

## Sustainability Principles Compliance Report

The Sustainability Principles Compliance Framework prepared in accordance with the amendment made to the Corporate Governance Communique by the Capital Markets Board on 02.10.2020 contains the basic principles that public companies are expected to disclose when conducting Environmental, Social, and Corporate Governance (ESG) projects. While implementation of these principles is voluntary, reporting whether they are implemented or not based on the "Comply or Explain" principle is mandatory.

As a Koç Group company, Tat Gıda Sanayi A.Ş. closely follows the best practices in the field of sustainability, including those covered in the CMB's Sustainability Principles Compliance Framework, and it carries out projects with the aim of adapting to them. Most of the Koç Holding sustainability projects that proceed according to the strategy of "To the Future. Together" overlap with the principles set out in the "Sustainability Principles Compliance Framework". Full compliance has not yet been achieved due to practical challenges, general domestic and international uncertainties, and mismatch between some principles and the Company's structure. The principles of compliance will be determined following the results from ongoing studies. Our company continues to analyze global practices that will help achieve its goal of creating sustainable value and to prepare the technical infrastructure and data supply across the Koç Group. Following these steps, we aim to fully comply with the principles.

The Annual Report explains in detail how Tat Gıda Sanayi A.Ş.'s sustainability practices overlap with the CMB's Sustainability Principles Compliance Framework in both the Sustainability and Human Resources and the Compliance Program chapters. Regarding the main principles we have not yet fully complied with or have partially complied with, our explanations are as follows, based on the "comply or explain" approach:

- In 2021, we updated our Ethical Principles and created new policies in the Compliance Program to adapt it and apply it throughout Koç Group. Within this framework, Tat Gıda revised the environment, occupational health and safety, and ethical policies it had previously announced on its website. In addition, we publicly shared the Compliance Policy, following the addition of new policies such as the Human Rights Policy and the Social Investment Policy. Furthermore, we started work to create a long-term sustainability strategy for the company in 2021. Our goal is to determine a strategy in 2022, based on revised company goals and targets.
- Tat Gıda defined its sustainability, environmental, social, and corporate governance policies, and disclosed them to the public on its website and in its annual report. However, our sustainability efforts and goals for the short and long terms will be revised and redetermined. Tat Gıda will also participate in the goal setting

meetings of Koç Holding together with other group companies and create action plans for the next stages of these goals.

- Tat Gıda follows the key ESG Performance Indicators and explains its ESG Key Performance Indicators (KPIs) comparatively on its website on a year-by-year basis. KPIs cannot be presented together with sectoral comparisons due to a lack of sufficient and reliable data in the local and international industries.
- Our legal department follows lawsuits filed against our company and informs the management team. There are currently no concluded lawsuits.
- We regularly monitor environmental, social, and corporate governance key indicators. We have set our goals in this area according to the Tat Gıda Social Investment Policy, which is covered in the Compliance Policies. We are also working to increase the reliability of these indicators in parallel with Koç Group policies, standards, and general practices in addition to contracting validation studies by independent third parties.
- Tat Gıda factories operate in accordance with the Turkish Food Codex and Turkish standards. In addition, we closely follow the laws and regulations in force and apply them in our plants and production processes. All our plants have been certified with ISO 50001 Energy

Management System certificates, ISO 14001 Environmental Management Systems, and ISO 14064 Greenhouse Gas Calculation and Verification Management System certificates. In addition to these efforts, we have fully complied with other legal regulations, though we do not have explanations for each of them. In the future, we plan to discuss this issue in more detail in the environment section of our website.

- Our biodiversity strategy aims to identify and evaluate our environmental impacts and identify our priorities, in addition to developing, revising, and reporting on our systems. By doing so, we are developing an approach that parallels the priorities of the National Biodiversity Strategy and Action Plan (NBSAP) prepared in accordance with the Convention on Biological Diversity (CBD), an international agreement. We conduct many studies on biodiversity that we explain on our website, and we use current studies for internal reporting and evaluation purposes.
- Climate change is a priority issue for Tat Gıda, and it carries out various studies regarding sustainable agriculture, the efficient use of resources, and raising farmers' awareness. In addition, we consider action plans to combat the climate change crisis among our sustainability strategies. We have not yet reflected the Science-Based Target systematics in the company's practices as of the reporting period.
- Tat Gıda production plants have certified ISO 50001 Energy Management Systems. In addition, we apply projects to reduce energy consumption, and reduce our

greenhouse gas emissions, and our website provides detailed information about our greenhouse gas emissions on a year-by-year basis. In 2021, Tat Gıda completed 10 energy efficiency projects in its plants, saving electricity and natural gas, while also preventing the release of CO<sub>2</sub> greenhouse gases. Similar projects are being implemented, but we currently do not have any action plan involving third parties. In the coming period, we will observe the group companies and sectoral good practices and conduct projects in this regard.

