

SUSTAINABILITY REPORT 2023



ERKHOLDING

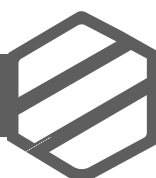
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This year, we prepared a sustainability report for the first time in order to evaluate the social, economic and environmental dimensions of our activities and to communicate to all our stakeholders the work we have carried out in line with the **United Nations (UN) Sustainable Development Goals**. This report has been prepared by ERK Holding in accordance with GRI Standards, covering the activities between **January 1, 2023 and December 31, 2023**. The content of our report, which is based on the sustainability priorities we have identified with the participation of our internal and external stakeholders, focuses on ERK Holding's activities in Turkey.

ERK Holding Sustainability Report 2023 has been prepared in two different languages, **Turkish and English**, and has not been externally audited. You can access the sustainability report at www.erkholding.com.tr/surdurulebilirlik. You can send your comments and suggestions about our sustainability activities and reporting to us at surdurulebilirlik@erkholding.com.



LETTER FROM THE CHAIRMAN

Tolga Emrah GEZGİN



Dear Stakeholders, Partners and Colleagues,

Sustainability has been one of the cornerstones of our values at Erk Holding. We understand that true resilience is not only overcoming challenges, but also making a positive contribution to our environment and society. In the wake of these crises, we would like to reiterate our commitment to increase our sustainability efforts and support our country.

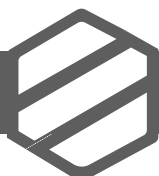
Our sustainability approach includes a multidimensional strategy; environmental responsibility, social support, cooperation efforts, transparency and accountability are among the most important and prioritized issues for us. For a sustainable environment, we continue to rejuvenate the age of the ships in our fleet by switching to environmentally friendly fuel types, and we regularly hold planning meetings for our targets to reduce our carbon footprint. While we work with all our efforts to ensure the uninterrupted progress of our operations despite the negativities that arise from time to time, we do not neglect to leave a livable maritime sector for the future. This global change will come by developing and growing with consciousness in all of us. The sustainability committee and working groups established within the organization have taken their place in the corporate culture and are actively completing their roles in raising the awareness of our internal stakeholders. More recently, the devastating earthquake in the Hatay region has had a negative impact not only on this region, but also on the Mediterranean region, highlighting the difficulties in trade. In these difficult times, it is important to overcome the obstacles we face and have a stronger ability to conduct our operations. We recognize the importance of rebuilding and supporting affected communities. Our company is focused on contributing to relief and recovery efforts and providing long-term solutions.

We believe that collective action is essential for meaningful progress. We work closely with local authorities, NGOs and other businesses to ensure that our sustainability initiatives are aligned with broader recovery and development goals.

Best Regards

Tolga Emrah Gezgin

Erk Holding Chairman of the Board



ABOUT ERK HOLDING



MAIN AREAS OF ACTIVITY OF ERK HOLDING



ERK Holding stepped into the logistics sector in 2003 with its first group company **DATA GÜMRÜKLEME** and started to provide services. Thanks to its expert staff in the field of customs consultancy, it has ensured uninterrupted trade by providing import and export transactions, transit customs services, investment incentives and consultancy services. Izmir head office, Istanbul branch office and Bursa, Adana, Mersin, Iskenderun, Adana, Mersin, Iskenderun offices provide uninterrupted and quality services all over Turkey.

In 2013, ERK LİMAN, the second group company, started to grow in port operations and logistics. In the same period, the third group company, **RDM**, ventured into shocked food trade, thereby expanding its field of activity, playing a bigger role in international trade and enabling it to offer more comprehensive services to its customers.



ERKPORT, the fourth group company, started operations in the Iskenderun region in 2013 in the field of in-port operations and warehouse management. With this step, ERKPORT strengthened its regional operations and increased its competitiveness in the sector. In the 2020 Post-Covid period, ERKPORT turned the global container crisis into an opportunity and switched to general cargo transportation with Ro-Ro vessels and continued to provide uninterrupted service to its customers by filling the gaps in the logistics chain.



