



DELIVERING SUSTAINABLE VALUE FOR THE FUTURE

2025 SUSTAINABILITY REPORT
AT ALIŞAN LOGISTICS

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FOREWORD

CEO MESSAGE



Dear Stakeholders,

Since 1985, Alişan Logistics Inc. has been steadfastly pursuing our vision of being an international logistics service provider that adds value for our customers. Through the expertise we have developed in hazardous chemical logistics, we have become one of Turkey's leading companies in the logistics of fast-moving consumer goods and chemical products.

At this stage, our greatest strength lies in the dedicated efforts of our approximately 1,500 employees and the strong partnerships we have established with our stakeholders.

At Alişan Logistics, we view sustainability as an integral part of our long-term growth strategy. We continuously improve our operations each year to reduce their environmental impact, use resources more efficiently, and add value to society.

“

We view sustainability not merely as a necessity, but as an essential part of our responsibility toward future generations.”

Thanks to the solar energy system at our Konya Logistics Center, we began generating our own electricity as of June 2024. While 70% of our fleet consisted of Euro 6 vehicles in 2023, we have increased this ratio to over 90% as of 2025.

As part of our efforts to combat climate change, one of our key goals is to reduce our Scope 1 and Scope 2 carbon emissions by 50% by 2030 and achieve net zero emissions by 2050.

In our 40th year, we will continue to develop sustainable logistics solutions centered on customer satisfaction.

Sincerely,

Damla ALIŞAN

CEO • BOARD MEMBER



2025 HIGHLIGHTS

OUR NOTABLE ACHIEVEMENTS



CDP B- → B → **B**

2023 – 2025

Score held at B while energy, strategy, supply-chain engagement, emissions, targets, governance and policy areas improved.

ecovadis 45 → 56 → **72**_{/100}

2023 – 2025

 **SILVER MEDAL 2025**

Reflecting continuous improvement across environment, social, ethics and sustainable procurement.



84% ↓

Diesel use per ton-km vs. 2024



76% ↑

Self-generated solar electricity



50%

Women on the Board Directors



22% ↑

Female Employees at Head Office vs. 2024



52% ↓

Water Consumption Fleet Center & Konya vs. 2024



GRI 2-1, 2-6

WHO WE ARE

ABOUT ALIŞAN



- Alişan Logistics was founded in **1985** by M. Ertuğrul Alişan.
- Today, with approximately **1,500 employees** across Turkey, the company provides logistics services to many regions worldwide through its subsidiaries in Europe and the Middle East. Since its inception, the company has gained significant expertise in fast-moving consumer goods and chemical logistics, becoming one of Turkey's leading logistics firms.
- Alişan Logistics currently offers integrated logistics solutions across sectors including food, agriculture, construction, automotive, ceramics, telecommunications, and healthcare — including international transportation, warehousing, customs clearance, bulk dry cargo and liquid transportation, and energy logistics.
- In 2005, by establishing one of Turkey's first tanker and tank container cleaning facilities, the company strengthened its operational capacity through the Alişan–Den Hartogh partnership.



A MEMBER OF THE PSA GROUP

In 2023, PSA International acquired a 75% stake in Alişan Logistics, with the company grouped under PSA BDP, PSA's cargo solutions arm. As a member of the PSA Group, Alişan combines its local expertise with a global port and supply chain network.

- The company's management structure is overseen by the Board of Directors, which guides strategic decision-making processes. The CEO, who is the company's highest-ranking executive, is appointed by the Board of Directors and is a shareholder of Alişan. The Board of Directors includes a chairman representing PSA BDP, a Vice Chairman, and various members. This structure provides a robust management model by combining the company's local expertise with an international management perspective.

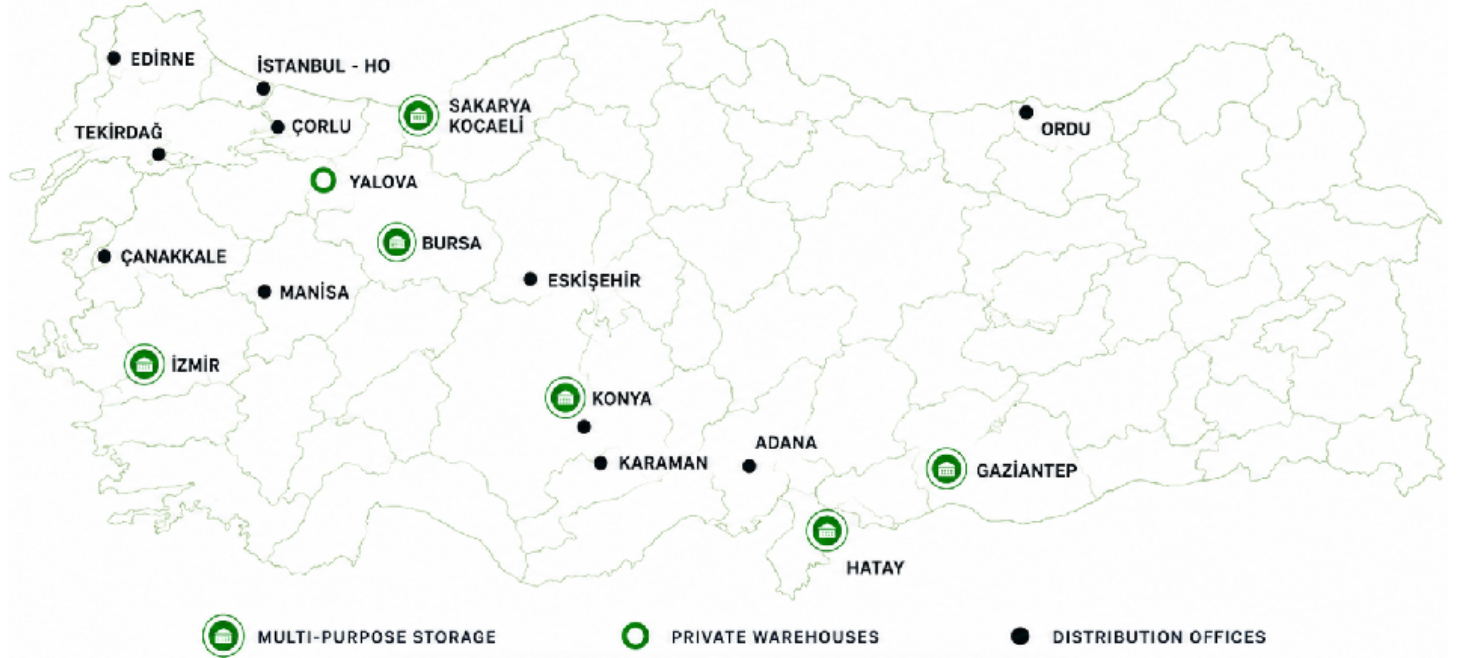


GRI 2-1, 2-10, 2-11, 2-12

OUR FOOTPRINT

OPERATIONS
IN TÜRKİYE

With our extensive network across Türkiye, we provide integrated logistics solutions to support businesses efficiently and sustainably.



17

Cities



27

Warehouses



287K sq m

Total warehouse area



366K

Pallet capacity



1,458

Employees



1,470+

Vehicles

MULTI-PURPOSE STORAGE

İstanbul · Sakarya · Eskişehir ·
İzmir · Konya · Gaziantep · Hatay

PRIVATE
WAREHOUSES

İstanbul · Yalova

DISTRIBUTION OFFICES

Edirne · Tekirdağ · Çorlu · Çanakkale · Balıkesir · Bursa
Manisa · İzmir · Kocaeli · Ordu · Adana · Karaman



GRI 2-1, 2-6

WHAT WE DO

INDUSTRIES & SERVICES



INDUSTRIES WE SERVE



CHEMICAL



PETROCHEMICAL



ENERGY



FOOD

AGRICULTURE &
FERTILIZERSELECTRONICS &
TECHNOLOGY

RETAIL



TEXTILES

HEALTH &
COSMETICS

TELECOMMUNICATIONS



PACKAGING



AUTOMOTIVE



PHARMACEUTICAL



CONSTRUCTION

INTERNATIONAL
ROAD & INTERMODAL

- ◆ Owned & leased fleet + supplier network
- ◆ SRC-licensed, ADR-compliant equipment
- ◆ 800+ monthly import/export
- ◆ Daily FTL & LTL lines
- ◆ Central Europe, Balkans, CIS, Turkic Republics
- ◆ In-house TMS

DOMESTIC PACKAGED
PRODUCT TRANSPORTATION

- ◆ 30,000+ FTL & LTL shipments/month
- ◆ 300 tractors & trailers
- ◆ Inbound & outbound + container
- ◆ Project-based vessel & port discharge
- ◆ Seasonal & regional ops management

LIQUID & POWDER BULK
TRANSPORTATION

- ◆ 600+ ISO tanks/tankers/silo trucks (own ADR fleet)
- ◆ SRC/ISOPA-certified drivers
- ◆ 8,000+ shipments/month
- ◆ Liquid & dry chemicals/food
- ◆ Energy/lubricants & compressed gases (CNG)
- ◆ Filling & unloading



TANK CLEANING & STORAGE

- ◆ Food & chemical tanker cleaning
- ◆ Hot water, steam, chemical solvents
- ◆ Eco-friendly waste mgmt & recycling
- ◆ Full/empty tank storage
- ◆ 24/7 security
- ◆ High energy efficiency

BONDED & NON-BONDED
WAREHOUSING

- ◆ Multi-tenant & dedicated operations
- ◆ 385,582 pallet capacity
- ◆ Duty-paid & duty-free storage
- ◆ Hazardous chemical storage
- ◆ Temperature-controlled
- ◆ Near ports & industrial centers



VALUE-ADDED SERVICES

- ◆ Bulk-to-pack
- ◆ Product consolidation
- ◆ Powder filling
- ◆ Aggregation & serialization
- ◆ Shrink wrap, labeling, sleeve, blister
- ◆ Price/SKU/inkjet printing
- ◆ Ink mixing (tinting)



GRI 2-1, 2-6

WHO WE ARE

VISION, MISSION & VALUES



VISION

To be one of Turkey’s leading logistics service providers, adding value through innovative, flexible and integrated solutions — holding a strong position in local and global markets through advanced technology and sustainability.



MISSION

To enhance customers’ operational efficiency with fast, reliable and innovative integrated logistics solutions that give them a competitive advantage, and to create sustainable value for all stakeholders.

OUR VALUES



RELIABILITY

Transparent, long-term partnerships built on mutual trust.



RESPECT

Respect for people, society, the environment and the law.



COURAGE & INNOVATION

Open to technology and new perspectives; continuous learning.



SAFETY

Occupational health & safety prioritized at every stage.



SUSTAINABILITY

Economic, environmental and social responsibility for future generations.



ETHICS & TRANSPARENCY

Integrity, transparency and accountability in all processes.



CUSTOMER FOCUS

Understanding needs to continuously enhance satisfaction.



OUR COMMITMENT

We are committed to delivering excellence through innovation, responsibility and collaboration — creating sustainable value for our customers, our people and the world we operate in.

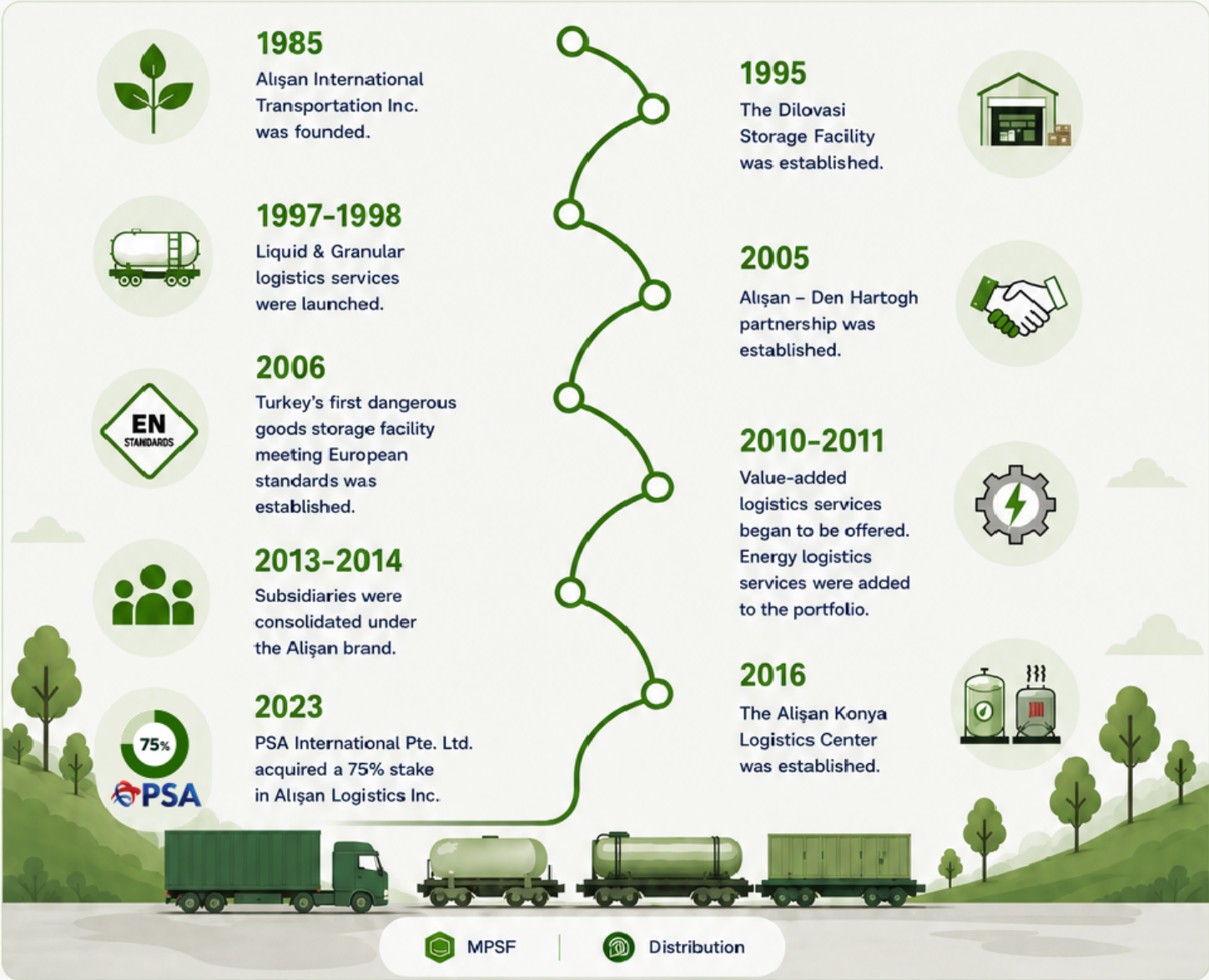


WHO WE ARE

HISTORY



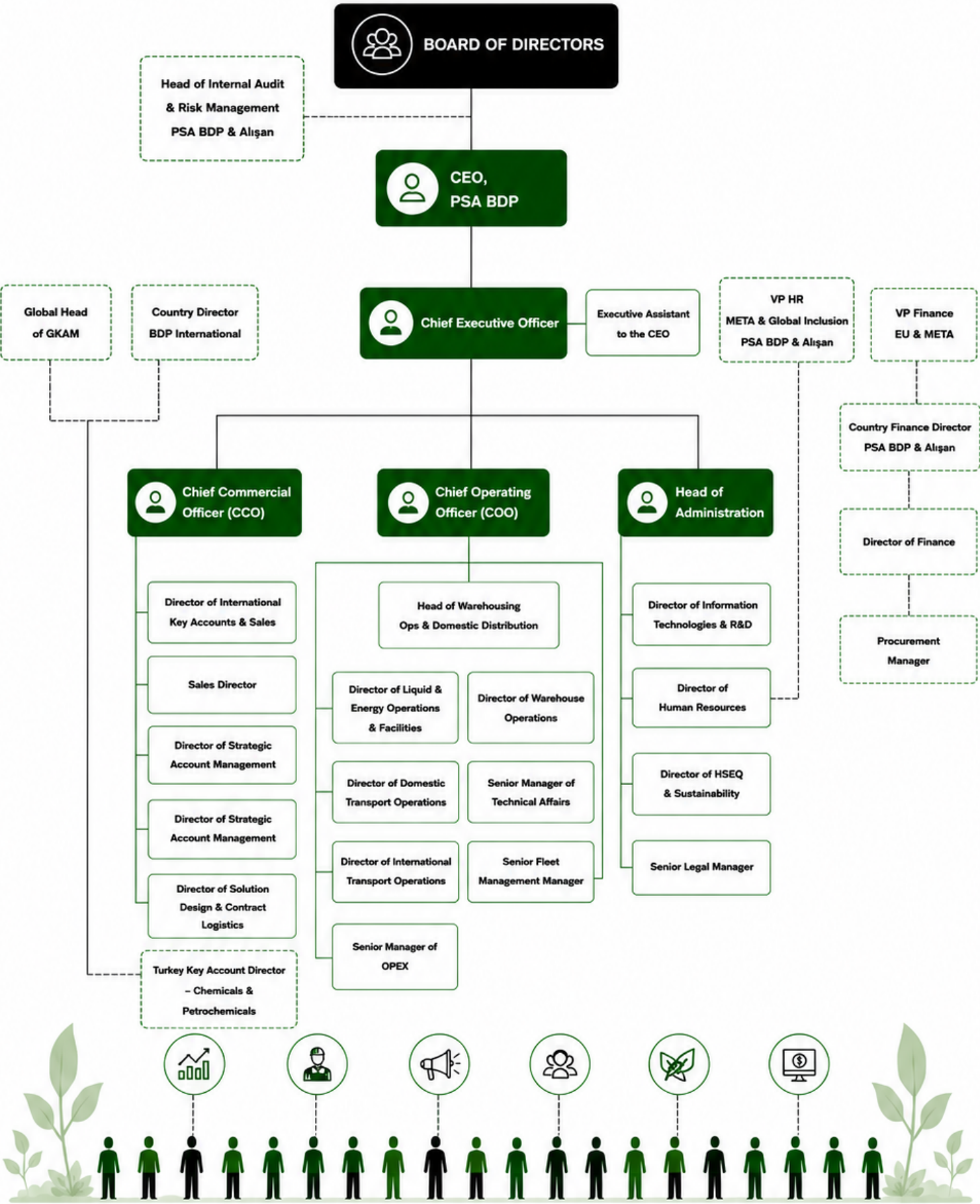
Alişan Logistics Inc. – Historical Milestones & Growth Journey



 1985 Alişan International Transportation Inc. was founded.	 1995 The Dilovasi Storage Facility was established.	 1997 Liquid logistics services were launched.
 1998 Granular logistics services were launched, and the Dilovasi Warehouse began operations.	 2005 The Alişan – Den Hartogh partnership was established. Turkey's first tanker and tank container cleaning facility began operations.	 2006 Turkey's first dangerous goods storage facility meeting European standards was established.
 2010 Value-added logistics services began to be offered.	 2011 Energy logistics services were added to the portfolio.	 2013 Subsidiaries were consolidated under the Alişan brand.
 2014 The company name was changed to Alişan Logistics Inc.	 2016 The Alişan Konya Logistics Center was established; tank cleaning, storage, heating, and tank storage services.	 2023 PSA International Pte. Ltd. acquired a 75% stake in Alişan Logistics Inc.

WHO WE ARE

ORGANIZATION



GRI 2-11

WHO WE ARE

OUR GOVERNANCE STRUCTURE I



BOARD OF DIRECTORS

MEETS QUARTERLY

As the company’s highest decision-making body, the Board of Directors addresses all Alişan Logistics’ operations, risks, opportunities, and strategic goals with a holistic approach, ensuring the company’s long-term sustainable growth. The Board ensures the establishment of corporate goals, the monitoring of progress toward these goals, the assessment of risks and opportunities, and the management of the company’s impact on all stakeholders.

The Board regularly monitors sustainability performance through KPIs and reports; it supports the implementation of our sustainable business model by providing necessary guidance, allocating resources, and making strategic decisions. In this context, the Board meets quarterly to evaluate the company’s performance and strategic priorities.



EXECUTIVE BOARD

MEETS WEEKLY

The Executive Board is the senior executive body responsible for implementing the company’s strategic plans and managing operational decisions. The Board monitors performance, ensures the effective use of company resources and implements the necessary actions to achieve established goals.

Meeting on a weekly basis to enhance the effectiveness of financial, operational, and organizational processes, the Executive Committee works in coordination with all company units to ensure alignment between strategy and execution.



AUDIT COMMITTEE

ANNUAL AUDIT PLAN

At Alişan Logistics, there is an Audit Committee composed of members of the Board of Directors, to which the Internal Audit Department reports directly.

The audit mechanism comprises a comprehensive structure consisting of process audits conducted in accordance with the annual audit plan, site visits, periodic control activities, and investigations.

