

Çetaş Otomotiv 2024 Sustainability Report



WE WILL NEVER FORGET YOU



Hasan TAŞAR
Founder of Çetaş Otomotiv



Tarık TAŞAR
Chairman of the Board of Directors, Çetaş Otomotiv



We remember with respect and gratitude our esteemed founders who laid the foundations of Çetaş Otomotiv and whose vision and hard work brought us to where we are today.

Çetaş Otomotiv Family



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ABOUT THE REPORT

As Çetaş Otomotiv A.Ş. (“Çetaş Otomotiv”), one of Türkiye’s largest independent automotive retailers, we manage our environmental, social, and governance (ESG) performance by adhering to our sustainability agenda and corporate governance principles. In this respect, we have prepared the first-ever Sustainability Report of our company in accordance with the internationally recognized GRI (Global Reporting Initiative) Standards, with the aim of monitoring the sustainability initiatives implemented by the company using measurable metrics, analyzing them to integrate them into future plans, and being transparent towards our stakeholders.

The report, covering the period from January 1, 2024 to December 31, 2024 contains data and information on the sustainability performance of Çetaş Otomotiv A.Ş. and its wholly-owned subsidiary Çetaş İzmir Otomotiv A.Ş. The data presented in the report covers Çetaş Otomotiv A.Ş. Headquarters and its branches. The company plans to publish sustainability reports biannually.

As part of this reporting process, a stakeholder engagement assessment involving 732 participants has been conducted. This assessment compiled the expectations and views of the company’s key stakeholders regarding Çetaş Otomotiv A.Ş.’s material sustainability issues, resulting in the creation of a Material Issues Matrix. The 25 identified material topics and the company’s initiatives related to these topics are elaborated in the relevant sections of the report and can be tracked using the GRI content index.

Among the most important indicators followed by Çetaş Otomotiv in its efforts to combat climate change is the calculation of carbon emissions. During this reporting period, calculations were made in accordance with ISO 14064 standards and included in the “Our Environmental Performance” section of the report. As Çetaş Otomotiv, we will continue our operations in a transparent and accountable manner towards our stakeholders by measuring, reporting, and disclosing our progress towards our sustainability goals in accordance with relevant international standards.

We give utmost importance to our sustainability efforts to ensure our company’s half-century journey continues steadily into the future. Therefore, we are delighted to publish our first Sustainability Report, which we consider a significant milestone.



We would like to thank our colleagues and business partners for their valuable contributions to the preparation of this report and present the Çetaş Otomotiv 2024 Sustainability Report to our esteemed stakeholders.

For any inquiries or feedback regarding the Çetaş Otomotiv 2024 Sustainability Report, please contact us via email at surdurulebilirlik@cetas.com.tr.

CHAIRPERSON'S MESSAGE

Dear Esteemed Stakeholders,

As of the publication date of this report, we have completed our 50th year in the automotive retail business, which we began in 1975. With half a century of sector experience, over 1,500 employees and sub-contractors in total, and 29 dealerships, we are proud to be among Türkiye's leading independent automotive retailers today. As a trusted business partner of 12 global automotive brands for whom we provide sales and after-sales services, we manage our operations with the highest quality standards with a customer satisfaction approach.

Being a company with a deep-rooted history in the sector, we consider Çetař Otomotiv's sustainable transformation to be crucial for confidently carrying our commercial journey into the future and maximizing the value we create for our stakeholders. Thus, the 2024 fiscal year marked a significant milestone for our company. We completed a critical phase in which we systematically assessed our stakeholders' expectations and integrated our material sustainability topics into our sustainability roadmap.

We have set measurable targets in the Environmental, Social, and Governance (ESG) areas in line with our sustainability strategy and have initiated monitoring through relevant KPIs. We have established a Sustainability Committee under our Board of Directors to ensure the dissemination of our sustainability efforts throughout the company. We have compiled our carbon emissions inventory based on internationally recognized standards.

Transparency, reliability, and accountability are among the key principles of our business ethics and corporate culture. With this approach, we prepared our Sustainability Report for Çetař Otomotiv in 2024 in accordance with GRI (Global Reporting Initiative) Standards, a first for our company, to disclose our sustainability performance to our stakeholders. In Çetař Otomotiv's sustainability journey, we adopt a participatory and inclusive approach with all our stakeholders, primarily our employees, suppliers, and business partners.

On this occasion, we deem it our duty to express our deepest gratitude to our late Chairperson of the Board, esteemed Tarık Tařar, who passed away in 2024, and to our late founder and source of inspiration Hasan Tařar. The vision, leadership, and pioneering work, particularly in the field of sustainability, of Hasan Tařar and Tarık Tařar, who laid the



foundations of Çetař and brought our company to where it is today, have always guided us. Their contributions and legacy will continue to serve as a guide in passing on Çetař Otomotiv to future generations as a stronger, more responsible, and sustainable company.

We are pleased to present our 2024 Sustainability Report, Çetař Otomotiv's first GRI Standards-compliant report, to our valued stakeholders. I would like to express my gratitude to all stakeholders who supported the reporting process and our company's sustainability transformation, and I wish you enjoyable reading.

Yours respectfully,

Mehmet Zeynal TAřAR
Chairperson

ABOUT ÇETAŞ OTOMOTİV

We bear the responsibility of being a reliable business partner for our stakeholders with our half-century of automotive retail experience. We continue this journey, which began in 1975, as one of Türkiye's largest independent dealership groups. We offer the products and services of the world's leading automotive brands to our customers through our service points available at 14 different locations and more than 1,500 employees.

Our company, which offers sales and service for Ford, Renault, Dacia, Opel, Citroën, Peugeot, Isuzu, Ford Trucks, Toyota, Lexus, Chery, and Jaecoo brands, provides our customers with a privileged **"Çetaş experience"** at the highest standards, as **"Türkiye's Automotive Retailer."**

We always maintain our quality approach at the core of our business, aiming to be the "first choice" for our customers through our wide range of products in internal combustion, hybrid, and electric vehicles, as well as light and heavy commercial vehicles, and our numerous global brand options.

We continuously strive to improve and develop our customer experience in both sales and after-sales processes based on the feedback we receive. We manage our sales processes, which are our customers' first point of contact with our company, with excellent service and affordable pricing principles. We take an integrated approach to our sales processes, bringing complementary products such as insurance, accessories, and extended warranties to end users.

We facilitate our customers' access to reliable and high-quality used vehicles in different segments under Çetaş Second Hand. We also provide services to our customers who want to sell their vehicles with transparent and fair bids prepared by our expert team.

We address our customers' requests with a "zero-defect" service approach in our after-sales processes and provide 24/7 technical support to our customers in case of urgent needs. We provide end-to-end service with our qualified employees trained in their field, using only original spare parts and factory-approved diagnostic equipment in line with our quality approach.

Every year, we provide excellent service to tens of thousands of service customers with quality -awarded services.

We ensure that the vehicles we sell continue to operate efficiently throughout their lifespan through our high-quality and reliable sales and after-sales services. Additionally, we provide our customers with the infrastructure for a reliable second-hand vehicle trade, adhering to the "reuse" principle of the circular economy. In this way, Çetaş Otomotiv continues its operations in line with our sustainability principles.



With our multi-brand structure, expert staff, and quality-focused service approach, we continue to be our customers' first choice.



BRANDS



Çetaş Otomotiv is an OYDER member.

HISTORY

Çetaş began its journey in automotive retail in 1975 with John Deere Tractor and Inter Truck dealerships (Yamantaş A.Ş.). In 1977, the company continued its growth in the truck segment with BMC, Dodge, and Mercedes dealerships, and in addition, Lada, Dacia, Jawa Motorcycle, İ2 Motorcycle, and Honda Motorcycle dealerships (Taşarlar Inc.)



1970s

In the 1990s, Çetaş expanded its dealership network in Istanbul, representing more brands and reaching more customers through its BMC and Isuzu dealerships in Sirkeci; Mitsubishi dealerships in Fındıkzade and Mahmutbey; Renault-Dacia dealerships in Mahmutbey; Nissan dealership in Avcılar; and Ford dealership in Silivri. The company widened its service portfolio with Taşar Sigorta Ltd., established in 1999, and Taşar Pazarlama A.Ş., which provides fleet rental services.



1990-1999

Çetaş's growth intensified in the 2010s with the inclusion of Opel and Peugeot in its portfolio. The company continued to expand its dealership network, reaching more customers with its products and services through Opel dealerships in Mahmutbey and Büyükçekmece; Peugeot and Citroën dealerships in Büyükçekmece; Renault-Dacia and Ford Trucks dealerships in Silivri; and Ford dealerships in Manisa and Salihli.



2010-2019

1980-1989

The company started in Istanbul in 1985 in Sirkeci with its first dealership and began operating in the automobile segment with dealerships in Yalova and Şirinevler Renault (Çetaş Otomotiv A.Ş.)



2000-2009

By the 2000s, the company's expansion continued by representing new brands in different cities. The product range grew with dealerships including Citroën in Büyükçekmece and Mahmutbey; Ford in Büyükçekmece, Mahmutbey, and İzmir; Kia in Büyükçekmece; Isuzu in Mahmutbey; Subaru in Kadıköy; Nissan in Mahmutbey; Renault-Dacia in Ankara; and Renault Trucks in Silivri. Second-hand automobile sales began with Otolink Otomotiv A.Ş., and spare parts operations began with Otolink Dış Ticaret A.Ş.



2020s

With the new brands joining in the 2020s, Çetaş Otomotiv has become a reliable sales and service point for 12 global automotive brands. The company has strengthened its position among Türkiye's largest independent automotive retailers with dealerships including Toyota Manisa; Chery Silivri and Eskişehir; Renault-Dacia Bahçeşehir; Lexus İzmir; Jaecoo Mahmutbey; Peugeot, Citroën, Opel Çorlu; Opel Bayrampaşa; Isuzu Çorlu; and Ford Trucks Hadımköy.



AWARDS

2024



FORD OTOMOTİV SANAYİ A.Ş.

- Ford President's Award (Büyükçekmece)
- Ford President's Award (Mahmutbey)
- Ford President's Award (İzmir)
- Ford Manisa 2024 Provincial Championship
- Ford Salıhlı 2024 Provincial Leadership
- Ford İzmir 2024 Provincial Leadership
- Ford Trucks Public and Private Sales Türkiye Sales Leadership
- Ford Trucks Türkiye Second Place in Total Sales

GREAT PLACE TO WORK

- Great Place To Work



TOYOTA OTOMOTİV SANAYİ

- Best Growing Dealer Performance Awards (Manisa-3. District))

ANADOLU ISUZU OTOMOTİV SANAYİ VE TİCARET A.Ş.

- N Series Türkiye Retail Leadership
- D.Max Türkiye Championship
- Highest Spare Parts Consumption per Vehicle Türkiye First Place (Service)

STELLANTIS OTOMOTİV PAZARLAMA A.Ş.

- First Place in Achieving the Highest Vehicle Entry Target for SSH Opel
- Peugeot Service Contract Penetration Leadership
- Citroen 360-Degree Evaluation Index Second Place
- Peugeot 360-Degree Evaluation Index First Place)
- Marketing Award
- First Place in Total Sales
- Second Place in Top Fleet Sales
- Third Place in the Launching Event



MAIS MOTORLU ARAÇLAR İMAL VE SATIŞ A.Ş.

- Renault Passenger Car Retail Sales Leader in Türkiye
- Renault Markası Ticari Araç Perakende Türkiye Satış 1.Liği (Renault Commercial Vehicle Retail Sales Leader in Türkiye)
- Renault Large Fleet Vehicle Sales Leader in Türkiye
- Dacia Passenger Car Retail Sales Third Place in Türkiye

KOÇ FİNANSMAN A.Ş.

- Koçfinans Ford Trucks Türkiye Credit Penetration Runner-up

ORFİN FİNANSMAN A.Ş.

- Orfin Credit Sales Leader

SAHİBİNDEN.COM

- 15th Year Most Successful Store Award

AWARDS

2023

STELLANTIS OTOMOTİV PAZARLAMA A.Ş.