- We follow our emission values under Scope-1 and Scope-2 and have the results verified by verifying organization as per ISO 14064-1, ISO 14064-3 and the WBCSD Protocol. We use the data collected for internal reporting and evaluation purposes and share them with management teams.
- We regularly monitor the amount of energy, natural gas, and other resources used in Tat Gıda production plants and facilities. However, for the moment, we use this data only for internal reporting and evaluation purposes, but once strategy development studies are complete, we will consider sharing our standards, protocols, and methodology related to this data with the public
- We use data on the use of renewable energy for internal reporting and evaluation purposes. After completing strategy development work, we will consider sharing our standards, protocols, and methodology related to these data with the public.
- Tat Gıda does not currently have any renewable energy production in its existing systems. However, we plan to

conduct a feasibility study as part of our 5-year environmental strategy.

- The Company is involved in no carbon pricing system, as the legal regulation processes related to this issue have not yet been completed in our country. We are following examples of good practices regarding in-house carbon pricing and carbon credits, although we are not yet applying any.

PRINCIPLE TYPE	PRINCIPLE HEADLINE	PRINCIPLE EXPLANATION	RELEVANT SECTION OF ANNUAL REPORT, PAGE NUMBER	REFERENCE
<b>A. General</b>	A1. Strategy, Policies and Goals	The Board of Directors determines the ESG material issues, risks and opportunities and develops ESG policies accordingly. For effective implementation of the aforementioned policies, internal directives, business procedures, etc. may be prepared. The Board of Directors takes decisions regarding these policies and discloses them to the public.	Principles of Sustainability Compliance Statement, Page 90 Compliance Program, Page 42	
	A1. Strategy, Policies and Goals	"Designates the Partnership Strategy in conformance with the ESG policies, risks and opportunities. Determines its short and long-term goals in line with the partnership strategy and ESG policies and discloses them to the public."	Principles of Sustainability Compliance Statement, Page 90	
	A2. Implementation/ Follow-up	Determines the committees/units responsible for the implementation of ESG policies and discloses them to the public. The responsible committee/unit reports the activities carried out within the scope of the policies to the Board of Directors at least once a year, and in any case, within the maximum periods determined for the public disclosure of the annual activity reports in the relevant regulations of the Board.	Corporate Governance, Pages 66-75	<a href="http://www.tatgida.com/en/investor-relations/sustainability/sustainability-management/">http://www.tatgida.com/en/investor-relations/sustainability/sustainability-management/</a>
	A2. Implementation/ Follow-up	Creates implementation and action plans in line with the short and long-term goals established and discloses them to the public.	Principles of Sustainability Compliance Statement, Page 90	
	A2. Implementation/ Follow-up	Determines the Key Performance Indicators (KPI) of ESR and announces them on a yearly basis. In the presence of verifiable data, it presents the KPIs with comparisons of the local and international sectors.	Principles of Sustainability Compliance Statement, Page 90 Sustainability, Pages 40-63	<a href="http://www.tatgida.com/en/investor-relations/sustainability/our-employees/">http://www.tatgida.com/en/investor-relations/sustainability/our-employees/</a> <a href="http://www.tatgida.com/Files/Tat20_Faaliyet_ENG1503.pdf">http://www.tatgida.com/Files/Tat20_Faaliyet_ENG1503.pdf</a> <a href="http://www.tatgida.com/en/investor-relations/sustainability/our-environmental-responsibility/">http://www.tatgida.com/en/investor-relations/sustainability/our-environmental-responsibility/</a>
	A2. Implementation/ Follow-up	Discloses the innovation activities that improve the sustainability performance for business processes or products and services.	Sustainability, Pages 40-63	<a href="http://www.tatgida.com/tr/inovasyon/">http://www.tatgida.com/tr/inovasyon/</a>
	A3. Reporting	Reports its sustainability performance, goals and actions at least once a year and discloses them to the public. Provides information on sustainability activities in the annual report.	Sustainability, Pages 40-63 R&D & Innovation, Page 57	<a href="http://www.tatgida.com/en/investor-relations/sustainability/our-environmental-responsibility/">http://www.tatgida.com/en/investor-relations/sustainability/our-environmental-responsibility/</a> <a href="http://www.tatgida.com/Files/Tat20_Faaliyet_ENG1503.pdf">http://www.tatgida.com/Files/Tat20_Faaliyet_ENG1503.pdf</a>
	A3. Reporting	It is essential to share information that is important for stakeholders to understand the position, performance and development of the partnership in a direct and concise manner. It can also present detailed information and data on the corporate website, and prepare separate reports that directly meet the needs of different stakeholders.	Corporate Governance, Pages 66-75 Financial Report, Page 114	<a href="http://www.tatgida.com/en/investor-relations/financial-reports/financial-statements/">http://www.tatgida.com/en/investor-relations/financial-reports/financial-statements/</a> <a href="http://www.tatgida.com/en/investor-relations/financial-reports/annual-reports/">http://www.tatgida.com/en/investor-relations/financial-reports/annual-reports/</a>