Audit processes begin with an opening meeting, continue with the preparation of the audit program and individual work plans, and involve the execution of tests and analyses. Findings are evaluated at the closing meeting, necessary actions are identified, and a report is published. Implementation is verified through follow-up audits.



WHO WE ARE

OUR GOVERNANCE STRUCTURE II



SUSTAINABILITY COMMITTEE

MEETS QUARTERLY

The Sustainability Committee is responsible for the strategic management of all the company's activities in the environmental, social, and governance (ESG) areas. The committee develops the sustainability policy, ensures that sustainability practices are integrated into business processes, and regularly monitors and evaluates sustainability performance.

Since sustainability is a holistic framework that intersects with many areas of the company — from operations to human resources, and from the supply chain to occupational health and safety — the committee works with the joint contribution of all relevant units and adopts a multidisciplinary approach in decision-making. Its responsibilities include stakeholder communication, organizing sustainability-focused training, managing reporting processes, monitoring practices, and identifying opportunities for improvement.



OCCUPATIONAL HEALTH & SAFETY COMMITTEE

MEETS MONTHLY

Established to ensure that employees work in a safe and healthy environment, the committee comprises the employer's representative, an occupational safety expert, an employee representative, the workplace physician, and relevant human resources personnel.

Its primary responsibilities include identifying risks, developing preventive measures, planning for emergencies, conducting training and drills, investigating workplace accidents, and ensuring legal compliance — contributing to a company-wide safety culture.



ETHICS COMMITTEE

ADVISORY & OVERSIGHT

An advisory and oversight body aimed at ensuring compliance with ethical principles, fostering an ethical culture, and transparently evaluating potential ethical violations.

The Committee establishes and updates ethical guidelines, provides ethics training, investigates reported violations, prepares reports, and provides guidance to employees on ethical matters — strengthening corporate trust and transparency.



INTER-COMMITTEE COLLABORATION

While all committees operate in a planned manner within their respective areas of responsibility, they act in collaboration as required by our sustainability approach. Committees in the areas of management, audit, ethics, occupational safety, and sustainability support one another in sustainability, risk management, process improvement, and strategic decision-making — ensuring that operations are conducted in a healthy, effective, and harmonious manner.



WHO WE ARE

OUR COMPETENCIES & CERTIFICATIONS

At Alişan Logistics, we conduct all our operations in full compliance with ethical business practices, corporate governance principles, and national and international regulations. We systematically track all changes in regulations and standards through our relevant departments to continuously improve our processes; we adopt a responsible, transparent, and accountable management approach in every area.

In this context, the management system certifications we hold serve as concrete evidence that we operate in accordance with international standards. Our certifications not only demonstrate that we meet legal requirements but also clearly reflect our commitment to build a sustainable business model that instills confidence in our stakeholders. In line with this philosophy, we are continuously advancing our efforts to further strengthen our sustainability commitments.



CERTIFIED MANAGEMENT SYSTEM AREAS

- Quality
- Safety
- Environment
- Energy
- Information Security
- Sustainability



UN GLOBAL COMPACT
SIGNATORY

As a signatory to the United Nations Global Compact, Alişan Logistics remains committed to universal principles regarding human rights, labor standards, environmental responsibility, and ethical business practices; by integrating these principles into all business processes, the company reinforces its corporate responsibility at the global level.



SCIENCE BASED TARGETS
SCIENCE BASED TARGETS INITIATIVE
JOINED 2025 • WITH PSA BDP

As of 2025, in collaboration with PSA BDP, we have officially joined the SBTi and initiated the process of setting emission reduction targets aligned with climate science. This significant step demonstrates a more resilient, transparent, and science-based sustainability strategy that strengthens our carbon management approach.



The progress we have made in energy efficiency, carbon reduction performance, and environmental management constitutes the fundamental elements that advance our sustainability capabilities year after year. Every step we take not only improves our current operations but also serves our goal of shaping the future of a low-carbon, responsible, and resilient logistics sector.



CARBON REDUCTION FOCUS



ENERGY EFFICIENCY IMPROVEMENT



SUSTAINABLE FUTURE COMMITMENT



GRI 2-9, 2-12, 2-13, 2-14, 2-16, 2-17

WHO WE ARE

OUR MANAGEMENT SYSTEM CERTIFICATIONS



CERTIFICATIONS



ISO 9001:2015
Quality Management System



ISO 14046:2014
Water Footprint Calculation Standard



ISO 45001:2018
Occupational Health and Safety Management System



ISO 27001:2013
Information Security Management System



FSSC 22000
Food Safety Management System



ISO 14001:2015
Environmental Management System



ISO 14064-1:2018
Greenhouse Gas Emissions Calculation



ISO 50001:2018
Energy Management System



ISO 10002:2018
Customer Satisfaction and Complaint Management



BRC
Storage and Distribution Standard

INTERNATIONAL PROGRAMS, MEMBERSHIPS & COMMITMENTS

UN Global Compact (UNGC)

Signatory to the Global Compact

EcoVadis

Sustainable Supplier Assessment System

CDP

Carbon Disclosure Project

Operation Clean Sweep

Commitment to Preventing Microplastic Losses

SQAS

Safety and Quality Assessment System

British Safety Council

SBTi

Science-Based Targets Commitment with PSA BDP (2025)

Sedex

Supplier Ethical Data Exchange Platform

Responsible Care

Commitment to Sustainable Chemistry

Green Logistics Certificate

AEO

Authorized Economic Operator Certificate



GRI 2-23, 2-27

OUR CORPORATE PROJECTS



TREE PLANTING & AFFORESTATION ACTIVITIES

In line with our commitment to environmental responsibility, two separate reforestation activities were carried out in 2025. On World Environment Day, an event was organized in the Dilovası region with the voluntary participation of students from Hasan Ali Yücel Middle School, Dilovası Municipality, and our employees, during which 50 olive and 150 almond trees were planted.

Additionally, to contribute to the protection of natural life, a donation of 975 saplings was made through the OGEM Foundation.



200
TREES
PLANTED



975
SAPLINGS
DONATED



2025
WORLD
ENVIRONMENT DAY



THE “ALİŞAN BRINGS HAPPINESS” PROJECT

Our corporate social responsibility initiative has supported children attending village schools in various provinces across Türkiye over the past five years. Each year, we support over 1,000 students by providing educational materials and continuing our employees' voluntary mentorship contributions, particularly for girls. The project aims to support equal opportunities in education and inspire girls.

In 2025, support was provided to an elementary school in Malatya on April 23; the wishes expressed by the students in their letters were voluntarily fulfilled by our employees. These efforts reinforce Alişan's commitment to social responsibility and its sustainable approach to contributing to society.



1,000+
STUDENTS
EACH YEAR



5
YEARS
RUNNING



2025
MALATYA •
APRIL 23



GRI 413-1, 3-3

OUR CORPORATE PROJECTS II



AYŞE SIDIKA ALIŞAN ELEMENTARY SCHOOL

Founded by Alışan Logistics during the 2006–2007 academic year in the Gebze district of Kocaeli, the Ayşe Sıdika Alışan Elementary School continues to provide quality education to hundreds of students each year. Through the strong bond established with the school, the company regularly contributes to the students' development; it supports the younger generation through projects centered on sustainability, innovation, and social responsibility.

These initiatives aim to enhance students' competencies, prepare them for the future workforce, and provide long-term value to social development.



2006–07
FOUNDED



Gebze
KOCAELİ



100+
STUDENTS
EACH YEAR



TOP 100 WOMEN-FRIENDLY COMPANIES

As the PSA BDP & Alışan Logistics Family, we are proud to rank 86th in the "Top 100 Women-Friendly Companies" survey prepared by Capital magazine. This achievement is a testament to our people-centric approach that supports women's leadership.

We will continue to create opportunities for women to be more strongly represented in management positions within the logistics sector, further develop our inclusive work culture, and provide an equitable work environment for all our employees.



86th
RANKING



Top 100
CAPITAL MAGAZINE



www.ogk.ticimc.10044



GRI 2-23, 2-27

OUR CORPORATE PROJECTS III



SUSTAINABLE 500 — GREEN TRACEABILITY RESEARCH



SUSTAINABLE 500 — GREEN TRACEABILITY RESEARCH

By placing sustainability at the center of our business practices, we continue to advance our efforts across environmental, social and governance (ESG) areas. As a result of this commitment, we are pleased to be recognized among the leading 500 companies in Inbusiness magazine's "Sustainable 500 – Green Traceability" research.



Top 500
COMPANIES RECOGNIZED



Inbusiness
GREEN TRACEABILITY RESEARCH



SUPPORTING EDUCATION THROUGH BOOK DONATIONS

Our "Supporting Education Through Book Donations" initiative is a key component of our commitment to social responsibility in promoting access to education. In this spirit, we have organized a book donation campaign with the voluntary participation of our employees, who contributed by donating books in good condition from their homes.

The collected books were delivered to a school in need, helping to increase students' access to educational resources. This initiative has contributed to creating a positive impact on education, strengthening social solidarity, and preventing the waste of resources.



CHARITY RUN EVENT

As Alişan Logistics, we participate in various events aimed at creating social benefit in line with our understanding of social responsibility. In this context, our employees volunteered to participate in the Red Bull Wings for Life World Run event held along the İstanbul Kuruçeşme – Arnavutköy route.

All proceeds from this event, held under the theme "Run for Those Who Can't", were donated by Red Bull to the Turkish Spinal Cord Injuries Association, thereby generating social benefit. This activity has contributed to encouraging employee volunteer participation and strengthening social solidarity.



Wings for Life
RED BULL WORLD RUN



Istanbul
KURUÇEŞME – ARNAVUTKÖY



Run for Those Who Can't
TURKISH SPINAL CORD INJURIES ASSOC.



GRI 2-23, 2-27

WHO WE ARE

OUR AWARDS



BRITISH SAFETY COUNCIL

EVERY YEAR SINCE 2014

In line with its systematic approach to occupational health and safety, Alişan Logistics has regularly participated in the International Protection Awards program organized by the British Safety Council since 2014 and has been recognized with an award every year. In 2025, it continued its success thanks to practices that prioritize employee health and safety.



ECOVADIS

SILVER MEDAL 2025

Alişan Logistics is regularly assessed on the EcoVadis platform to evaluate its sustainability performance in accordance with international standards. As a result of the 2025 assessment, our company earned a Silver Medal for the success of its practices in environmental, social, and ethical areas — demonstrating strong performance and a commitment to continuous improvement.



IRU DRIVER AWARD

IRU 2024

As part of the 2024 IRU Driver Awards presented by the International Road Transport Union (IRU), a driver at Alişan Logistics has been awarded a prize. This award reflects our driving safety culture, which is based on safe driving practices, professional discipline, and a strong sense of responsibility.



ZERO WASTE AWARD

GEBZE GÜZELLER OSB

Alişan Logistics has been honored with the Gebze Güzeller OSB Zero Waste Award for its contributions to the “Eco-Friendly Businesses Hand in Hand with Children” project, in line with its environmental responsibility and zero-waste philosophy — demonstrating an environmental management approach aligned with its sustainability goals.



GRI 2-5, 2-23

WHO WE ARE

MEMBERSHIPS



LEADERSHIP & FOUNDING ROLES



Chemical Transportation and
Vehicle Cleaning Association

FOUNDING MEMBER • BOARD CHAIRMAN



International Transportation and
Logistics Service Providers Association

VICE CHAIRMAN, ROAD TRANSPORT COMMITTEE •
VICE CHAIRMAN, GENERAL ASSEMBLY



European Chemical
Transport Association

BOARD OF DIRECTORS



Liquid Carriers'
Association

FOUNDING MEMBER



Committee on Foreign
Economic Relations

LOGISTICS COMMISSION
MEMBER



MEMBERS OF



◆ Istanbul Chamber of Commerce

◆ Antalya Chamber of Commerce
(Turkcell Warehouse)

◆ Kocaeli Chamber of Industry

◆ The European Petrochemical Association

◆ Turkish Women
Entrepreneurs' Association

◆ Customs Bonded Warehouse
Operators Association

◆ SURDER Health Products Association

◆ Gaziantep Chamber of Commerce

◆ Gebze Chamber of Commerce

◆ International Carriers' Association

◆ German Turkish Chamber
of Commerce and Industry

◆ Turkish Industrialists and
Businessmen Association

◆ TOBB GS1 Association

◆ Sakarya Chamber of Commerce

◆ Konya Chamber of Commerce

◆ Association of Service Exporters

◆ Italian Chamber of Commerce Association

◆ Railway Transportation Association

◆ Association of Private Label
Product Suppliers



GRI 2-28



SUSTAINABILITY APPROACH



A SUSTAINABILITY APPROACH

A CHANGING WORLD, EVOLVING LOGISTICS



Risks, Expectations, and the Adaptation Process

As of 2025, the logistics sector faces a period marked by geopolitical uncertainties, supply chain vulnerabilities, fluctuations in energy prices, and simultaneous increases in financing and insurance costs. In addition, the rapid increase in regulatory requirements—such as carbon pricing, the use of low-carbon fuels, and reporting and traceability—means that customers are demanding transparent data, verifiable emissions calculations, and sustainable service options for their transportation and warehousing operations. Growing expectations regarding the reporting of indirect emissions are increasing the importance of data generation and sharing across the entire value chain for logistics service providers. In addition, the acceleration of digitalization is increasing the need for transportation management systems, warehouse automation, real-time tracking solutions, and data integration, while cybersecurity, data reliability, and operational continuity have become among the sector's top priorities. Furthermore, the shortage of qualified drivers, rising labor costs, and the need to strengthen workforce capabilities and practices in line with evolving occupational health and safety standards are creating new challenges related to human resources in the sector.

In Turkey, alongside global transformation pressures, economic volatility, the varying paces of sustainability transformation investments, and the necessity to maintain competitiveness in international markets have become key factors. Particularly in export-linked value chains, compliance with international regulations, especially those of the European Union—as well as carbon and environmental data quality, verification, and traceability capabilities are key factors in the selection of service providers. Furthermore, capacity constraints in port, road, and rail infrastructure, the energy efficiency and climate resilience of storage facilities, and variations in digitalization and automation levels are highlighted as factors that directly impact the sector's potential for sustainable growth and competitiveness.



LOWER EMISSIONS

Driving decarbonization across our operations



SMARTER OPERATIONS

Digital solutions for efficiency and transparency



STRONGER TOGETHER

Creating value for people and communities



RESPONSIBLE GROWTH

Building resilient and sustainable supply chains



RESOURCE EFFICIENCY

Optimizing resources, reducing waste



GRI 2-6, 2-2

EMPLOYMENT & SUSTAINABILITY



The Triangle of Value Creation, Resilience, and Efficiency

At Alişan Logistics, sustainability is treated as an integral part of our corporate culture; it is shaped by considering not only environmental performance but also business continuity, competitiveness, and stakeholder trust. When planning our operations, we view sustainability not as an “add-on,” but as a framework that guides our strategy, investment decisions, and daily operations. In this vein, we are developing our approach around three main pillars:



VALUE CREATION

Enhancing our sustainable service capacity by offering integrated, technology-based solutions to our customers.



RESILIENCE

Identifying and managing risks related to climate, regulations, costs, and the supply chain at an early stage.



EFFICIENCY

Reducing costs and environmental impacts by improving energy and resource usage.

This perspective enables us to view sustainability as an opportunity to enhance financial resilience: energy efficiency helps keep costs under control; emission reduction strategies lower compliance risks; and employee-focused initiatives contribute to workforce continuity.



GRI 3-3, 2-22

FACTORS DRIVING TRANSFORMATION



Market, Regulation, Climate, and Technology

When developing our sustainability strategy, we address these impacts under two main categories.

1 • EXTERNAL FACTORS



Increased regulatory and reporting requirements

The growing prevalence of ESG-focused reporting obligations at the national and international levels is raising expectations regarding the calculation, monitoring, and verification of emissions data — making data quality and transparency requirements even more critical within the industry.



Customer demand for emissions data and traceability

With the rise in sustainability awareness, most companies today include emission data, traceability, and low-carbon service alternatives among their supplier selection criteria. This expectation encourages logistics service providers to develop their sustainable service portfolios.



Sustainability competition in the sector

The widespread adoption of sustainability practices has led to environmental and social performance becoming a factor that offers a competitive advantage. Strong sustainability performance has a significant impact on customer trust and corporate reputation.



Operational challenges caused by extreme weather and climate change

Weather events linked to climate change — such as rising temperatures, extreme rainfall, storms, and floods — can have a direct impact on transportation routes, storage conditions, and operational continuity, making climate adaptation and operational resilience imperative.



Challenges arising from current economic conditions

Global and local economic fluctuations, rising energy and fuel costs, and increasingly difficult access to financing directly affect the cost structure of logistics operations and investment strategies — requiring a more planned and strategic approach to cost and resource efficiency.

FACTORS DRIVING TRANSFORMATION



Internal Dynamics

2 • INTERNAL FACTORS



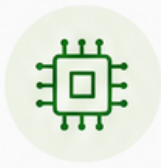
Corporate sustainability philosophy and social responsibility awareness

Sustainability is viewed not merely as compliance with regulatory requirements, but as an integrated approach aligned with corporate values and a long-term value creation philosophy — positioning it as a key element in strategic decision-making and as a social responsibility.



Efficient use of resources

Effective management of energy, water, and other resources is considered a key element in controlling costs, reducing environmental impacts, and improving operational performance. Initiatives aimed at increasing resource efficiency stand out as one of the internal driving forces.



Technological infrastructure and digitalization

The integration of digital systems into business processes enables more effective management of sustainability performance by enhancing data collection, monitoring, reporting, and analysis. Transportation and warehouse management systems, automation, and data integration are key components of this transformation.



Employee awareness

Employees' knowledge, attitudes, and actions play a critical role in achieving sustainability goals. Learning through practical applications — not just training — and active participation in the process serve as a significant source of motivation.



Senior management vision and awareness

The commitment of the Board of Directors and senior executives plays a vital role in setting goals and ensuring the widespread implementation of initiatives. Top management's ownership guarantees that sustainability is viewed as a corporate priority.



Capacity to invest and prioritize

The ability to fund projects aimed at renewable energy, energy efficiency, digitalization, and improving environmental performance is one of the key internal dynamics that enables the achievement of sustainability goals.



Corporate awareness regarding climate, energy, and waste management

Increasing corporate awareness and experience regarding emissions reduction, energy management and efficiency, waste management, and zero-waste practices help manage potential risks more effectively and foster a continuous improvement approach.

FROM RISK TO OPPORTUNITY: OUR FOCUS AREAS



Climate, Energy, Waste, Fuel, Supply Chain, and Digital Security

Climate change and the environmental risks it brings have the potential to directly impact our operations through fuel costs, emission reduction investments, energy efficiency needs, and legal obligations. We aim to manage these risks and transform them into long-term opportunities. In this regard, we support our focus areas with concrete actions.



ENERGY EFFICIENCY

Various measures are implemented in warehouses and facilities to improve energy efficiency. Energy usage is regularly monitored through LED lighting upgrades and the optimization of equipment and processes; the resulting data helps identify opportunities for improvement. This approach supports the control of energy costs and the reduction of indirect emissions.



RENEWABLE RESOURCES

Renewable energy solutions are being explored in suitable areas: options based on renewable sources are prioritized for electricity generation. In this way, the carbon footprint of operations is reduced, and the goal is to control energy-related risks in the long term and lower electricity costs — meeting the requirements for environmental and economic sustainability.



FUEL CONSUMPTION & EMISSIONS

Fuel consumption is tracked on a vehicle-by-vehicle basis, and measures are being taken to reduce consumption through factors such as driving habits, route planning, and operational planning. Additionally, the potential for reducing emissions is analyzed by considering alternative fuel options for suitable routes and operations.



WASTE & RESOURCE MANAGEMENT

The goal is to implement the zero-waste method across all areas. Various initiatives are being developed to prevent waste generation, sort waste, track it, and increase recycling rates. The efficient use of resources reduces environmental impact while simultaneously increasing operational efficiency.



SUPPLY CHAIN ENGAGEMENT

Environmental performance expectations for suppliers are clearly defined. Compliance and continuous improvement are evaluated together. This approach helps improve sustainability performance throughout the value chain.



DIGITAL SECURITY

Digital infrastructure, data security, cyber threat management, and business continuity are all considered. Necessary measures are implemented to ensure uninterrupted and reliable operations. The reliability of digital systems is viewed as one of the most critical elements of sustainable operations.



This holistic approach not only reduces the impacts of environmental and operational risks but also enhances our ability to provide customers with more transparent, traceable, and sustainable services.