- Peugeot Credit Penetration Second Place
- Peugeot Credit Penetration Leadership
- Peugeot 360-Degree Evaluation Index First Place
- Second Place in Total Sales
- Second Place in Fleet Sales
- Second Place in Total Sales
- Town's Best Dealer Journey Pioneer

TOYOTA OTOMOTİV SANAYİ

- Town's Best Dealer Journey Pioneer
- Brit Kaizen Sales Category Third Place
- Toyota 2023 Kaizen Third Place

ANADOLU ISUZU OTOMOTİV SANAYİ VE TİCARET A.Ş.

- N Series Türkiye Retail First Place (Sales Category)
- Highest Spare Parts Consumption per Vehicle Türkiye First Place (Service)

FORD OTOMOTİV SANAYİ A.Ş.

- Ford Trucks Public and Private Sales Türkiye Sales Leadership
- Ford Trucks Türkiye Second Place in Total Sales

GELİR İDARESİ BAŞKANLIĞI

- Revenue Administration Presidency Certificate of Appreciation

2022



STELLANTIS OTOMOTİV PAZARLAMA A.Ş.

- Peugeot Credit Penetration Second Place
- Third Place in Total Sales
- Marketing Award
- Second Place in Total Sales
- Third Place in Retail Commercial Vehicle Sales in Türkiye
- Third Place in Retail Vehicle Sales in Türkiye
- The City's Best Dealer Journey Pioneer

TOYOTA OTOMOTİV SANAYİ

- The City's Best Dealer Journey Pioneer

FORD OTOMOTİV SANAYİ A.Ş.

- Ford President's Award (Büyükçekmece)
- Ford President's Award (Mahmutbey)
- Ford Izmir Service Excellence Award
- Ford Trucks Public and Private Sales Ranked Second in Türkiye
- Ford Trucks Türkiye Third Place in Total Sales

QUALITY AND MANAGEMENT SYSTEM STANDARD CERTIFICATES

Service Points	ISO9001:2015 Quality Management System	ISO10002:2018 Customer Satisfaction Management System	ISO14001:2015 Environmental Management System	ISO27001:2022 Information Security Management System	ISO45001:2018 Occupational Health and Safety Management System	TSE-HYB Turkish Standards Institute - Certification of Service Competence
Headquarter	✓	✓	✓	✓	✓	
Ford Büyükçekmece				✓	✓	✓
Stellantis Büyükçekmece	✓	✓	✓	✓	✓	✓
Ford - Lexus İzmir	✓	✓	✓	✓	✓	✓
Ford Mahmutbey	✓	✓	✓	✓	✓	✓
Ford - Toyota Manisa	✓	✓	✓	✓	✓	
Ford Trucks Silivri	✓	✓	✓	✓	✓	✓
Isuzu Mahmutbey				✓	✓	
Ford Salihli	✓	✓	✓	✓	✓	✓
Renault Bahçeşehir					✓	
Stellantis Bayrampaşa	✓	✓	✓	✓	✓	
Stellantis Çorlu				✓	✓	✓
Renault İzmir				✓	✓	✓
Stellantis İzmit				✓	✓	✓
Renault Mahmutbey				✓	✓	✓
Chery Silivri				✓	✓	✓
Renault Sultangazi	✓	✓	✓	✓	✓	✓
Ford Trucks Hadımköy				✓	✓	✓
Claim Center Silivri				✓	✓	✓

Corporate Governance

- Organization and Corporate Structure
- Çetaş Otomotiv A.Ş. Board of Directors
- Ethics and Compliance
- Internal Control and Risk Management
- Anti-Bribery and Anti-Corruption



ORGANIZATION AND CORPORATE STRUCTURE

Being one of Türkiye's largest independent dealership groups, we carry out our operations at Çetaş Otomotiv by adopting an effective corporate governance approach. We set the company's organizational structure and sustainability processes under the leadership of the Board of Directors.

The Accounting and Finance units operate under the Finance Department, under the responsibility of the Chairperson of the Board of Directors. Information Technology (IT), Digital Marketing, and Customer Relationship Management (CRM) units operate under the Digital Transformation Department. The Internal Audit, Procurement, and Talent and Culture departments report to the Deputy Chairperson of the Board of Directors. The Administrative Affairs, Construction, Budget and Reporting, and Kaizen and Process Management departments continue their activities under the leadership of a Board member. In addition, our dealerships continue their activities within the General Management offices responsible for the brands we collaborate with.

We effectively implement our strategic goals in the domains of corporate governance, financial sustainability, digital transformation, human resources management, and process improvement through this organizational structure. Furthermore, we regularly monitor sustainability performance at the top management level by ensuring data flow from different business functions, thereby identifying areas for improvement and driving development.

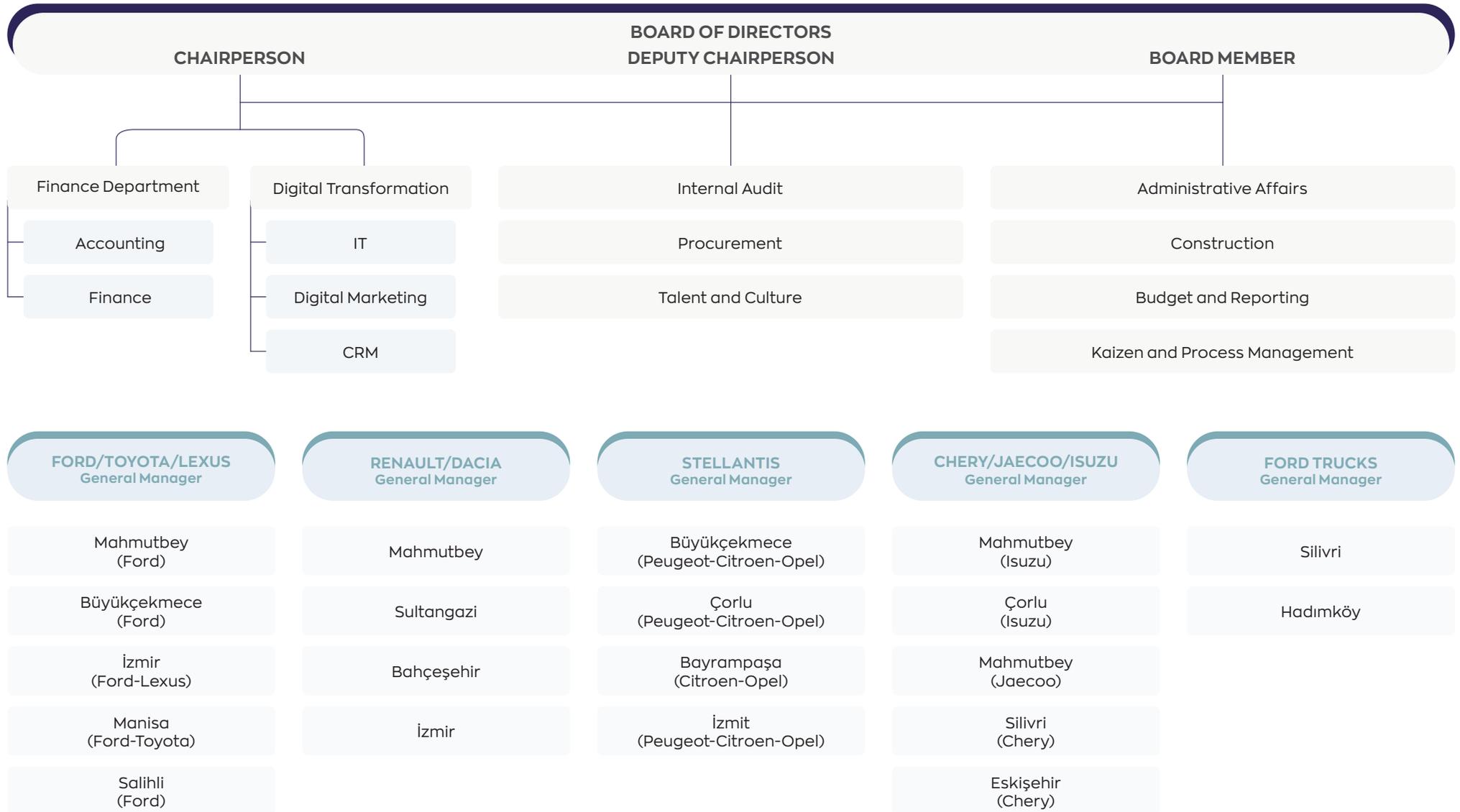


Gender Distribution in Senior Management (%)*



*Top Management Level consists of Board Members, General Managers and Deputy General Managers

OUR ORGANIZATION AND CORPORATE STRUCTURE



ÇETAŞ OTOMOTİV A.Ş. BOARD OF DIRECTORS



MEHMET ZEYNAL TAŞAR
Chairperson

Mehmet Z. Taşar completed the Advanced Management Program (AMP) at Harvard Business School and the “Global MBA in Digital Transformation” program jointly run by the University of Barcelona and Zigurat Institute of Technology. He completed his undergraduate degree in Business Administration at American InterContinental University London.

Taşar began his career in the automotive sector as a Service Consultant at Çetaş Otomotiv. After gaining experience in various positions, he was appointed Deputy Chairman of the Board in 2014. With over 27 years of experience in the sector, Mehmet Z. Taşar continues to serve as Chairperson of the Board of Directors at Çetaş Otomotiv as of October 2024.



ÖZLEM TAŞAR ŞEKER
Deputy Chairperson

Özlem Taşar Şeker majored in Tourism Management at Marmara University and completed the King's Business Management Certificate Colleges program in the UK.

Şeker began her professional career at Çetaş Otomotiv in 1999, holding various positions at Renault, then serving as General Manager of Çetaş Otomotiv – Renault for 10 years. Subsequently, Şeker played an active role in company management as a Board Member and currently continues to serve as Deputy Chairperson of the Board of Directors at Çetaş Otomotiv.



GÖKHAN ORUÇOĞLU
Board Member

Gökhan Oruçoğlu received his undergraduate degree in Economics from Dokuz Eylül University.

Oruçoğlu began his career in 1990 at Koç Holding – Ford Otosan. Since 2002, he has held various positions at Çetaş Otomotiv, gaining extensive experience in the sector. With his expertise in the automotive industry, he continues to serve as a member of the Board of Directors at Çetaş Otomotiv.

BUSINESS ETHICS AND COMPLIANCE

As Çetaş Otomotiv, we conduct our activities in compliance with our **Code of Ethics** throughout all stages of our value chain, shaping our business practices in accordance with this Code. Our Code of Ethics defines the principles and rules we follow, not only in our internal processes but also in our relationships with our business partners, customers, and other stakeholders.

In line with our values, we aim to fully fulfill our responsibilities to our customers, employees, shareholders, suppliers, business partners, competitors, society, and humanity by complying with our statutory liabilities.

We respond as quickly as possible to reports received by our **Ethics Hotline**, which is accessible to all our stakeholders and was established to prevent potential violations.

To protect our ethical culture, our managers take on an exemplary role, taking care to maintain an environment where employees can safely share any concerns. In this regard, we regularly review our processes, taking care to ensure they comply with national legislation and international standards.



Code of Ethics

- Integrity, Trustworthiness, Transparency
- Confidentiality
- Avoiding Conflicts of Interest
- Fairness and Equality
- Respect for Rights
- Independence
- Diversity
- Reliability

INTERNAL AUDITING AND RISK MANAGEMENT

As Çetaş Otomotiv, we implement an internal auditing and risk management system to ensure the effective management of risks and the strengthening of internal auditing processes, with the aim of building trust among our stakeholders in our direct operations and activities carried out within our value chain.

Within this scope, we carry out audit activities under five main areas: special investigation, periodic audit, branch audit, handover audit, and process audit.

Special investigation: An investigation initiated at the request of the Board of Directors, following a report, upon suspicion of fraud, or due to negligence in operational processes. Special investigations aim to report on the consequences that have arisen or may arise from irregularities or fraud in the process.

Periodic audit: Audits reported regularly at specific intervals throughout the year.

Branch audit: These are audits that cover the examination and reporting of all processes involved in sales, service, and other activities of a branch.

Handover audit: These are the audits that report on the current status of a branch when there is a change in its management.

Process audit: Audits that examine the activities of the head office units.

The findings covered in the audit reports are conveyed to the relevant operations managers, and consensus is reached on the actions to be taken by the branches. Findings identified at the branches are re-assessed in the next audit for the same branch. The implementation level of the actions agreed upon with the operations managers and the impact of these actions on the improvement process are also analyzed and monitored.