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<b>A. General</b>	A3. Reporting	Pays maximum attention in terms of transparency and reliability. Within the scope of a balanced approach, objectively announces all kinds of developments on primary issues regarding disclosures and reporting.	Corporate Governance, Pages 66-75 Financial Report, Page 114	<a href="http://www.tatgida.com/en/investor-relations/financial-reports/financial-statements/">http://www.tatgida.com/en/investor-relations/financial-reports/financial-statements/</a> <a href="http://www.tatgida.com/en/investor-relations/financial-reports/annual-reports/">http://www.tatgida.com/en/investor-relations/financial-reports/annual-reports/</a>
	A3. Reporting	Provides information about which of its activities are related with the United Nations' (UN) Sustainable Development Goals for 2030.	Sustainability, Pages 40-63 Human Resources, Page 44	<a href="http://www.tatgida.com/en/investor-relations/sustainability/our-environmental-responsibility/">http://www.tatgida.com/en/investor-relations/sustainability/our-environmental-responsibility/</a>
	A3. Reporting	Provides information regarding the lawsuits filed and/or concluded against environmental, social and corporate governance issues.	Principles of Sustainability Compliance Statement, Page 90	
	A4. Verification	If verified by independent third parties (independent sustainability assurance providers), it discloses its sustainability performance measurements to the public and strives to promote such verification processes.	Sustainability, Pages 40-63 Principles of Sustainability Compliance Statement, Page 90	<a href="http://www.tatgida.com/en/investor-relations/sustainability/our-environmental-responsibility/">http://www.tatgida.com/en/investor-relations/sustainability/our-environmental-responsibility/</a>
<b>B. Environment</b>	B. Environmental Principles	Declares the policies and practices, action plans, environmental management systems (known by the ISO 14001 standard), and programs in the field of environmental management.	Sustainability, Pages 40-63	<a href="http://www.tatgida.com/en/investor-relations/sustainability/our-environmental-responsibility/">http://www.tatgida.com/en/investor-relations/sustainability/our-environmental-responsibility/</a>
	B. Environmental Principles	Complies with environmental laws and other relevant regulations and announces them.	Sustainability, Pages 40-63 Principles of Sustainability Compliance Statement, Page 90 Social Investment, Page 47	<a href="http://www.tatgida.com/en/investor-relations/sustainability/our-environmental-responsibility/">http://www.tatgida.com/en/investor-relations/sustainability/our-environmental-responsibility/</a>
	B. Environmental Principles	Explains the limitations regarding the boundaries, reporting period, reporting date, data collection process and reporting conditions of the environmental report to be prepared within the scope of the Sustainability Principles.		<a href="http://www.tatgida.com/en/investor-relations/sustainability/our-environmental-responsibility/">http://www.tatgida.com/en/investor-relations/sustainability/our-environmental-responsibility/</a>
	B. Environmental Principles	Declares the highest level person responsible, and relevant committees and their tasks in the partnership on the issue of environment and climate change.	Corporate Governance, Pages 66-75	<a href="http://www.tatgida.com/en/investor-relations/sustainability/sustainability-management/">http://www.tatgida.com/en/investor-relations/sustainability/sustainability-management/</a> <a href="http://www.tatgida.com/Files/pdf/TatGida_SK_eng_1506.pdf">http://www.tatgida.com/Files/pdf/TatGida_SK_eng_1506.pdf</a>
	B. Environmental Principles	Announces the incentives it offers for the management of environmental issues, including the achievement of objectives.	Sustainability, Pages 40-63	<a href="http://www.tatgida.com/en/investor-relations/sustainability/our-environmental-responsibility/">http://www.tatgida.com/en/investor-relations/sustainability/our-environmental-responsibility/</a> <a href="http://www.tatgida.com/Files/Tat20_Faaliyet_ENG1503.pdf">http://www.tatgida.com/Files/Tat20_Faaliyet_ENG1503.pdf</a>