GRI 3-3, 302-1, 305-1, 306-1, 308-1

RISK & OPPORTUNITY MANAGEMENT

From a Sustainability Perspective



At Alişan Logistics, risks and opportunities related to sustainability are evaluated not only through operational practices but also through analysis, measurement, and strategic decision-making processes. This approach enables the early identification of climate and environmental risks and facilitates the systematic management of opportunities that support long-term value creation.

Sustainability-related risks are a key component of the company's risk management strategy. Climate change, environmental factors, social interactions, and management needs can impact business continuity, cost structure, and brand image. For these reasons, sustainability-related risks are managed through a regular and planned approach.



RISK IDENTIFICATION

Risks related to sustainability are outlined under the following main headings:

- ✓ Physical threats arising from climate change (severe weather conditions, rising temperatures)
- ✓ Fluctuations in energy and fuel prices
- ✓ Legal requirements and reporting obligations introduced to reduce emissions
- ✓ Supply chain continuity and supplier-related threats
- ✓ Digitalization, data protection, and cyber threats
- ✓ Stakeholder expectations and reputational risk
- ✓ Risks related to the workforce due to social and economic conditions



These risks are regularly assessed, considering our areas of operation and operational processes.



GRI 3-3, 2-12, 2-22

ASSESSING, MITIGATING & MONITORING RISKS



ASSESSMENT & PRIORITIZATION

Identified risks are assessed based on probability and impact criteria, considering:



Short-term impact on operational processes



Medium-term impact on the cost structure



Long-term consequences on strategic goals and corporate reputation

This allows for the identification of key risk areas and ensures the efficient allocation of resources.

PREVENTION & MITIGATION

Preventive and mitigating methods are developed for priority risk areas:



Monitoring energy and fuel consumption and implementing efficiency measures



Regular monitoring of emissions



Increasing diversity through collaboration in the supply chain



Strengthening digital infrastructure and ensuring data security



Monitoring compliance with regulatory and reporting obligations

MONITORING & TRACKING

Sustainability risks are examined not as a single assessment but as a continuous and dynamic process. Risk monitoring is conducted through regular data tracking, key performance indicators (KPIs), and reporting processes. Sustainability indicators such as energy usage, fuel consumption, emissions, waste generation, and supply chain performance are regularly monitored; the collected data is analyzed through comparative analyses, ensuring that any deviations or errors are identified and addressed at an early stage.

The risk monitoring process is carried out in collaboration with corporate risk management, internal audit, and relevant functions. The effectiveness of the measures taken is evaluated at regular intervals; risk definitions and priorities are updated in accordance with changing laws, market conditions, and stakeholder expectations. Through this approach, Alişan Logistics aims to enhance operational resilience by managing ESG risks and to establish a risk management system aligned with sustainability goals.



GRI 3-3

OPPORTUNITY MANAGEMENT

Identifying and Capturing Value

Alişan Logistics views the effective management of sustainability-related risks as a crucial foundation for identifying opportunities that will create value from operational, environmental, and financial perspectives.



IDENTIFYING OPPORTUNITIES

Analysis and evaluation methods are used to identify sustainability opportunities. The key activities carried out within this framework are as follows:



Identifying reduction opportunities through carbon footprint and greenhouse gas emission analyses



Monitoring consumption data for energy, fuel, water, and other natural resources



Regular disclosure and review of performance through sustainability reporting and benchmarking processes against standards and ratings such as GRI, CDP, EcoVadis, etc.



These efforts not only assist in evaluating sustainability performance but also contribute to identifying investment opportunities, improvement areas, and priority sectors.



KEY OPPORTUNITY AREAS

- Increasing the use of renewable energy and evaluating low-carbon energy sources through the implementation of the GES (solar) project
- Monitoring speed, idle time, and driving performance through driver behavior monitoring systems in our new-generation vehicles — and reducing fuel consumption through driver feedback
- Reducing energy consumption and costs through energy efficiency initiatives
- Improving waste management processes and increasing resource efficiency within the framework of zero-waste management
- Using software-supported methods in carbon footprint calculations to manage data in a more systematic, traceable, and comparable manner
- Establishing reduction targets and action plans based on carbon and water footprints
- Becoming the second company in the sector to hold a Green Logistics certificate, and maintaining our commitment to low-carbon, eco-friendly logistics services
- Reducing fuel consumption and emissions through route optimization in operational activities
- Raising employee awareness regarding sustainability practices
- Strengthening corporate reputation through sustainability initiatives and transforming sustainability performance into a competitive advantage
- Establishing effective communication and collaboration with suppliers to create a shared understanding aligned with environmental and social goals



GRI 3-3

FINANCIAL IMPACTS OF RISKS & OPPORTUNITIES



Risks and opportunities examined from a sustainability perspective have both direct and indirect effects on Alişan Logistics' financial performance and long-term resilience.



MARKET & COST IMPACTS

Climate change, volatility in energy and fuel prices, regulatory changes, and shifts in customer expectations are key factors affecting the financial structure, investment plans, and operational efficiency. Efficiency-focused initiatives implemented within this framework help keep costs under control and improve budget forecasting.



OPERATIONAL & INVESTMENT IMPACTS

Risks related to energy and fuel expenses can create pressure on operating costs. This situation is managed through energy efficiency initiatives and alternative solutions. On the other hand, initiatives such as increasing the use of renewable energy, expanding the fleet of Euro 6-compliant vehicles, and obtaining ISO 50001 Energy Management System certification at certain facilities help both reduce environmental impacts and control energy and fuel costs.



FINANCIAL INTEGRATION & RESILIENCE

Risks and opportunities related to sustainability are analyzed by considering their financial impacts from short-, medium-, and long-term perspectives; the results obtained are integrated into investment decisions, budget processes, and strategic planning efforts.



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Alişan Logistics views its sustainability initiatives not as a cost concern, but as a management tool that enhances financial performance and promotes the creation of long-term value.



GRI 3-3, 2-22

SUSTAINABILITY MANAGEMENT



Committee Structure and Decision-Making Mechanisms

At Alişan Logistics, sustainability management is carried out under the control and support of senior executives. In this way, sustainability is viewed not as the responsibility of a single unit but as a shared responsibility of all employees and is integrated into strategic decision-making processes.

The company houses a Sustainability Committee consisting of seventeen members. This committee is responsible for monitoring environmental, social, and governance-related targets, determining priorities, and organizing necessary actions. The activities carried out by the Sustainability Committee are conducted in alignment with the company's strategy and other performance indicators.

Considering all this, the primary objective is not merely to set superficial goals as a committee, but to ensure that the concept of sustainability is widely disseminated and adopted throughout the entire company. In this regard, we are committed to making our sustainability approach an integral part of our corporate culture.

17

MEMBERS ON THE SUSTAINABILITY COMMITTEE

Monitoring ESG targets, determining priorities, and organizing actions — in alignment with company strategy.



Monitoring ESG targets,
determining priorities



Organizing necessary
actions



Alignment with company
strategy and performance
indicators



GRI 2-12, 2-13, 2-14, 2-17

SUSTAINABILITY COMMITTEE



Composition and Roles



CEO • BOARD MEMBER • EXECUTIVE COMMITTEE CHAIR

COMMITTEE CHAIR

COMMITTEE MEMBERS

◆ COO

◆ Chief Administrative Officer

◆ Director of Finance and Budget

◆ Senior Manager of Internal
Audit and Risk Management

◆ Director of Sustainability,
ESG, and Quality

◆ Director of Human Resources

◆ IT and R&D Director

◆ Business Development Director

◆ Sales Director

◆ Director of Strategic Customer
Management and Retail Sales

◆ Director of International
Strategic Customer Management

◆ Director of International Logistics

◆ Director of Domestic
Transportation Operations

◆ Director of Warehousing Operations

◆ Warehouse and Domestic
Distribution Manager

◆ Director of Liquid and
Energy Transportation
Operations and Facilities

◆ Director of Solution Design
& Contract Logistics



GRI 2-12, 2-13, 2-14, 2-17

STAKEHOLDER RELATIONS & SHARED VALUES



At Alisan Logistics, we define our stakeholders as all individuals, organizations, and communities that directly or indirectly impact our operations and help us achieve our sustainability goals. Open communication, trust, and mutual dialogue are the fundamental principles of our stakeholder relationships.

To this end, we maintain constant communication with our stakeholders to share information and act in accordance with the principles of shared learning and mutual development. In particular, the initiatives we undertake with our suppliers represent some of the most significant steps toward achieving both our environmental and social goals. With the launch of our sustainability initiatives in 2021, our stakeholder relationships were structured and developed through a systematic approach involving outreach efforts and surveys.

In the coming period, we aim to continue our communication with our stakeholders in accordance with these principles and transform this interaction into a more inclusive and continuous collaboration model.



Details regarding the survey conducted with our suppliers in 2025 are included in the **Supply Chain Management** section of our report. This process helps us better understand our suppliers' expectations and needs, while enabling us to provide guidance in necessary areas and support their sustainability-focused development.

COMMUNICATION PRINCIPLES



Accuracy



Completeness



Ethical Compliance



Impartiality



Two-Way
Communication



GRI 2-29

PRIORITIZATION ANALYSIS



Alişan Logistics conducts a prioritization analysis to address its environmental, social, and governance impacts in a manner aligned with the company’s business strategy and long-term growth objectives.

01



EXAMINE IMPACTS

The impacts of logistics and warehousing operations on stakeholders and the ecosystem were examined, and sustainability issues critical to the company were identified.



02



BUILD THE MATRIX

Key areas of the sustainability strategy were identified based on feedback from internal and external stakeholders, and a matrix was prepared based on the identified priority issues.



03



ANCHOR THE STRATEGY

The company’s sustainability strategy was built upon this foundation, aligning priority issues with business strategy and long-term growth objectives.



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As a result of this review, there have been no changes to the critical sustainability issues identified in the previous reporting period; however, the approaches to addressing these issues, their strategic frameworks, and the depth of their treatment have been strengthened — further reinforcing the connection between our sustainability approach and our business strategy.



TOP PRIORITY ISSUES

Very high priority topics, their rationale, and related SDG & GRI standards.

At Alişan Logistics, we focus on the issues that create the greatest impact on our business and stakeholders. Our top priority topics are closely aligned with the Sustainable Development Goals and guided by internationally recognized GRI standards.

01 OCCUPATIONAL HEALTH AND SAFETY

Ensuring that operations continue without disruption and in a safe manner, safeguarding employee safety, and ensuring workforce continuity are of the utmost importance.

SDG 3, 8 | GRI 403

02 SERVICE QUALITY AND CUSTOMER SATISFACTION

The reliable, continuous, and timely provision of logistics services is of utmost importance for maintaining customer relationships and preserving competitiveness.

SDG 9 | GRI 416

03 ADAPTATION TO CLIMATE CHANGE

Managing the impact of climate-related risks on operational activities is critical for maintaining operational continuity and preventing service disruptions.

SDG 13 | GRI 201, 302, 305

04 EMISSIONS AND ENERGY MANAGEMENT

Effectively controlling energy consumption and greenhouse gas emissions is critical both for reducing environmental impacts and for enhancing financial efficiency and operational resilience.

SDG 7, 13 | GRI 302, 305



SUSTAINABLE DEVELOPMENT GOALS



05 ETHICAL BUSINESS CONDUCT AND LEGAL COMPLIANCE

Full compliance with ethical standards and regulations is of paramount importance for maintaining stakeholder trust and enhancing the organization's reputation.

SDG 16 | GRI 205, 206

06 CYBERSECURITY AND DATA PRIVACY

In digitized logistics processes, protecting the information of relevant parties is of critical importance for ensuring service continuity and maintaining reliability.

SDG 9, 16 | GRI 418

07 EMPLOYEE RIGHTS, RELATIONS, AND WELL-BEING

Creating a fair, safe, and supportive work environment plays a crucial role in enhancing employee engagement and maintaining a sustainable workforce structure.

SDG 5, 8, 10 | GRI 401, 402

08 INNOVATION AND TECHNOLOGY ADAPTATION

R&D, innovation, and innovative services play a crucial role in enhancing companies' competitive advantage.

SDG 9, 12, 13 | GRI 203

HIGH-PRIORITY & PRIORITY ISSUES



Rationale and related SDG & GRI standards

HIGH-PRIORITY ISSUES

01 WASTE MANAGEMENT

The effective management of waste generated by our operations is of critical importance for reducing environmental impacts and improving resource efficiency.

SDG 12, 13

GRI 306

02 RISK MANAGEMENT

To ensure business continuity and enhance long-term organizational resilience, the systematic identification and management of operational, environmental, and governance-related risks are of great importance.

SDG 8, 16

GRI 2-12 • 2-13 • 2-14

PRIORITY ISSUES

03 SUSTAINABLE SUPPLY CHAIN

Managing environmental and social risks throughout the supply chain is important for ensuring operational continuity and strengthening stakeholder trust.

SDG 8, 12, 17

GRI 414

04 WATER MANAGEMENT

The effective and responsible management of water resources is important for reducing environmental impacts and ensuring the sustainability of business processes.

SDG 6, 12, 13

GRI 303

05 WORKFORCE DIVERSITY AND INCLUSION

Recognizing employee diversity and fostering an inclusive environment plays a key role in enhancing employee engagement and strengthening corporate culture.

SDG 5, 8, 10

GRI 405

06 EMPLOYEE DEVELOPMENT AND TRAINING

Developing employees' skills and encouraging continuous learning are important for improving performance.

SDG 4, 8

GRI 404

SUSTAINABLE DEVELOPMENT GOALS



PRIORITY ISSUES & STAKEHOLDER ENGAGEMENT



Stakeholder groups, communication methods, and objectives

STAKEHOLDER GROUP	TYPE	PRIORITY LEVEL	COMMUNICATION METHOD	FREQUENCY	OBJECTIVES & SUCCESS CRITERIA
Employees	Internal	PRIORITY	Training sessions, surveys, meetings, performance reviews	Regular	- To attract qualified talent and strengthen employee engagement - Supporting the personal and professional development of all employees - Ensuring an equal work environment for everyone - Expanding investments in occupational health and safety - Supporting business processes with digital and smart technologies - Ensuring the continuity of sustainability awareness
Suppliers	External	PRIORITY	Surveys, posts on the website and social media, periodic reports, and informative written materials	Regular	- Respect for human rights - Developing long-term responsible partnerships - Reducing risks arising from the supply chain
Financial Institutions	External	PRIORITY	Meetings, email	Regular	- Increasing transparency - Strengthening corporate reputation - Ensuring long-term financial sustainability - Meeting national and international expectations
Customers	External	PRIORITY	Website, social media channels, customer satisfaction surveys, email, audits, annual reports, trade shows and events	Regular	- To increase customer satisfaction scores - Ensure data security and privacy - Meeting sustainability-focused expectations
Public Institutions and Local Authorities	External	PRIORITY	One-on-one meetings, email, audits, and reporting	Regular	- Full compliance with legal requirements - Ensuring transparent communication with regulatory authorities
Shareholders	External	PRIORITY	Board meetings, one-on-one meetings	Regular	Transparent communication and long-term value creation
Unions	External	PRIORITY	One-on-one meetings, email	Regular	Ensuring employee well-being

PRIORITY ISSUES & STAKEHOLDER ENGAGEMENT



Continued

STAKEHOLDER GROUP	TYPE	PRIORITY LEVEL	COMMUNICATION METHOD	FREQUENCY	OBJECTIVES & SUCCESS CRITERIA
Non-Governmental Organizations	External	PRIORITY	One-on-one meetings, email	Periodic	- Ensuring collaboration aligned with company strategy - Based on employee voluntarism
Academic Institutions	External	COMPLEMENTARY	Career development centers, R&D activities, one-on-one meetings, events	Regular	R&D investments
Stakeholders Affected by the Project (Local Community, Landowners, Neighboring Facilities)	External	COMPLEMENTARY	One-on-one meetings	Regular	- Establishing stakeholder dialogue - Identifying and properly informing those affected by the project
Media	External	SUPPORTING	Press releases	Regular	- Ensuring business ethics and transparency - Protecting and strengthening corporate reputation
Competitors	External	COMPLEMENTARY	One-on-one meetings	Regular	Fostering sector-wide sustainability progress

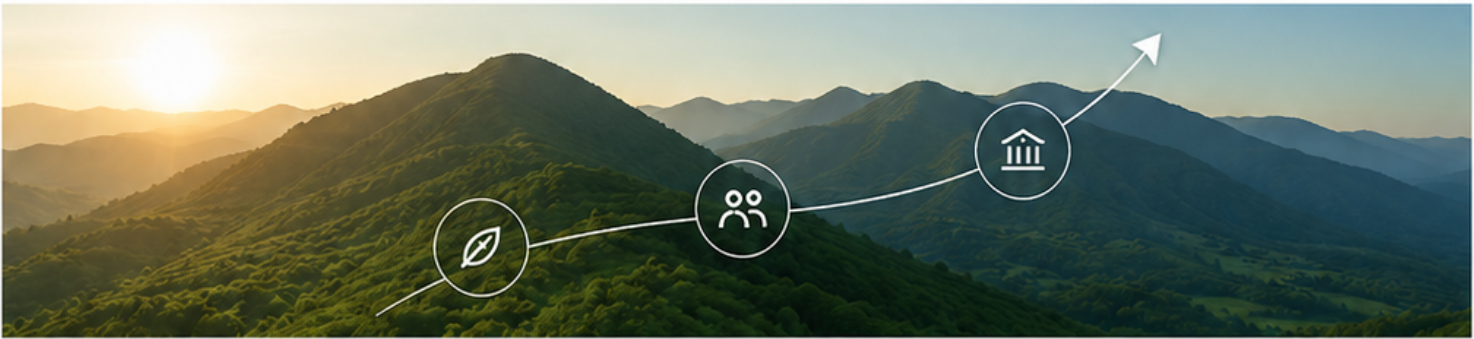
SUSTAINABILITY STRATEGY



Three philosophies, three strategic focus areas

While providing our customers with effective and reliable logistics solutions, we treat our environmental, social, and governance responsibilities as an integral part of our business strategy. In this regard, we have structured our sustainability strategy around sustainable logistics solutions that balance operational efficiency, risk management, and stakeholder trust—aiming to create a pioneering impact in the regions where we operate and build a lasting leadership position in the industry.

In this sustainability journey we have embarked upon, we focus on three key strategic areas and embrace an approach that values the environment and people and adopts a sustainable business model.



VALUING ENVIRONMENT

CLIMATE AND ENVIRONMENT

- ◆ Adaptation to Climate Change
- ◆ Emissions and Energy Management
- ◆ Water Management
- ◆ Waste Management



VALUING PEOPLE

A PEOPLE-CENTRIC WORK CULTURE

- ◆ Occupational Health and Safety
- ◆ Employee Development and Training
- ◆ Employee Rights, Relations, and Well-being
- ◆ Employee Diversity and Inclusion



ADOPTING A SUSTAINABLE BUSINESS MODEL

CORPORATE GOVERNANCE AND BUSINESS CONTINUITY

- ◆ Ethical Business Conduct and Legal Compliance
- ◆ Cybersecurity and Data Privacy
- ◆ Innovation and Technology Adoption
- ◆ Risk Management
- ◆ Sustainable Supply Chain
- ◆ Service Quality and Customer Satisfaction

GOALS



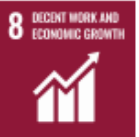
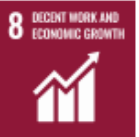
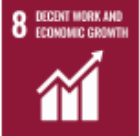
Emissions, energy, and climate targets — and where we stand

GOAL	OUR PERFORMANCE	SDG
 EMISSIONS & ENERGY MANAGEMENT • ADAPTATION TO CLIMATE CHANGE		
 Reduce our Scope 1 & 2 emissions by 50%.	Despite the significant increase in operational activity, our combined Scope 1 and 2 emissions decreased by 1.05% in 2025 compared to the previous year.	  
 Increase combined transportation by 30%.	Work is ongoing in line with our goal. Due to operational and commercial conditions in 2025, there was a slight decrease compared to the previous year; we aim to improve this by increasing intermodal solutions.	  
 Increase afforestation activities by 50% compared to the previous year.	In 2025, we increased our afforestation activities by 50% compared to 2024.	  
 Increase the use of Euro 6-compliant vehicles in our fleet to 90% by 2030.	As of 2025, the proportion of Euro 6-powered vehicles in the fleet is over 80%.	  
 Convert 50% of Alişan's four facilities to renewable energy by 2030.	At our Konya facility, renewable electricity generation is used as the primary energy source; the renewable energy target for this facility has been achieved.	  
 Switch to 100% LED lighting in our facilities by 2030.	Currently, 65% of lighting systems use LED, and efforts are underway to increase this percentage.	  
 Obtain ISO 50001 certification by 2030.	We have obtained ISO 50001 certification at 2 of our facilities.	  