2024 Branch Audit

Special Investigation	18
Periodic Audit	81
Branch Audit	15
Process Audit	2
Handover Audit	2
Total	118

ANTI-BRIBERY AND ANTI-CORRUPTION

As Çetaş Otomotiv, we aim to fully comply with local and international laws and regulations in our operations. We commit to our stakeholders to implement ethical and responsible business practices in accordance with the principle of transparency. To this end, we have defined our responsibilities and the principles and fundamentals we adhere to as per our [Anti-Bribery and Anti-Corruption Policy](#).

You can access our Anti-Bribery and Anti-Corruption Policy, which is publicly available on our corporate website.

Our company assesses corruption risks as part of its regular internal audit activities and implements the necessary measures to prevent such risks. In 2024, we prepared 4.2% of the 118 reports generated within the scope of internal audit to assess the possibility of corruption. We also reported on the initial investigations conducted regarding ethical complaints.

As Çetaş Otomotiv, we adopt a “zero tolerance” approach to any kind of bribery, commission, improper benefit provision, or conflict of interest. We operate a robust internal control system and ethical reporting mechanism within our company to prevent, detect, and apply the necessary sanctions for such actions.

Our managers set an example for employees by taking a leading role in the fight against corruption. We expect all employees to avoid conflicts of interest while performing their duties, to report suspicious situations immediately, and to comply fully with ethical rules.

We also base our supplier selection processes on the principles of transparency and fairness; we expect our business partners to adopt the same ethical standards. Before starting new business relationships, we carry out the necessary compliance assessments and strive to identify policy violation risks in advance.

The company is committed to creating a transparent, ethical, and accountable business environment by continuously improving its anti-corruption practices. We aim to further advance our ethical standards by more effectively monitoring corruption risks and continuously improving our internal control processes, thereby maintaining our stakeholders' trust and upholding the highest ethical standards in all our activities.



Sustainability Management

Our Sustainability Management

Sustainability Governance

Stakeholder Engagement and Material Topics

Sustainability Strategy and Targets



SUSTAINABILITY MANAGEMENT

As Çetaş Otomotiv, we conduct our operations in the automotive retail sector in line with our responsibilities in the Environmental, Social, and Governance (ESG) pillars. We view sustainability as a management approach that enables us to conduct our operations in a more resilient, effective, and responsible manner. We approach sustainability governance systematically and holistically, integrating it into the company's corporate culture. By fostering strong collaboration between the company functions, we integrate sustainability principles into our decision-making processes, hence effectively manage sustainability-related risks and opportunities. We monitor our sustainability agenda under the supervision of our top management through our Sustainability Committee, which reports to the Board of Directors, and ensure that decisions are taken to implement the necessary actions to improve Çetaş Otomotiv's sustainability performance.



SUSTAINABILITY GOVERNANCE

At Çetaş Otomotiv, we manage our sustainability efforts through a structured and effective governance framework across the entire company. At the core of this framework is our Sustainability Committee, which operates directly under the Board of Directors. We adopt a participatory and inclusive approach to sustainability governance through the Sustainability Committee, which consists of 13 members representing various departments, among whom are members of the Board of Directors. We manage our activities based on the principles of transparency, accountability, and integrity towards our stakeholders.

The Sustainability Committee regularly reports developments during the year, ESG performance, and strategic recommendations to the Board of Directors, while the Board of Directors assumes ultimate responsibility for sustainability issues. Thus, decision-making processes related to sustainability are carried out under the ownership and coordination of upper management.

The Sustainability Committee develops strategies, sets goals, monitors our performance, and regularly shares our results with senior management in the area of ESG. Furthermore, we work collaboratively with various departments across the company to ensure our sustainability approach is recognized and embraced throughout the company. Our sub-working groups also contribute to this process by providing implementation support in specific areas and enhancing knowledge sharing. We develop our sustainability strategy not only to fulfill our obligations but also to guide our long-term goals.

The Sustainability Committee gathers at least 4 times a year to make decisions based on the determined agenda. We prioritize majority participation in our meetings, make decisions by majority vote, and seek support from external experts when necessary. This ensures our decision-making processes remain transparent, inclusive, and effective. Our Sustainability Policy covers a broad spectrum, from combating climate change to ethical business practices, from efficient use of resources to social inclusion. Through this policy, we aim to establish a common direction within the institution and create a solid foundation that reflects our responsibility to all our stakeholders.

We recognize sustainability not only as an area of management but also as an integral part of our corporate culture. With this understanding, we encourage all our employees to actively participate in the sustainability processes.

You can access Çetaş Otomotiv's Sustainability Policy on our corporate [website](#).



SUSTAINABILITY COMMITTEE

As Çetaş Otomotiv, we established the Sustainability Committee under the Board of Directors to systematically structure our sustainability approach across the organization. Through our Committee, we are working to improve our environmental, social, and governance (ESG) performance, set sustainability goals, and integrate these goals into all business processes.

Our committee aims to make sustainability a fundamental priority in strategic decision-making processes, raise awareness throughout the organization, and spread a culture of sustainability among all employees. We also coordinate the processes of monitoring, improving, and sharing sustainability performance with stakeholders.

Sub-Working Group Structure

To enable the Sustainability Committee to work more effectively and functionally, there are four sub-working groups attached to the Committee. These groups are structured based on the units where Committee members serve, their areas of focus, and their experience. The working groups support the swift and decisive implementation of decisions taken to achieve the objectives set within the vision defined by the Sustainability Committee.

This structure enables us to support the successful implementation of the objectives within the vision defined by the Committee. Each group develops strategies, sets performance indicators, creates roadmaps, and leads implementation processes within its area of responsibility. The budgeting of sustainability-related projects, conducting feasibility analyses, and obtaining the necessary approvals are also among the responsibilities of these subgroups.

Each group regularly submits its activity results and progress reports to the Committee or the Committee Chair. Each group regularly submits activity results and progress reports to the Committee or the Committee Chair. The Committee also ensures that sustainability performance indicators are reported and reflected in the annual Sustainability Report. Thanks to this structure, at Çetaş Otomotiv, we have made the principles of continuity, measurability, and accountability in sustainability activities an integral part of our corporate culture.



Çetaş Otomotiv Sustainability Committee Sub-Working Groups

- Employee Satisfaction
- Waste Management
- Social Contribution
- Environment

STAKEHOLDER ENGAGEMENT AND MATERIAL TOPICS

As Çetaş Otomotiv, we are drawing up our sustainability roadmap guided by our strategic focus areas, objectives, and stakeholder expectations. We have identified our company's material sustainability topics through a stakeholder engagement process completed with a participatory and inclusive approach. This assessment, a first for our company and an important milestone in defining our corporate sustainability strategy, enabled us to integrate the expectations of our key stakeholders from Çetaş Otomotiv into our sustainability roadmap.

We conducted a comprehensive survey involving many of our key stakeholders, including our upper management, employees, business partners, suppliers, academics, and non-governmental organizations. A total of 732 people, including 581 internal and 151 external stakeholders, evaluated the 25 sustainability issues we prioritized for Çetaş Otomotiv according to their level of importance for stakeholders and the company.



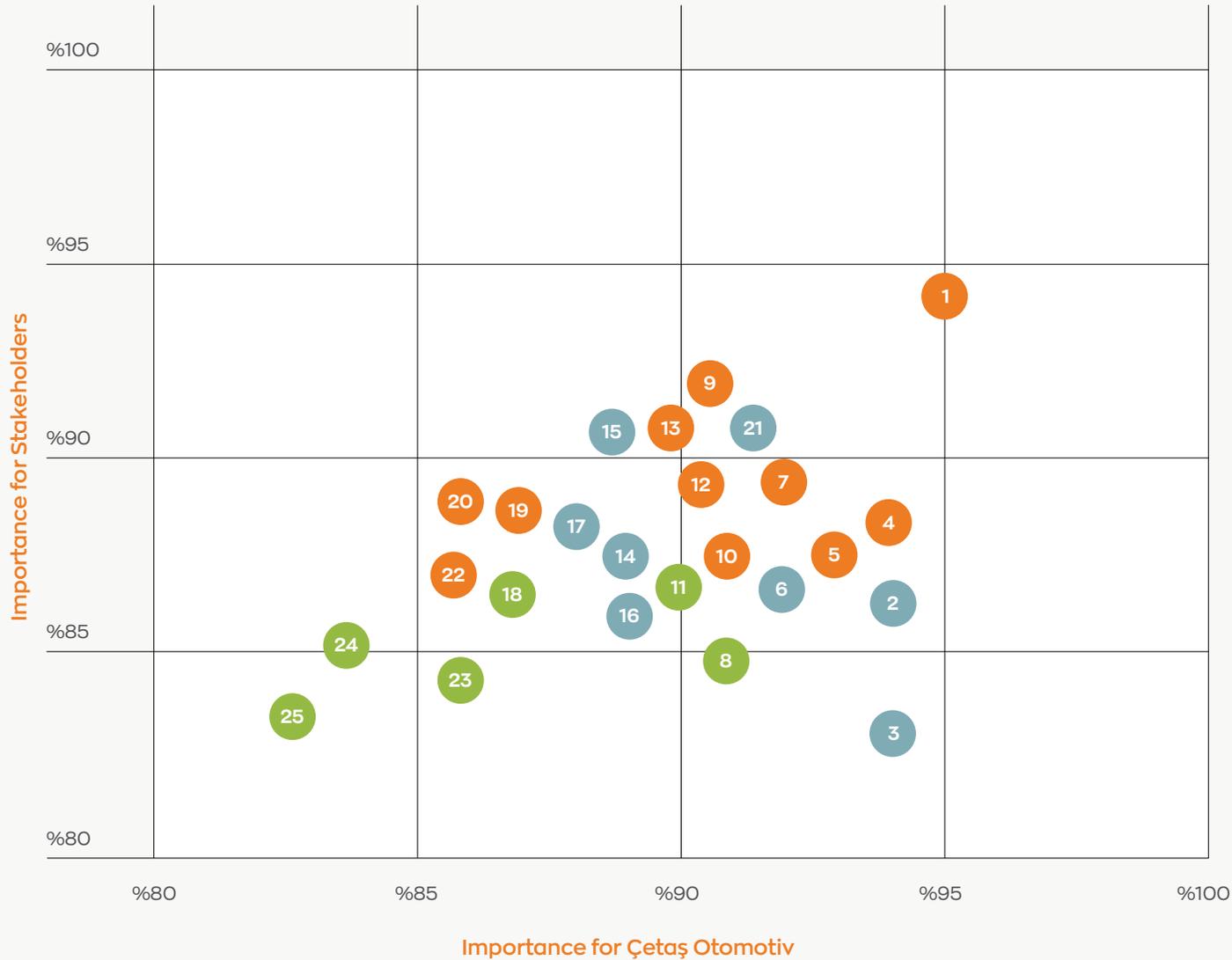
As part of our Sustainability Management System efforts, we have established a Stakeholder Engagement Policy to systematically address stakeholder expectations in the decision-making processes of the Company. Accordingly, we define internal and external stakeholders and determine the principles and guidelines to be applied in this area. We aim to dynamically integrate the views of our key stakeholders into our strategy and roadmap by reviewing the identification of material sustainability topics, a key component of stakeholder engagement processes coordinated by our Sustainability Committee, every 3 years or whenever deemed necessary.





Materiality Matrix

● Social ● Management ● Environmental



Material Sustainability Topics

Social

- 1 Customer Satisfaction
- 4 Social Responsibility and Human Rights Audits in the Supply Chain
- 5 Raising Sustainability Awareness
- 7 Employee Development
- 9 Occupational Health and Safety (OHS)
- 10 Employee Volunteering Programs
- 12 Diversity, Equity and Inclusion (DEI)
- 13 Employee Satisfaction
- 19 Employment and Accessibility Practices for Persons with Disabilities
- 20 Social Contribution
- 22 Sustainable Supply Chain

Management

- 2 Publication of Annual Sustainability Report
- 3 Management of Environmental, Social and Governance (ESG) Risks
- 6 Sustainability Governance
- 14 Ethical Use of Artificial Intelligence, Big Data and Emerging Technologies
- 15 Corporate Governance
- 16 Disclosure of Environmental Performance
- 17 Digitalization and Innovation
- 21 Business Ethics

Environmental

- 8 Energy Efficiency
- 11 Water Efficiency
- 18 Waste Management
- 23 Climate Change Adaptation Strategies
- 24 Sustainable Mobility and Support for Electric Vehicle Transition
- 25 Reduction of Greenhouse Gas (GHG) Emissions

SUSTAINABILITY STRATEGY AND TARGETS

To transform our sustainability approach into concrete steps, we set short-, medium-, and long-term goals. We set these goals in line with the United Nations Sustainable Development Goals (SDGs) to reduce our environmental impact, increase our social contribution, and strengthen our corporate structure.