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<b>B. Environment</b>	B. Environmental Principles	Explains how environmental problems are integrated into business goals and strategies.	Sustainability, Pages 40-63	<a href="http://www.tatgida.com/Files/pdf/eng/TatGida_Cevre_Politikasi_1406_eng.pdf">http://www.tatgida.com/Files/pdf/eng/TatGida_Cevre_Politikasi_1406_eng.pdf</a>
	B. Environmental Principles	Discloses the sustainability performance regarding business processes or products and services, and the activities carried out to improve this performance.	Sustainability, Pages 40-63	<a href="http://www.tatgida.com/en/investor-relations/sustainability/our-environmental-responsibility/">http://www.tatgida.com/en/investor-relations/sustainability/our-environmental-responsibility/</a>
	B. Environmental Principles	Describes how it manages the environmental issues and how it integrates the suppliers and customers into its strategies, not just in terms of direct operations but throughout the partnership value chain.	Sustainability, Pages 40-63 Supply Chain, Page 48	<a href="http://www.tatgida.com/en/investor-relations/sustainability/supply-chain-policy/">http://www.tatgida.com/en/investor-relations/sustainability/supply-chain-policy/</a>
	B. Environmental Principles	Explains whether it is included in the policy-making processes on environmental issues (sectoral, regional, national and international), its cooperation with the associations, related organizations and non- governmental organizations it is a member of, and the tasks it has undertaken, if any, and the activities it supports regarding environmental issues.	Sustainability, Pages 40-63 Social Investment, Page 47	<a href="http://www.tatgida.com/en/investor-relations/sustainability/our-employees/">http://www.tatgida.com/en/investor-relations/sustainability/our-employees/</a> <a href="http://www.tatgida.com/Files/Tat20_Faaliyet_ENG1503.pdf">http://www.tatgida.com/Files/Tat20_Faaliyet_ENG1503.pdf</a>
	B. Environmental Principles	In the light of environmental indicators (greenhouse gas emissions (Scope-1 (Direct), Scope-2 (Energy indirect), Scope-3 (Other indirect) 1), air quality	Sustainability/Energy & Environment, Pages 61-63	<a href="http://www.tatgida.com/en/investor-relations/sustainability/our-environmental-responsibility/">http://www.tatgida.com/en/investor-relations/sustainability/our-environmental-responsibility/</a>
	B. Environmental Principles	The BoD shall regularly report information on environmental impacts in light of environmental indicators in a comparable way: Air quality	Sustainability/Energy & Environment, Pages 61-63	<a href="http://www.tatgida.com/en/investor-relations/sustainability/our-environmental-responsibility/">http://www.tatgida.com/en/investor-relations/sustainability/our-environmental-responsibility/</a>
	B. Environmental Principles	The BoD shall regularly report information on environmental impacts in light of environmental indicators in a comparable way: Energy management	Sustainability/Energy & Environment, Pages 61-63	<a href="http://www.tatgida.com/en/investor-relations/sustainability/our-environmental-responsibility/">http://www.tatgida.com/en/investor-relations/sustainability/our-environmental-responsibility/</a>
	B. Environmental Principles	The BoD shall regularly report information on environmental impacts in light of environmental indicators in a comparable way: Water and wastewater management	Sustainability/Energy & Environment, Pages 61-63	<a href="http://www.tatgida.com/en/investor-relations/sustainability/our-environmental-responsibility/">http://www.tatgida.com/en/investor-relations/sustainability/our-environmental-responsibility/</a>
	B. Environmental Principles	The BoD shall regularly report information on environmental impacts in light of environmental indicators in a comparable way: Waste management	Sustainability/Energy & Environment, Pages 61-63	<a href="http://www.tatgida.com/en/investor-relations/sustainability/our-environmental-responsibility/">http://www.tatgida.com/en/investor-relations/sustainability/our-environmental-responsibility/</a>
	B. Environmental Principles	The BoD shall regularly report information on environmental impacts in light of environmental indicators in a comparable way: Bio-diversity impacts	Sustainability/Energy & Environment, Pages 61-63 Principles of Sustainability Compliance Statement, Page 90	<a href="http://www.tatgida.com/en/investor-relations/sustainability/our-environmental-responsibility/">http://www.tatgida.com/en/investor-relations/sustainability/our-environmental-responsibility/</a>