In this process, ERK LİMAN renewed its brand and started to operate in marine construction and deepening works under the name **ERK DENİZ**. In 2022, it analyzed the deficiencies in the vehicle transportation sector and evaluated the opportunities in this field. In early 2023, it started to provide finished vehicle transportation services, filling the gap in the sector and increasing its expertise in this field.



OUR LOCATIONS (2023)



Adalet Mahallesi Şehit Polis Fethi Sekin Caddesi No: 4, Novus
Tower Kat: 29 Daire: 293, 35000, Bayraklı / İzmir / Turkey



İzmir Head Office / Istanbul Branch / Bursa Office / Adana Office/
Mersin Office / İskenderun Office



İzmir Head Office / İsdemir Port / Atakaş Port / Sarıseki
Warehouse / İskenderun Office / Haydarpaşa Port



İzmir Head Office



İzmir Head Office



ABOUT
REPORT

LETTER FROM THE
CHAIRMAN

ABOUT ERK
HOLDİNG

SUSTAINABILITY
MANAGEMENT

CLIMATE CHANGE RISK MANAGEMENT
AND COMBATING ITS IMPACTS

WORKPLACE
APPLICATIONS

BUSINESS ETHICS AND
CORPORATE GOVERNANCE

BUSINESS CONTINUITY
AND RELIABILITY

CONTRIBUTION TO LOCAL
ECONOMY AND SOCIETY

APPENDICES

06

ABOUT ERK HOLDING

Company Values, Mission And Vision

OUR VISION

To provide the services required by our customers in a reliable, fast and high quality manner in line with customer expectations by investing in competent technological infrastructure, human resources and business development processes in mutual trust by providing all kinds of training and technological support to our employees.

OUR MISSION

To create profitable and sustainable new business areas in our current operations. To provide services in lean, strategic, profit-oriented, niche areas in the sectors we are in.



WE ARE SELFLESS. WE ARE POSSESSIVE.

We embrace the business and needs of our customers and stakeholders as if they were our own; we work with a sensitivity and diligence that goes beyond expectations and requirements in order to meet their needs in the most optimum and fastest way possible.

WE MAKE IT EASY. WE ARE COMPETENT.

As an experienced player in global trade, we flexibly and rapidly adapt to changing conditions and needs with the experience and competence we have gained over the years. In this way, we assume a facilitating and solution-providing role in our customers' processes.

WE ARE SOLUTION ORIENTED. WE EMPATHIZE.

We feel and carry the dynamism of trade in our genes. We prioritize the solution in the processes with an understanding far from unnecessary bureaucracy and ensure that our customer's business and trade continues smoothly.

WE ARE EXPERTS. WE ARE PREDICTIVE. WE ARE PROACTIVE.

The experience and know-how gained from the different roles we assume in different areas of global trade, from supplier to logistics solution partner, gives us the ability to anticipate changing needs. With these insights, we anticipate the needs of our customers before they arise and offer solutions.




ERK HOLDING FROM PAST TO TODAY




ERK HOLDING FROM PAST TO TODAY

Erk Holding has embarked on an important journey in the logistics and trade sectors and has managed to turn every challenge into an opportunity and has written an impressive success story. The step-by-step story of this journey is as follows:




March 2003

Erk Holding filled an important gap in the supply chain by taking its first step into the logistics sector with Data Customs Clearance. In this period, it has built a solid foundation by prioritizing customer satisfaction and operational excellence.




December 2011

With the commissioning of Erk Liman, Erk started to grow in port operations and logistics. This expansion has enabled it to assume a greater role in international trade and offer more comprehensive services to its customers.




2013

In the Iskenderun region, a strategic step was taken in the field of inland port operations and warehouse management. This step strengthened regional operations and increased competitiveness in the sector. Investments increased both operational efficiency and customer satisfaction.




2020

In the Post-Covid period, the global container crisis was turned into an opportunity, and general cargo transportation was started with Ro-Ro ships. In this way, gaps in the logistics chain were filled and uninterrupted service continued to be provided to customers.