Our goals are aligned with the topics highlighted in our materiality analysis and are constantly reviewed with the input of our relevant groups. This allows us to conduct our sustainability efforts within a measurable, monitorable, and improvable framework.

As Çetaş Otomotiv, we set concrete targets for energy management, reducing greenhouse gas emissions, using natural resources efficiently, and reducing waste to strengthen our performance in environmental sustainability. To reduce our energy consumption and increase the use of renewable energy, we aim to meet all our electricity needs from renewable sources by 2040. In the short term, we aim to reduce our electricity and natural gas consumption by installing energy automation systems.

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We plan to reduce our greenhouse gas emissions by 10% in Scope 1, Scope 2, and Scope 3 by 2030. To this end, we aim to identify emission-intensive activities and implement efficiency-enhancing and certification-focused initiatives. To protect natural resources, we aim to reduce our water consumption by 10% by 2030, and in waste management, increase recycling by eliminating single-use plastics and significantly reducing paper and electronic waste. To this end, we aim to take actions to strengthen recycling processes through digitalization infrastructure applications.

In the area of social sustainability, we set targets for priority issues such as occupational health and safety, employee rights, diversity and inclusion, customer satisfaction, product quality, social contribution, and supply chain management. We prioritize improving our employees' occupational health and safety performance, fostering equality and diversity



in recruitment and working processes, and supporting employee engagement and competency development. To increase customer satisfaction, we focus on transparent communication, providing quality products and services, and innovation, while also embracing ethical, sustainability, and human rights principles in our relationships with our suppliers. Additionally, we aim to add value to the environment and society through social responsibility projects and to develop trust-based, long-term collaborations with our stakeholders.

To contribute to a sustainable future and to be a part of the best practices in automotive retailing, we are strengthening our company's sustainability governance in line with our strategic goals. We foster a transparent business culture through the 'Ethics Hotline', allowing our employees and customers to report any ethical violations they may encounter. We monitor expectations and feedback through regular stakeholder surveys. We also aim to establish systems that track our sustainability goals and raise awareness through regular employee training programs.

	MATERIAL TOPICS	TIMEFRAME	METRICS	KPI	ACTION	SDG
ENVIRONMENTAL	ENERGY MANAGEMENT AND USE OF RENEWABLE ENERGY	LONG TERM (6+ YEARS)	Long Term (6+ Years) Renewable Energy Consumption (%)	<ul style="list-style-type: none"> Meeting 100% of the electricity demand used in all operations from renewable energy sources by 2040 	<ul style="list-style-type: none"> Installation of a land-based solar power plant 	
		SHORT TERM (0-2 YEARS)	Reduction of Electricity and Natural Gas	<ul style="list-style-type: none"> Reducing electricity consumption in branches equipped with energy automation systems by 10% in kWh in 2025 compared to 2024. Reducing natural gas consumption by 5% in m³ in 2025 compared to 2024. 	<ul style="list-style-type: none"> Installation of energy automation management system in 4 branches. 	
		LONG TERM (6+ YEARS)	Long Term (6+ Years) Reduction of Electricity and Natural Gas	<ul style="list-style-type: none"> Reducing electricity consumption in branches equipped with energy automation systems by 10% in kWh in the year of installation compared to 2024. Reducing natural gas consumption by 5% in m³ in 2025 compared to 2024. 	<ul style="list-style-type: none"> Installation of energy automation management system in all branches. 	
	REDUCTION OF GREENHOUSE GAS EMISSIONS	MEDIUM TERM (3-5 YEARS)	Total Emissions	<ul style="list-style-type: none"> Reducing Scope 1 and Scope 2 emissions by 10% by 2030, using 2024 as the baseline. 	<ul style="list-style-type: none"> Determining the activities that produce the most emissions as a result of emission calculations and carrying out studies to reduce carbon emissions in these areas, Obtaining LEED certification for the Izmir branch and Afyon branch by 2026. 	
				<ul style="list-style-type: none"> Reducing Scope 3 emissions by 10% by 2030, using 2024 as the baseline. 		
		LONG TERM (6+ YEARS)		<ul style="list-style-type: none"> Reducing Scope 1 and Scope 2 emissions by 70% by 2053, using 2024 as the baseline. Reducing Scope 3 emissions by 20% by 2053, using 2024 as the baseline. 		

	MATERIAL TOPICS	TIMEFRAME	METRICS	KPI	ACTION	SDG
ENVIRONMENTAL	EFFICIENT USE OF NATURAL RESOURCES	MEDIUM TERM (3-5 YEARS)	Water Consumption Amount	<ul style="list-style-type: none"> Reducing water consumption by 10% by 2030, using 2024 as the baseline. 	<ul style="list-style-type: none"> Integration of water-saving technologies and installation of water recovery systems in the head office and branches. Establishment of water purification systems. 	
	REDUCTION OF WASTE	SHORT TERM (0-2 YEARS)	Single-Use Plastic and Paper Cup Removal Percentage (%)	<ul style="list-style-type: none"> Reducing single-use plastic use by 80% by 2030, using 2024 as the baseline. 	<ul style="list-style-type: none"> Preventing the use of plastic cups, bottles and packaging in the head office, branches and operations. Providing reusable water bottles and thermoses to employees. 	
		LONG TERM (6+ YEARS)	Reducing Paper Usage Rate and Recycling Percentage (%), Reducing shipping costs %	<ul style="list-style-type: none"> Reducing paper use by 5% by 2030, taking 2024 as the baseline, and ensuring recycling of used paper. 	<ul style="list-style-type: none"> Strengthening digital infrastructures and carrying out operations in a computer environment (paperless office applications, e-signature, etc.), Sending paper waste generated in the head office and branches for recycling, Improvement of service waste areas. 	
		SHORT TERM (0-2 YEARS)	Recycling Rate of Electronic Waste (%)	<ul style="list-style-type: none"> Ensuring that all electronic waste is recycled by 2030, using 2024 as the baseline. 	<ul style="list-style-type: none"> Sending used electronic equipment (computers, phones, etc.) to recycling facilities. Repurposing usable electronic equipment through donation or reuse. 	
SOCIAL	CONSUMER SATISFACTION	SHORT TERM (0-2 YEARS)	Customer Satisfaction Rate (%)	<ul style="list-style-type: none"> Exceeding the average customer satisfaction rate in Türkiye for each brand within our portfolio 	<ul style="list-style-type: none"> Collecting and analyzing feedback by conducting regular customer satisfaction surveys. Active use of digital platforms (e-mail, mobile applications, social media) to regularly inform customers about processes. 	

	MATERIAL TOPICS	TIMEFRAME	METRICS	KPI	ACTION	SDG	
SOCIAL	OCCUPATIONAL HEALTH AND SAFETY	SHORT TERM (0-2 YEARS)	Number of Work-Related Incidents/Number of Employees	<ul style="list-style-type: none"> Reducing the work accident rate from 1.7% in 2024 to 1% by the end of 2026 	<ul style="list-style-type: none"> Providing OHS awareness training to employees, regularly. Conducting and updating regular risk analyses in all operational processes. Creating improvement plans to identify and eliminate potential hazards. Ensuring that all employees use their personal protective equipment (PPE), correctly. Providing first aid training. Creating OHS Reports based on corrective actions and OHS Committee decisions, and submitting them to the Management on a monthly basis. 		
			Number of Lost Workday Accidents /Number of Employees	<ul style="list-style-type: none"> Reducing the lost workday accident rate from 0.97% in 2024 to 0.7% by the end of 2026 			
		SHORT TERM (0-2 YEARS)	Number of Occupational Diseases	-			<ul style="list-style-type: none"> Environmental measurements are made regularly and improvement work is carried out where deemed necessary (every 4 years). Conducting regular periodic health screenings for employees. Establishing ergonomic working systems in the office environment (height-adjustable desks, ergonomic work chairs, healthy lighting systems). Health screening is required for all branch personnel with a risk status every 3 years, and for all branch personnel with a low risk status every 5 years.
		MEDIUM TERM (3-5 YEARS)	OHS Trainings	<ul style="list-style-type: none"> Increasing the average annual OHS training hours per employee from 12 hours in 2024 to 15 hours by 2030. 			<ul style="list-style-type: none"> Increasing practical training for employees Measuring the knowledge level of employees by applying post-training evaluation tests and surveys Adding OHS training to the online training platform and monitoring participation
	Average Hours of OHS Training per Employee						
EMPLOYEE SATISFACTION	SHORT TERM (0-2 YEARS)	Number of People in the Talent Pool, the number of people promoted from the pool	<ul style="list-style-type: none"> 50% of the Talent Pool Personnel are qualified to be promoted 	<ul style="list-style-type: none"> After the evaluation, the people to be included in the talent pool are determined and training and development plans are made. 			

	MATERIAL TOPICS	TIMEFRAME	METRICS	KPI	ACTION	SDG
SOCIAL	CONSUMER SATISFACTION	SHORT TERM (0-2 YEARS)	Employee Satisfaction Rate (67%)	<ul style="list-style-type: none"> Increasing the employee satisfaction rate to 69% by 2026, using 2024 as the baseline 	<ul style="list-style-type: none"> Conducting employee satisfaction surveys at least once a year to obtain regular feedback from employees. Talent and Culture department organize social events, establish clubs and provide fringe benefits to strengthen ties among employees and increase satisfaction. 	
		MEDIUM TERM (3-5 YEARS)	Employee Satisfaction Rate (67%)	<ul style="list-style-type: none"> Increasing the employee satisfaction rate to 72% by 2030, using 2024 as the baseline. 		
		MEDIUM TERM (3-5 YEARS)	Number of Young Talents	<ul style="list-style-type: none"> Bringing in 35 young talents to the institution by 2030. By 2030, 1.5% of new hires will be recruited from the new graduate program. 		
	SOCIAL CONTRIBUTION	SHORT TERM (0-2 YEARS)	Number of Collaborations and Projects	<ul style="list-style-type: none"> Developing two volunteer-based projects with NGOs every year 	<ul style="list-style-type: none"> Collaborating with LÖSEV (raising awareness among Çetaş employees, and our employees providing support to LÖSEV) Collaboration with the Spinal Cord Paralysis Association (collecting plastic caps at branches and donating to purchase disabled cars) 	
		MEDIUM TERM (3-5 YEARS)	Number of Collaborations	<ul style="list-style-type: none"> Collaborating with at least two municipalities, public institutions and NGOs every year 		
	EDUCATION	SHORT TERM (0-2 YEARS)	Project Completion %	<ul style="list-style-type: none"> 100% completion of classroom renovations and employment of 10% of graduating students on a permanent staff. 	<ul style="list-style-type: none"> Completion of the Kocaeli University Gölcük Vocational School Çetaş class, monitoring of the students who will graduate and taking actions regarding employment at Çetaş 	
			Number of job rotations of Expert/Consultant people in sales and service	<ul style="list-style-type: none"> Job rotation of 4% of the total number of Experts/Consultants by the end of 2026 		

	MATERIAL TOPICS	TIMEFRAME	METRICS	KPI	ACTION	SDG
SOCIAL	EDUCATION	MEDIUM TERM (3-5 YEARS)	Sales Consultant MT project (Young Talent Program) personnel	<ul style="list-style-type: none"> A total of 50 young talents will be included in the MT project by 2030. 40% of the talents recruited for the MT Project will continue to work in the Company. 	<ul style="list-style-type: none"> Promotions such as fairs with universities, etc. 'Evaluation of young talents during the identification process' - Planning rotation/orientation programs 	
	DIVERSITY AND EQUAL OPPORTUNITY	MEDIUM TERM (3-5 YEARS)	The rate of female managers in the Board of Directors and senior positions (20%), the rate of female employees in the company (28%), and the employment of people with disabilities and/or those who have been away from work for certain reasons through remote work (part-time or full-time) in the company.	<ul style="list-style-type: none"> The ratio of female employees in boards of directors and senior positions should be at least 22% by 2030. 	<ul style="list-style-type: none"> Establishing a Diversity and Inclusion Policy. Ensuring inclusivity in promotion and recruitment processes. Implementation of women's leadership development programs for senior management. 	
		MEDIUM TERM (3-5 YEARS)	Female Employee Percentage (28%)	<ul style="list-style-type: none"> Increasing the total rate of female employees to 30% by 2030. 	<ul style="list-style-type: none"> Establishing recruitment policies for female candidates to increase female employment. 	
	SUSTAINABLE SUPPLY CHAIN	SHORT TERM (0-2 YEARS)	Number of Companies Subject to Sustainability Audit (0)	<ul style="list-style-type: none"> Increasing the number of supplier companies subject to sustainability audits to 10 by 2027 	<ul style="list-style-type: none"> Creating, signing and implementing the Supplier Code of Conduct for suppliers. Incorporating criteria for ethical compliance and the absence of child labor in supplier evaluation processes. Reaching 50% according to the supplier selection scale. Auditing product and service providing companies based on our supplier selection policy. Supplier selection criteria and determination of suppliers that are at least on the 80 scale. Including our top 10 suppliers by purchase volume in sustainability audits by 2027 	
		MEDIUM TERM (3-5 YEARS)	Number of Suppliers with ISO Certification	<ul style="list-style-type: none"> Collecting information on ISO certifications (ISO 9001, ISO 14001, ISO 45001) of all suppliers by 2027 By 2030, 100% of suppliers will be compliant with the company's ethical principles. 	<ul style="list-style-type: none"> Increasing training for suppliers on quality processes. Ensuring that 75% of our supplier list complies with our relevant policy. 	