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<b>B. Environment</b>	B. Environmental Principles	Discloses the details of the standard, protocol, methodology and base year it uses to collect and calculate its data.	Sustainability/Energy & Environment, Pages 61-63	<a href="http://www.tatgida.com/en/investor-relations/sustainability/our-environmental-responsibility/">http://www.tatgida.com/en/investor-relations/sustainability/our-environmental-responsibility/</a>
	B. Environmental Principles	Explains the status of the environmental indicators (increase or decrease) for the reporting year in comparison with previous years.	Sustainability/Energy & Environment, Pages 61-63	<a href="http://www.tatgida.com/en/investor-relations/sustainability/our-environmental-responsibility/">http://www.tatgida.com/en/investor-relations/sustainability/our-environmental-responsibility/</a>
	B. Environmental Principles	Sets short- and long-term goals to reduce its environmental impact and discloses these goals. It is recommended that these goals be determined based on science as suggested in the United Nations Conference of the Parties on Climate Change. If there is an actual progress in the reporting year according to the targets set before, it provides information on the subject.	Sustainability, Pages 40-63	<a href="http://www.tatgida.com/en/investor-relations/sustainability/our-environmental-responsibility/">http://www.tatgida.com/en/investor-relations/sustainability/our-environmental-responsibility/</a>
	B. Environmental Principles	Explains its strategy and actions to combat the climate crisis.	Sustainability, Pages 40-63 Principles of Sustainability Compliance Statement, Page 90	
	B. Environmental Principles	Explains the program or procedures to prevent or minimize the potential negative impact of the products and/or services it offers; explains the actions of third parties toward reducing greenhouse gas emissions.	Principles of Sustainability Compliance Statement, Page 90	
	B. Environmental Principles	Explains the actions taken to reduce its environmental impacts, the total number of projects and initiatives carried out, and the environmental benefits/gains and cost savings they provide.	Sustainability, Pages 40-63	<a href="http://www.tatgida.com/en/investor-relations/sustainability/our-environmental-responsibility/">http://www.tatgida.com/en/investor-relations/sustainability/our-environmental-responsibility/</a>
	B. Environmental Principles	Reports the total energy consumption data (excluding raw materials) and details the energy consumption as Scope-1 and Scope-2.	Principles of Sustainability Compliance Statement, Page 90	
	B. Environmental Principles	Provides information on the heat, steam, cooling, and the electricity generated and consumed in the reporting year.	Principles of Sustainability Compliance Statement, Page 90	<a href="http://www.tatgida.com/en/investor-relations/sustainability/our-environmental-responsibility/">http://www.tatgida.com/en/investor-relations/sustainability/our-environmental-responsibility/</a>
	B. Environmental Principles	Conducts studies toward increasing the use of renewable energy and transition to zero or low carbon electricity, and discloses these studies.	Principles of Sustainability Compliance Statement, Page 90	
	B. Environmental Principles	Discloses the renewable energy production and usage data.	Principles of Sustainability Compliance Statement, Page 90	
B. Environmental Principles	Designs energy efficiency projects and discloses the amount of reduction in energy consumption and emission, owing to these studies.	Sustainability/Energy & Environment, Pages 61-63	<a href="http://www.tatgida.com/en/investor-relations/sustainability/our-environmental-responsibility/">http://www.tatgida.com/en/investor-relations/sustainability/our-environmental-responsibility/</a>	