GOALS



Waste, occupational health & safety, and inclusion targets

GOAL	OUR PERFORMANCE	SDG
 WASTE MANAGEMENT		
Reduce total waste generation by 30% by 2030.	In 2025, total waste generation increased by 13.7% compared to the 2023 base year, while decreasing by 8.6% compared to 2024.	 12 RESPONSIBLE CONSUMPTION AND PRODUCTION  13 CLIMATE ACTION
 OCCUPATIONAL HEALTH AND SAFETY		
Target zero fatal accidents and zero accidents resulting in permanent disability.	In 2025, thanks to our strong commitment to occupational health and safety and our proactive preventive measures, we operated with zero fatal and disabling injuries.	 3 GOOD HEALTH AND WELL-BEING  8 DECENT WORK AND ECONOMIC GROWTH
Reduce the Accident Severity Rate (lost workdays).	We have achieved an 8% reduction in the Accident Severity Rate (lost workdays) compared to last year.	 3 GOOD HEALTH AND WELL-BEING  8 DECENT WORK AND ECONOMIC GROWTH
Increase average training hours per employee annually.	An increase was achieved compared to the previous year.	 3 GOOD HEALTH AND WELL-BEING  8 DECENT WORK AND ECONOMIC GROWTH
 EMPLOYEE DIVERSITY AND INCLUSION		
Increase the number of female employees by 20% by 2030.	Compared to the 2023 base year, an increase of 10.7% was achieved, while a decrease of 2.0% was recorded compared to 2024.	 5 GENDER EQUALITY  8 DECENT WORK AND ECONOMIC GROWTH  10 REDUCED INEQUALITIES



ENVIRONMENT

SUSTAINABILITY PERFORMANCE

AN APPROACH THAT VALUES
THE ENVIRONMENT



OUR APPROACH TO ENVIRONMENTAL MANAGEMENT



Our environmental management approach is based on a comprehensive framework that aims not only to ensure legal compliance but also to effectively combat climate change, protect our natural resources, and continuously improve our environmental performance. This approach is fully integrated with our corporate strategy and consists of carefully planned policies, objectives, implementation, and monitoring processes. In this way, while fulfilling our environmental responsibilities, we aim to take the necessary steps toward a sustainable future.

Environmental issues are evaluated under the headings of energy use, greenhouse gas emissions, waste management, and water management. Within this framework, we measure, monitor, and track our environmental impacts — aiming to identify potential risks and opportunities and take concrete actions.

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Our perspective, which embraces environmental sustainability as a long-term goal, enables us to act with a mindset that considers not only the present but also future generations.

ASSESSMENT AREAS



GRI 3-3, 305-1, 305-2, 305-3

CLIMATE-BASED RISK ASSESSMENT



Scenario analyses for physical and transition risks

As Alişan Logistics, we conduct climate-based risk analyses to assess the impacts of climate change on our operations and manage these impacts effectively. Within this framework, scenario analyses that consider various future projections are utilized to address both physical risks and risks that may arise during the transition to a low-carbon economy through a holistic approach.

High-emission scenarios developed by the Intergovernmental Panel on Climate Change (IPCC) are used to analyze the direct impacts of climate change on operations; the net-zero emissions scenario, meanwhile, contributes to the assessment of risks and opportunities that may be encountered during the transition process.



PHYSICAL RISKS

IPCC RCP 8.5 SCENARIO

The RCP 8.5 scenario represents a situation where greenhouse gas emissions are not reduced, and the effects of climate change intensify. The risks arising under this scenario are classified as physical risks, divided into two categories.



ACUTE PHYSICAL RISKS • SHORT-TERM

Extreme weather events (heavy rainfall, storms, sudden weather changes) have a direct impact on our operations:

- ◆ Delays in transportation activities
- ◆ Operational disruptions
- ◆ An increased risk of traffic accidents
- ◆ Failure to meet customer expectations
- ◆ A significant risk in terms of driver safety



HOW WE MITIGATE

To mitigate these risks:

- ✓ Alternative route planning is being implemented
- ✓ Operations are monitored in real time
- ✓ Safe accommodation solutions are provided for drivers



CHRONIC PHYSICAL & TRANSITION RISKS



CHRONIC PHYSICAL RISKS · LONG-TERM

IPCC RCP 8.5 SCENARIO



The long-term effects of climate change can pose significant risks to our operations in terms of both cost structure and infrastructure resilience. Rising temperatures increase the need for cooling in warehouses and facilities, thereby raising energy consumption and putting pressure on operational costs; effects such as reduced equipment performance and increased maintenance needs may also arise. Rising sea levels and the increased frequency of extreme weather conditions create physical risks, particularly for facilities located in coastal regions — resulting in potential infrastructure damage, operational disruptions, and disruptions in logistics processes. Furthermore, changing climate conditions can affect the availability of water resources, creating additional risks for water-intensive operations. Considering these developments, the long-term impacts of climate change are a key evaluation criterion in our investment decisions and facility planning: climate projections are considered locations for new facilities, facility investments, and improvement initiatives aimed at enhancing operational resilience are being planned for existing facilities.

TRANSITION RISKS

IEA NZE 2050 SCENARIO

Net Zero by 2050 (NZE) scenario represents a world aiming to achieve net-zero emissions by 2050. The risks arising under this scenario are defined as transition risks:



◆ Policy and Regulatory Risks

Carbon pricing mechanisms and new regulations may lead to increased costs and create compliance obligations.



◆ Reputational Risks

Failure to meet environmental obligations, operational accidents, or inadequate sustainability performance may negatively impact the company's reputation and lead to customer loss.



◆ Market Risk

Failure to meet customers' expectations for environmentally friendly services may reduce competitive strength.



◆ Water Risk

In water-intensive operations such as tank washing, water scarcity due to climate change could negatively impact activities.



◆ Technology Risks

Investments in new and low-carbon technologies may pose a risk if they fail to deliver the expected performance.



EMISSIONS MANAGEMENT



As the effects of climate change become increasingly evident, we are aware that this process yields not only environmental but also economic and operational consequences. At Alişan Logistics, we consider the impact of our logistics and warehousing activities on the climate to be a key component of our responsibility; we have adopted a systematic approach to reducing these impacts.

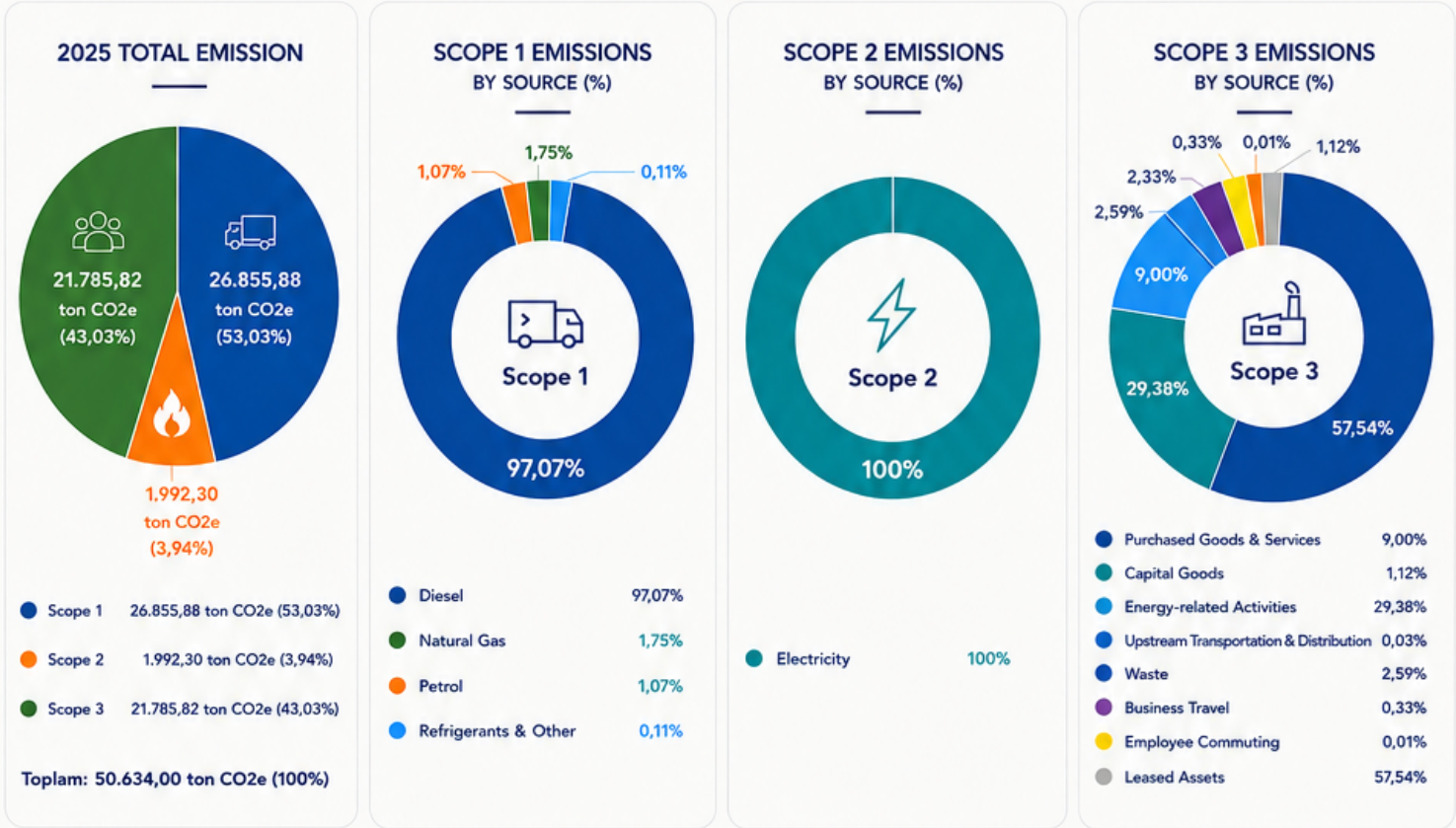
The management of greenhouse gas emissions resulting from our operations forms the foundation of our environmental management philosophy. Through our emission calculation efforts, which go beyond legal requirements, we aim to continuously elevate our environmental performance to new heights.



2021

Since 2021, we have been continuously monitoring our status through our emission calculations. We process the data we collect **monthly** using software — allowing us to take immediate action and effectively manage the process whenever any consumption anomalies are detected.

We calculate and verify our emissions in accordance with the **ISO 14064** standard. All greenhouse gases associated with our operations are included in the calculation process, using the most up-to-date emission factors and GWP values. Emissions from electricity consumption are calculated using the national inventory as a reference, while emissions from other activities are based on DEFRA and IPCC sources.



GASES INCLUDED IN THE CALCULATION



EMISSION FACTOR SOURCES



SCOPE 1 EMISSIONS

Direct emissions — fleet, fuel, and facilities



Heavy-duty vehicle operations accounted for most of our Scope 1 emissions, highlighting the significant impact of transportation activities on our overall carbon footprint. As a logistics company, reducing emissions from our vehicle fleet remains one of the key priorities of our climate strategy.

Throughout 2025, we continued to increase the share of Euro 6 vehicles within our fleet. The integration of newer, more fuel-efficient vehicles with lower emission profiles enabled us to improve fuel performance while supporting growing transportation volumes. Fleet renewal investments also contributed to lowering our emissions.

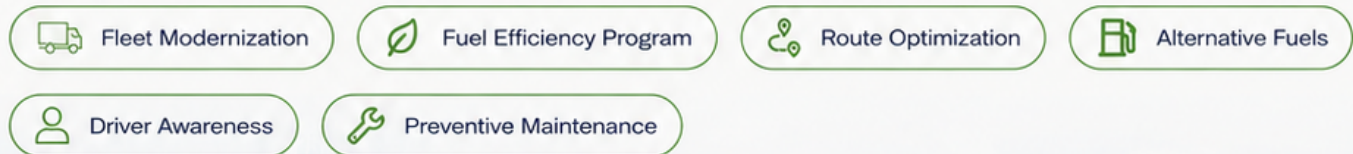
As part of our fuel efficiency program, fuel consumption and distance travelled are continuously monitored and analyzed across our fleet. Driver performance is regularly assessed based on fuel consumption per kilometer travelled, allowing us to identify improvement opportunities and promote more efficient driving practices. Through these monitoring activities, we aim to reduce unnecessary fuel consumption, improve operational efficiency and minimize greenhouse gas emissions.

In addition, route optimization initiatives, efforts to reduce empty mileage, improved vehicle utilization rates and preventive maintenance programs have supported further reductions in fuel consumption. Regular maintenance activities help maintain optimal engine performance and ensure long-term fuel efficiency improvements.

Other Scope 1 emission sources, including natural gas consumption, refrigerant gases and passenger vehicles, represented a relatively small share of our overall direct emissions. Nevertheless, we continue to monitor and manage these sources through energy efficiency initiatives, refrigerant management practices and equipment performance improvements.

Looking ahead, we remain committed to further reducing our direct emissions as part of our transition towards lower-carbon logistics operations.

REDUCTION LEVERS



SCOPE 2 EMISSIONS



Indirect emissions from purchased electricity

As electricity consumption represents the primary source of our Scope 2 emissions, improving energy performance across our facilities remains a key focus area within our climate strategy. During 2025, we continued to implement a range of energy efficiency projects aimed at reducing electricity consumption while supporting business growth and operational continuity.



Konya solar power plant (PV system): by generating renewable electricity on-site, the facility was able to meet a portion of its energy demand through clean energy sources — reducing reliance on grid electricity and supporting the reduction of indirect greenhouse gas emissions.



◆ ISO 50001 Energy Management System

Through systematic monitoring, measurement and analysis of energy consumption, opportunities for efficiency improvements were identified and implemented across our operations — improving energy efficiency while maintaining operational effectiveness.



◆ LED Lighting Conversion

By replacing conventional lighting systems with energy-efficient LED technologies across our facilities, we achieved lower energy demand while improving lighting performance and operational reliability.



◆ Renewable Electricity Procurement

Together with on-site renewable energy generation, our renewable electricity procurement practices contribute to lowering the carbon intensity of our operations and advancing our long-term climate objectives.



◆ Looking Ahead

We will continue to expand energy efficiency initiatives, increase the share of renewable energy in our operations and strengthen energy management practices to further reduce Scope 2 emissions and support our transition to a low-carbon future.



SCOPE 3 EMISSIONS



Value chain emissions and supplier collaboration

Scope 3 emissions include indirect greenhouse gas emissions that occur outside our direct operational control but are associated with our business activities. Therefore, managing Scope 3 emissions requires not only improvements within our own operations but also collaboration with suppliers, service providers and other business partners throughout our value chain.

In 2025, the largest share of our Scope 3 emissions originated from leased assets. This highlights the importance of improving the environmental performance of leased assets as a key factor in reducing our Scope 3 emissions.

Energy-related activities, which also represent a significant source of our Scope 3 emissions, demonstrate that reducing energy consumption, increasing the use of renewable energy and improving overall energy performance contribute to lowering both operational and value chain emissions. Accordingly, our energy efficiency projects and renewable energy initiatives continue to make a positive contribution to our Scope 3 performance.

To reduce emissions associated with purchased goods and services, we continue to strengthen our sustainable procurement approach. Environmental and social criteria are increasingly integrated into supplier selection processes, while our business partners are encouraged to improve their sustainability performance. Through supplier assessments, sustainability questionnaires and performance monitoring mechanisms, we aim to raise awareness and promote continuous improvement throughout our supply chain.

Our waste management initiatives also contribute to the reduction of Scope 3 emissions. By focusing on waste prevention, increasing recycling rates and ensuring the responsible management of waste streams, we continue to reduce the environmental impacts associated with our operations.

Looking ahead, we will continue to strengthen supplier engagement programmes, expand sustainable procurement practices, implement energy efficiency projects and pursue waste reduction initiatives to further manage and reduce our Scope 3 emissions.

Addressing climate change requires action beyond our own operations: we adopt a value chain approach that encompasses suppliers, contractors and business partners — building a lower-carbon supply chain, improving resource efficiency and supporting our long-term climate goals.



YEARLY COMPARISON OF GREENHOUSE GAS EMISSIONS

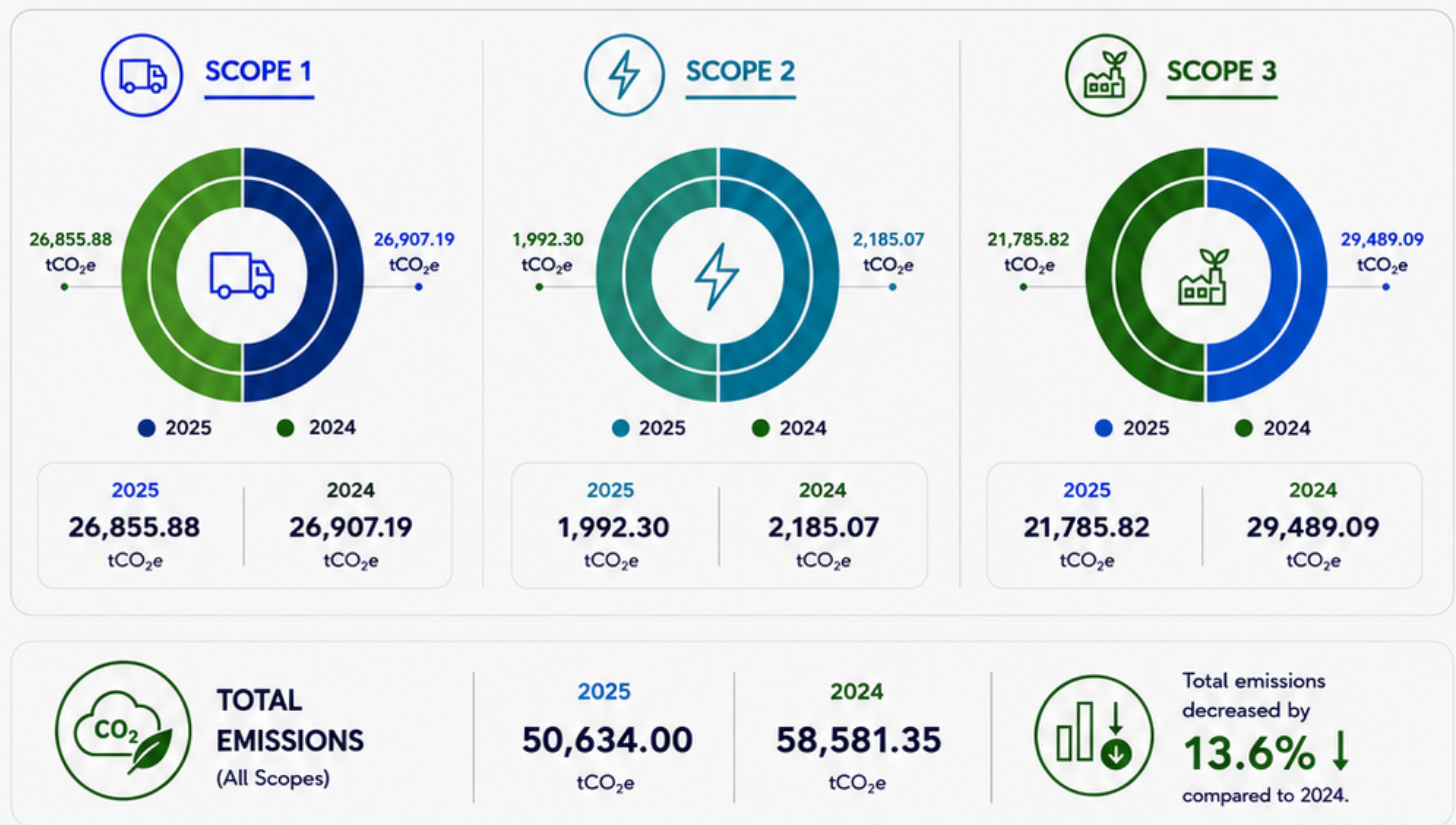


2024 – 2025

In 2025, our total greenhouse gas emissions decreased by 13.6% compared to 2024, declining from 58,581.35 tCO₂e to 50,634.00 tCO₂e. This reduction reflects the positive outcomes of our efforts to improve operational efficiency, strengthen energy management practices, and enhance resource efficiency across our operations.

This improvement highlights our continued commitment to reducing environmental impact and achieving our sustainability goals.

Looking ahead, we will continue to invest in innovative solutions and collaborate across our value chain to drive further reductions and create a more sustainable future.



WHAT DROVE THE CHANGE

Scope-by-scope analysis of the 2024–2025 reduction



◆ Scope 1 — stable despite significant operational growth

While both total kilometers travelled and tons transported increased considerably during the year, fuel consumption was effectively managed through driver efficiency programs, route optimization initiatives, improved vehicle utilization, and the continued operation of a fleet with a high proportion of Euro 6 vehicles. Maintaining stable emissions during a period of operational growth demonstrates the effectiveness of these efficiency measures.



