolicy Supplier Code of Conduct https://yatirimci.teknosa.com/suppliercodeofconduct Integrated Management Systems Policy https://yatirimci.teknosa.com/integrated-management-systems-policy Information Security Policy https://yatirimci.teknosa.com/information-security-policy Water Efficiency Policy https://yatirimci.teknosa.com/waterefficiency Sustainability Procedure https://yatirimci.teknosa.com/Content/files/ENG_Teknosa_Surdurulebilirlik%20Komitesi%20Prosedur_30_05%20(003).pdf Sustainability Committee Procedure https://yatirimci.teknosa.com/Content/files/ENG_Teknosa_Surdurulebilirlik%20Komitesi%20Prosedur_30_05%20(003).pdf Teknosa Integrated Report 2024 https://yatirimci.teknosa.com/Content/files/Teknosa%202024_EN-Final%20(1).pdf

				these policies is provided in the 2024 Integrated Report, where explanations and guidance related to the relevant topics are presented.	
A1.2. The short and long-term targets set within the scope of ESG policies have been disclosed to the public.	X			The targets determined within the scope of Environmental, Social, and Governance (ESG) have been transparently shared with the public. In addition, these targets have also been included in the 2024 TSRS 2 report.	Teknosa Integrated Report 2024- https://yatirimci.teknosa.com/Content/files/Teknosa%202024_EN-Final%20(1).pdf (page 48,49,52,53,89) Teknosa 2024 TSRS 2 Climate-Related Disclosures https://yatirimci.teknosa.com/Content/files/Teknosa%20TSRS%20EN%202024%20final.pdf (page 51,52,53)
A2. Implementation/Monitoring					
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.	X			In its 2024 Integrated Report and 2024 TSRS report, Teknosa has disclosed the responsibilities of the committees and units responsible for the implementation of its ESG policies. At Teknosa, the management of ESG policies as well as sustainability and climate-related risks is carried out by the Sustainability Committee and the Sustainability and Occupational Health and Safety Directorate. The Sustainability Committee is responsible for defining, implementing, and monitoring ESG strategies. The Sustainability and Occupational Health and Safety Directorate oversees the coordination and operational follow-up of sustainability practices. In addition, the Sabancı Holding Sustainability Leadership Committee contributes to risk management processes by monitoring progress toward sustainability targets.	Teknosa Integrated Report 2024- https://yatirimci.teknosa.com/Content/files/Teknosa%202024_EN-Final%20(1).pdf (page 39,40,41) Teknosa 2024 TSRS 2 Climate-Related Disclosures https://yatirimci.teknosa.com/Content/files/Teknosa%20TSRS%20EN%202024%20final.pdf (page 9,10,11,12,13,14) Our Sustainability Governance https://yatirimci.teknosa.com/our-sustainability-governance Sustainability Procedure https://yatirimci.teknosa.com/Content/files/FN_ENG_PR-IK-064%20_0%20SU%CC%88RDU%CC%88RU%CC%88LEBI%CC%87LI%CC%87RLI%CC%87K%20PROSEDU%CC%88RU%CC%88-tr_tr-en-C.pdf Sustainability Committee Procedure https://yatirimci.teknosa.com/Content/files/ENG_Teknosa_Surdurulebilirlik%20Komitesi%20Prosedur_30_05%20(003).pdf