	MATERIAL TOPICS	TIMEFRAME	METRICS	KPI	ACTION	SDG	
MANAGEMENT	BUSINESS ETHICS AND CORPORATE POLICIES	SHORT TERM (0-2 YEARS)	Number of Ethical Violations Reported by Internal and External Customers (number)	-	<ul style="list-style-type: none"> Reports received through the Ethics Hotline are answered within a maximum of 3 workdays. Organizing trainings regarding Ethics Hotline 	 	
	STAKEHOLDER COMMUNICATIONS	MEDIUM TERM (3-5 YEARS)	Conducting Stakeholder Engagement Surveys	<ul style="list-style-type: none"> Conducting stakeholder engagement surveys every three years 	<ul style="list-style-type: none"> Evaluating the stakeholder surveys, reviewing sustainability strategies and preparing appropriate action plans 		
		LONG TERM (6+ YEARS)	Conducting Stakeholder Engagement Surveys				-
	SUSTAINABILITY MANAGEMENT	SHORT TERM (0-2 YEARS)	Establishment of Sustainability Committee	-	-	<ul style="list-style-type: none"> Regular monitoring of all sustainability targets and establishment of a performance measurement system until 2026. 	
			Sustainability Goals Monitoring System	-			
		SHORT TERM (0-2 YEARS)	Recently Published or Revised Policies	<ul style="list-style-type: none"> Incorporating environmental, social, and governance (ESG) issues into our company policies by 2026. (Establishing Sustainability, Human Rights, Sustainable Supply Chain Policies) 	-		
	INCREASING SUSTAINABILITY AWARENESS	SHORT TERM (0-2 YEARS)	Number of Employees Getting the Sustainability Training	<ul style="list-style-type: none"> Sustainability training will be provided to all employees twice a year until 2026 and the participation rate will be 50%. 	<ul style="list-style-type: none"> Creating in-company sustainability training modules. Increasing employee involvement through face-to-face training, workshops and interactive workshops. Organizing competition programs to increase education and awareness processes 		

Environmental Performance

Energy and Greenhouse Gas Management

Water Management

Circularity and Waste Management



ENVIRONMENTAL PERFORMANCE

As Çetaş Otomotiv, we undertake all our operations in compliance with local and international environmental regulations, environmental management system standards, and our respective corporate policies. We prioritize reducing the environmental impacts arising from our operations, promoting the efficient use of natural resources, and contributing to climate change mitigation.

We define our environmental approach in our **Climate Change Mitigation and Adaptation Policy**, which we share openly with all our stakeholders. Our sustainability strategy aims to reduce our operational environmental impact, use our natural resources efficiently, and effectively manage and minimize waste generated by our activities for proper disposal.

In 2024, we did not have any recorded non-compliance issues under environmental regulations.



ENERGY AND GREENHOUSE GAS MANAGEMENT

As Çetaş Otomotiv, we view energy and greenhouse gas management as one of the most fundamental elements of our sustainability strategy. We regularly monitor our energy consumption across all areas of our operations and implement measures to reduce it.

As Çetaş Otomotiv, we calculate our GHG emissions annually to monitor our sustainability performance. In this context, we calculated our GHG emissions for the period January 1 - December 31, 2024, in accordance with the ISO 14064-1:2019 Standard, adopting an operational control approach. Our study, covering a total of 25 facilities, includes Category 1 (direct greenhouse gas emissions), Category 2 (indirect emissions from purchased energy sources), Category 3 (indirect emissions from transportation), Category 4 (emissions from purchased products and/or services), and Category 5 (emissions from the after-use of products).



The energy consumption data in 2024 is as follows:

Non-Renewable Direct Energy	Unit	2024
Gasoline	Liter	257,001
Diesel	Liter	105,123
Natural Gas	Sm ³	2,635,960

Non-Renewable Indirect Energy	Unit	2024
Electricity	kWh	5,012,102

We calculated our GHG emissions using activity data such as fuel consumption for heating, diesel used in generators, company vehicles for transportation, refrigerant gas usage, fire extinguishers electricity consumption, logistics activities (FTL/LTL transportation), staff shuttle and use of buses, accommodation, flights, client visits, paper and water usage, vehicle purchases, glass and other waste types, various professional service purchases (legal, consulting, real estate, commissions, etc.), food and occupational health and safety services, and data related to the end-of-life stage of sold vehicles.

Details regarding the activity data, emission factors, facility-based emission values, and uncertainty analysis used in calculating our 2024 greenhouse gas emissions can be found in our 2024 Corporate GHG Emissions Inventory [Report](#).

To reduce our Category 1 emissions, we plan to replace the existing air conditioners in our dealerships with models that use more environmentally friendly refrigerants such as R32 in the coming periods. We also plan to gradually renew our company vehicle fleet, first with hybrid and then with electric vehicles.

As part of the sustainability strategy we have developed at Çetaş Otomotiv, we aim to meet our entire electricity supply from renewable energy sources by 2040. To this end, we plan to install solar energy systems or supply renewable energy from existing systems. In our branches with energy automation systems, we aim to reduce electricity consumption by 10% and natural gas consumption by 5% in 2025, compared to the 2024 consumption data. We plan to implement the energy automation system in a total of 4 branches within 2 years. In the long term, we plan to implement this system in all our branches and achieve the same level of savings based on the consumption data of the year in which the system was installed.

In the medium term, we aim to reduce our Scope 1 and Scope 2 greenhouse gas emissions by 10% by 2030, using 2024 as the baseline. We also aim to reduce our Scope 3 emissions by 10% by 2030, using 2024 as the baseline. In the long term, we plan to reduce our Scope 1 and Scope 2 emissions by 70% and our Scope 3 emissions by 20% by 2053. In line with these goals, we identify the activities that produce the most emissions through emission calculations and implement initiatives to reduce carbon emissions in these areas. We plan to obtain LEED certification for our Izmir and Afyon branches by 2027 and continuously improve our operational efficiency.

Our 2024 GHG emission data is as shown in the table below:

Category	Amount of Emissions (tonnes CO ₂ e)	Share (%)
Category 1: Direct GHG Emissions	8,168	0.20
Category 2: Indirect GHG Emissions from Purchased Energy	2,215.35	0.05
Category 3: Indirect GHG Emissions from Transportation Activities	2,195.79	0.05
Category 4: Indirect GHG Emissions from Purchased Products and/or Services Used by the Organization	2,763.91	0.07
Category 5: Indirect GHG Emissions from the Use of Sold Products and/or Services	4,129,061.78	99.63
Total	4,144,404.9	100

Energy Automation System

We launched an energy automation system project in 2023 to increase energy efficiency in our branches. Covering all our branches, this project aims to prevent energy waste from lighting and air conditioning by replacing sockets and fuse panels with cloud-based smart devices.



WATER MANAGEMENT

As Çetaş Otomotiv, we recognize the vital importance of water for humanity and our country. Therefore, we view water not merely as a resource, but as a shared value that must be protected and used efficiently. We regularly monitor our water consumption in our operations and strive to reduce it as much as possible.

We use city water mains as our water source for our operations. At our Çorlu branch, we also utilize groundwater resources. We use this water for our car wash, kitchen, and bathroom needs, and after use, we discharge it through the sewer system in accordance with relevant legislation and regulations.

Data regarding our water usage in 2024 are shown in the table below:

Total Water Volume Drawn

Resource	Unit	2024
Groundwater	m ³	5,182.34
Third Party Water (Mains Water etc.)	m ³	47,168.66
Total	m³	52,351

Wastewater Discharge

Resource	Unit	2024
Third Party Water (Sewage etc.)	m ³	52,351

Water Consumption

Indicator	Unit	2024
Water Consumption	m ³	52,351



To reduce our company's total water consumption, we obtain drinking water from the mains using purification systems. In line with our sustainability strategy, we aim to reduce our water consumption by 10% by 2030, based on 2024. To this end, we plan to integrate water-saving technologies and install water recovery systems in our headquarters and branches.



CIRCULARITY AND WASTE MANAGEMENT

As Çetaş Otomotiv, we implement waste management processes in accordance with national legislation, our Sustainability Policy, and our Waste Management Policy. We reduce waste generated during our operations at the source, raise company awareness about recycling, and conduct appropriate disposal processes.

We systematically record the waste generated as a result of our operations. We classify our waste as hazardous or non-hazardous, separate each waste at its source, and conduct recycling or disposal processes accordingly.

As part of our sustainability strategy, we aim to reduce our waste by 2030. By 2030, using 2024 as the baseline, we aim to reduce our single-use plastic use by 80%, reduce our paper use by 5%, and recycle all paper we use. We also aim to recycle all electronic waste generated by our operations through licensed recycling companies by 2030.

Our waste data for the last three years is as shown in the table below:

Total Waste				
By Type	Unit	2022	2023	2024
Hazardous Waste	Kg	377,594	416,640	591,175
Non-hazardous Waste	Kg	10,835	17,381	7,468
Total Waste	Kg	388,429	434,021	598,643

Additionally, we aim to recycle all electronic waste generated by our operations by 2030 through licensed recycling companies. To achieve these goals, we are eliminating the use of plastic cups, bottles, and packaging in our head office, branches, and operational areas; we provide our employees with reusable water bottles and thermoses. By strengthening our digital infrastructure, we are conducting our operations in a computerized environment, directing paper waste generated at our headquarters and branches to recycling, and improving service waste areas. Additionally, we send our used electronic equipment (computers, phones, etc.) to recycling facilities; we evaluate equipment that is in usable condition through donation or reuse.

Total Waste				
By Disposal Type	Unit	2022	2023	2024
Energy Recovery	Tons	0	0	0
Recovery	Tons	388,429	434,021	598,643
Landfill	Tons	0	0	0
Waste Incineration	Tons	0	0	0
Other Disposal Types	Tons	0	0	0
Total Disposed Waste	Tons	388,429	434,021	598,643

Social Performance

- Employee Satisfaction
- Talent Management and Career Development
- Diversity, Equity, and Inclusion
- Occupational Health and Safety
- Our Responsibility to Society
- Customer Relations Management
- Sustainable Supply Chain Management
- Data Safety



SOCIAL PERFORMANCE

As Çetaş Otomotiv, within the framework of our holistic sustainability approach, we place the happiness and development of our employees and our contribution to society at the heart of how we do business.

In line with our people-centered approach, we carry out work to strengthen our social impact in many areas, from employee satisfaction to occupational health and safety, diversity, and social responsibility. We manage our relationships with our customers and suppliers, who are among our key stakeholders, within the scope of our company's relevant policies and procedures.

We continuously improve ourselves to provide our customers with the "Çetaş experience" and high-quality service. We regularly monitor our processes with our suppliers to ensure that our business partners work in line with our company's standards and values.