◆ Scope 2 — driven by energy efficiency initiatives

The ongoing LED conversion projects, renewable electricity generation from our solar power plant in Konya, and continuous energy performance improvement activities carried out under our ISO 50001 Energy Management System contributed to reducing emissions associated with purchased electricity.



◆ Scope 3 — the most significant reduction

Improvements in emissions associated with purchased goods and services, energy-related activities, and other indirect emission sources contributed to the overall improvement in Scope 3 performance. In addition, our waste reduction initiatives and resource efficiency practices supported the reduction of emissions across our value chain.

These results demonstrate our continued progress towards our long-term climate commitments and reinforce our determination to transition towards a lower-carbon and more sustainable future.



GRI 3-3, 305-1, 305-2, 305-3

ENERGY MANAGEMENT & EFFICIENCY APPROACH



Alişan Logistics views energy management as an indispensable component of operational excellence and environmental responsibility. Our energy management approach is centered on monitoring and tracking energy consumption, as well as implementing efficiency initiatives to drive continuous improvement.

We are aware that energy consumption constitutes one of the cornerstones of economic development. For this reason, we aim to increase energy efficiency in all our business processes and take innovative steps in this regard. Our approach and goals regarding energy efficiency are also outlined in our **Energy Management Policy**.

ISO 50001 ENERGY MANAGEMENT SYSTEM

To monitor and improve our energy performance more effectively and transparently, we guide our efforts within the ISO 50001 Energy Management System framework. At certified facilities, energy consumption is regularly monitored to identify and analyze key areas of energy use, and the results are evaluated through ongoing monitoring. Based on these findings, energy-related targets are established, and actions are taken to achieve them.

Thanks to the ISO 50001 system, energy management has become a shared responsibility followed by all employees. This holistic approach has contributed to increasing operational efficiency and has also served as a significant step toward sustainability goals by reducing environmental impacts.



Energy management has become a shared responsibility followed by all employees – increasing operational efficiency while reducing environmental impacts.



OUR ENERGY POLICY



Our policy, which includes our commitments to monitoring our energy performance, managing it systematically, and improving efficiency, also aims to drive continuous improvement in our processes. The policy aligns with our sustainability goals and serves a common purpose.



OUR COMMITMENTS



To **meet** the requirements of the **ISO 50001 Energy Management System**, ensuring the continuous improvement, development, and increased effectiveness of the system; to set targets for the regular monitoring of energy performance, plan the necessary actions to achieve these targets, and provide the resources required for their implementation



Promoting the adoption and implementation of **process-based approaches**, continuous improvement, and risk-based thinking principles throughout the organization to establish an effective and sustainable Energy Management System



To ensure **compliance with national and international legislation** and other relevant obligations regarding energy management and combating climate change, and to regularly monitor those requirements



To contribute to a **low-carbon economy** — a key element of sustainable development — by conducting initiatives aimed at reducing environmental impacts, lowering energy consumption, and improving energy efficiency



To ensure that **energy efficiency initiatives are supported by all employees**; to conduct training and awareness-raising activities, raise awareness regarding the reduction of energy losses and leaks, and provide the necessary communication channels for access by relevant stakeholders



To create an environment that supports the **development of all employees** and their participation in management systems; to establish effective communication channels for conveying opinions, suggestions, and feedback regarding energy consumption and efficiency



To provide our employees with the **necessary environment, resources, and training**; to keep pace with technological advancements, industry best practices, and current approaches; to enhance process efficiency; and to reduce energy losses in our processes



To implement practices that will **improve our energy performance** by considering energy usage and energy efficiency criteria during the selection of on-site equipment, procurement of services, and process design phases



To ensure the **effective sustainability** of the Energy Management System



GRI 2-23, 2-24

ENERGY EFFICIENCY INITIATIVES



LED conversion in lighting systems

Efficiency measures have been implemented in operational activities to reduce energy consumption. To increase energy efficiency and reduce the environmental impact of our operations, we continue our efforts to convert lighting systems at our facilities to LED technology. LED lighting systems play a significant role in our energy efficiency efforts by consuming less energy and offering a longer lifespan compared to traditional lighting solutions.

As of 2025, LED conversion processes have been largely completed in many of our warehouses, while this process is still ongoing in some of our facilities. At our facilities where the conversion is still ongoing, we plan to gradually replace all existing lighting systems with LED technology. These initiatives aim to reduce energy consumption, improve operational efficiency, and contribute to lowering greenhouse gas emissions.

FULLY CONVERTED — 100% LED

- ✓ Muallımköy Warehouse
- ✓ Gaziantep Warehouse
- ✓ Yalova Warehouse
- ✓ Eskişehir Warehouse
- ✓ Pelitli Cobin Warehouse

HIGH ADOPTION — OVER 90%

- ✓ Güzeller Warehouse • 90%+
- ✓ Dilovası Warehouse • 90%+

RENEWABLE ENERGY APPLICATIONS



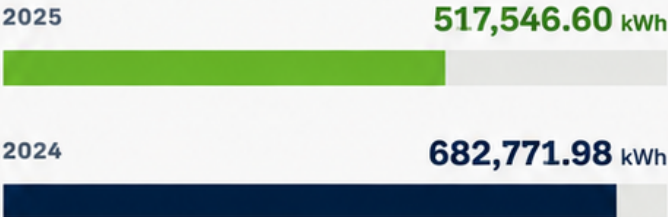
Solar Power Plant (SPP)

We prioritize renewable energy initiatives to reduce our environmental and greenhouse gas impact and to move forward with confidence toward our sustainability goals. In this context, we generate electricity from renewable sources through our in-house Solar Power Plant (SPP) at our Konya location. This clean energy from renewable sources is actively used during our own operations. At the Pelitli Warehouse, a portion of the electricity used is supplied by solar energy.

Since the Konya SPP became operational, our reliance on the grid has significantly decreased. To illustrate this impact, electricity consumption from the grid in 2024 and 2025 was compared. As of June 2024, this electricity generated from clean energy has made a significant contribution to our energy efficiency efforts.

ELECTRICITY SUPPLIED BY THE GRID

-24.2% vs 2024



This reduction in electricity sourced from the grid over the years serves as a concrete indicator of the steps we have taken toward energy efficiency.



FURTHER ENERGY EFFICIENCY INITIATIVES



◆ Renewable Energy Applications — Certified Renewable Electricity

Alişan prioritizes the use of certified renewable energy under the Renewable Energy Source Guarantee System at its Central Office to reduce environmental impacts resulting from electricity consumption. This nationally recognized certificate documents the production of electricity generated from renewable sources in Turkey — documenting the use of renewable electricity and taking a step toward reducing greenhouse gas emissions.



◆ Sensor-Based Lighting

To prevent unnecessary electricity consumption in warehouses and common areas, sensor-based lighting systems have been widely implemented. These motion-activated systems optimize energy consumption from lighting and also contribute to the longevity of the lighting systems.



◆ Monitoring Energy Consumption

Energy consumption data is tracked through utility bills and meters. In facilities where ISO 50001 Energy Management certification is required, internal meters have been installed to enable detailed monitoring of energy usage — allowing primary energy points to be monitored separately and equipment-specific consumption data to be obtained. Through regular monitoring, unusual increases are detected at an early stage, enabling prompt action.



◆ Energy Efficiency Criteria in New Facility & Equipment Purchases

Energy efficiency criteria are considered in new facility planning and equipment procurement. Facilities that will reduce energy consumption in the long term are preferred, and facilities suitable for renewable energy use are prioritized.



◆ Education & Awareness

To support energy efficiency and promote sustainability throughout the organization, we conduct informational sessions for all employees and provide periodic training on the efficient use of equipment. Informative and cautionary signs reminding users to turn off equipment when not in use have been placed on field equipment — ensuring employees maintain a constant awareness of energy conservation in their daily activities.



ENERGY EFFICIENCY IN TRANSPORTATION OPERATIONS



84%↓

DIESEL CONSUMPTION PER
TONNE-KILOMETRE VS 2024

91.34%

EURO 6-COMPLIANT
VEHICLES IN OUR FLEET
(2025)



◆ Route optimization & advanced planning

To ensure energy efficiency in our road transportation operations, advanced transportation planning systems are implemented. Route optimization applications prevent unnecessary travel distances — reducing energy consumption while improving the efficiency of the logistics services provided to customers.



◆ Driver performance tracking

Through the driver performance tracking application actively used in our operations, our drivers' driving behaviors (acceleration, braking, idle time, fuel consumption, etc.) are regularly monitored. Based on the data collected, customized training is provided for drivers, encouraging more efficient driving habits. Combined with fleet renewal and integrated digital monitoring, diesel consumption per tonne-kilometre decreased by 84% compared to 2024.



◆ Intermodal transportation

To reduce emissions from transportation, intermodal transportation services are being expanded. In this system, which integrates alternative modes of transportation to road transport, intermodal transitions are optimized to both enhance operational efficiency and reduce energy consumption — a strong indicator of our commitment to providing environmentally friendly services.



◆ Euro 6 fleet expansion

To reduce energy consumption and emissions resulting from our operational activities, the use of vehicles compliant with the more efficient Euro 6 emissions standard has been expanded. According to 2025 data, the proportion of Euro 6-compliant vehicles in our fleet has reached 91.34%.



◆ Electric & hybrid vehicles

The use of electric vehicles specifically for customer operations helps reduce fossil fuel consumption and contributes to low-emission transportation — also serving as a pilot project for alternative fuel transportation solutions planned for future implementation. In our passenger vehicle fleet, the use of hybrid vehicles is being expanded, offering lower fuel consumption and emission levels.



WASTE MANAGEMENT & THE CIRCULAR ECONOMY



Circular Economy Approach

At Alışan Logistics, we shape our circular economy philosophy around the principle of efficient resource use, preventing waste generation, and converting generated waste into economic value through revaluation or recycling. To effectively manage material usage during the storage and handling processes inherent to our operational activities, we aim to generate circular solutions rather than relying on the linear “take-make-dispose” model, thereby returning value to the economy.

The pallets and equipment we use during our storage operations are managed in accordance with the principle of reuse, taking the product lifecycle into account. Preventing single-use materials and prioritizing long-lasting equipment forms the foundation of our circular economy approach.

OUR CIRCULAR ECONOMY PHILOSOPHY

- ✓ Reducing waste generation at the source
- ✓ Increasing recycling rates
- ✓ Promoting reuse
- ✓ Promoting the adoption of circular practices with other stakeholders

All equipment at the end of its useful life is incorporated into the process through recycling initiatives. To reduce packaging waste, recyclable materials such as paper, cardboard, metal, wood, and plastic are separated at the source and delivered to licensed recycling companies. These materials are regularly entered into the **MOTAT** system and recorded.



Alışan Logistics aims to continuously improve its circular economy practices and integrate this approach into all its processes — increasing projects focused on reducing waste volume and efficiently utilizing resources.



WASTE MANAGEMENT APPROACH



The waste hierarchy and types of waste generated

We comprehensively address waste management to minimize our environmental impact and operate in accordance with the principles of the circular economy. Our waste management approach is based on the waste hierarchy — aiming to prevent waste disposal by preventing, reducing, and recycling waste, thereby reintegrating it into the circular economy.



Waste generated as a result of our operational activities is classified as hazardous and non-hazardous waste. All waste generated is managed in accordance with legal regulations.



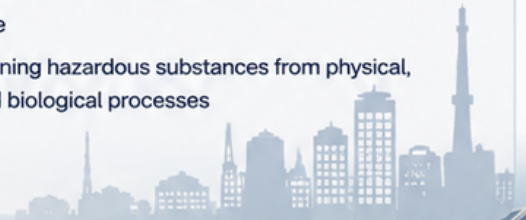
NON-HAZARDOUS WASTE

- ◆ Packaging waste (paper, cardboard, plastic, wooden pallets)
- ◆ End-of-life tires
- ◆ Scrap and metal waste
- ◆ Other household waste



HAZARDOUS WASTE

- ◆ Contaminated waste — waste cartridges and toners, used motor oils, contaminated packaging
- ◆ Waste oil and fuel filters
- ◆ Waste batteries and accumulators
- ◆ Fluorescent lamps and other mercury-containing waste
- ◆ Waste electrical and electronic equipment
- ◆ Medical waste
- ◆ Sludge containing hazardous substances from physical, chemical, and biological processes



WASTE MANAGEMENT PRACTICES



The Zero Waste principle in action

At Alişan Logistics, we operate in accordance with the **Zero Waste Principle** we have adopted within the scope of waste management. We meticulously manage the processes of preventing and reducing waste generation, as well as recycling and reusing materials — integrating this principle into our business processes to ensure sustainability in every aspect.



SOURCE SEPARATION & TEMPORARY STORAGE

Waste generated as a result of our operational activities is collected separately at the source. Recyclable waste is collected separately from non-recyclable waste to prevent mixing. Waste stored in temporary storage areas located in compliance with regulations is properly marked and labeled and kept in a safe manner.



RECYCLING WITH LICENSED COMPANIES

Properly sorted waste is sent to licensed recycling facilities in compliance with legal regulations. This approach helps prevent potential environmental harm caused by waste while enabling the traceability of processes through the MOTAT system. The recorded data supports our ability to monitor waste management performance and take actions aimed at improvement.



SUSTAINABLE FLEET & LOW-EMISSION TRANSPORTATION SERVICES

Our road transport operations are among our primary focus areas due to their high emission levels. We have expanded the use of vehicles equipped with Euro 6 engines in our fleet to improve fuel efficiency and opt for more environmentally friendly transportation. These highly fuel-efficient vehicles have reduced greenhouse gas emissions while preventing waste and losses caused by fuel consumption — contributing to both environmental and economic sustainability.



INITIATIVES TO REDUCE PLASTIC WASTE

Alişan Logistics has been part of the international Operation Clean Sweep initiative since 2020, preventing plastic granule losses generated during operations from entering the environment. Employees receive awareness-raising training, and information is shared with suppliers and customers to encourage collaboration. At our headquarters, we have transitioned to reusable cups, and beverage machines requiring plastic cups have been deactivated — preventing plastic waste while reinforcing our zero-waste goal.



ZERO WASTE INITIATIVES



Digitalization, optimization, and engagement

At Alişan Logistics, zero waste is not just a goal — it is a mindset that guides our daily operations. Through digitalization, process optimization, and strong engagement, we aim to minimize waste and maximize the value of our resources.



DIGITALIZATION, AUTOMATION & REDUCING PAPER CONSUMPTION

We have transitioned to digital tools and automation systems to make our business processes more efficient — optimizing resources and saving time. To reduce paper consumption from office operations, we have transitioned to the HR Web application, moving leave and expense processes to a digital platform; this has reduced paper usage, preventing waste and achieving resource savings.



WASTE REDUCTION IN STORAGE PROCESSES

Optimized shelving systems prevent unnecessary space usage in storage processes. By integrating our customers' systems with our own, we ensure products are shipped in the right quantities at the right time — preventing excess inventory and the resulting unnecessary waste. Processes aimed at reusing pallets and recycling packaging materials reduce environmental impacts and associated costs.



PACKAGING OPTIMIZATION

The packaging materials used in our operations are optimized based on their type, quantity, and size. This prevents the use of unnecessary materials and reduces the resulting transportation costs.



SUPPLY CHAIN COLLABORATIONS

By embracing sustainability in our logistics processes, we implement practices to reduce our environmental impact in collaboration with our suppliers. Our stance and approach regarding waste are included in our supplier contracts.



EMPLOYEE ENGAGEMENT & CORPORATE AWARENESS

Employees receive regular awareness-raising training on waste separation at the source, recycling, and waste reduction; awareness games have been conducted to make this awareness permanent. With this initiative, zero waste is approached not merely as theoretical knowledge but as a process integrated into daily life where employees play an active role.



GRI 3-3, 306-2

WATER MANAGEMENT



At Alişan Logistics, we use water as part of the operations conducted at our washing facility. While water usage, storage, and other operational activities are not our top priority, water usage is a priority for our washing operations. In this context, water is managed effectively to ensure its efficient use and to keep water consumption under control.

The water used in Alişan Logistics operations is sourced from the municipal water supply. Water is never used as a production input; consumption is higher in facilities where washing activities are carried out compared to other operations. For this reason, alternative solutions for the efficient use of water are being researched and developed.

WATER USAGE AREAS



MEASURES & INITIATIVES FOR WATER EFFICIENCY

- ✓ **We conduct water footprint measurements** to assess the impact of water consumption from our operational activities and to set reduction targets. Measurements conducted since 2022 have been verified by authorized organizations.
- ✓ **To reduce water consumption, aerated faucets are used** — lowering water flow rates and preventing unnecessary resource consumption.
- ✓ **To support the reuse of water in washing processes**, filtered water is returned to the very beginning of the process, preventing unnecessary water consumption.
- ✓ **In the car wash processes, detergent dosing systems** prevent unnecessary chemical usage and additional water consumption caused by excessive rinsing.
- ✓ **At our garage location, a collection system is used to collect and reuse rainwater** — the collected water is used for tasks such as car washing.
- ✓ **Periodic inspections are conducted** to prevent water leaks.
- ✓ **Awareness-raising training sessions on water conservation** are conducted for employees to foster a sense of responsibility.



GRI 3-3, 303-1, 303-5



Every drop matters.

We manage our water resources responsibly for a sustainable future.

RAINWATER HARVESTING



Garage location • operational since October 2025

At our garage location, a rainwater harvesting system was implemented as of October 2025 to promote the efficient use of water resources and reduce municipal water consumption. The collected rainwater is used for vehicle washing and similar operational activities, contributing to reduced municipal water consumption and the efficient use of water.

Following the system's implementation, water consumption dropped from **1,139 m³** to **893 m³** during the relevant months, resulting in a tangible improvement in operational water usage.



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GARAGE WATER CONSUMPTION

↓ -21.6% vs 2024

2025 • OCT-DEC

893 m³

2024 • OCT-DEC

1,139 m³



This initiative contributes to the conservation of natural resources and sustainable water management in line with our water efficiency goals.



GRI 3-3, 303-5

VALUING THE ENVIRONMENT

WATER RECOVERY IN CRATE WASHING

📍 Konya facility • operational since September 2025

Improvement efforts have been implemented at our Konya facility to reduce water usage in the crate washing process. The system, which went into operation as of September 2025, ensures that leaks and excess water generated during the crate washing stages are collected and returned to the system. This enables the reuse of water in the production process through water recovery, rather than direct discharge.

This improvement has led to significant progress in operational water efficiency: In 2024, water consumption per crate was **0.0009 m³**; with the system's implementation, it decreased to **0.0006 m³** in 2025. The impact is also clear in the quarterly totals — from **8,988 m³** in September–December 2024 to **3,964 m³** in the same period of 2025, a reduction of approximately **56%**.



WATER CONSUMPTION PER UNIT

-33%

2025

0.0006 m³

2024

0.0009 m³

SEPTEMBER – DECEMBER



TOTAL WATER CONSUMPTION

-56%

2025

3,964 m³

2024

8,988 m³

SEPTEMBER – DECEMBER



This initiative has been a significant step toward more effective utilization of water resources by achieving a noticeable reduction in both total water usage and water consumption per unit.



GRI 3-3, 303-5

SUSTAINABILITY PERFORMANCE

AN APPROACH
THAT VALUES
HUMAN





OUR HUMAN-CENTERED VISION

For Alişan Logistics, sustainability is not merely a concept addressed solely from an environmental perspective. By placing our people-centered and human-valued approach at the core of sustainability, we are building a structure based on high employee engagement and strong internal communication. In this context, we evaluate elements such as employee satisfaction, a safe work environment, diversity, equal opportunities, ethical conduct, and respect for human rights through a holistic sustainability perspective — contributing both to improving our internal performance and to fostering a climate of trust in our social relationships.

Respect for human rights and commitment to ethical values are considered among the most important elements of our corporate governance philosophy. Human rights and ethical principles are not merely commitments; they are at the core of our fundamental policies and practices that shape the way we conduct business.

Our company has developed a **Human Rights Policy** that prioritizes respect for the fundamental rights and freedoms of all employees and stakeholders, established in accordance with national legislation and international human rights standards.



UNDER OUR HUMAN RIGHTS POLICY

- ✓ Child labor and forced labor are strictly prohibited
- ✓ Fair working conditions are ensured in accordance with the principle of equal pay for equal work
- ✓ We aim to create a safe, healthy, and respectful work environment
- ✓ A zero-tolerance policy is in place regarding discrimination, harassment, and bullying
- ✓ We respect the personal rights of our employees and all our stakeholders



These principles are applied in all human resources practices, from recruitment processes to daily operations.