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.	X			Teknosa has established a Sustainability Committee to ensure the effective and holistic management of sustainability matters. The Sustainability Committee regularly reports the outcomes and evaluations of its meetings to the Board of Directors. In addition, members of the Board of Directors are informed about ESG-related matters during the meetings of the Early Detection of Risk Committee and the Corporate Governance Committee.	Teknosa Integrated Report 2024- https://yatirimci.teknosa.com/Content/files/Teknosa%202024_EN-Final%20(1).pdf (page 39,40,41) Teknosa 2024 TSRS 2 Climate-Related Disclosures- https://yatirimci.teknosa.com/Content/files/Teknosa%20TSRS%20EN%202024%20final.pdf (page 9,10,11,12,13,14) Our Sustainability Governance https://yatirimci.teknosa.com/our-sustainability-governance Sustainability Procedure https://yatirimci.teknosa.com/Content/files/FN_ENG_PR-IK-064%20_0%20SU%CC%88RDU%CC%88RU%CC%88LEBI%CC%87LI%CC%87RLI%CC%87K%20PROSEDU%CC%88RU%CC%88-tr_tr-en-C.pdf Sustainability Committee Procedure https://yatirimci.teknosa.com/Content/files/ENG_Teknosa_Surdurulebilirlik%20Komitesi%20Prosedur_30_05%20(003).pdf
				Implementation plans and action plans have been developed in line with ESG targets, and	Teknosa Integrated Report 2024- https://yatirimci.teknosa.com/Content/files/Teknosa%202024_EN-Final%20(1).pdf (page 46,47,48,49,53) Teknosa 2024

A2.2. In line with the ESG targets, the implementation and action plans have been formed and disclosed to the public.	X			the related activities are publicly disclosed through the Integrated Report and relevant reporting.	TSRS 2 Climate-Related Disclosures- https://yatirimci.teknosa.com/Content/files/Teknosa%20TSRS%20EN%202024%20final.pdf (page 29,30,31,32,33,34,51,52,53)
A2.3. The Key ESG Performance Indicators (KPI) and the level of reaching these indicators have been disclosed to the public on yearly basis.	X			Key performance indicators (KPIs) have been defined to monitor ESG performance, and KPI data and year-on-year progress are publicly disclosed within the scope of reporting.	Teknosa Integrated Report 2024- https://yatirimci.teknosa.com/Content/files/Teknosa%202024_EN-Final%20(1).pdf (page 48,49,100,101,102,103,104,105,106,107,108,109,110,111) Teknosa 2024 TSRS 2 Climate-Related Disclosures- https://yatirimci.teknosa.com/Content/files/Teknosa%20TSRS%20EN%202024%20final.pdf (page 43,51,52,53)
A2.4. The activities for improving the sustainability performance of the business processes or products and services have been disclosed to the public.	X			Improvement initiatives aimed at enhancing sustainability performance across business processes and products/services are carried out, and related activities are publicly disclosed.	Teknosa Integrated Report 2024- https://yatirimci.teknosa.com/Content/files/Teknosa%202024_EN-Final%20(1).pdf (page 56,57,58,59,60,62,63)
A3. Reporting					
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.	X			The Annual Report includes information on sustainability performance, targets, and actions. More detailed information on this subject is provided in the Integrated Report.	Integrated Report 2024 https://yatirimci.teknosa.com/Content/files/Teknosa%202024_EN-Final%20(1).pdf Annual Report 2024 https://yatirimci.teknosa.com/Content/Files/teknosaannualreport2024.pdf (page 56,57,58,59,60,61)
A3.2. The information about activities which are related to the United Nations (UN) 2030 Sustainable Development Goals have been disclosed to the public.	X			The contribution to the Sustainable Development Goals within the scope of the activities was shared.	Integrated Report 2024 https://yatirimci.teknosa.com/Content/files/Teknosa%202024_EN-Final%20(1).pdf (page 3,47,91,114,115,116,117)
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			The Company is not a party to any legal proceedings.	