EMPLOYEE SATISFACTION

As Çetaş Otomotiv, we are a large and competent team with over 1,500 employees. With our people-first approach to business, we consider employee satisfaction fundamental to our corporate culture. In line with this, we encourage open communication, effectively utilize feedback mechanisms, and prioritize the active participation of our employees in our Talent and Culture Policy, which we implemented as an outcome of our sustainability efforts in 2024. We implement our Talent and Culture practices with a strategic approach aimed at increasing employee engagement and strengthening internal interaction.

We take our employees' opinions and expectations into account through periodic employee engagement and satisfaction surveys. In 2024, our employee satisfaction rate was measured at 67%. We also measure awareness of sustainability issues by including themes such as "Sustainable Future" and "Equality & Inclusion" in our surveys.

To receive feedback openly and securely, we offer various communication channels, including email, individual applications, and anonymous reporting platforms. This allows all our employees to express their opinions freely and safely.

With our performance management system based on clearly defined KPIs for all positions, we objectively evaluate the individual contributions of our employees. We support this system with a development-focused feedback approach and align our employees' goals with the company's objectives.

We strive to support each other through special or challenging moments in life. This cultural approach is a key element that strengthens the sense of belonging.

Orientation

We launched a digital orientation and promotion program for our new employees in October 2023. Participation in this program reached 100% in 2024. This ensures a rapid and effective integration of our employees from the recruitment process onward, while also informing them about Çetaş culture, policies, and procedures.

Open-Door Meetings

Our Open-Door program fosters candid and direct communication between our management team and all employees. This approach strengthens the sense of trust and makes our employees feel valued.

Leave Entitlements

Our fringe benefits that support employee well-being include special family-focused leaves such as birthday leave, report card days, and primary school start dates, as well as health leave and support programs for education and exam days.

Employee Benefits

We support our employees during important moments in their lives with financial support, educational assistance, special support packages for families of employees with disabled members, death benefits, as well as wedding and birth gifts.

In 2024, 5 female and 22 male employees were eligible for parental leave and used it. Two female employees have returned to their jobs after their leave.

Social Activities

To increase social interaction and support motivation among our employees, we organize various events throughout the year, coordinated by our distributors. In addition to competitions, social responsibility projects, summer and winter greetings, dinners, cultural gatherings, and regional events, we strengthen our corporate culture with demand-driven and planned events such as Business Cup participation, awareness seminars, and marathons.



The 'Great Place to Work' certificate is a recognition of the success of the actions we have taken at Çetaş Otomotiv regarding employee satisfaction, development, and working conditions.

Approximately nine out of every ten employees stated that they could make significant contributions to the company, and eight out of every ten expressed pride in working for Çetaş Otomotiv. Reflecting the efforts the Company has implemented to increase employee engagement and motivation; two out of every three employees said the company is a "Great Place To Work" overall.

With our people-focused approach, we prioritize ensuring that our employees feel safe and valued not only at work but in every aspect of life. We believe that our corporate culture, shaped by mutual trust, sincerity, and solidarity, is the strongest foundation for the long-term success we build together.

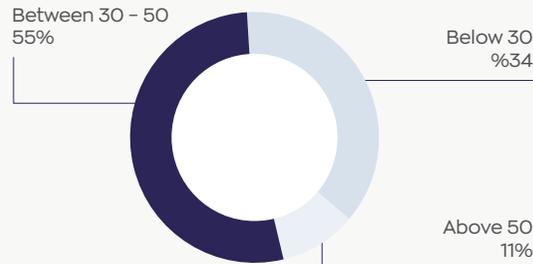
Employee Distribution by Categories (%)



Employee Distribution by Gender (%)



Employee Distribution by Age (%)



TALENT MANAGEMENT AND CAREER DEVELOPMENT

As Çetaş Otomotiv, we consider unlocking our employees' potential and supporting their sustainable career development among our strategic priorities. We aim to provide equal opportunities to all our employees by making our talent management process fair, transparent, and measurable. To this end, in 2024, we established Career Management Procedures for our headquarters and dealerships and standardized our promotion processes within the framework of relevant policies and procedures. Our Talent and Culture Department ensures that these processes are effectively implemented company wide.

We hold performance evaluations twice a year, in February and August. We pre-evaluate all our employees based on criteria such as seniority, educational background, performance results, and disciplinary history. We administer various tests to qualified candidates, including general aptitude, personality inventory, English proficiency, and technical skills. We also conduct evaluations based on case studies for managerial positions.

We analyze the data obtained through our internally developed digital systems to conduct our career development process based on objective data. In light of this data, we evaluate employees who are considered for promotion with their respective unit managers and develop promotion plans, either in a permanent or acting capacity. For employees promoted on an acting basis, we set individualized development goals for these employees and monitor their development process alongside their managers. This structure allows us to design an evaluation process based not only on current performance but also on development potential.

We continuously strengthen our training and development processes to support talent development. In 2024, we provided a total of 128,740 hours of training. Through the Çetaş Academy, which we launched in 2024, we offer online personal and professional development training tailored to the positions and functions of all our employees. We also approach development multi-dimensionally through face-to-face training programs designed around roles, competencies, and performance outcomes. In 2024, we provided 17,032 hours of online training through this platform.



We identify development areas for our employees at specialist, consultant, and above levels using various assessment tools. We offer face-to-face training in areas such as communication, conflict management, problem-solving, and teamwork. We plan our training based on identified needs and continuously improve it with feedback.

We strive to develop our employees' competencies in various areas by organizing technical training tailored to the needs of our dealers. In 2024, we provided Excel training at various levels to 66 employees. Together with our internal trainers, we continue to organize internal corporate training programs on topics such as "Persuasion Techniques over the Phone", "Feedback Training", and "Performance Evaluation Training."

We place great importance on acquiring new talent within our company. In this regard, we coordinate with educational institutions. By participating in career fairs held at higher education institutions, we provide opportunities to meet students interested in the automotive sector and inform young talent about current job postings and internships at our company.

With all these practices, we support both the individual and managerial development of our employees and aim to create an organizational culture that learns, develops, and grows together throughout the Company.

Leadership Training Academy

In 2024, we conducted a Manager Development Survey using the 360-degree feedback method for our managers at director level and above. Fifteen managers, who were identified as a result of this initiative, participated in the Leadership Training Academy program. During this five-month process, a holistic development plan was implemented through one-on-one coaching sessions, end-of-module evaluations, and final simulation exercises. We also conducted a two-day, specialized "Management and Leadership Skills" training for 16 selected managers.



DIVERSITY, EQUITY, AND INCLUSION

As an integral part of our corporate culture, we adopt human resources practices that promote equality, inclusivity, and diversity in our work environment. We view our differences as an asset and aim to provide fair opportunities to all our employees, regardless of gender, age, or disability, within the framework of our Human Rights Policy. In this context, we strive to make our employee profile increasingly diverse and inclusive, supporting this with targets such as increasing the number of female employees, as part of our sustainability strategy. We regularly monitor relevant indicators such as gender distribution, age group representation, the percentage of females in management positions, and the employment percentage of people with disabilities. We prioritize ensuring that our human resources processes align with our sustainability strategy and goals.

As part of our approach to supporting the participation of individuals with disabilities in the workforce, a total of 32 individuals with disabilities were employed in 2024. 31% of these individuals are female employees, while 69% are male employees.

As of 2024, female employees constitute 28% of our total workforce. In line with our focus on increasing the female employment rate, we are conducting our recruitment processes with a gender equality perspective. At management levels, female representation is 20% in upper management and 24% among mid-level managers. In line with the principle of equal opportunity across the organization and in line with the goals of our sustainability strategy, we aim to increase the percentage of female employees in our total workforce to 30% by 2030.

As Çetaş Otomotiv, we implement compensation practices based on equitable, objective, and measurable criteria. Our five-tiered compensation matrix system, designed for all positions, ensures a transparent and fair compensation policy based on position, competency level, and scope of duties. To foster an inclusive corporate culture, we foster interaction among employees through regional events, social responsibility projects, and cultural events. Thus, we aim to strengthen the sense of belonging within the Company while developing a work environment where diversity is embraced.



Number of Female Employees

In 2024, by launching the Women Employment Project, we provided employment and training at Çetaş Otomotiv for a total of 12 female employees to be developed in after-sales services and sales departments, where female representation is low. These 12 female employees include 5 spare parts consultants, 1 mechanical and electrical technician, 1 vehicle delivery person, 3 warranty specialists, 1 coating technician, and one sales consultant. We collaborated with the Istanbul Provincial Directorate of Family and Social Services to create job opportunities for women living in shelters.



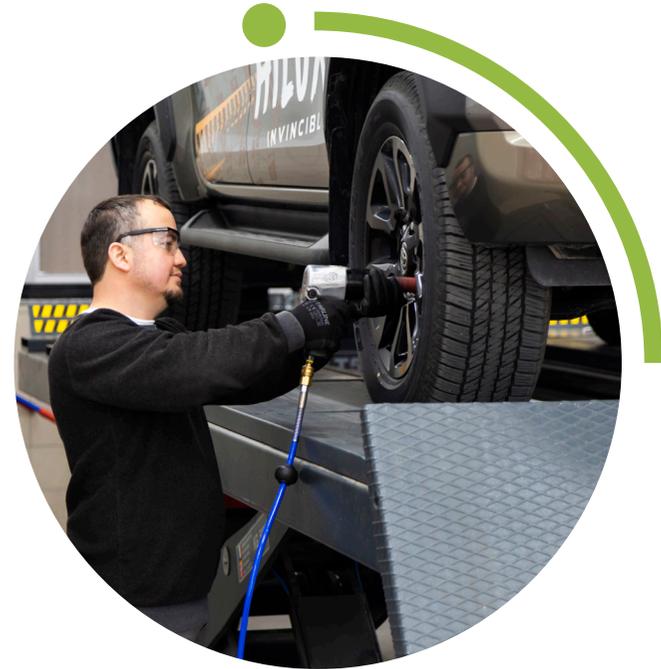
OCCUPATIONAL HEALTH AND SAFETY

As a company with extensive mechanical and technical operations, occupational health and safety (OHS) is a matter we consider highly important. We implement our OHS processes in accordance with the ISO 45001 Occupational Health and Safety Management Systems standard at all locations, including our headquarters and dealerships. We strive to improve our OHS practices and performance throughout all our processes. We make our workplaces safe spaces for our employees, customers, and visitors within the framework of the OHS standards we follow.

To prevent workplace accidents and ensure a safe work environment, we implement risk assessments, continuous improvement-based audits, and training programs to raise employee awareness. As of 2024, we have provided a total of 6,416 hours of OHS training, an average of 12 hours per employee. Our training content covers general occupational health and safety practices, employee health, emergency management, and technical topics. In line with our "0 Defect" approach and the goals we've set as part of our sustainability strategy, we plan to increase the number of training hours per employee to improve our OHS performance. Our occupational health and safety services are provided by competent external service providers, and we also employ an in-house workplace safety specialist.

We monitor and report our occupational health and safety performance according to ISO 45001 standards. In 2024, 7 lost time work injury occurred, resulting in a total of 157 lost days. While no fatal workplace accidents or occupational diseases were recorded, the Lost Time Incident Rate (LTIR) was 14.22 and the Accident Severity Rate (SR) was 65.83. Twenty-three non-lost-day workplace accidents were reported during the same year.

Through our established OHS Committees, we aim to enhance employee participation, and in 2024, we continue to carry out our activities with 13 committees. A total of 78 members and 13 employee representatives serve on these committees. With all these practices, we aim to protect the health of our employees, prevent workplace accidents, and promote our safety culture.



OHS Performances (Employees)	Unit	2023	2024
Number of fatal incidents	Number	0	0
Number of occupational diseases	Number	0	0
Lost Days	Number	162	157

OHS Trainings	Unit	2023	2024
Total OHS Trainings (Person*Hours) (Employees)	Person*Hour	4,685	6,416

We prioritize healthy employees.

We have expanded our benefits packages to support our employees in maintaining healthy lives. We contribute to both the physical and mental health of our employees by providing them with free access to expert nutritionists, psychologists, and physiotherapists through a digital health app we partner with.

In addition, through our "Health in the Workplace" (Ofiste Saęlık Var) events, we provide our employees with training on various topics from expert professionals. The "Healthy in the Office" training programs, held in 2024, include training on healthy nutrition and ergonomics. With these training programs, we encourage our employees to adopt healthier eating habits at work, support them in more ergonomic orthopedically correct postures, and help them take preventative measures against potential long-term health risks.