End of 2022

Gaps in the vehicle transportation sector were analyzed and opportunities were seized. In early 2023, finished vehicle transportation services were started, thus closing the gap in the sector and increasing expertise in this area.



Today

As a result of all these steps, supply chain deficiencies in world trade have been accurately analyzed and the Company has become a structure that produces effective solutions to problems. The Company has strengthened its position in the sector as a leader that can adapt quickly to changing market conditions and develop innovative solutions.

This success story has been achieved through a combination of continuous innovative thinking and strategic vision. The company aims to continue to contribute to its customers and the sector by

ERK HOLDING IN FIGURES



HİZMET BÖLGELERİ

- Tüm Firmalar İçin Operasyon Bölgesi
- Erkport Liman Hizmetleri
- RDM İç ve Dış Ticaret

KUZEY AMERİKA

Kanada
USA
Meksika

KUZEY VE BATI AFRIKA

Tunus
Fas
Cezayir
Mısır
Moritanya
Nijerya
Sierra Leone
Gana
Liberya

AVRUPA

İngiltere
Belçika
Fransa
Slovenya
İtalya
İspanya

DOĞU AVRUPA

Gürcistan

ORTA DOĞU

Irak
Ürdün
Kuveyt
UAE

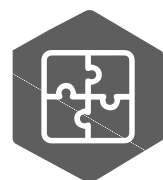
UZAK DOĞU

Güney Kore
Japonya
Çin
Hindistan
Vietnam
Filipinler
Malezya

GÜNEY AFRIKA

Kongo Cumhuriyeti
Tanzanya
Angola
Mozambik

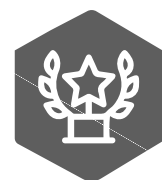
ERK HOLDING IN FIGURES



4 companies



Services in total 45 countries



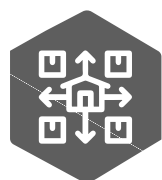
Number of awards: 3



Total management systems document type: 8



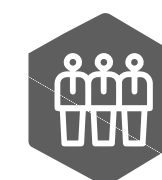
Proportion of white-collar female employees %18



Percentage of local suppliers: %100



Number of suppliers undergoing environmental audits: 298



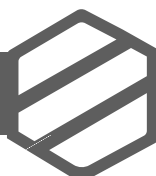
Number of people directly employed: 1134



Overall result of the customer satisfaction survey: %95,33



Number of OHS committees established: 3



PRODUCT AND SERVICE CAPACITIES OF THE COMPANIES



Capacity for **70,000**
declarations



500,000
tons storage



90,000
vehicle ship
transportation



150 vehicle
ferry vehicle
transportation



500 vehicle
PDI operation



25 million tons
cargo handling



6100 tons
cargo handling
capacity



800-1000 (25000 TON)
container capacity



782 tons capacity



ECONOMIC PERFORMANCE

YOUR ORGANIZATION'S TOTAL NET SALES REVENUE INCLUDING SUBSIDIARIES (TL)



| Data Of Economic Performance | 2021 | 2022 | 2023 |
|--|------------------|--------------------|--------------------|
| Your Organization's Total Net Sales Revenue Including Subsidiaries (TL) | 348.196.080,54 ₺ | 1.371.083.690,63 ₺ | 5.294.734.330,81 ₺ |
| EBITDA (TL) | 18.620.730,07 ₺ | 77.174.685,29 ₺ | 319.157.878,96 ₺ |
| Net Debt (TL) | 222.224.635,81 ₺ | 85.235.426,55 ₺ | 1.826.609.898,62 ₺ |
| Return On Equity (ROE) (%) | 29.80% | 47.31% | 68.46% |
| Total Assets (TL) | 219.279.902,18 ₺ | 349.948.523,46 ₺ | 2.333.047.057,61 ₺ |
| Total Investment Amount (TL) | 448.375,23 ₺ | 9.565.760,54 ₺ | 140.796.877,00 ₺ |
| Incentives And Funds Received From The Government And Various International Organizations (TL) | 0 | 0 | 0 |

Investment

Erkport aims to transform Yalova Ro-Ro Port into an automotive terminal and turn Yalova Port into an important import-export port by the end of 2024. Erkport aims to turn Yalova Port into an important import and export center with its 8000-vehicle automotive terminal and PDI center investment in Yalova Port. This new investment will provide inspection and preparation services for up to 1,500 vehicles per day, making it a center preferred by domestic and international companies. Erkport, which plans to create an annual handling capacity of 200 thousand vehicles in the first stage, aims to increase this capacity to 400 thousand in the future.