A4. Verification					
A4.1. The Company's Key ESG Performance metrics have been verified by an independent third party and publicly disclosed.	X			An assurance audit has been conducted for the key ESG performance indicators, and the related assurance statement is included in the Report. In addition, the TSRS Report has been audited by an independent third party this year.	Integrated Report 2024 https://yatirimci.teknosa.com/Content/files/Teknosa%202024_EN-Final%20(1).pdf (page 137,138,139) Teknosa 2024 TSRS 2 Climate-Related Disclosures- https://yatirimci.teknosa.com/Content/files/Teknosa%20TSRS%20EN%202024%20final.pdf (page 57,58)
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			Environmental management policies and practices have been publicly disclosed , and certification has been obtained under the ISO 14001 Environmental Management System to ensure the systematic management of environmental processes.	Integrated Report 2024 https://yatirimci.teknosa.com/Content/files/Teknosa%202024_EN-Final%20(1).pdf (page 38, 58) Management System Certificates https://yatirimci.teknosa.com/management-system-certificates
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			Environmental management information and environmental performance data are reported within the scope of the Integrated Report and TSRS reporting, and information regarding the reports' scope, reporting period, and methodology is publicly disclosed.	Integrated Report 2024 https://yatirimci.teknosa.com/Content/files/Teknosa%202024_EN-Final%20(1).pdf (page 3) Teknosa 2024 TSRS 2 Climate-Related Disclosures https://yatirimci.teknosa.com/Content/files/Teknosa%20TSRS%20EN%202024%20final.pdf (page 4)
				Environmental criteria are taken into consideration within	

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			performance and incentive systems for stakeholders, and sustainability targets and related performance indicators are publicly disclosed through the Company's reports.	Integrated Report 2024 https://yatirimci.teknosa.com/Content/files/Teknosa%202024_EN-Final%20(1).pdf (page 49) Teknosa 2024 TSRS 2 Climate-Related Disclosures https://yatirimci.teknosa.com/Content/files/Teknosa%20TSRS%20EN%202024%20final.pdf (page 50)
B5. How the prioritised environmental issues have been integrated into business objectives and strategies has been disclosed.	X			Priority environmental issues, risks, and targets have been identified, and the integration of environmental targets into business objectives and strategies is disclosed in the Integrated Report.	Integrated Report 2024 https://yatirimci.teknosa.com/Content/files/Teknosa%202024_EN-Final%20(1).pdf (page 46,47,48,49) Teknosa 2024 TSRS 2 Climate-Related Disclosures https://yatirimci.teknosa.com/Content/files/Teknosa%20TSRS%20EN%202024%20final.pdf (page 29,30,31,32,33,34,51,52,53)
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			Our approach to environmental topics across the full value chain, encompassing both suppliers and customers, has been made publicly available through the pertinent reports.	Integrated Report 2024 https://yatirimci.teknosa.com/Content/files/Teknosa%202024_EN-Final%20(1).pdf (page 15,16,42,43,44,45,46,47,93,94,95) Teknosa 2024 TSRS 2 Climate-Related Disclosures https://yatirimci.teknosa.com/Content/files/Teknosa%20TSRS%20EN%202024%20final.pdf (page 29,30,31,32,33,34,51,52,53)
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			Information on collaborations carried out with public institutions and non-governmental organizations in the field of environment, as well as the platforms in which participation is ensured, is disclosed within the scope of the Integrated Report.	Integrated Report 2024 https://yatirimci.teknosa.com/Content/files/Teknosa%202024_EN-Final%20(1).pdf (page 63,73,80,114,115,116,117)
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			Environmental indicators and impact data for the years 2021, 2022, 2023, and 2024 have been disclosed.	Integrated Report 2024 https://yatirimci.teknosa.com/Content/files/Teknosa%202024_EN-Final%20(1).pdf (page 54,66,67,100,101) Teknosa 2024 TSRS 2 Climate-Related Disclosures https://yatirimci.teknosa.com/Content/files/Teknosa%20TSRS%20EN%202024%20final.pdf (page 43,51,52,53)
B10. Details of the standard, protocol, methodology, and baseline year used to collect and calculate data has been disclosed.	X			The standards, methodologies, and assumptions used in the collection and calculation of environmental data are disclosed in the reports.	Integrated Report 2024 https://yatirimci.teknosa.com/Content/files/Teknosa%202024_EN-Final%20(1).pdf (page 126,128,129,130,133,134,135) Teknosa 2024 TSRS 2 Climate-Related Disclosures https://yatirimci.teknosa.com/Content/files/Teknosa%20TSRS%20EN%202024%20final.pdf (page 44,45,46,47,48)