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<b>B. Environment</b>	B. Environmental Principles	Reports the amount of water withdrawn, used, recycled and discharged from underground or aboveground, its sources and procedures (total water withdrawal by source, the water resources affected by water withdrawal, the percentage and total volume of the recycled and reused water, etc.).	Sustainability/Energy & Environment, Pages 61-63	<a href="http://www.tatgida.com/en/investor-relations/sustainability/our-environmental-responsibility/">http://www.tatgida.com/en/investor-relations/sustainability/our-environmental-responsibility/</a>
	B. Environmental Principles	Explains whether operations or activities are included in any of the carbon pricing systems (Emissions Trading System, Cap-and-Trade or Carbon Tax).	Principles of Sustainability Compliance Statement, Page 90	
	B. Environmental Principles	Discloses the carbon credit information accumulated or purchased during the reporting period.	Principles of Sustainability Compliance Statement, Page 90	
	B. Environmental Principles	Discloses the details if carbon pricing is implemented within the partnership.	Principles of Sustainability Compliance Statement, Page 90	
	B. Environmental Principles	Discloses all mandatory and voluntary platforms on which its environmental information is announced		<a href="http://www.tatgida.com/en/investor-relations/sustainability/our-environmental-responsibility/">http://www.tatgida.com/en/investor-relations/sustainability/our-environmental-responsibility/</a>
<b>C. Social</b>	C1. Human Rights and Employee Rights	Formulates the Corporate Human Rights and Employee Rights Policy, which is fully compliant with the Universal Declaration of Human Rights, the ILO Conventions that Turkey has confirmed, and the legal framework and regulations governing the human rights and working life in Turkey. Discloses the policy in question and the roles and responsibilities associated with its implementation.	Sustainability, Pages 40-63	<a href="http://www.tatgida.com/en/human-resources/working-for-tat/">http://www.tatgida.com/en/human-resources/working-for-tat/</a> <a href="http://www.tatgida.com/en/human-resources/our-ethical-approach/">http://www.tatgida.com/en/human-resources/our-ethical-approach/</a> <a href="http://www.tatgida.com/tr/bizi-taniyin/etik-ilkeler-ve-uyum-politikalari/">http://www.tatgida.com/tr/bizi-taniyin/etik-ilkeler-ve-uyum-politikalari/</a>
	C1. Human Rights and Employee Rights	Provides equal opportunity in recruitment processes. Taking the effects of the supply and value chains into account, it includes fair labor, improvement of labor standards, women's employment, and inclusion issues (such as gender, religious belief, language, race, ethnic origin, age, disability, refugee, etc.) in its policies.	Sustainability/Human Resources, Pages 44-49 Human Rights and Fair Working Environment, Page 48	<a href="http://www.tatgida.com/en/human-resources/our-ethical-approach/">http://www.tatgida.com/en/human-resources/our-ethical-approach/</a>
	C1. Human Rights and Employee Rights	Describes the measures taken along the value chain to observe the rights of certain fractions sensitive to economic, environmental, social factors (low-income groups, women, etc.) or to observe minority rights/equal opportunity.	Sustainability/Human Resources, Pages 44-49 Human Rights and Fair Working Environment, Page 48	<a href="http://www.tatgida.com/en/human-resources/our-ethical-approach/">http://www.tatgida.com/en/human-resources/our-ethical-approach/</a>
	C1. Human Rights and Employee Rights	Reports developments regarding discrimination, inequality, human rights violations, practices to prevent and correct forced labor. Discloses the regulations for not employing child labor.	Sustainability/Human Resources, Pages 44-49 Human Rights and Fair Working Environment, Page 48	<a href="http://www.tatgida.com/en/human-resources/our-ethical-approach/">http://www.tatgida.com/en/human-resources/our-ethical-approach/</a>