SOCIAL RESPONSIBILITY

As a key component of our corporate culture, we strive to create value for society and our stakeholders. As part of our social responsibility activities, we implement projects targeting groups that require support in collaboration with relevant NGOs. To ensure the sustainability of our social contributions, we place great importance on supporting education and, in this context, we support schools in various regions of our country. We contribute to ensuring that future generations have access to quality education and physical opportunities.

We collaborate with our relevant stakeholders to ensure that our students with disabilities, in particular, continue their education and social lives under better conditions. Since 2000, we have been supporting disabled individuals in Adiyaman and its villages with the Hasan Taşar Foundation to improve their physical conditions. We donate equipment such as battery-powered cars, wheelchairs, canes, and walkers, which are essential for them to live more accessible lives. The foundation continues its efforts to distribute aid and scholarships to the necessary locations.

With the Hatice Taşar Special Education Practice School, which opened in Adiyaman in 2022 and has 11 classrooms for both first and second grades, and the donation of a fully equipped student shuttle, we support disadvantaged children in receiving accessible education in appropriate physical conditions. To improve the physical conditions of the school, which has a student population of 70, and to ensure a more enjoyable time for our students, we implemented the Accessible Park project. As part of our support for disabled citizens, we donated 40 wheelchairs to the Adiyaman Municipality in June 2024.

Another important community support project we implemented in the region was the temporary living center, consisting of 109 units and housing 104 households, established in the disaster area under the coordination of AFAD and the Adiyaman Governor's Office. We have been providing support in various areas since the first day of the devastating earthquake in Adiyaman. With the approval of the Adiyaman Governor's Office, the street where our temporary living center is located was named after our late founder and honorary president, Hasan Taşar.



As Çetaş Otomotiv, we support the professional development of the youth, supporting their employability and contributing to the training of professionals who will meet our sector's need for qualified employees. In this context, we provide equipment support to various vocational and technical schools in Adiyaman, Bağcılar, and Gölcük. By making the Çetaş Classroom, which we helped establish under the Kocaeli University Gölcük Vocational School, available to students starting in the 2025-2026 academic year, we will support development of their competencies in current automotive technologies and electric vehicles.



“Tarık Taşar’s Name Inspires the Future!”

The late Tarık Taşar’s name will be kept alive at Fatih Vocational and Technical Anatolian High School in the Bağcılar district, where 700 girls attend, as part of a donation protocol signed with the Istanbul Governor’s Office in December 2024. The school, which will be renamed Tarık Taşar Vocational and Technical Anatolian High School in the 2025-2026 academic year, will continue to support female students’ education with financial support from Çetaş Otomotiv.

The future will be shaped in the light of education!



Collaborations with NGOs

At Çetaş Otomotiv, NGOs are among our key stakeholders in contributing to society. Through our collaborations with NGOs focused on children and nature, we ensure our employees are informed about social and environmental issues and contribute financially to the NGOs we collaborate with.

We ran marathons in the Aegean and Marmara regions for the TEMA Foundation. Our employees made donations to the TEMA Foundation, through our company and individually.

MANAGEMENT OF CUSTOMER RELATIONS

Ensuring the highest level of customer satisfaction and providing our customers with the "Çetaş experience" is among our top priorities within the scope of our company's sustainability strategy. We strive for service excellence in our sales and after-sales operations, reaching tens of thousands of customers, and we operate with a "0 error" goal. We provide 24/7 service with our trained and competent service personnel to ensure our customers can safely drive their cars, which are an integral part of their daily lives. As one of Türkiye's largest independent car dealerships, we ensure that customers of the brands in our portfolio experience the quality of Çetaş. We connect 12 global automotive brands to end users through our 29 dealerships in the Marmara and Aegean regions. In addition to dealership channels, we also respond to customer requests through digital channels.

Çetlead

Our Çetlead digital transformation project, launched in January 2024, automatically directs customers who contact us via social media, WhatsApp, and web channels to the relevant sales or service representative based on their needs. This accelerates response times in our sales and service processes, ensuring a higher level of satisfaction for our customers through their Çetaş experience. With our digital switchboard, we instantly answer approximately 80% of calls to our Call Center, helping our customers spend less time on the phone. With this project, we aim to handle approximately 10,000 calls per month and, in the later stages of the project, we aim to provide service to our customers outside of working hours, through the integration of Artificial Intelligence.



SUSTAINABLE SUPPLY CHAIN MANAGEMENT

We manage our company's procurement processes guided by the **Sustainable Supply Chain Policy**, adopted within the framework of the Sustainability Management System we implemented in 2024. We select our suppliers in accordance with national/international standards, the criteria of our partner brands, and our company policies. We expect our suppliers to adhere to criteria such as human rights, occupational health and safety, environmental protection, and working conditions, as defined by Çetaş Otomotiv's relevant policies and procedures, without exception. To create a resilient and sustainable supply chain, we prioritize local suppliers who comply with our criteria. In this way, we also support the local economy.

We regularly evaluate our suppliers to ensure they always act within the framework of our company's Code of Ethics Policy. In this context, we do not tolerate human rights violations such as forced labor, child labor, and discrimination, and we immediately terminate our business partnerships with suppliers where such violations are detected.

During the 2024 operating period, one supplier was found to be non-compliant with our quality standards, and our business relationship was terminated.

In 2024, we worked with 1,268 suppliers for various product and service purchases.

Our sustainable sourcing approach does not only cover compliance and audit processes; we also aim to establish long-term, trust-based relationships with our business partners that support mutual development. Within this framework, we work with a continuous improvement mindset to promote ethical, fair, environmentally conscious, and responsible business practices throughout our entire supply chain.



DATA SAFETY

We conduct our operations within the framework of the necessary quality standards for the protection of personal data and ensuring the highest level of information security in our company's IT systems. During sales and after-sales processes, we process, store, or destroy the data of tens of thousands of customers and suppliers in accordance with relevant data legislation. In accordance with Law No. **6698 on the Protection of Personal Data**, we provide transparent information on our website regarding the processing of personal data. Throughout our operations, we conduct data management processes for our IT, accounting and finance, talent and culture, administrative affairs, purchasing, and internal audit units in accordance with the international information security management system standard ISO 27001:2022. A list of our certified locations is included in the "[About Çetař Otomotiv](#)" section of this report. We regularly test the security of our systems through penetration tests conducted under this standard.

Information security is not limited to technical infrastructure; employee awareness and responsibility are also fundamental components of this system. In this context, we conduct regular internal communication and awareness activities to increase our employees' awareness of information security. We ensure the necessary controls are in place for our suppliers and business partners to act in accordance with our information security standards, and we implement confidentiality agreements and information security protocols in processes involving data sharing. As a result of our processes, which are carried out in accordance with quality standards, there were no data-related incidents in the 2024 fiscal year.

As Çetař Otomotiv, we are committed to continuously improving our information security practices and to conducting our digitalization processes in a secure, ethical, and sustainable manner.



Appendices

Environmental Performance

Social Performance

GRI Index



ENVIRONMENTAL PERFORMANCE

ENERGY CONSUMPTION

Non-Renewable Direct Energy	Unit	2024
Gasoline	Liter	257.001
Diesel	Liter	105.123
Natural Gas	Sm ³	2.635.960

Non-Renewable Indirect Energy	Unit	2024
Electricity	kWh	5,012,102

GREENHOUSE GAS EMISSIONS

Category	Amount of Emissions (tonnes CO ₂ e)	Share (%)
Category 1: Direct GHG Emissions	8,168	0.20
Category 2: Indirect GHG Emissions from Purchased Energy	2,215.35	0.05
Category 3: Indirect GHG Emissions from Transportation Activities	2,195.79	0.05
Category 4: Indirect GHG Emissions from Purchased Products and/or Services Used by the Organization	2,763.91	0.07
Category 5: Indirect GHG Emissions from the Use of Sold Products and/or Services	4,129,061.78	99.63
Total	4,144,404.9	100

WATER DRAWN

Total Water Volume Drawn	Unit	2024
Groundwater	m ³	5,182.34
Third Party Water (Mains water etc.)	m ³	47,168.66
Total	m³	52,351

WASTEWATER DISCHARGE

Resource	Unit	2024
Third Party Water (Sewage etc.)	m ³	52,351

WATER CONSUMPTION

Indicator	Unit	2024
Water Consumption	m ³	52,351

TOTAL WASTE AMOUNT

By Type	Unit	2022	2023	2024
Hazardous Waste	Kg	377,594	416,640	591,175
Non-hazardous Waste	Kg	10,835	17,381	7,468
Total Waste	Kg	388,429	434,021	598,643

By Disposal Type	Unit	2022	2023	2024
Energy Recovery	Tons	0	0	0
Recovery	Tons	388,429	434,021	598,643
Landfill	Tons	0	0	0
Waste Incineration	Tons	0	0	0
Other Disposal Type	Tons	0	0	0
Total Disposed Waste	Tons	388,429	434,021	598,643



SOCIAL PERFORMANCE

WORKFORCE

By Employment Type	Unit	2022	2023	2024
White Collar - Female	Person	246	285	335
White Collar - Male	Person	365	388	465
Blue Collar - Female	Person	17	19	21
Blue Collar - Male	Person	322	367	454
Total		950	1,059	1,275

By Management Level	Unit	2022	2023	2024
Senior Management	Female	5	6	6
	Rate	0.5%	0.6%	0.5%
	Male	25	23	23
	Rate	2.6%	2.2%	1.8%
Mid-level	Female	35	36	36
	Rate	3.7%	3.4%	2.8%
	Male	98	102	114
	Rate	10.3%	9.6%	8.9%
Others	Female	223	262	314
	Rate	23.5%	24.7%	24.6%
	Male	564	630	782
	Rate	59.4%	59.5%	61.3%
Total		950	1,059	1,275

By Age	Unit	2022	2023	2024
Between 18-30	Female	102	119	137
	Rate	10.7%	11.2%	10.7%
	Male	188	225	295
	Rate	19.8%	21.2%	23.1%
Between 31-40	Female	85	102	123
	Rate	8.9%	9.6%	9.6%
	Male	222	231	259
	Rate	23.4%	21.8%	20.3%
Between 41-50	Female	62	67	77
	Rate	6.5%	6.3%	6.0%
	Male	189	205	248
	Rate	19.9%	19.4%	19.5%
Between 51-60	Female	13	15	17
	Rate	1.4%	1.4%	1.3%
	Male	78	84	104
	Rate	8.2%	7.9%	8.2%
60 +	Female	1	1	2
	Rate	0.1%	0.1%	0.2%
	Male	10	10	13
	Rate	1.1%	0.9%	1.0%
Total		950	1,059	1,275



WORKFORCE

Other Groups	Unit	2022	2023	2024
Employees with Disabilities	Female	3	5	10
	Rate	25%	26.3%	31.2%
	Male	9	14	22
	Rate	75%	73.7%	68.8%

Work Location	Unit	2022	2023	2024
İstanbul	Person	673	735	877
Çorlu	Person	42	52	80
İzmit	Person	44	47	58
İzmir	Person	111	140	151
Manisa	Person	64	68	72
Salihli	Person	16	17	18
Eskişehir	Person	-	-	18
Afyon	Person	-	-	1

	Field Worker	Office Worker
Employee Distribution by Categories (%)	37%	63%

	Female	Male
Employee Distribution by Gender (%)	28%	72%

Working Hours	Unit	2022	2023	2024
Part-Time	Female	-	-	-
	Male	-	-	-
Full-Time	Female	263	304	356
	Male	687	755	919
Total		950	1.059	1.275

Number of Sub-Contracted Employees	Unit	2022	2023	2024
Sub-Contracted Employees	Person	203	217	257

OHS STATISTICS

OHS Performances (Employees)	2023	2024
Number of Fatal Incidents	0	0
Number of Occupational Diseases	0	0
Lost Days	162	157



TRAININGS

All Trainings	Unit	2022	2023	2024
Professional Training	Hour	34,064	55,978	83,010
Personal Development	Hour	9,465	11,795	38,168
OHS	Hour	2,162	4,685	6,416
Total Training Hours		45,691	72,458	127,594

Training Participation by Employee Category	Unit	2022	2023	2024
Senior Managers	Person*Hour	785	1,326	2,057
	Person	23	17	18
Middle Managers	Person*Hour	8,242	11,244	17,669
	Person	116	144	165
Other Employees	Person*Hour	36,664	59,888	107,867
	Person	512	932	1,121
Total Training Hours		45,691	72,458	127,594

Training Participation by Employment Type	Unit	2022	2023	2024
Blue Collar	Person*Hour	16,261	25,206	43,036
	Person	205	429	429
White Collar	Person*Hour	29,430	47,252	84,558
	Person	446	664	875
Total Training Hours		45,691	72,458	127,594

Training Participation by Gender	Unit	2022	2023	2024
Male	Person*Hour	43,952	60,079	93,239
	Person	579	916	912
Female	Person*Hour	1,739	12,379	34,355
	Person	72	177	392
Total Training Hours		45,691	72,458	127,594



GRI INDEX

Declaration of Use:	Çetaş Otomotiv, reported in accordance with GRI Standards for the period 01.01.2024-31.12.2024.
GRI 1 Use	GRI 1: Foundation 2021
GRI 1 Sector Standard	There is no relevant industry standard.