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 the comparative presentation of environmental performance indicators with previous years is included in the reports.	Integrated Report 2024 https://yatirimci.teknosa.com/Content/files/Teknosa%202024_EN-Final%20(1).pdf (page 54,66,67,100,101) Teknosa 2024 TSRS 2 Climate-Related Disclosures https://yatirimci.teknosa.com/Content/files/Teknosa%20TSRS%20EN%202024%20final.pdf (page 43,51,52,53)
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- and long-term targets have been established to reduce environmental impacts, and progress against these targets has been publicly disclosed through our Integrated Report and TSRS reporting.	Integrated Report 2024 https://yatirimci.teknosa.com/Content/files/Teknosa%202024_EN-Final%20(1).pdf (page 48,49) Teknosa 2024 TSRS 2 Climate-Related Disclosures https://yatirimci.teknosa.com/Content/files/Teknosa%20TSRS%20EN%202024%20final.pdf (page 51,52,53)
B13. A strategy to combat the climate crisis has been created and the planned actions have been publicly disclosed.	X			The Company's approach to combating climate change and its planned actions have been disclosed within the scope of reporting, and climate-related risks and opportunities have been publicly disclosed in accordance with TSRS 2.	Integrated Report 2024 https://yatirimci.teknosa.com/Content/files/Teknosa%202024_EN-Final%20(1).pdf (page 39,41,46,47,48,53,60,66) Teknosa 2024 TSRS 2 Climate-Related Disclosures https://yatirimci.teknosa.com/Content/files/Teknosa%20TSRS%20EN%202024%20final.pdf (page 9,11,51,52,53) Climate Transition Plan https://yatirimci.teknosa.com/Content/files/Teknosa%20Climate%20Transition%20Plan%202024.pdf (page 5, 6, 7, 8, 9,10)
				Our products and services that we define as environmentally friendly have been	

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			described in detail, and our efforts to reduce the adverse environmental impacts of our products and services have also been transparently disclosed to the public.	Integrated Report 2024 https://yatirimci.teknosa.com/Content/files/Teknosa%202024_EN-Final%20(1).pdf (page 56,57, 59, 62, 63)
B14. The actions to reduce greenhouse gas emissions of third parties (suppliers, subcontractors, dealers, etc.) have been carried out and disclosed.		X		The project report details the efforts made by suppliers and business partners within the value chain to reduce their environmental impact.	Integrated Report 2024 https://yatirimci.teknosa.com/Content/files/Teknosa%202024_EN-Final%20(1).pdf (page 93,95)
B15. The environmental benefits/gains and cost savings of initiatives/projects that aims reducing environmental impacts have been disclosed.	X			Information on the environmental benefits and cost savings achieved through initiatives and projects aimed at reducing environmental impacts has been publicly disclosed in the reports .	Integrated Report 2024 https://yatirimci.teknosa.com/Content/files/Teknosa%202024_EN-Final%20(1).pdf (page 16,52,57,100,109)
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			Energy consumption data (including electricity and fuels) have been reported and publicly disclosed within the scope of Scope 1 and Scope 2.	Integrated Report 2024 https://yatirimci.teknosa.com/Content/files/Teknosa%202024_EN-Final%20(1).pdf (page 52,54,100) Teknosa 2024 TSRS 2 Climate-Related Disclosures https://yatirimci.teknosa.com/Content/files/Teknosa%20TSRS%20EN%202024%20final.pdf (page 43,51,52,53)
B17. The information related to production of electricity, heat, steam and cooling as of the reporting year has been disclosed.	X			Information on electricity, heat, steam, and cooling generated during the reporting period has been disclosed in the reports .	Integrated Report 2024 https://yatirimci.teknosa.com/Content/files/Teknosa%202024_EN-Final%20(1).pdf (page 52,54,100) Teknosa 2024 TSRS 2 Climate-Related Disclosures https://yatirimci.teknosa.com/Content/files/Teknosa%20TSRS%20EN%202024%20final.pdf (page 43,51,52,53)
B18. The studies related to increase the use of renewable energy and transition to zero/low carbon electricity have been conducted and disclosed.	X			Initiatives to increase renewable energy use have been publicly disclosed in the reports .	Integrated Report 2024 https://yatirimci.teknosa.com/Content/files/Teknosa%202024_EN-Final%20(1).pdf (page 52,53,100) Teknosa 2024 TSRS 2 Climate-Related Disclosures https://yatirimci.teknosa.com/Content/files/Teknosa%20TSRS%20EN%202024%20final.pdf (page 30,31,34,46,51,52, 53) Climate Transition Plan https://yatirimci.teknosa.com/Content/files/Teknosa%20Climate%20Transition%20Plan%202024.pdf (page 5)