EMPLOYEE EXPERIENCE & ENGAGEMENT

Internal communication and recognition

Improving the employee experience and strengthening a sense of organizational commitment are among the most important building blocks of corporate sustainability. We have an internal communication strategy that ensures all our employees feel valued and that their ideas are taken into consideration. Recognizing our employees' achievements and supporting their motivation are among our core objectives — the initiatives below contribute to the development of our people-centered corporate culture.



CUSTOMER SERVICE WEEK

EVERY OCTOBER

Not just an event, but a clear reflection of our corporate culture and internal communication.

- ◆ Activities that strengthen team spirit
- ◆ Employee contributions are recognized
- ◆ Socio-cultural and corporate activities that boost engagement



MONTHLY THEMED TRIVIA CONTESTS

EVERY MONTH

Prize-winning contests with a different theme each month, fostering continuous interaction.

- ◆ Enhances analytical thinking and the desire to learn
- ◆ Strengthens communication between departments
- ◆ Creates a fun, inclusive, positive competitive atmosphere



TENURE CEREMONY

5+ YEARS OF SERVICE

Celebrates employees' commitment to the organization and their years of service.

- ◆ Strengthens team and organizational cohesion
- ◆ Supports a sustainable human resources strategy
- ◆ Reinforces the continuity of our organizational culture



These initiatives strengthen our communication, recognize our people, and build a motivated, engaged and people-centered workplace.





WORK-LIFE BALANCE & EMPLOYEE WELL-BEING

Various initiatives have been implemented to help our employees maintain a balance between their professional and personal lives:



We believe that supporting our employees' well-being leads to a more motivated, engaged and resilient organization.



Hybrid work arrangement

Our white-collar staff working at the main office can work remotely two days a week and in the office three days a week.



Birthday leave

All employees are entitled to a half-day of leave on their birthdays.



Employee well-being initiatives

To support employees' physical and mental well-being, PSA BDP organizes webinar series aimed at enhancing psychological resilience and awareness, and encourages employee participation.



Happy hour events

Events are organized for both blue-collar and white-collar employees during specific time slots.



Team activities

Every year, team activities are organized for our employees over the course of a week to strengthen motivation and internal communication.



Year-end event

An event open to all employees is held toward the end of the year to boost motivation and bid farewell to the year together.



EMPLOYEE-DRIVEN PROJECTS

Participation-focused programs and rewards

Various participation-focused projects have been implemented to increase employee involvement in decision-making processes, leverage their expertise, and support a culture of continuous improvement across the organization.



I Suggested, I Prevented

A system that rewards our field employees with bonuses when they identify occupational health and safety risks or make improvement suggestions.



Referring a Candidate

Accelerates the hiring process and reaches the right candidate more quickly through candidates referred by our employees.



I Have a Valuable Idea

A reward-based initiative that encourages all employees to contribute to the development process with their innovative ideas.



I Have a Sustainable Idea

A competition designed to encourage employees to share sustainability-focused ideas, where innovative suggestions are supported, and selected ideas are recognized and rewarded.



SEÇ (HSE) Champions Program

Supports best practices in occupational health, safety, and the environment implemented at our facilities. Each month, the facility demonstrating the highest performance is honored with the 'HSE Champion' title, and its achievements are announced and rewarded — promoting a safe and environmentally friendly work culture across all facilities.



Attendance Bonus (Blue-Collar)

A bonus program for blue-collar employees who meet the criteria for attendance and adherence to work schedules.



Mentimeter Trivia Contest

Interactive trivia contests are organized via the Mentimeter platform on designated special days — supporting internal interaction and motivation, with winners rewarded.



These initiatives empower our employees to **lead change**, **share ideas**, and make a **lasting impact** on our operations and sustainability journey.





SOCIAL CONTRIBUTION & DEI

Diversity, Equity, and Inclusion

Creating social values is an indispensable component of corporate sustainability. Our social responsibility projects, carried out with the voluntary participation of our employees, also aim to create positive change in society. Through the “**Alişan Brings Happiness**” project, our company has helped students attending a school realize their dreams and provided book donations to another school. Such volunteer-focused activities reinforce our employees’ sense of social responsibility, combining individual benefit with corporate values.

Our company places diversity, equity, and inclusion at the center of our business culture as a key component of our sustainability strategy. In hiring, placement, promotion, and development processes, religion, language, race, gender, age, disability status, or any other personal differences are not considered — evaluations are based solely on competence, experience, and position requirements.



WOMEN’S REPRESENTATION & EQUAL OPPORTUNITY

Despite the male-dominated structure of the logistics sector, we have set increasing the number of female employees as a strategic goal. To achieve this goal:



We implement policy that ensures equal opportunities in our hiring processes



We support programs that enhance career opportunities and visibility for female employees



Evaluation processes based on merit are conducted free from gender discrimination



This approach supports the development of an inclusive corporate culture.





EQUALITY, INCLUSION & HUMAN RIGHTS AT WORK



◆ Equal pay for equal work

Our company implements fair compensation practices in accordance with the principle of equal pay for equal work for all employees.

Compensation and benefits management are conducted based on objective criteria, without discrimination based on gender, age, title, or other personal characteristics — aiming to create a work environment where our employees feel equal, safe, and valued.



◆ Inclusion Day & awareness activities

Within the framework of the annual Employee Week events, one day is designated as Inclusion Day. This meaningful day supports our employees in openly expressing their individual differences, highlights the importance of diversity in driving organizational innovation and value creation, and organizes activities among teams to raise awareness — fostering an inclusive organizational culture throughout the entire organization.

COMBATING CHILD LABOR AND FORCED LABOR — ZERO TOLERANCE

At Alişan Logistics, we have adopted a zero-tolerance policy regarding child labor and forced labor. We conduct all our processes in compliance with relevant laws and human rights standards. During the hiring process, we meticulously verify the identity and age of candidates; this process is regularly monitored and reviewed by our human resources team.

We never tolerate practices such as forced labor, debt bondage, or the withholding of identity documents. Our employees' employment contracts are established entirely of their own free will, and all employees have the right to terminate their contracts and resign within the framework of their legal rights. Creating a work environment that respects our employees' rights is our top priority.



COMMITMENT TO ETHICAL VALUES



Commitment to ethical values stands out as one of the most fundamental and indispensable elements of Alişan Logistics' corporate identity. Our company's **Code of Ethical Conduct** has been meticulously built upon key principles such as integrity, transparency, impartiality, a sense of responsibility, and accountability — serving as fundamental guidelines that shape our business practices and the conduct of our employees.

The ethics policy is more than just a document; it is regularly shared with all our employees, and new hires are expected to carefully read and accept these rules. Through this approach, we aim to promote and embed a culture of ethical behavior throughout the organization, ensuring that all our employees act in accordance with these values.



CLEARLY DEFINED UNDER THIS POLICY



Prevention of conflicts of interest



Effectively combating bribery and corruption



Protection of confidential information and safeguarding it from unauthorized access



The proper and ethical use of corporate assets



Demonstrating a clear and firm stance against unethical behavior



ETHICS REPORTING MECHANISM

Our **Ethics Hotline**, designed on the principle of confidentiality, allows all our stakeholders — including employees — to easily submit reports regarding any ethical or human rights violations, including via our website. Submitted reports are carefully evaluated by our internal audit unit in strict adherence to confidentiality and impartiality; appropriate actions are taken when deemed necessary to protect and enhance ethical standards — safeguarding the safety and rights of both our employees and stakeholders.





TALENT MANAGEMENT & EMPLOYEE DEVELOPMENT

With the aim of building a better future, we view all our employees as valuable talents. Guided by the principle that “Our Most Valuable Asset Is Our Human Capital”, we ensure that all employees embark on a comprehensive training and development journey from the moment they join the company — designed to enhance employees’ skills and help them achieve their career goals.

Training activities are meticulously carried out under the coordination of the Human Resources Department. Annual training plans are developed by considering the company’s strategic goals, operational needs, and employee requests, in addition to legal and mandatory requirements. At the end of each year, evaluation meetings are held with relevant departments to identify training needs for the following year and to plan the budget accordingly.



WHEN DETERMINING TRAINING NEEDS



Legal Regulations & Standard Requirements



Operational Risks



Requests from Employees & Managers

2025 TRAINING & DEVELOPMENT PROGRAMS



HSE (Health, Safety, Environment) training

HSE-focused training programs have been organized to help employees adopt a culture of safe work practices, increase risk awareness, and strengthen environmental responsibility.



Operational excellence & quality training

Organized to improve operational efficiency, strengthen process standards, and effectively implement quality management systems.



Warehouse operations & equipment safety

Awareness training sessions on warehouse processes, equipment usage, and operational safety — aiming to prevent potential workplace accidents.



Sustainability awareness training

Awareness-raising training sessions organized for employees with the goal of promoting a sustainability mindset throughout the company.



By investing in our people, we build a more competent, motivated, and future-ready organization.



TALENT MANAGEMENT & EMPLOYEE DEVELOPMENT



Continued — certification, language, and leadership programs



◆ Food safety training

As a result of training conducted on HACCP, GMP, FSSC 22000 V8, and product integrity, quality and safety standards in food logistics processes have been strengthened.



◆ Professional competency & certification

Comprehensive National Vocational Qualification Certificate exams and certification programs have been successfully conducted for employees working in forklift, stacker, electric pallet jack, and logistics positions — enhancing competencies and elevating professional standards.



◆ Foreign language training

English language training was provided through digital platforms to support employees in improving their foreign language proficiency.



◆ Master's degree program

To support the professional and personal development of our employees, we contribute to their education by offering discounts on graduate school tuition.



◆ Management Trainee (MT) program

Designed to attract young talent and cultivate future leaders, MTs work in various units — such as sales, solution design, logistics, warehouse operations, IT & R&D, and finance — to gain an in-depth understanding of business processes. Supported by structured training, on-the-job learning, and project work, the program aims to place participants in suitable positions upon completion.



◆ Mentorship program

Implemented in collaboration with PSA BDP, employees working in different countries are paired with mentors based on their competencies and areas for development, with knowledge and experience shared through regular meetings — enhancing leadership, communication, and professional competencies.



OCCUPATIONAL HEALTH & SAFETY



Our zero-accident commitment

Occupational Health and Safety (OHS) is among our top priorities in all activities we carry out within the fields of storage, logistics, washing, food production, and value-added services. As Alişan Lojistik A.Ş., we recognize legal regulations and international standards as minimum requirements; within this scope, we are committed to continuously monitoring all compliance obligations, measuring our performance, and ensuring continuous improvement.

In line with our zero occupational accident and occupational disease target, our primary priority is to establish a healthy, safe, and sustainable working environment for all our employees. Accordingly, we systematically identify and manage risks, minimize hazards through preventative approaches, and aim to disseminate the occupational health and safety culture throughout the entire organization. We regularly monitor and evaluate our OHS performance and improve it in line with the principle of continuous improvement.



MANAGEMENT SYSTEMS & CERTIFICATIONS



2008

OHS MANAGEMENT SYSTEM

Certified since 2008, demonstrating commitment through certified practices.



2006

SQAS ASSESSMENTS

Assessed under the European Chemical Industry Council's SQAS system, achieving scores above European standards — the first and only company in Türkiye assessed in three separate modules.



2014

BRITISH SAFETY COUNCIL

Regular participation in the International Safety Awards, honored with awards every year — certifying high OHS performance on an international platform.



**A safe workplace is not only our responsibility,
it is our commitment to our people and to a sustainable future.**



RISK & ACCIDENT MANAGEMENT



RISK MANAGEMENT



We proactively analyze risks

before operations begin and aim to reduce potential hazards to acceptable levels.



Employee participation is

a fundamental element — analyses are enhanced through feedback from the field, conducted systematically with our Risk Assessment Teams.



Open and accessible communication

channels encourage employee participation and support continuous improvement.



Through this approach,

we disseminate the occupational safety culture and build safer working environments together.

ACCIDENT MANAGEMENT & IMPROVEMENT



Every accident and incident

is thoroughly analyzed and evaluated as an opportunity for learning.



Post-incident investigations

examine scenes and observations, witness statements, and, where applicable, camera recordings in detail.



Root cause analyses

are conducted, and preventive and corrective actions are identified.



All employees are obliged

to report incidents they witness or experience to the QHSE and Sustainability Department.



Healthy individuals and safe workplaces — in line with this principle, we ensure continuous improvement.



OCCUPATIONAL HEALTH & SAFETY TRAININGS



To increase the awareness level of our employees and reinforce the culture of safe working, we organize various OHS training programs throughout the year — planned according to employees' job descriptions, risk groups, and areas of activity, and supported by both theoretical and practical content.

- 
Job-Specific Trainings
 Position-specific practical trainings such as safe lifting and safe working at height
- 
Risk Assessment Training
 Identification, analysis, and planning of preventive measures for risks
- 
Fatigue Management Training
 Awareness training aimed at reducing impacts on work performance and safety
- 
Hazardous Chemicals Handling (ADR)
 Specialized training for transportation and storage of dangerous goods within the scope of ADR
- 
Behavior-Based Safety Training
 Approaches aimed at identifying and preventing unsafe behaviors
- 
First Aid Training
 Effective and correct response methods for possible emergencies
- 
Fire Safety Training
 Theoretical and practical content on fire prevention, evacuation, and extinguishing techniques
- 
Lessons Learned from Accidents/Incidents
 Informative sessions aimed at preventing similar risks through findings from actual incidents
- 
Toolbox Meetings
 Short and targeted briefing sessions conducted before daily operations
- 
Ergonomics Training
 Reducing physical risks related to the work environment and preventing musculoskeletal disorders
- 
Hazard Hunt & Risk Awareness
 A participatory, practical model in which employees identify unsafe conditions and behaviors in the field
- 
Employee Participation & Safety Reporting Culture
 Awareness activities for systems encouraging proactive reporting and participation
- 
Safety Leadership Training
 Strengthening the role of management in disseminating the occupational safety culture



**STRONG KNOWLEDGE.
SMART ACTIONS.
SAFE TOMORROWS.**



BEHAVIOR-BASED SAFETY & REPORTING CULTURE



We are committed to building a proactive safety culture where every individual takes responsibility, looks out for one another, and speaks up. Our Behavior-Based Safety approach and reporting culture empower employees to identify risks, intervene early, and contribute to continuous improvement.



◆ Behavior-Based Safety

A proactive system aimed at reducing accidents and incidents arising from unsafe behaviors in operational processes. Based on field observations, it objectively assesses both strong and development-oriented safety behaviors — identifying areas requiring improvement, encouraging safe behaviors, and strengthening communication with employees through its instant feedback mechanism.



◆ Toolbox Meetings

Short, focused, and practical briefings conducted before operations enhance employees' daily occupational safety awareness while reinforcing current risks and safe working methods. Toolbox topics are planned annually at the beginning of each year, carefully selected according to activity types, field requirements, and incidents experienced in previous years.



◆ "I Suggested – I Prevented" System

Implemented since 2008, this system enables employees to proactively report potential hazards and near miss incidents — identifying risks before they turn into accidents. Employees can submit improvement suggestions for all hazards they observe, even if no incident has occurred. The most effective reports are rewarded every month, and the digital platform introduced in 2022 enables effective monitoring and analysis — supporting action plans toward our 'Zero Accident' target.



168
→
1,879

NONCONFORMITY &
SUGGESTION REPORTS,
2024 → 2025 (≈9.8x)



41 →
166

NEAR MISS
REPORTING REWARDS,
2024 → 2025 (≈3.7x)



This improvement demonstrates not only the increase in the number of reports but also the adoption of a proactive safety approach and the establishment of a strong safety culture throughout the organization.

HAZARDOUS MATERIALS & HSE WEEK



We are committed to minimizing risks and building a proactive safety culture through the effective management of hazardous materials and engaging employees across the organization.



Management of hazardous materials (ADR)

To minimize risks that may arise during the transportation and management of hazardous materials, we conduct all our processes in accordance with national legislation and relevant international standards, particularly ADR. We ensure safe working environments and guarantee that all employees involved use appropriate personal protective equipment completely and correctly. Through special procedures, instructions, checklists, and training programs, we systematically manage operational risks while minimizing environmental impacts — addressing employee safety and environmental sustainability in an integrated manner.



HSE Week — May 4–10, every year

To disseminate the Health, Safety & Environment culture throughout the organization, HSE Week activities are organized at all our facilities with gamified training, practical drills, workshops, and quizzes. These activities reinforce safe working habits and enable employees to better identify risks and take preventive actions. The permanence of learning is supported through field observations, awareness walks, and enjoyable physical activities — making occupational safety an integral part of daily operational life.



HSE Week is regarded not only as fulfilling legal obligations but as an important tool ensuring the sustainability of a “preventive safety culture” — playing a critical role in our journey toward the Zero Accident target.



INNOVATIVE SAFETY PRACTICES

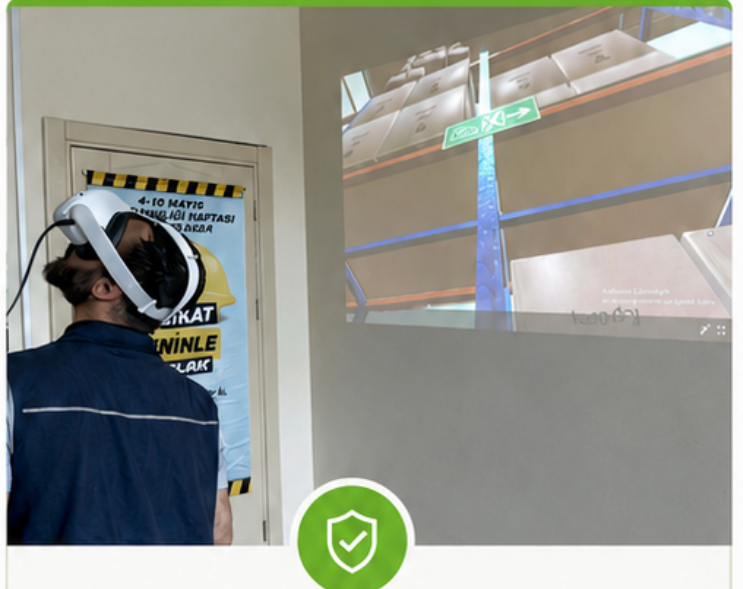
Technology in service of the Zero Accident target

We have implemented a series of innovative practices to enhance the health and safety of our employees — ensuring they work in a safe environment and perform their duties in a healthy manner.



DRIVER SLEEP MONITORING SYSTEM WITH MARMARA UNIVERSITY • 4TH AT TEKNOFEST

Recognizing driver fatigue and drowsiness as one of the most critical issues within road safety, we developed a system capable of remotely monitoring our drivers' sleep and fatigue conditions without the use of camera systems — a prototype has been produced and final stages for implementation are underway. Through this innovative system, we aim to monitor drivers' conditions in real time and minimize the risk of traffic accidents, strengthening our road safety standards.



ADVANCED TRAININGS & VR SIMULATIONS THROUGHOUT THE YEAR

We ensure that our employees continuously receive safety training. Through virtual reality (VR)-based simulations organized throughout the year, employees receive real-time training against hazardous situations — enabling quicker and more effective responses during emergencies.



*Innovation strengthens safety.
Together, we build a safer future.*

HSE CHAMPIONS PROJECT

Participation, ownership, and continuous improvement

The HSE Champions Project empowers our people to take an active role in building a safer and healthier workplace. Through participation, ownership, and recognition, we strengthen our safety culture and drive continuous improvement across all operations.



◆ Employee participation in safety processes

The 'HSE Champions' project was implemented to increase employee participation and strengthen the safety culture in the areas of health, safety, environment, and security. Our facilities are regularly evaluated according to defined criteria; through activities such as hazard hunt practices, toolbox talks, suggestion systems, and field inspections, employees are encouraged to proactively identify risks and contribute to improvement processes.



◆ Management ownership in the field

Management field tours conducted within the scope of the project ensure the active participation of senior management in occupational health and safety processes, while on-site observations support the continuous improvement approach.



◆ Performance-based evaluation & rewards

Through a performance-based evaluation and reward mechanism, the dissemination of safe behaviors is encouraged, and employees' awareness regarding occupational health and safety is continuously improved.



With this project, our occupational health and safety approach is supported not only through rules and procedures but also through employee participation, management ownership, and a culture of continuous improvement.

PLANNING, EMERGENCY RESPONSE & PPE

Proactive measures across operations



TRAVEL MANAGEMENT PLAN & RISK ANALYSES

The Travel Management Plan is a comprehensive strategy that enables optimization of operational processes, cost control, enhanced safety, and reduced environmental impacts. We create travel management plans before operations to foresee risks in advance — simulating possible accidents in storage and transportation processes and analyzing which situations may pose safety risks. By preparing these plans and conducting risk analyses, we take proactive measures and strive to minimize accidents.