GRI 1: Foundation 2021	Disclosure	Location	Page Number
GRI 2: General Disclosures 2021	2-1 Organizational Details	About Çetaş Otomotiv	4
	2-2 Entities included in the organization's sustainability reporting	About the Report	2
	2-3 Reporting period, frequency, and contact point	About the Report	2
	2-4 Restatements of information	This is the company's first-ever report.	-
	2-5 External assurance	The report has not been subject to external audit.	-
	2-6 Activities, value chain, and other business relationships	About Çetaş Otomotiv	4
	2-7 Employees	Social Performance	36-49
	2-8 Workers who are not employees	Appendices: Social Performance	53
	2-9 Governance structure and composition	Organization and Corporate Structure	11-12
	2-10 Nomination and selection of the highest governing body	Organization and Corporate Structure	11-12
	2-11 Chair of the highest governance body	Organization and Corporate Structure	11-12
	2-12 Role of the highest governance body in overseeing the management of impacts	Organization and Corporate Structure	11-12
	2-13 Delegation of responsibility for managing impacts	Organization and Corporate Structure	11-12
	2-14 Role of the highest governance body in sustainability reporting	Sustainability Management	17-29
	2-15 Conflicts of interest	Business Ethics and Compliance	14
	2-16 Communication of critical concerns	Organization and Corporate Structure	11-12
	2-17 Collective knowledge of the highest governance body	Organization and Corporate Structure	11-12
	2-18 Evaluation of the performance of the highest governance body	Organization and Corporate Structure	11-12
	2-19 Remuneration Policies	Employee Satisfaction	38-39
	2-20 Process to determine remuneration	Employee Satisfaction	38-39
	2-21 Annual total compensation ratio	Employee Satisfaction	38-39



GRI 1: Foundation 2021	Disclosure	Location	Page Number
GRI 2: General Disclosures 2021	2-22 Statement on sustainable development strategy	Sustainability Strategy and Targets	23-29
	2-23 Policy commitments	Sustainability Strategy and Targets	23-29
	2-24 Embedding policy commitments	Corporate Governance	10-16
		Corporate Governance	10-16
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	2-25 Processes to remediate negative impacts	Corporate Governance	10-16
		Environmental Performance	30-35
		Social Performance	36-49
	2-26 Mechanisms for seeking advice and raising concerns	Business Ethics and Compliance	14
	2-27 Compliance with laws and regulations	Business Ethics and Compliance	14
2-28 Membership associations	About Çetaş Otomotiv	4-5	
2-29 Approach to stakeholder engagements	Stakeholder Engagement and Material Topics	21-22	
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GRI 3: Material Topics 2021	3-1 Process to determine material topics	Stakeholder Engagement and Material Topics	21-22
	3-2 List of material topics	Stakeholder Engagement and Material Topics	21-22
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	3-3 Management of material topics	Sustainable Supply Chain Management	48
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	Sustainable Supply Chain Management	48
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	Sustainable Supply Chain Management	48
	308-2 Negative environmental impacts in the supply chain and actions taken	Sustainable Supply Chain Management	48
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Sustainable Supply Chain Management	48
	414-2 Negative social impacts in the supply chain and actions taken	Sustainable Supply Chain Management	48
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3-3 Management of material topics	3-3 Management of material topics	Business Ethics and Compliance	14
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	Business Ethics and Compliance	14
	205-2 Communication and training about anti-corruption policies and procedures	Business Ethics and Compliance	14



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GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Circularity and Waste Management	35
	306-2 Management of significant waste-related impacts	Circularity and Waste Management	35
	306-3 Waste generated	Circularity and Waste Management	35
	306-4 Waste diverted from disposal	Circularity and Waste Management	35
	306-5 Waste directed to disposal	Circularity and Waste Management	35
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GRI 3: Material Topics 2021	3-3 Management of material topics	Energy and Greenhouse Gas Management	32
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Energy and Greenhouse Gas Management	32
	302-2 Energy consumption outside of the organization	Energy and Greenhouse Gas Management	32
	302-3 Energy intensity	Energy and Greenhouse Gas Management	32
	302-4 Reduction of energy consumption	Energy and Greenhouse Gas Management	32
	302-5 Reduction in energy requirements of products and services	Energy and Greenhouse Gas Management	32
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GRI 3: Material Topics 2021	3-3 Management of material topics	Water Management	34
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Water Management	34
	303-2 Management of water discharge-related impacts	Water Management	34
	303-3 Water withdrawal	Water Management	34
	303-4 Water discharge	Water Management	34
	303-5 Water consumption	Water Management	34
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GRI 3: Material Topics 2021	3-3 Management of material topics	Energy and Greenhouse Gas Management	32
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Energy and Greenhouse Gas Management	32
	305-2 Energy indirect (Scope 2) GHG emissions	Energy and Greenhouse Gas Management	32
	305-3 Other indirect (Scope 3) GHG emissions	Energy and Greenhouse Gas Management	32
	305-4 GHG emissions intensity	Energy and Greenhouse Gas Management	32
	305-5 Reduction of GHG emissions	Energy and Greenhouse Gas Management	32



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GRI 401:Employment 2016	401-1 New employee hires and employee turnover	Social Performance	36-49
	401-3 Parental leave	Social Performance	36-49
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GRI 3: Material Topics 2021	3-3 Management of material topics	Occupational Health and Safety	43-44
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Occupational Health and Safety	43-44
	403-2 Hazard identification, risk assessment, and incident investigation	Occupational Health and Safety	43-44
	403-3 Occupational health services	Occupational Health and Safety	43-44
	403-4 Worker participation, consultation, and communication on occupational health and safety	Occupational Health and Safety	43-44
	403-5 Worker training on occupational health and safety	Occupational Health and Safety	43-44
	403-6 Promotion of worker health	Occupational Health and Safety	43-44
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationship	Occupational Health and Safety	43-44
	403-8 Workers covered by an occupational health and safety management system	Occupational Health and Safety	43-44
	403-9 Work-related injuries	Occupational Health and Safety	43-44
	403-10 Work-related ill	Occupational Health and Safety	43-44
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GRI 3: Material Topics 2021	3-3 Management of material topics	Talent Management and Career Development	40-41
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Talent Management and Career Development	40-41
	404-2 Programs for upgrading employee skills and transition assistance programs	Talent Management and Career Development	40-41
Diversity, Equity, and Inclusion / Employment of Disabled People and Accessibility Applications			
3-3 Management of material topics	3-3 Management of material topics	Diversity, Equity, and Inclusion	42
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Organization and Corporate Structure	11-12
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GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Diversity, Equity, and Inclusion	42
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GRI 3: Material Topics 2021	3-3 Management of material topics	Social Responsibility	45-46
GRI 413: Local Communities 2016	413-1 Operations with local community engagement	Social Responsibility	45-46



GRI 1: Foundation 2021	Disclosure	Location	Page Number
Customer Satisfaction			
GRI 3: Material Topics 2021	3-3 Management of material topics	Management of Customer Relations	47
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of the product	Management of Customer Relations	47
Digitization and Innovation / Ethical Use of Artificial Intelligence, Big Data etc.			
GRI 3: Material Topics 2021	3-3 Management of material topics	Data Safety	49
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Data Safety	49
Management of Environmental, Social, and Governance Risks			
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Management	17-29
		Environmental Performance	30-35
GRI 201: Economic Performance 2016	201-2-a Policies, commitments and activities to prevent or mitigate the impacts of the transition to a low-carbon economy on workers and local communities	Sustainability Management	17-29
		Environmental Performance	30-35
	201-2-b The level and function of the unit/position within the organization responsible for managing risks and opportunities related to climate change	Sustainability Management	17-29
		Environmental Performance	30-35
	201-2-c The oversight role of the board in managing these risks and opportunities	Sustainability Management	17-29
		Environmental Performance	30-35
	201-2-d Whether responsibility is linked to performance evaluations or incentive mechanisms and whether this is reflected in remuneration policies	Sustainability Management	17-29
		Environmental Performance	30-35
	201-2-e Climate change scenarios used to assess the resilience of the strategy (including scenarios at or below 2°C)	Sustainability Management	17-29
		Environmental Performance	30-35
	201-2-g Internal carbon pricing and oil-gas price assumptions used to identify risks and opportunities	Sustainability Management	17-29
		Environmental Performance	30-35
	201-2-h Current and potential impacts of climate change risks and opportunities on operations or revenue:	Sustainability Management	17-29
		Environmental Performance	30-35
	201-2-h-2 Potential for early closure or impairment of existing assets	Sustainability Management	17-29
		Environmental Performance	30-35



GRI 1: Foundation 2021	Disclosure	Location	Page Number
Strategies for Adapting to Climate Change Risks			
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Management	17-29
		Environmental Performance	30-35
GRI 102: Climate Change 2025	102-1-a The organization shall describe its transition plan, including policies and actions to mitigate climate change	Sustainability Management	17-29
		Environmental Performance	30-35
	102-1-b Total expenditure on implementing the transition plan (in monetary value and percentage of total expenditure in the reporting period)	Sustainability Management	17-29
		Environmental Performance	30-35
	102-1-c Governance bodies or individual roles responsible for oversight and implementation of the transition plan and their responsibilities	Sustainability Management	17-29
		Environmental Performance	30-35
	102-1-d How the transition plan is integrated into business strategy	Sustainability Management	17-29
		Environmental Performance	30-35
	102-1-e Targets set to achieve the transition plan and progress towards these targets:	Sustainability Management	17-29
		Environmental Performance	30-35
	102-1-e-i Greenhouse gas emission reduction targets reported under GRI 102-4	Sustainability Management	17-29
		Environmental Performance	30-35
	102-1-e-ii Targets, base year, standards, methodologies and assumptions used for the phase-out of fossil fuels	Sustainability Management	17-29
		Environmental Performance	30-35
	102-1-e-iii Other climate change mitigation targets, how these targets are determined, the areas they cover, the base year and their role in the transition plan	Sustainability Management	17-29
		Environmental Performance	30-35
102-1-f The compliance of the transition plan with just transition principles and the contribution of interaction with stakeholders to the development and implementation of the plan	Sustainability Management	17-29	
	Environmental Performance	30-35	
102-1-g Impacts on humans and the environment resulting from the implementation of the transition plan and measures taken to manage them:	Sustainability Management	17-29	
	Social Performance	36-49	
102-1-g-i Employees, local communities and Indigenous People	Sustainability Management	17-29	
	Social Performance	36-49	
102-1-g-ii Biodiversity	Sustainability Management	17-29	
	Sustainability Management	17-29	
102-1-i If there is no transition plan, explain why, the steps taken to develop it, and the expected timeline.	Environmental Performance	30-35	



GRI 1: Foundation 2021	Disclosure	Location	Page Number
Increasing Sustainability Awareness			
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Management	17-29
		Social Performance	36-49
Sustainability Governance			
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Management	17-29
Publishing Annual Sustainability Report/ Sharing Environmental Performance			
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Management	17-29
Employee Volunteer Programs			
GRI 3: Material Topics 2021	3-3 Management of material topics	Social Responsibility	45-46
Sustainable Mobility and Supports for Transition to Electric Vehicles			
GRI 3: Material Topics 2021	3-3 Management of material topics	About Çetaş Otomotiv	4-5



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