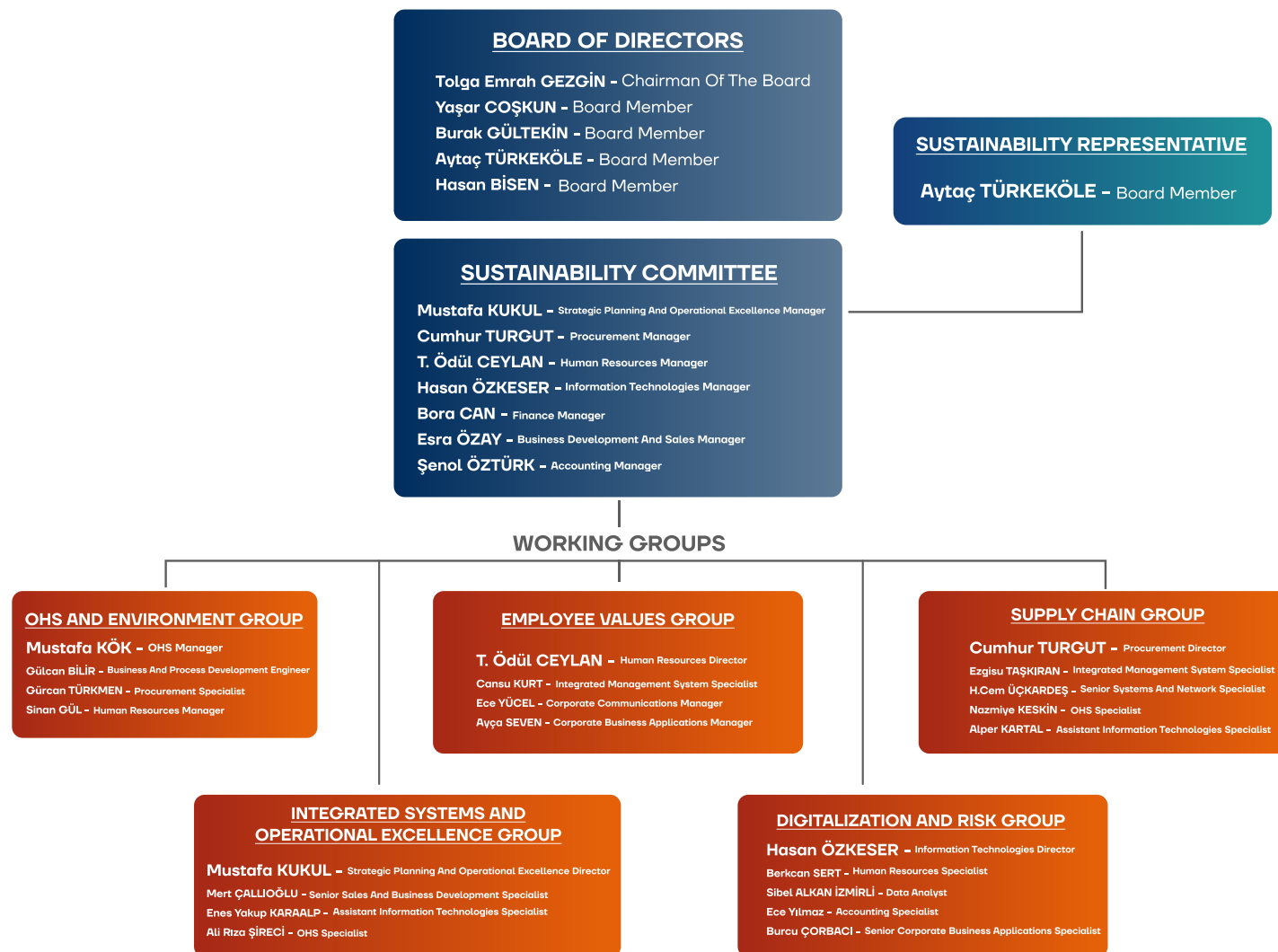
CORPORATE GOVERNANCE



CORPORATE GOVERNANCE

The Company has established a strong corporate governance structure to achieve its sustainability goals and serve its stakeholders in the best way possible. The board of directors has the necessary authority to provide strategic guidance and monitor sustainability policies, and effectively oversees these processes.

All remuneration within the scope of the Company is in line with the Company's ethical values, internal balances and strategic goals. There is a wage scale according to titles for remuneration. The personnel to be recruited are remunerated by determining the appropriate scale according to their skills.



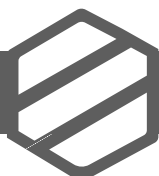
Board of Directors

The Board of Directors is the highest governance body in the Holding and its subsidiaries responsible for critical tasks such as setting strategic goals, establishing the corporate governance structure, determining the necessary human and financial resources, auditing management performance and ensuring that our activities comply with legislation, internal regulations and policies.

The Board of Directors is the authority that guides our corporate strategies, ensures risk management and makes strategic decisions to ensure sustainable growth. By bringing together their expertise and experience in different sectors, its members make significant contributions to the process of achieving our corporate goals. In addition, it effectively guides decision-making processes by taking into account our environmental and social responsibilities in line with sustainability principles.

The Board of Directors continuously conducts performance evaluations and reviews strategic directions to ensure the long-term success of our company.

The Board of Directors is chaired by **Tolga Emrah Gezgin** and the other members are **Yaşar Coşkun, Burak Gültekin, Volkan Yaşayan, Aytaç Türkeköle** and **Hasan Bisen**.



ERK HOLDING IN FIGURES

Erk Holding Partnership Structure



Tolga Emrah GEZGİN