EMERGENCY TECHNOLOGIES & INCIDENT TRACKING SYSTEMS

To respond rapidly to emergencies, we have established advanced emergency technologies in all our warehouses and logistics centers. Thanks to smart detection sensors, emergencies such as fires, leaks, or equipment failures are instantly identified. Our employees can quickly report incidents through digital platforms (QR Code Application), enabling immediate notification to relevant managers — with real-time tracking systems allowing us to monitor the progress of emergencies.



OCCUPATIONAL SAFETY & PERSONAL PROTECTIVE EQUIPMENT

We fully provide the necessary personal protective equipment (PPE) at all our operational sites and meticulously monitor its use. In our warehouses and vehicles, we regularly inspect the suitability of equipment such as protective clothing, helmets, gloves, safety shoes, and goggles, while ensuring the selection of PPE appropriate to field conditions under the guidance of our Occupational Safety Specialists. We regularly remind our always that vaal blds ance mandatory, erotrgency kits must must be fully utilized — with regular training and inspiration transforming occupational safety into safe behavior in the field.



Effective planning, advanced technology, and the right equipment are the building blocks of a safe and resilient operation. ”



MANAGEMENT

Embracing a sustainable
business model



CORPORATE GOVERNANCE



Alişan Logistics believes that creating a sustainable and responsible business model is only possible through an effective corporate governance structure. All our activital laws, conducted in accordance with national laws, international standards, and ethical values.



◆ The Board of Directors

Serves as the highest decision-making body, fulfilling critical roles such as determining the company's direction, assessing risks and opportunities, and making decisions that support sustainable growth. It meets at regular intervals to monitor the implementation of company strategies and evaluate sustainability performance.



◆ Ethical business practices

One of the cornerstones of our corporate governance philosophy — we maintain a zero-tolerance policy regarding anti-corruption, fair competition, and business ethics.



◆ Risk management & internal control

All potential risks arising from our operational activities are continuously assessed, and corrective actions are implemented to mitigate and prevent such risks.



◆ Stakeholder relations

We value feedback from employees, customers, suppliers, and all other internal and external stakeholders, evaluating it and integrating it into our decision-making processes.



With our strong corporate governance structure, we aim to create long-term value by conducting our operations in an ethical, transparent, and accountable manner.



RISK MANAGEMENT & IDENTIFICATION



RISK MANAGEMENT

Alişan Logistics views risk management as a critical component of its corporate governance structure, aimed at creating sustainable value, achieving strategic objectives, and ensuring the continuity of its operations. We regularly review and enhance our risk management processes to identify risks at an early stage, assess their impacts, and implement appropriate measures. Our corporate risk management is focused on identifying potential threats in advance, understanding their possible impacts on our operations, financial position, and reputation, and implementing control systems to ensure these risks remain at acceptable levels.

Our Board of Directors is responsible for overseeing the company's risk management practices at the highest level. The Board determines the company's risk appetite, reviews key risk areas at regular intervals, and monitors the effectiveness of risk management processes — ensuring alignment between strategic objectives and risk management practices. Risk management processes are carried out through collaboration between relevant departments and senior management: risks are continuously monitored and assessed to ensure the continuity of financial, operational, and strategic activities, with preventive measures planned as necessary.

THROUGH OUR CORPORATE RISK MANAGEMENT APPROACH

- ✓ Risks are identified at an early stage, and their negative impacts are mitigated
- ✓ Disruptions to operational activities are prevented, avoiding reputational damage in the eyes of all stakeholders
- ✓ The company's strengths, weaknesses, areas for improvement, and potential opportunities are identified
- ✓ Management's awareness of risk issues is increased, and risks are identified across the entire company



RISK IDENTIFICATION

Methods and risk categories

We utilize various analytical methods during the risk identification phase: surveys, internal audit findings, process analysis, stakeholder feedback, historical data, and various strategic analysis tools. Through these efforts, risks that could impact our operations are systematically identified and evaluated, broadly categorized under the following headings.



FINANCIAL RISKS

Risks that could affect the company's financial structure.



OPERATIONAL RISKS

Risks stemming from systems and human factors that could affect the sustainability of our operational activities.



REPUTATIONAL RISKS

Risks that could damage the company's reputation.



COMPLIANCE RISKS

Risks arising from non-compliance with national and international requirements that could lead to legal and financial losses.



STRATEGIC RISKS

Risks that hinder the company's ability to achieve its long-term goals, stemming from an inability to adapt to changing conditions.



CLIMATE CHANGE RISKS

Defined as physical risks (extreme weather events, sudden temperature changes, storms, droughts) and transition risks arising from technological, policy, and market factors during the transition process.



With our strong corporate governance structure, we aim to create long-term value by conducting our operations in an ethical, transparent, and accountable manner.



RISK ASSESSMENT



Impact × frequency scoring matrix

Identified risks are assessed by considering their likelihood of occurrence and their potential impacts should they occur; as a result of this assesment, the risk level is determined. **Impact (severity)** considers the potential effects on the continuity of operational activities, the environment, and human health, scored on a scale of 1 to 4.

Frequency (probability) indicates how often the risk is likely to occur, scored on a scale of 1 to 9 — ranging from events that could occur daily to those that occur with low frequency. The score obtained from these calculations indicates the risk level.

FREQUENCY (PROBABILITY) →									
IMPACT (SEVERITY) ↓	1	2	3	4	5	6	7	8	9
	1	2	3	4	5	6	7	8	9
	2	4	6	8	10	12	14	16	18
	3	6	9	12	15	18	21	24	27
	4	8	12	16	20	24	28	32	36



25–36

VERY HIGH RISK

Risks requiring immediate action



15–24

HIGH RISK

Risk-mitigating measures must be planned and implemented promptly



5–14

MODERATE RISK

Risks that should be reduced through improvement efforts



1–4

LOW RISK

Currently acceptable, recommended to be reduced if possible



Through proactive risk assessment, we identify potential threats early, prioritize actions, and strengthen our resilience to ensure the continuity of our operations and the sustainability of our value creation.

INTERNAL CONTROL & AUDIT MECHANISM



Our internal control system operates as a continuous cycle — embedded in daily operations, feeding senior management with regular findings, and closing the loop with fully compliant corrective action.



01 | INTEGRATED CONTROL

Our internal control system is fully integrated into our business processes — helping ensure that company operations are conducted in compliance with regulations and legal requirements.



02 | CONTINUOUS REPORTING

The outputs obtained from internal control mechanisms and internal audits are reported to senior management at regular intervals, ensuring a continuous flow of information.



03 | COMPLIANT ACTION

The findings and the actions taken as a result are carried out in full compliance with legal requirements.



SUPPLY CHAIN MANAGEMENT



We view supply chain management as a critical issue that directly impacts sustainability.

Initiatives to raise awareness within the supply chain form the foundation of a sustainable supply chain.



SUPPLIER SELECTION & PRELIMINARY EVALUATION

We make our supplier selections by taking sustainability criteria into account. Through this approach, integrated into all our processes from procurement to quality, our supply chain management addresses numerous issues including ethical business practices, occupational health and safety, respect for human rights, and the reduction of environmental impact. A preliminary evaluation system is applied first: suppliers are selected based on the score obtained from the evaluation, which includes sustainability criteria. For high-risk suppliers, the evaluation mechanisms are more detailed, and action plans are implemented.



ENVIRONMENTAL & SOCIAL EXPECTATIONS

To ensure sustainability within the supply chain, we set environmental and social expectations — conducting initiatives aimed at raising our suppliers' awareness on topics such as energy efficiency, waste reduction, and respect for human rights.



SUSTAINABILITY SURVEYS FOR STATUS ASSESSMENT

Sustainability surveys are conducted to ensure our suppliers understand the importance placed on sustainability criteria and to assess their status. The survey includes questions spanning a wide range of areas — from energy and water usage to waste management, and from occupational health and safety processes to respect for employee rights and ethical issues. Surveys are administered by the suppliers from whom we purchase the most services/products and who have a high environmental and social impact; based on the results, suppliers' status and sustainability perspective are evaluated, and areas open to improvement or requiring support are identified. The findings are used as input in planning our efforts toward supply chain sustainability goals.



As part of our sustainable supply chain objective, we have established **Supplier Code of Conduct** guidelines outlining the expectations of our suppliers. This document, covering environmental, ethical, and social standards, is communicated through the contracts we sign and forms an integral part of our business process — fostering a shared commitment to sustainability throughout our supply chain.



ETHICAL PRINCIPLES & RESPONSIBLE SOURCING



Within the scope of sustainable supply chain management, ethical standards are among our top priorities in our relationships with suppliers. Certain practices have been implemented to foster shared ethical values.



SUPPLIER CODE OF CONDUCT

CONTRACTUAL · INTEGRAL TO BUSINESS PROCESS

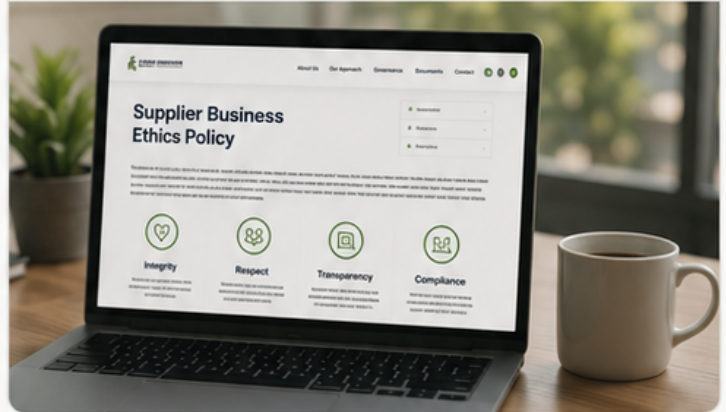
Outlines the expectations of our suppliers across environmental, ethical, and social standards. Communicated through the contracts we sign with suppliers, it ensures our supply chain operates with a shared commitment to sustainability.



SUPPLIER BUSINESS ETHICS POLICY

PUBLISHED ON OUR WEBSITE

Consists of ethical principles covering a wide range of topics, including the prevention of corruption, avoidance of conflicts of interest, fair competition, prevention of discrimination, and data privacy. Communicated through contracts and published on our website for access by all stakeholders.



FUTURE FOCUS AREAS



Assessing the sustainability approach across the supply chain



Ensuring our sustainability expectations are adopted by our suppliers and integrated into their business processes



Supporting the development of suppliers' sustainability awareness



Developing an effective review and monitoring approach for critical suppliers



Promoting sustainability awareness throughout the value chain through communication channels and informative content established with suppliers



GRI 2-23, 2-24, 3-3, 308-1, 414-1

INFORMATION SECURITY & DATA PRIVACY



Information security is an integral part of our business processes. Commercial and confidential information obtained during our operational activities is carefully protected to safeguard stakeholder relationships and ensure compliance with legal requirements.

All processes related to ensuring infrastructure security and the secure protection of data in digital environments are carried out by our Information Technology department. Continuous monitoring and tracking systems are implemented to take precautions against potential cyber threats. Awareness campaigns and training sessions are conducted to foster a corporate information security culture — enhancing employees' awareness of confidentiality and cyber threats.

The information security process has also been integrated into internal audit processes and is managed within this framework.



ISO/IEC 27001 INFORMATION SECURITY MANAGEMENT SYSTEM

Information security practices are managed in accordance with internationally recognized standards and governed under the ISO/IEC 27001 Information Security Management System. Thanks to its certification held at our facilities, we operate by building data privacy and security on a solid foundation.



GDPR COMPLIANCE GENERAL DATA PROTECTION REGULATION (EU) 2016/679

Regarding the protection of personal data, we operate in full compliance with the provisions of the General Data Protection Regulation (GDPR) (EU) 2016/679. We consider the protection of personal data and legal compliance to be our highest priority.



Through robust systems, continuous monitoring, and a strong security culture, we **protect information assets**, ensure business continuity, and build lasting trust with all our stakeholders.



OUR APPROACH TO R&D & DIGITALIZATION



Our growing R&D team and expanding capacity

Alişan Logistics views innovation as a fundamental element of sustainable growth and continues to enhance its R&D structure year after year. Comprising technicians, researchers, software developers, and operations experts, our team creates solutions that shape technology in the logistics sector — accelerating our digital transformation journey while solidifying the steps we take toward our sustainability goals.



Sustainable performance through digital solutions

Digitalization is one of the key drivers enabling our logistics processes to operate more intelligently, faster, and more efficiently. Thanks to advanced tracking systems, real-time data flow, and automation capabilities, we continuously improve our service quality, offering customers faster, more transparent, and more reliable solutions — reducing risks while making decision-making more accurate and predictable.



Technology in service of the environment

Our driver and route optimization systems ensure that the most suitable driver is assigned to the most efficient and optimal route for each shipment, significantly reducing fuel consumption and carbon emissions — minimizing operational losses and enhancing efficiency in resource utilization.



Value aligned with our sustainability goals

Our digital transformation approach creates value directly aligned with our core sustainability goals, such as energy efficiency, emission reduction, resource optimization, and occupational health and safety. Our investments in digital technologies contribute not only to meeting today's needs but also to preparing us for the future of the logistics sector — elevating our R&D efforts to a more strategic, effective, and innovative level.



TECHNOLOGIES WE INTEGRATE



**Data
Analytics**



IoT



**Artificial
Intelligence**



**Autonomous
Technologies**



**Real-Time
Tracking**



Automation



GRI 3-3, 302-4, 305-5

OUR R&D PROJECTS



Driver Drowsiness Monitoring System

PHASE 1 COMPLETED - TESTING

Enables remote, contactless monitoring of drivers' fatigue and drowsiness levels without affecting driving performance. By eliminating the stress caused by traditional camera-based methods, the system aims to provide a safer and more comfortable driving experience. Currently in the testing phase for mass production.



Automated ISO Tank Heating & Mixing System

PROJECT COMPLETED

Automates the heating and mixing processes of chemical substances using digital sensors and M2M information. It monitors and records process data in real time, significantly improving efficiency in chemical discharge operations.



Hazardous Material Tracking & Control System

IN PROGRESS

An IoT-based control mechanism ensuring safe monitoring of hazardous materials stored in enclosed facilities. Critical parameters such as gas, liquid, radiation, temperature, and humidity are continuously monitored via sensor-enhanced camera system detects potential leaks and anomalies. Data is transmitted in real time to the ERP system, with authorized personnel alerted immediately — enabling early prevention of environmental risks and OHS threats.



Vehicle & Container Capacity Optimization Software

IN PROGRESS

Developed to enhance efficiency in storage and transportation, it places products on pallets and in containers in the most efficient manner using 3D box packing algorithms. Optimal loading plans consider product dimensions, weight constraints, and vehicle capacity limits, with 3D visualization support. Integrating with ERP, WMS, and TMS systems, it increases vehicle load factors, reduces logistics costs, and lowers carbon emissions per shipment.



AI-Based Employee Productivity Analysis

IN PROGRESS

Evaluates the task flows of logistics operations staff using machine learning, time series analysis, and anomaly detection. By analyzing time stamps from order creation, vehicle assignment, loading, and delivery, the root causes of delays are identified. The objective is not to evaluate employee performance, but to identify bottlenecks — optimizing operational flow, preventing resource waste, and strengthening a data-driven management culture.



Managing Spot Supplier Processes via Messaging

IN PROGRESS

Highlights the security vulnerabilities of messaging applications widely used in the logistics sector — inadequate encryption, unauthorized access risk, data loss, and data protection compliance challenges. It determined that existing processes must be migrated to a secure, traceable, corporate infrastructure, identifying key improvement areas in information security and contributing to a sustainable digital management model.



Innovation drives efficiency, sustainability and resilience.



GRI 3-3, 302-4, 305-5

CUSTOMER SATISFACTION & A CUSTOMER-CENTERED APPROACH



Customer satisfaction forms the foundation of our sustainable business model. In our relationships with customers, we always act with trust, transparency, confidentiality, quality, and an ethical approach — the primary reason behind our goal to continuously improve the quality of the services we provide. We place great importance on customer feedback to understand and meet expectations; the feedback we receive plays a critical role in setting goals aimed at improving our service quality.

To ensure the sustainability of service quality, we operate in compliance with legal regulations, maintaining services seamlessly without disruptions. Feedback from the communication channels established with our customers is collected, every opinion is carefully evaluated, and corrective and preventive action plans are developed when necessary. Our customer satisfaction processes are managed in accordance with the **ISO 10002** Customer Satisfaction System; confidence in customer information is one of our top priorities.



CUSTOMER-CENTRIC PRODUCT SAFETY

ISO 9001 QUALITY MANAGEMENT

Ensuring the quality and safety of products during our storage and handling operations is one of our top priorities. Our approach is addressed in our Product Safety Policy and integrated into other processes; customer expectations and legal requirements are regularly monitored, with awareness and training programs conducted to minimize risks related to product safety and service quality.



CUSTOMER-CENTRIC FOOD SAFETY

FSSC 22000 • BRC STORAGE & DISTRIBUTION

Taking relevant legal regulations into account, we aim for food safety appropriate for human health and customer expectations, addressed within our Food Safety Policy. The FSSC 22000 Food Safety Management System is implemented with continuous improvement; food storage and distribution follow the BRC Global Standard. Within good manufacturing and hygiene practices, we continuously improve infrastructure and hygiene conditions — monitoring technological advancements and steering efforts toward preventing food waste.



We listen, we care, we improve — together we deliver quality and trust.



INSPECTION VERIFICATION ACCREDITATION

Independent verifications and inspections play a crucial role in ensuring transparency, reliability and continuous improvement of our sustainability performance.



TRUST & TRANSPARENCY

Verified data builds trust with our stakeholders and supports transparency.



COMPLIANCE

We comply with international standards and legal requirements.



CONTINUOUS IMPROVEMENT

Independent assessments support our journey to continuous improvement.



SUSTAINABLE FUTURE

We operate responsibly for a more sustainable future.





Water Footprint Inventory and Water Scarcity Impact Assessment Verification Statement
Su Ayak İzi Envanteri ve Su Kıtılığı Etki Değerlendirmesi Doğrulama Beyanı

ALİŞAN LOJİSTİK A.Ş.
Annex 1 / Ek 1

The Water Footprint Inventory Report has been verified to meet the standard requirements specified below / Su Ayak İzi Envanter Raporu'nun, aşağıda belirtilen standart gerekliliklerini karşıladığı doğrulanmıştır.

ISO 14046:2014

Ground Water Use / Yeraltı Suyu Kullanımı	-	m ³
Surface Water Use / Yüzey Suyu Kullanımı	19.695,85	m ³
Rainwater use / Yağmur Suyu Kullanımı	-	m ³
Pollution Dilution Requirement / Kirlilik Seyreltme Gereksinimi	17.726,26	m ³
Reporting Unit / Raporlama Birimi	-	m ³ /kisi-yıl
Results by Reporting Unit / Raporlama Birimine Göre Sonuç	24,94	m ³ /kisi-yıl
Water Scarcity Impact / Su Kıtılığı Etkisi	9.207,98	m ³ -eq/yıl

Level of Assurance : Reasonable / Makul	Verification Report Date / Doğrulama Rapor Tarihi : 30.06.2026
Güven Seviyesi	Tarifenin
Reporting Period / Raporlama Dönemi : 01.01.2024 - 31.12.2024	Version / Beyan Numarası : WP-SG-GNL-016 / 2024

Approved by / Onaylayan
Okay Kayhanlı - Genel Müdür






Greenhouse Gas Verification Statement
Sera Gazı Doğrulama Beyanı

ALİŞAN LOJİSTİK A.Ş.
Organizational Boundary / Organizasyonel Sınırlar

Merkezi: Doğumyolu Cad. No: 20 Asya Ofis Park A2 Blok Kat: 1 Atapazarı/İstanbul
Ankara WH, Antalya WH, İzmir WH, Muğla WH, Diyarbakır WH, Düzce WH, Gaziantep WH, Gebze Borsada WH, Gıda Pazarı WH, Gülcüler ABCDE WH, Gülcüler F WH, Gülcüler II WH, İskenderun WH, Konya WH TC, Atapazarı Head Office, Polatlı WH TD, Pınarlı Aya WH, Tuzla WH, Valide WH, Samsun WH, Dikova Fleet Center, Finance LTD, Sakarya WH, Polatlı Çoban WH, Hadimci WH 2, Sultanbeyli Pepsi WH, Muallimci WH

The Greenhouse Gas emissions inventory has been verified to meet the standard requirements specified below according to ISO 14064-3:2019 / Sera Gazı emisyonları envanterinin, ISO 14064-3:2019'a göre aşağıda belirtilen standart gerekliliklerini karşıladığı doğrulanmıştır.