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<b>C. Social</b>	C1. Human Rights and Employee Rights	Explains policies regarding investment in employees (training, development policies), compensation, vested benefits, right to unionize, work/life balance solutions, and talent management. Determines dispute resolution processes by creating mechanisms for employee complaints and dispute resolution. In addition, it regularly announces the activities carried out to ensure employee satisfaction.	Sustainability/Human Resources, Pages 44-49 Human Rights and Fair Working Environment, Page 48	<a href="http://www.tatgida.com/en/human-resources/working-for-tat/">http://www.tatgida.com/en/human-resources/working-for-tat/</a> <a href="http://www.tatgida.com/en/human-resources/our-ethical-approach/">http://www.tatgida.com/en/human-resources/our-ethical-approach</a>
	C1. Human Rights and Employee Rights	Creates occupational health and safety policies and discloses them to the public. Discloses the precautions taken to prevent work accidents and to preserve health, and the accident statistics.	Sustainability/OHS, Page 43	<a href="http://www.tatgida.com/en/human-resources/working-for-tat/">http://www.tatgida.com/en/human-resources/working-for-tat/</a>
	C1. Human Rights and Employee Rights	Creates personal data protection and data security policies and discloses them to the public.	Protection of Personal Data and Data Security Title, Page 47	<a href="http://www.tatgida.com/en/privacy-policy/">http://www.tatgida.com/en/privacy-policy/</a>
	C1. Human Rights and Employee Rights	Creates an ethics policy (including practices regarding work, work ethics, compliance processes, advertising and marketing ethics, public briefing, etc.) and discloses it to the public.	Sustainability/Human Resources, Page 44-49 Human Rights and Fair Working Environment Page 48	<a href="http://www.tatgida.com/en/human-resources/our-ethical-approach/">http://www.tatgida.com/en/human-resources/our-ethical-approach</a>
<b>C. Social</b>	C1. Human Rights and Employee Rights	Explains its activities within the scope of social investment, social responsibility, financial inclusion and access to finance.	Sustainability, Pages 40-63 Social Investment, Page 47	<a href="http://www.tatgida.com/en/human-resources/our-common-values/">http://www.tatgida.com/en/human-resources/our-common-values/</a>
	C1. Human Rights and Employee Rights	Organizes informational meetings and training programs for employees on ESG policies and practices.	Sustainability, Pages 40-63 Ethics and Compliance, Page 46, Human Rights and Fair Working Environment, Page 48	<a href="http://www.tatgida.com/tr/bizi-taniyin/etik-ilkeler-ve-uyum-politikalari/">http://www.tatgida.com/tr/bizi-taniyin/etik-ilkeler-ve-uyum-politikalari/</a>
	C2. Stakeholders, International Standards and Initiatives	Carries out its activities in the field of sustainability by taking the needs and priorities of all stakeholders (employees, customers, suppliers and service providers, public institutions, shareholders, society and non-governmental organizations, etc.) into account.	Sustainability, Pages 40-63 Social Investment, Page 47	<a href="http://www.tatgida.com/Files/pdf/TatGida_SK_eng_1506.pdf">http://www.tatgida.com/Files/pdf/TatGida_SK_eng_1506.pdf</a>
	C2. Stakeholders, International Standards and Initiatives	Formulates a customer satisfaction policy regarding the management and resolution of customer complaints and discloses it to the public.		<a href="http://www.tatgida.com/en/about-us/responsibilities/">http://www.tatgida.com/en/about-us/responsibilities/</a>
<b>C. Social</b>	C2. Stakeholders, International Standards and Initiatives	Conducts a continuous and transparent communication with stakeholders; explains the purpose, the subject and the frequency of the communication with the stakeholders, and the progresses in sustainability activities.	Corporate Governance, Shareholders, Page 67	<a href="http://www.tatgida.com/en/investor-relations/corporate-overview-and-governance/corporate-governance/">http://www.tatgida.com/en/investor-relations/corporate-overview-and-governance/corporate-governance/</a>