Throughout his career, he has had the opportunity to provide strategic leadership in co-founder and executive positions in various sectors. As a Foreign Trade Manager in the automotive sector, he contributed to the development of international trade strategies. He served as a Manager and Board Member in the logistics sector and led pioneering projects in the sector. Currently, as the Chairman of the Board of Directors of Erk Holding, he manages the holding's investments and growth strategies. He is also the co-founder and contributes to the management processes of Erkport Port Services (2013), RDM Foreign Trade (2011) and Data Gümrük Müşavirliği (2003).



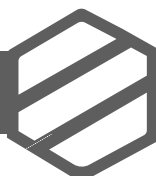
Yaşar ÇOŞKUN

In 1993, he started his associate degree education in Manisa and completed his bachelor's degree (Economics) in 2002. He started his career as an Assistant Customs Consultant with the exam he won in 1988 and was entitled to become a Customs Consultant with the exam he took in 2002. In 2012, he started his Master's Degree in Maritime Transportation at Dokuz Eylül University, where he is waiting for his thesis. In 2018, he is in the last year of his education at Macedonia Vizyon University "Faculty of Law". He is currently serving as the General Manager of Data Gümrük Müşavirliği Company since 2003. In addition, in 2023, he became an additional Erk Holding Board Member.



Burak GÜLTEKİN

With the experience he gained in different sectors, he had the opportunity to work in various positions such as board member, director, sales manager and branch manager. After working as a Sales Manager in the maritime transportation sector, he worked as a Branch Manager in the logistics sector, managing logistics operations and strengthening customer relations. Since August 2014, he has been a Director at RDM Trade, leading the overall management of the company and the development of commercial activities. Since March 2023, he has been a Board Member at Erkport Port Services, contributing to strategic decision-making processes and working towards the company's growth targets. As a Board Member at Erk Holding since July 2023, he manages the holding's investments and contributes to long-term strategic planning.