B19. The renewable energy production and usage data has been publicly disclosed.	X			Data on renewable energy generation and/or consumption have been publicly disclosed within the scope of reporting	Integrated Report 2024 https://yatirimci.teknosa.com/Content/files/Teknosa%202024_EN-Final%20(1).pdf (page 52,100) Teknosa 2024 TSRS 2 Climate-Related Disclosures https://yatirimci.teknosa.com/Content/files/Teknosa%20TSRS%20EN%202024%20final.pdf (page 43,53)
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 improvement projects have been implemented, and the resulting reductions in energy consumption and the associated greenhouse gas emission reductions have been measured and reported.	Integrated Report 2024 https://yatirimci.teknosa.com/Content/files/Teknosa%202024_EN-Final%20(1).pdf (page 11,12,15,52,53,54,56,57,100,101,114,116) Teknosa 2024 TSRS 2 Climate-Related Disclosures https://yatirimci.teknosa.com/Content/files/Teknosa%20TSRS%20EN%202024%20final.pdf (page 26,29,30,31,33,51,52,53)
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			Total water consumption amounts have been measured and disclosed to the public.	Integrated Report 2024 https://yatirimci.teknosa.com/Content/files/Teknosa%202024_EN-Final%20(1).pdf (page 67,100)
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			The Integrated Report, the TSRS 2 – Climate-related Disclosures Report, the Water Risk Report, and the Annual Report, as well as investor relations information,	Sustainability Reports https://yatirimci.teknosa.com/sustainability-reports Integrated Report 2024 https://yatirimci.teknosa.com/Content/files/Teknosa%202024_EN-Final%20(1).pdf Teknosa 2024 TSRS 2 Climate-Related Disclosures- https://yatirimci.teknosa.com/Content/files/Teknosa%20TSRS%20EN%202024%20final.pdf 2024 Water Risk Report https://yatirimci.teknosa.com/Content/files/2024%20Su%20Riski%20Raporu%20I%20CC%87ngilizce.pdf

				are disclosed on the investor relations website	Annual Report 2024 https://yatirimci.teknosa.com/Content/Files/teknosaannualreport2024.pdf
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 policy and the officials that responsible for the implementation of it have been determined and disclosed.	X			In line with the United Nations Universal Declaration of Human Rights, the fundamental ILO Conventions, applicable local legislation, and internal company regulations, a Human Rights Policy has been established. With respect to employee rights, Human Resources policies and a Code of Business Ethics have also been developed, and the principles and responsibilities defined within this framework have been publicly disclosed.	Integrated Report 2024 https://yatirimci.teknosa.com/Content/files/Teknosa%202024_EN-Final%20(1).pdf (page 33,87,90, 112) Human Resources Policy https://yatirimci.teknosa.com/human-resource-policy2 Human Rights Policy https://yatirimci.teknosa.com/humanrightspolicy Code of Business Ethics https://yatirimci.teknosa.com/codeofbusinessethics
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			The Company adopts principles of fair working conditions, equality, diversity, and inclusion by taking into account impacts across its supply and value chains. Issues such as women's employment, prevention of discrimination, and equal opportunity are addressed within the scope of the Company's Human Resources policies and supplier processes.	Integrated Report 2024 https://yatirimci.teknosa.com/Content/files/Teknosa%202024_EN-Final%20(1).pdf (page 90,95,97,112,113,120) Human Resources Policy https://yatirimci.teknosa.com/human-resource-policy2 Human Rights Policy https://yatirimci.teknosa.com/humanrightspolicy Equality, Diversity and Inclusion Policy https://yatirimci.teknosa.com/equality-diversity-inclusion Supplier Code of Conduct https://yatirimci.teknosa.com/suppliercodeofconduct Code of Business Ethics https://yatirimci.teknosa.com/codeofbusinessethics
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 Company adopts principles of fair working conditions, equality, diversity, and inclusion by taking into account impacts across its supply and value chains. Issues such as women's employment, prevention of discrimination, and equal opportunity are addressed within the scope of the Company's Human Resources policies and supplier processes.	Integrated Report 2024 https://yatirimci.teknosa.com/Content/files/Teknosa%202024_EN-Final%20(1).pdf (page 90,91) Human Resources Policy https://yatirimci.teknosa.com/human-resource-policy2 Human Rights Policy https://yatirimci.teknosa.com/humanrightspolicy Equality, Diversity and Inclusion Policy https://yatirimci.teknosa.com/equality-diversity-inclusion