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<b>C. Social</b>	C2. Stakeholders, International Standards and Initiatives	Discloses the international reporting standards it has adopted (Carbon Disclosure Project (CDP), Global Reporting Initiative (GRI), International Integrated Reporting Council (IIRC), Sustainability Accounting Standards Board (SASB), The Task Force on Climate- Related Financial Disclosures (TCFD), etc.) to the public.		<a href="https://cdn.koc.com.tr/cmscontainer/kocholding/media/koc/05surdurulebilirlik/policies/koc-group-sustainability-report-2020.pdf">https://cdn.koc.com.tr/cmscontainer/kocholding/media/koc/05surdurulebilirlik/policies/koc-group-sustainability-report-2020.pdf</a>
	C2. Stakeholders, International Standards and Initiatives	As a signatory or a member, it discloses the international organizations or principles (Equator Principles, United Nations Environment Programme - Finance Initiative (UNEP-FI), United Nations Global Compact (UNGC) Principles, United Nations Principles for Responsible Investment (UNPRI), etc.), and the international principles it has adopted (International Capital Market Association (ICMA) Green/Sustainable Bond Principles) to the public.		<a href="https://www.koc.com.tr/surdurulebilirlik">https://www.koc.com.tr/surdurulebilirlik</a> <a href="https://www.unglobalcompact.org/what-is-gc/mission/principles#anti-corruption">https://www.unglobalcompact.org/what-is-gc/mission/principles#anti-corruption</a>
	C2. Stakeholders, International Standards and Initiatives	Makes concrete efforts to be included in the Borsa Istanbul Sustainability Index and in international sustainability indexes (Dow Jones Sustainability Index, FTSE4Good, MSCI ESG Indexes, etc.)	Equity Share Performance, Page 15	<a href="https://borsaistanbul.com/tr/sayfa/165/bist-surdurulebilirlik-endeksi">https://borsaistanbul.com/tr/sayfa/165/bist-surdurulebilirlik-endeksi</a>
<b>D. Corporate Governance</b>	Corporate Governance Principles	Makes maximum effort to comply with all Corporate Governance principles as well as the mandatory Corporate Governance principles within the scope of the Capital Markets Board Communiqué on Corporate Governance, numbered II-17.1.	Corporate Governance, Pages 66-75	<a href="http://www.tatgida.com/en/investor-relations/corporate-overview-and-governance/board-of-directors/">http://www.tatgida.com/en/investor-relations/corporate-overview-and-governance/board-of-directors/</a>
	Corporate Governance Principles	Takes the sustainability issue, the environmental impacts of its activities and the relevant principles into account when determining its corporate governance strategy.	Corporate Governance, Pages 66-76 Risk Management and Internal Audit, Page 72	<a href="http://www.tatgida.com/en/investorrelations/sustainability/sustainabilitymanagement/">http://www.tatgida.com/en/investorrelations/sustainability/sustainabilitymanagement/</a>
	Corporate Governance Principles	As stated in the Corporate Governance Principles, it takes the necessary measures to comply with the principles regarding the stakeholders and to strengthen the communication with them. The Company also seeks the views of the stakeholders when determining the measures and strategies in the field of sustainability.	Corporate Governance/ Stakeholders, Pages 68-69	<a href="http://www.tatgida.com/en/investor-relations/sustainability/sustainability-management/">http://www.tatgida.com/en/investor-relations/sustainability/sustainability-management/</a>

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<b>D. Corporate Governance</b>	Corporate Governance Principles	Works on raising awareness on the issue of sustainability and its importance through social responsibility projects, awareness activities and trainings.	Sustainability/Human Resources, Pages 44-49	<a href="http://www.tatgida.com/en/investor-relations/sustainability/sustainability-management/">http://www.tatgida.com/en/investor-relations/sustainability/sustainability-management/</a> <a href="http://www.tatgida.com/tr/basin-odasi/">http://www.tatgida.com/tr/basin-odasi/</a>
	Corporate Governance Principles	Strives to become a member of the international standards and initiatives on sustainability and to contribute to activities.		<a href="http://www.tatgida.com/en/investor-relations/sustainability/sustainability-management/">http://www.tatgida.com/en/investor-relations/sustainability/sustainability-management/</a> <a href="http://www.tatgida.com/en/investor-relations/investor-presentation/">http://www.tatgida.com/en/investor-relations/investor-presentation/</a> <a href="http://www.tatgida.com/en/investor-relations/teleconferences/">http://www.tatgida.com/en/investor-relations/teleconferences/</a>
	Corporate Governance Principles	Discloses the policies and programs regarding the fight against bribery and corruption, and the principle of tax integrity.	Sustainability/Human Resources, Pages 44-49 Fight against bribery and corruption, Page 47	<a href="http://www.tatgida.com/en/investor-relations/sustainability/tat-gida-codes-of-conduct/">http://www.tatgida.com/en/investor-relations/sustainability/tat-gida-codes-of-conduct/</a>