ISO 14064-1:2018

Category 1- Direct emissions / Doğrudan emisyonlar	26.855,88 t CO ₂ eq
Category 2- Purchased energy emissions (Location based) / Satın alınan enerji emisyonları (Lokasyon bazlı)	1.992,30 t CO ₂ eq
Category 3- Emissions from transportation / Ulaşım kaynaklı emisyonlar	81,10 t CO ₂ eq
Category 4- Emissions from products, service used / Kullanılan ürün - Hizmet kaynaklı emisyonlar	21.376,72 t CO ₂ eq
Category 5- Emissions from associated with the use of the product / Ürün kullanımı kaynaklı em.	- t CO ₂ eq
Category 6- Other Emissions / Diğer emisyonlar	328,00 t CO ₂ eq
Total Location Based Emissions / Toplam Lokasyon Bazlı Emisyonlar	50.634,00 t CO₂ eq
Total Market Based Emissions / Toplam Pazar Bazlı Emisyonlar	- t CO₂ eq
Biogenic Emissions / Biyogenik Emisyonlar	- t CO ₂ eq
Purchased renewable energy emission allowance / Satın alınan yenilenebilir enerji emisyon karşılığı	- t CO ₂ eq
Category 2- Purchased energy emissions (Market based) / Satın alınan enerji emisyonları (Pazar bazlı)	- t CO ₂ eq
Renewable energy references / Yenilenebilir enerji referansları:	-
Credits from GHG Scheme / Satın alınan krediler	- t CO ₂ eq
Credits references / Kredi referansları	-

Level of Assurance : Reasonable / Makul	Verification Report Date / Doğrulama Rapor Tarihi : 10.07.2026
Güven Seviyesi	Doğrulama Rapor Tarihi
Reporting Period / Raporlama Periyodu : 01.01.2025 - 31.12.2025	Statement No / Beyan Numarası : SG-GNL-016 / 2025

Approved by / Onaylayan
Okay Kayhanlı - Genel Müdür





QSI Belgelendirme, Müayene ve Test Hizmetleri Ltd. Şti.
Beytepe Mah. S297 Sokak, Hira Ofis B1 Blok D:2, Çankaya - Ankara
Tel : +90 312 472 90 67 Faks : +90 312 472 60 68
E - mail: info@qsi.com.tr Web: www.qsi.com.tr

ESG DATA TABLES

Transparent reporting,
measurable progress,
sustainable impact.



ECONOMIC & ENERGY INDICATORS

ECONOMIC INDICATORS		%		
		2023	2024	2025
 Total Assets Growth		41.15	63.88	9.05
 Net Income Increase		62.40	66.09	50.58
 Operating Profit Increase		77.92	-5.21	-6.93
 Total Compensation and Benefits Increase		137.81	103.45	39.95

ENERGY CONSUMPTION FROM OPERATIONAL ACTIVITIES		kWh		
		2023	2024	2025
 Purchased Electricity		4,745,280.96	5,108,350.64	5,103,300.23
 Natural Gas		1,761,690.00	1,858,342.50	2,380,782.28
 Fixed-Fuel Diesel		205,941.57	99,571.57	23,826.93

ENERGY CONSUMPTION FROM COMPANY VEHICLES		kWh		
		2023	2024	2025
 Diesel		115,410,373.00	121,878,125.00	140,892,839.00
 Gasoline		1,251,811.32	1,829,592.26	1,135,049.60

RENEWABLE ENERGY PRODUCTION & CONSUMPTION		kWh		
		2023	2024	2025
 Solar Energy		–	409,055.00	719,626.00

EMISSIONS, WASTE & WATER



GREENHOUSE GAS EMISSIONS BY YEAR AND SCOPE

tCO₂e

	2023	2024	2025
Scope 1	32.429,82	26.907,19	26.855,88
Scope 2	2.085,00	2.185,07	1.992,30
Total Scope 1+2	34.514,82	29.092,26	28.848,18
Scope 3	10.764,08	29.489,09	21.785,82



WASTE BY DISPOSAL METHOD

tons

	2023	2024	2025
Recycling / Reuse	754.81	913.34	856.33
Energy Recovery	—	—	—
Disposal	196.55	268.34	225.05
Landfill	—	—	—
Incineration	—	—	—



WASTE BY TYPE

tons

	2023	2024	2025
Hazardous	196.55	268.34	225.05
Non-Hazardous	754.81	913.34	856.33



WATER WITHDRAWAL

m³

	2023	2024	2025
Municipal Water	37,598.35	46,264.89	65,161.87
Groundwater	—	—	—



WORKFORCE — LOCATION & POSITION

BY PLACE OF EMPLOYMENT

		GENDER	2023	2024	2025
General Directorate	Women		40	45	55
	Men		59	63	69
Operations (Other Office, Warehouse)	Women		126	139	126
	Men		951	932	895
Field	Women		11	16	15
	Men		292	300	298
 Total			1,479	1,495	1,458

BY POSITION

		GENDER	2023	2024	2025
Senior Management / Director	Women		3	6	7
	Men		11	11	10
Group Manager & Manager	Women		4	7	7
	Men		33	38	43
Engineers & Specialists / Lead Specialist	Women		66	70	81
	Men		287	291	306
Technician & Technologist	Women		0	0	0
	Men		9	9	9
Worker / Staff	Women		104	114	101
	Men		962	949	894
 Total			1,479	1,495	1,458



WORKFORCE — AGE & EDUCATION

BY AGE

AGE GROUP	GENDER	2023	2024	2025
18–20	Women	0	0	0
	Men	0	0	19
20–29	Women	81	81	85
	Men	346	283	292
30–40	Women	54	69	70
	Men	449	395	419
40–50	Women	34	38	33
	Men	303	366	319
50+	Women	8	12	8
	Men	204	251	213
 TOTAL		1,479	1,495	1,458

TOTAL LABOR FORCE BY EDUCATION LEVEL

EDUCATION LEVEL	GENDER	2023	2024	2025
Elementary Education	Women	42	57	28
	Men	555	570	398
High School	Women	52	50	56
	Men	403	375	502
College and Higher	Women	83	93	112
	Men	344	350	362
 TOTAL		1,479	1,495	1,458

WORKFORCE — CONTRACTS & HIRING



EMPLOYEE CONTRACT

	2023	2024	2025
Fixed-Term Contract	0	0	0
Temporary Contract	0	0	0
Part-Time Employee	0	0	0
Remote Worker — Hybrid	112	128	133
Remote	3	4	0



HIRING (BY AGE)

	2023	2024	2025
18–20	0	0	34
20–29	270	415	300
30–39	129	224	197
40–49	171	117	112
50+	88	75	58



HIRING (BY GENDER)

	2023	2024	2025
Women	68	109	90
Men	577	722	611



AVERAGE TENURE OF EMPLOYEES

years

	2023	2024	2025
Women	1.90	2.13	2.85
Men	2.47	2.62	2.63



WORKFORCE — DIVERSITY & LEAVE

 EMPLOYEES WHO LEFT (BY AGE)	persons		
	2023	2024	2025
18–20	0	0	31
20–29	465	381	280
30–39	241	210	208
40–49	220	127	140
50+	94	89	79

 EMPLOYEES WHO LEFT THE COMPANY (BY GENDER)	persons		
	2023	2024	2025
Women	75	95	94
Male	945	712	644

WORKFORCE — DIVERSITY & LEAVE

 GENDER BREAKDOWN OF THE BOARD OF DIRECTORS	persons		
	2023	2024	2025
Women	1	2	2
Men	3	2	2

 NUMBER OF EMPLOYEES WITH DISABILITIES			
	2023	2024	2025
Women	4	3	2
Men	25	35	38

 MATERNITY LEAVE			
	2023	2024	2025
Employees on Maternity Leave	2	2	5
Employees Returning from Maternity Leave	1	1	4
Still Employed One Year After Return (persons)	1	1	4
Return-to-Work Rate (%)	50	50	80

 COLLECTIVE BARGAINING AGREEMENT			
	2023	2024	2025
Workforce Under the Collective Agreement	0	0	0
Direct Employment	0	0	0
Percentage of Employees Covered (%)	0	0	0

GRI CONTENT INDEX I



GRI STANDARD	DISCLOSURE	LOCATION
GENERAL DISCLOSURES		
GRI 2	2-1 Details about the organization	About Alişan p. 4–9
	2-2 Organizations included in sustainability reporting	A Sustainability Approach p.20 About the Report p.98
	2-3 Reporting period, frequency, and contact information	About the Report p.98
	2-4 Restatement of information	About the Report p.98
	2-5 External audit	Mandatory audits are conducted in accordance with legal requirements. Our Boards p.10 Verification, Accreditation p.90 Our Awards p.17 About the Report p.98
	2-6 Operations, value chain, and other business relationships	About Alişan p.5–8 A Sustainability Approach p.20 Customer Satisfaction p.89 Supply Chain Management p.84
	2-7 Employees	About Alişan p.5 ESG Data Tables p.92–95
	2-8 Non-employee workers	All employees are the company's own employees.
	2-9 Governance structure and composition	Our Boards p.10–11 Corporate Governance p.80
	2-10 Nomination and election of the highest governance body	About Alişan p.4
	2-11 Chair of the highest governance body	Organization p.9
	2-12 Role of the highest governance body in overseeing the management of impacts	About Alişan p.4 Our Boards p.10–11 A Sustainability Approach p.25 Sustainability Management p.29–30 Corporate Governance p.80 Risk Management & Identification p.81–82
	2-13 Delegation of responsibility for managing impacts	Our Boards p.10–11 Sustainability Management p.29–30
	2-14 Role of the highest governance body in sustainability reporting	Our Boards II p.11 Sustainability Management p.29–30
	2-15 Conflicts of interest	not disclosed due to confidentiality



GRI CONTENT INDEX II



GRI STANDARD	DISCLOSURE	LOCATION
GENERAL DISCLOSURES (CONTINUED)		
GRI 2	2-16 Communication of critical concerns	Our Boards p.10–11 Corporate Governance p.80 Risk Management & Identification p.81–82
	2-17 Collective knowledge of the highest governance body	Our Boards II p.11 Sustainability Management p.29–30
	2-18 Evaluation of the performance of the highest governance body	Our Boards p.10
	2-19 Compensation policies	Not disclosed due to confidentiality.
	2-20 Compensation determination process	Not disclosed due to confidentiality.
	2-21 Annual total compensation ratio	Not disclosed due to confidentiality.
	2-22 Statement on the sustainable development strategy	A Sustainability Approach p.21–23 A Sustainability Approach p.25–28 Sustainability Strategy p.37
	2-23 Policy commitments	Certifications p.12–13 Our Awards p.17 Energy Policy p.51 Our Human Centered Vision p.63 Equality, Inclusion & Human Rights at Work p.68 Commitment to Ethical Values p.69 Supply Chain Management p.84 Ethical Principles & Responsible Sourcing p.85 Information Security & Data Privacy p.86
	2-24 Internalization of policy commitments	Our Competencies & Certifications p.12 Energy Policy p.51 Our Human Centered Vision p.63 Equality, Inclusion & Human Rights at Work p.68 Commitment to Ethical Values p.69 Corporate Governance p.80 Risk Management & Identification p.81–82 Internal Control & Audit Mechanism p.83 Ethical Principles & Responsible Sourcing p.85 Information Security & Data Privacy p.86
	2-25 Processes for addressing adverse impacts	Not applicable
	2-26 Mechanisms for seeking advice and raising concerns	Our Competencies & Certifications p.12 Commitment to Ethical Values p.69 Internal Control & Audit Mechanism p.83
	2-27 Compliance with laws and regulations	Certifications p.12–13
	2-28 Memberships	Memberships p.18
	2-29 Approach to stakeholder engagement	Stakeholder Relations p.31
	2-30 Collective bargaining agreements	Not applicable



GRI CONTENT INDEX III



GRI STANDARD	DISCLOSURE	LOCATION
PRIORITY ISSUES		
GRI 3	3-1 Process for determining priority topics	Prioritization Analysis p.32 Sustainability Strategy p.37
	3-2 List of priority issues	Prioritization Analysis p.32–34 Sustainability Strategy p.37
OCCUPATIONAL HEALTH AND SAFETY		
GRI 3	3-3 Management of priority issues	Occupational Health and Safety p.72–79
GRI 403	403-1 Occupational health and safety management system	Occupational Health and Safety p.72–79
	403-2 Types of injuries and injury rates, occupational diseases, lost days, absenteeism, and work-related fatalities	Occupational Health and Safety p.72–79
	403-3 Occupational health services	Occupational Health and Safety p.72–79
	403-4 Employee participation, consultation, and communication regarding OHS	Occupational Health and Safety p.72–79
	403-5 Employee training on occupational health and safety	Occupational Health and Safety p.72–79
	403-6 Promotion of employee health	Occupational Health and Safety p.72–79
	403-7 Prevention and mitigation of OHS impacts directly related to labor relations	Occupational Health and Safety p.72–79
	403-8 Employees covered by the OHS management system	Occupational Health and Safety p.72–79
	403-9 Work-related injuries	Occupational Health and Safety p.72–79
	403-10 Work-related illnesses	Occupational Health and Safety p.72–79



GRI CONTENT INDEX IV



GRI STANDARD	DISCLOSURE	LOCATION
SERVICE QUALITY AND CUSTOMER SATISFACTION		
GRI 3	3-3 Management of priority issues	Customer Satisfaction & A Customer-Centered Approach p.89
GRI 416	416-1 Assessment of the health and safety impacts of product and service categories	–
	416-2 Incidents of non-compliance related to the health and safety impacts of products and services	–
ADAPTATION TO CLIMATE CHANGE		
GRI 3	3-3 Management of priority issues	A Sustainability Approach p.24 Climate Based Risk Assessment p.42–43 Emissions Management p.44–49 Energy Management p.50–53
EMISSIONS AND ENERGY MANAGEMENT		
GRI 3	3-3 Management of priority issues	Sustainability Management p.29 A Sustainability Approach p.25 Environmental Management p.41 Emissions Management p.44–49 Energy Efficiency – Renewable Energy p.52
GRI 302	302-1 Energy consumption within the organization	A Sustainability Approach p.24 Energy Management p.50–54 ESG Data Tables p.90
	302-4 Reduction of energy consumption	Our Notable Achievements p.3 Energy Management p.50–54 Our Approach to R&D & Digitalization p.87–88
	302-5 Reductions in energy requirements of products and services	Energy Management p.54
GRI 305	305-1 Direct greenhouse gas (GHG) emissions (Scope 1)	A Sustainability Approach p.24 Environmental Management p.41 Emissions Management p.44–45, 48–49 ESG Data Tables p.90–91
	305-2 Indirect energy-related GHG emissions (Scope 2)	Environmental Management p.41 Emissions Management p.44, 46, 48–49 ESG Data Tables p.90–91
	305-3 Other indirect energy-related GHG emissions (Scope 3)	Environmental Management p.41 Emissions Management p.44, 47–49 ESG Data Tables p.90–91
	305-4 Greenhouse gas emission intensity	–
	305-5 Reduction of GHG emissions	Our Approach to R&D & Digitalization p.87–88
	305-6 Emissions of ozone-depleting substances	–
	305-7 Nitrogen oxides, sulfur oxides	–



GRI CONTENT INDEX V



GRI STANDARD	DISCLOSURE	LOCATION
ETHICAL BUSINESS CONDUCT AND LEGAL COMPLIANCE		
GRI 3	3-3 Management of priority issues	Ethical Principles & Responsible Sourcing p.85
GRI 205	205-1 Operations assessed for risks related to corruption	–
	205-2 Communication and training regarding anti-corruption policies and procedures	–
	205-3 Confirmed corruption incidents and measures taken	–
GRI 206	206-1 Legal proceedings regarding anti-competitive behavior and activities	–
CYBERSECURITY AND DATA PRIVACY		
GRI 3	3-3 Management of priority issues	Our Focus Areas p.24 Information Security & Data Privacy p.86
GRI 418	418-1 Verified complaints regarding breaches of customer privacy and loss of customer data	Information Security & Data Privacy p.86 Customer Satisfaction & A Customer-Centered Approach p.89
EMPLOYEE RIGHTS, RELATIONS, AND WELL-BEING		
GRI 3	3-3 Management of priority issues	Our Human Centered Vision p.63–65
GRI 401	401-1 New hires and employee turnover	Our Human Centered Vision p.63–64 ESG Data Tables p.91–95
	401-2 Benefits provided to full-time employees but not to temporary or part-time employees	Work-Life Balance & Well-Being p.65
	401-3 Maternity/paternity leave	–
GRI 402	402-1 Minimum notice period for operational changes	–

— GRI 1: Foundation 2021



GRI CONTENT INDEX VI



GRI STANDARD	DISCLOSURE	LOCATION
INNOVATION AND TECHNOLOGY ADAPTATION		
GRI 3	3-3 Management of priority issues	Vision, Mission & Values p.7 Our Approach to R&D & Digitalization p.87–88
GRI 203	203-1 Infrastructure investments and supported services	–
	203-2 Significant indirect impacts	–
WASTE MANAGEMENT		
GRI 3	3-3 Management of priority issues	Our Focus Areas p.24 Waste Management p.55–58
GRI 306	306-1 Waste generation and significant impacts related to waste	Our Focus Areas p.24 Waste Management p.55–56
	306-2 Management of significant impacts related to waste	Waste Management p.55, 57, 58
	306-3 Waste generation	ESG Data Tables p.91
	306-4 Waste diverted from disposal	–
	306-5 Waste directed to disposal	–
RISK MANAGEMENT		
GRI 3	3-3 Management of priority issues	Climate Based Risk Assessment p.42–43 Risk Management & Identification p.81–82



GRI CONTENT INDEX VII



GRI STANDARD	DISCLOSURE	LOCATION
SUSTAINABLE SUPPLY CHAIN		
GRI 3	3-3 Management of priority issues	Our Focus Areas p.24 Supply Chain Management p.84
GRI 414	414-1 New suppliers audited using social criteria	Supply Chain Management p.84 Ethical Principles & Responsible Sourcing p.85
	414-2 Adverse social impacts in the supply chain and measures taken	–
WORKFORCE DIVERSITY AND INCLUSION		
GRI 3	3-3 Management of the priority issue	Social Contribution & DEI p.67
GRI 405	405-1 Diversity of governance bodies and employees	Social Contribution & DEI p.67 ESG Data Tables p.92–95
	405-2 Ratio of women’s base salaries and wages to men’s	Our Notable Achievements p.3
EMPLOYEE DEVELOPMENT AND TRAINING		
GRI 3	3-3 Management of priority issues	Employee-Driven Projects p.66 Talent Management & Employee Development p.70–71
GRI 404	404-1 Average annual training hours per employee	Employee-Driven Projects p.66 Talent Management & Employee Development p.70
	404-2 Programs to develop employee skills and transition assistance programs	Talent Management & Employee Development p.70–71
	404-3 Percentage of employees receiving regular performance and career development reviews	–

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ABOUT THE REPORT



3rd
REPORT



Jan 1 – Dec 31, 2025
REPORTING PERIOD



GRI Standards 2021
FRAMEWORK



QSI
EMISSION VERIFICATION

The Alişan Logistics Sustainability Report is the third report aimed at transparently sharing our company’s sustainability initiatives, performance, and responsibilities toward our stakeholders. Following the completion of comprehensive internal studies conducted in parallel with the share transfer process with PSA International, this report was prepared to cover the year 2025 in accordance with the decision of the sustainability committee and senior management.

The report covers environmental, social, governance, and operational information for the period from January 1, 2025, to December 31, 2025. Alişan Logistics’s “2025 Sustainability Report” comprehensively reflects the company’s core activities, development, and performance in sustainability, and all available data for the relevant periods have been included in the report.

This report was prepared in accordance with the GRI Global Standards (2021), and its content is structured in line with the principles of accuracy, balance, clarity, comparability, completeness, timeliness, verifiability, and sustainability.

While Alişan Logistics does not conduct reporting under a framework other than GRI, it regularly carries out EcoVadis assessments, emission measurement and verification studies, CDP reporting, and other internal reporting processes to improve its sustainability performance. Emission verification studies have been independently verified by QSI, and the assessment results are shared within the report.

Our company’s contributions to the Sustainable Development Goals (SDGs), performance developments related to the established targets, and the progress achieved are presented in the relevant sections with detailed tables and indicators.

Our sustainability approach, priority issues, targets, and stakeholder communication processes are determined by the Sustainability Committee, composed of senior executives, and implemented with the approval of top management. While this report has not been subject to a third-party general audit, certain data sets have undergone independent verification, and these verifications are reflected within the report.

The data included in the report was obtained from internal reporting systems, databases in relevant departments, project-based studies, and stakeholder interviews. Additionally, findings from one-on-one stakeholder interviews were evaluated and integrated into the report. Further details regarding data collection methods are provided in the relevant sections.

The prepared report is readily accessible to all our stakeholders on the company website under the Corporate → Sustainability section. For any comments, suggestions, or questions regarding the report: seck@alisanlogistics.com



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