C1.4. The developments regarding preventive and corrective practices against discrimination, inequality, human rights violations, forced and child labor have been disclosed.	X			The Company adopts a zero-tolerance approach to the prevention of discrimination, the promotion of equal opportunities, and the prohibition of forced labor and child labor, and publicly discloses its practices in these areas through its Code of Ethics and related policies.	Integrated Report 2024 https://yatirimci.teknosa.com/Content/files/Teknosa%202024_EN-Final%20(1).pdf (page 33,47,92,97,120) Human Resources Policy https://yatirimci.teknosa.com/human-resource-policy2 Human Rights Policy https://yatirimci.teknosa.com/humanrightspolicy Equality, Diversity and Inclusion Policy https://yatirimci.teknosa.com/equality-diversity-inclusion Supplier Code of Conduct https://yatirimci.teknosa.com/suppliercodeofconduct Code of Business Ethics https://yatirimci.teknosa.com/codeofbusinessethics
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			Employees' training and development, employee benefits, and work-life balance practices are addressed within the scope of Human Resources policies. Talent management and employee development practices are carried out with an approach	Integrated Report 2024 https://yatirimci.teknosa.com/Content/files/Teknosa%202024_EN-Final%20(1).pdf (page 84,85,86,87,90,91) Human Resources Policy https://yatirimci.teknosa.com/human-resource-policy2

				that supports a working environment enabling employees to realize their potential while promoting fairness, equal conditions, and diversity.	
C1.5. The mechanism for employee complaints and resolution of disputes have been established and related solution processes have been determined.	X			Information regarding employee grievance and complaint processes is disclosed in the relevant Code of Business Ethics Policy.	Integrated Report 2024 https://yatirimci.teknosa.com/Content/files/Teknosa%202024_EN-Final%20(1).pdf (page 33,90) Code of Business Ethics https://yatirimci.teknosa.com/codeofbusinessethics
C1.5. The activities carried out within the reporting period which related to ensure employee satisfaction have been disclosed.	X			The Company conducts surveys and feedback initiatives to measure employee satisfaction. These activities are disclosed to the public within the scope of the Integrated Report.	Integrated Report 2024 https://yatirimci.teknosa.com/Content/files/Teknosa%202024_EN-Final%20(1).pdf (page 80,87)
C1.6. The occupational health and safety policies have been established and disclosed.	X			The occupational health and safety policy has been established within the scope of the Integrated Management Systems Policy and has been publicly disclosed.	Integrated Report 2024 https://yatirimci.teknosa.com/Content/files/Teknosa%202024_EN-Final%20(1).pdf (page 88,112) Teknosa Integrated Management Systems Policy https://yatirimci.teknosa.com/integrated-management-systems-policy
C1.6. The measures taken for protecting health, preventing occupational accidents and related statistics have been disclosed.	X			The Company carries out preventive practices aimed at preventing occupational accidents and protecting employee health, and publicly discloses information on occupational accident statistics and occupational health and safety (OHS) performance in the Integrated Report.	Integrated Report 2024 https://yatirimci.teknosa.com/Content/files/Teknosa%202024_EN-Final%20(1).pdf (page 88, 89,108)
C1.7. The personal data protection and data security policies have been established and disclosed.	X			Policies on the protection of personal data and information security have been established and publicly disclosed. Details regarding the practices implemented within this scope are explained in the Integrated Report.	Integrated Report 2024 https://yatirimci.teknosa.com/Content/files/Teknosa%202024_EN-Final%20(1).pdf (page 75) Teknosa Privacy and Security Policy https://yatirimci.teknosa.com/information-security-policy
C1.8. The ethics policy have been established and disclosed.	X			The company has established and publicly announced its Code of Business Ethics .	Teknosa Code of Business Ethics https://yatirimci.teknosa.com/codeofbusinessethics Integrated Report 2024 https://yatirimci.teknosa.com/Content/files/Teknosa%202024_EN-Final%20(1).pdf (page 16,33,34,92)
C1.9. The studies related to social investment, social responsibility, finansal inclusivity and access to finance have been explained.	X			Social responsibility projects, ongoing initiatives, and activities carried out for the benefit of society are explained in detail in the Integrated Report.	Integrated Report 2024 https://yatirimci.teknosa.com/Content/files/Teknosa%202024_EN-Final%20(1).pdf (page 47,80,81,82)