ERK HOLDING IN FIGURES

Erk Holding Partnership Structure

Volkan Yaşayan

He has extensive knowledge in the fields of logistics and business development through his experience in various management positions. He has worked in many managerial positions in the logistics sector, including Assistant General Manager, in the areas of operational efficiency, business process optimization and customer relationship development. He currently serves as Commercial Director and Board Member at Erkport Port Services, determining commercial strategies and contributing to growth targets. He is also responsible for management and business development at Erk Holding and Data Gümrük Müşavirliği.

Aytaç Türkeköle

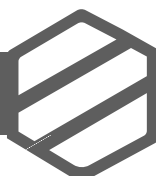
With his extensive experience in different sectors, he has made strategic contributions in senior management positions. Starting his career as an auditor, he took part in the financial audit processes of companies in various sectors. Continuing his career as Finance Manager, CFO and General Manager, he worked in the fields of financial audit, financial risk management and strategy development and played an active role in the general management of the company while managing the financial operations of the companies. Currently, as Investment Manager and Board Member at Erk Holding, he is responsible for the management of investment activities and actively participates in strategic decision-making processes.

Hasan Bisen

With his experience in finance and accounting, he has held important management roles in various companies. He started his career as an accounting clerk and continued as chief accounting officer. Between 2011 and 2023, he served as the financial affairs manager of all group companies within Erk Holding and worked to strengthen the financial structure of the company. Since 2023, he has been a member of the board of directors at Erk Holding A.Ş. and Erkport A.Ş., where he is involved in strategic decision-making processes.



In 2023, BoD meetings were held on a monthly basis. While the meetings were regularly attended by operations departments, more comprehensive meetings were organized quarterly, including support departments. The agenda was set according to the monthly activities and projects of the departments, and decisions were presented to and evaluated by the Chairman of the BoD. Action plans were assigned to the relevant individuals and meeting notes and action follow-ups were regularly monitored by the Corporate Communications Manager.



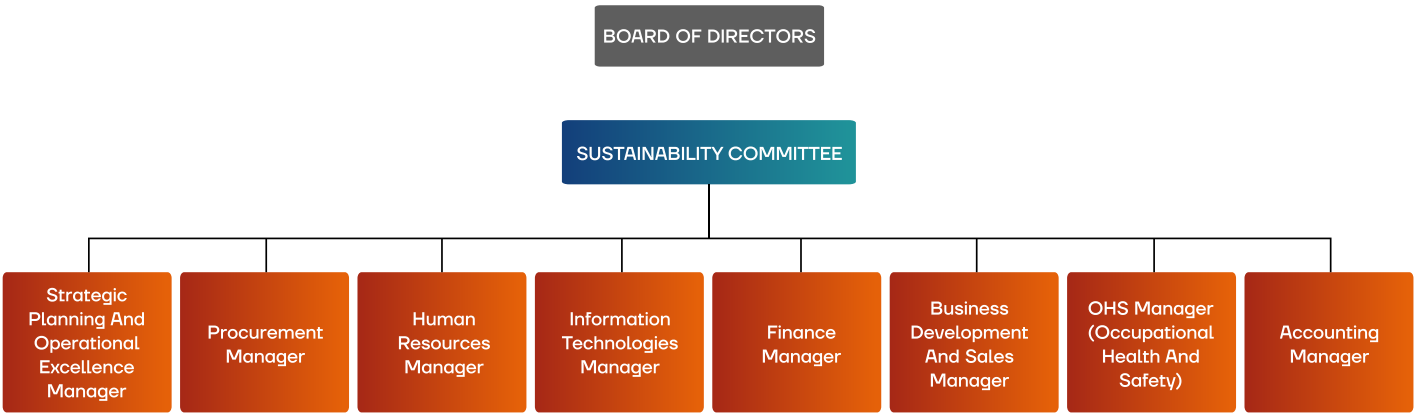
SUSTAINABILITY COMMITTEE

ERK Holding's sustainability organizational structure is a comprehensive hierarchical system established to ensure that the company achieves its strategic sustainability goals. In addition to the Board of Directors, the sustainability committee also plays an important role.