C1.10. The informative meetings and training programs related to ESG policies and practices have been organized for employees.	X			Information sessions and training activities on environmental, social, and governance (ESG) policies and practices are provided to employees, and the activities carried out within this scope are publicly disclosed in the Integrated Report and the TSRS Report.	Integrated Report 2024 https://yatirimci.teknosa.com/Content/files/Teknosa%202024_EN-Final%20(1).pdf (page 39,41,47,84,88,89,90,91)
C2. Stakeholders, International Standards and Initiatives					
				Our Company has established, implemented, and publicly disclosed customer satisfaction policies to ensure the	

<p>C2.1. The customer satisfaction policy regarding the management and resolution of customer complaints has been prepared and disclosed.</p>	<p>X</p>		<p>effective management and resolution of customer complaints. Customer feedback is collected through call centers, digital channels, and in-store contact points, recorded, and regularly analyzed. Complaint management processes are monitored, and the outcomes are used to improve customer experience. These processes are supported by ISO 9001 and ISO 10002 standards, and customer satisfaction is continuously monitored through Net Promoter Score (NPS) measurements across all touchpoints.</p>	<p>Integrated Report 2024 https://yatirimci.teknosa.com/Content/files/Teknosa%202024_EN-Final%20(1).pdf (page 71,112) Teknosa Complaint Management Policy https://yatirimci.teknosa.com/our-vision-mission-values Integrated Management Systems Policy https://yatirimci.teknosa.com/integrated-management-systems-policy Management System Certificates https://yatirimci.teknosa.com/management-system-certificates</p>
<p>C2.2. The information about the communication with stakeholders (which stakeholder, subject and frequency) have been disclosed.</p>	<p>X</p>		<p>Our Company publicly discloses information regarding stakeholder groups, communication topics, and the frequency of engagement within its stakeholder communication practices. Communication with employees, customers, suppliers, investors, non-governmental organizations, and public institutions is carried out through meetings, surveys, workshops, digital platforms, and regular information-sharing channels. Feedback obtained through these stakeholder-specific communication processes—defined in line with the needs and expectations of each stakeholder group—is integrated into strategic decision-making processes, particularly in the development of sustainability strategies related to customer satisfaction, employee engagement, supplier collaboration, and social initiatives.</p>	<p>Integrated Report 2024 https://yatirimci.teknosa.com/Content/files/Teknosa%202024_EN-Final%20(1).pdf (page 80,114,115,116,117)</p>
			<p>Teknosa's 2024 Integrated Report has been prepared in accordance with international reporting standards. The Report is aligned with the Global Reporting Initiative (GRI) 2021 Standards and has been developed in line with the Integrated Reporting Framework recommended by the International Sustainability Standards Board (ISSB) under the IFRS Foundation, adopting an integrated thinking approach that covers six capital elements. In addition, the principles of the United Nations</p>	

<p>C2.3. The international reporting standards that adopted in reporting have been explained.</p>	<p>X</p>		<p>Global Compact (UNGC) , as well as the requirements of international guidance and assessment systems such as Refinitiv, EcoVadis, and the Carbon Disclosure Project (CDP), have been taken into consideration in shaping the scope and content of the Report. The Company's climate-related financial disclosures have been prepared in accordance with the standards issued by the International Sustainability Standards Board (ISSB) under the IFRS Foundation, within the scope of the Türkiye Sustainability Reporting Standards (TSRS). In line with TSRS 2 – Climate-related Disclosures, the Report addresses climate-related risks and opportunities under the headings of governance, strategy, risk management, and metrics and targets.</p>	<p>Integrated Report 2024 https://yatirimci.teknosa.com/Content/files/Teknosa%202024_EN-Final%20(1).pdf (page 3,120,121,122,123,124) Teknosa 2024 TSRS 2 Climate-Related Disclosures (page 4) https://yatirimci.teknosa.com/Content/files/Teknosa%20TSRS%20EN%202024%20final.pdf</p>
<p>C2.4. The principles adopted regarding sustainability,the signatory or member international organizations, committees and principles have been disclosed.</p>	<p>X</p>		<p>Teknosa shapes its sustainability approach by referencing internationally recognized principles such as the United Nations Sustainable Development Goals (SDGs) and the Women's Empowerment Principles (WEPs), and publicly discloses its memberships and collaborations with national and international platforms, including the United Nations Global Compact (UNGC). In addition, the Company carries out initiatives to reduce carbon emissions in line with the Science Based Targets initiative (SBTi) approach and adopts a holistic sustainability perspective through its collaboration with the Integrated Reporting Network Turkey (ERTA). In this context, the Company's memberships and collaborations are disclosed in detail in the 2024 Integrated Report.</p>	<p>Integrated Report 2024 https://yatirimci.teknosa.com/Content/files/Teknosa%202024_EN-Final%20(1).pdf (page 3,,114,115,116,117)</p>
			<p>In this report, the data requested within the scope of the Borsa İstanbul Sustainability Index (LSEG) has been disclosed transparently . In order to enhance our sustainability performance, our Company monitors the sustainability criteria of Borsa İstanbul as well as international index providers, and also</p>	

<p>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.</p>	X		<p>takes into account the methodologies of global sustainability assessment and rating platforms such as CDP (Carbon Disclosure Project) and EcoVadis. Our efforts to measure, report and improve our Environmental, Social and Governance (ESG) performance are carried out in a manner that supports our alignment with sustainability indices as well as the evaluation criteria of CDP and EcoVadis. In this context, we aim to continue our efforts to further develop our sustainability strategies and strengthen our performance across national and international sustainability assessment platforms in 2026.</p>	<p>Integrated Report 2024 https://yatirimci.teknosa.com/Content/files/Teknosa%202024_EN-Final%20(1).pdf (page 10,16,38,46,53,118)</p>
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D. CORPORATE GOVERNANCE PRINCIPLES

<p>D1. The opinions of stakeholders have been sought in the determination of measures and strategies related to sustainability field.</p>	X		<p>Our Company takes the views of stakeholders into consideration when developing its sustainability strategies , policies, and practices. In this context, feedback obtained from internal and external stakeholders—primarily employees, customers, suppliers, investors, and non-governmental organizations—is systematically integrated into sustainability management processes . In order to ensure the effective evaluation and implementation of environmental, social, and governance (ESG) strategies, a Sustainability Committee and related working groups have been established. These structures play an active role in monitoring, reviewing, and further developing sustainability strategies . Accordingly, the Company's sustainability targets are determined by jointly considering stakeholder expectations and internal evaluation processes. Stakeholder views are gathered through double materiality assessment studies, stakeholder surveys, meetings, workshops, and continuous communication channels. The outputs obtained are utilized in identifying sustainability priorities, setting strategic objectives, and</p>	<p>Integrated Report 2024 https://yatirimci.teknosa.com/Content/files/Teknosa%202024_EN-Final%20(1).pdf (page39,40,41,42,43,44,45,46,47) Sustainability Procedure https://yatirimci.teknosa.com/Content/files/FN_ENG_PR-IK-064%20_0%20SU%CC%88RDU%CC%88RU%CC%88LEBI%CC%87LI%CC%87RLI%CC%87K%20PROSEDU%CC%88RU%CC%88-tr_tr-en-C.pdf Sustainability Committee Procedure https://yatirimci.teknosa.com/Content/files/ENG_Teknosa_Surdurulebilirlik%20Komitesi%20Prosedur_30_05%20(003).pdf</p>
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				developing action plans	
D2. The social responsibility projects, awareness activities and trainings have been carried out to raise awareness about sustainability and its importance.	X			<p>Our company places great importance on awareness-raising activities and educational initiatives within the scope of its social responsibility projects. In this context , projects that prioritize supporting equal opportunities for everyone are implemented in order to contribute to the sustainable development of society . These activities are carried out through collaborations with Non-Governmental Organizations (NGOs), international organizations, and local communities.</p>	<p>Integrated Report 2024 https://yatirimci.teknosa.com/Content/files/Teknosa%202024_EN-Final%20(1).pdf (page 15, 47,59,62,63,80,81,82,84,91,92,93,107,114,115,116,117) Sustainability Bulletins https://yatirimci.teknosa.com/sustainability-bulletins</p>