This committee was established to monitor the compliance of ERK Holding and its companies with the Turkish Commercial Code and other applicable legislation, as well as with the United Nations Development Goals, and to make recommendations to the Board of Directors on remedial actions when necessary. The Sustainability Representative is also a member of the Board of Directors and is responsible for communicating the committee's activities to the Board of Directors.

Sustainability Committee Structure:

The Sustainability Committee consists of Board Members, Sustainability Representative, Sustainability Committee Members and Working Groups. Committee members are selected and authorized by the approval of the Board of Directors from among those who have received training in the field of sustainability. The coordination of the Committee is carried out by the Sustainability Representative.



Working Principles of the Sustainability Committee:

The Sustainability Committee convenes when deemed necessary, at least twice a year. The meeting call is made by the Sustainability Representative. The meeting is held with the participation of at least the absolute majority of the Committee members. The Committee takes decisions regarding sustainability targets that concern the entire company with an absolute majority of votes.

In case of a tie vote, the decision proposal is discussed again at the next Committee meeting. In case of a tie vote at the second meeting, the decision proposal is deemed rejected. The Committee may also take decisions without holding a meeting with the unanimous vote of the members. The Sustainability Representative keeps the decisions taken at the Committee meetings in writing, including the place, time and participating members. The decisions taken are reported to the Board of Directors through the Sustainability Representative and the Committee decisions that need to be approved by the Board of Directors (decisions that will shape the Company's sustainability strategy) are submitted to the Board of Directors for approval.

The main duties and responsibilities of the Committee are as follows:

- Determining and developing the company's sustainability strategies and goals.
- To follow and comply with sustainability-related legal regulations and standards, to review and improve the company's sustainability-related policies and practices.
- Identify and manage the company's sustainability-related risks and opportunities.
- Monitor, evaluate and report the company's sustainability performance.
- To carry out the necessary work to raise the awareness of employees and stakeholders on sustainability, to support training and awareness activities in the field of sustainability.
- Sharing and disseminating best practices on sustainability in cooperation with employees, suppliers and stakeholders.

You may review the details of the Sustainability Committee Duties and Working Principles Procedure via the link www.erkholding.com.tr/surdurulebilirlik.



CORPORATE GOVERNANCE

Sustainability Organization Structure

ERK Holding has five different working groups that support its activities towards sustainability goals:

OHS and Environment Group: This group works on occupational health and safety (OHS) and environmental management.

Integrated Systems and Operational Excellence Group: Aims to achieve operational excellence targets and develop integrated management systems.

Employee Values Group: Works to increase the value and loyalty of employees within the company.

Supply Chain Group: Aims to achieve sustainable supply chain targets.

Digitalization and Risk Group: Manages digital transformation processes and shapes the company's risk management policies.

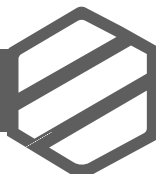
This organizational structure enables ERK Holding to integrate sustainability goals into all business processes, focusing on creating long-term environmental, social and economic value.



RISK MANAGEMENT

The risk management framework includes specific processes for assessing and managing environmental and social risks. In this way, we proactively address potential barriers to achieving our sustainability goals.

Risk and opportunity analyses are conducted separately according to the contents of all standards, including risk management, **ISO 9001, ISO 22301, ISO 14001-45001 and ISO 27001**. Risks are classified into categories such as financial, operational, strategic, regulatory and reputational and the elements of analysis are determined.



BUSINESS ETHICS, TRANSPARENCY AND ANTI-CORRUPTION

Erk Holding has defined its ethical rules with the “**Erk Holding Ethics Procedure**” in order to provide respectful, honest and responsible business relations to its employees and all stakeholders and to create a working environment that supports business peace. The main purpose of this procedure is to provide employees with information about ethical responsibilities, ethical norms to be followed and the processes to be followed in case of ethical violations.

Erk Holding is committed to creating a safe working environment for its employees. Erk Holding strictly rejects forced labor, child labor, human trafficking, harassment, violence, discrimination (nationality, race, gender, ethnic origin, religion, language, marital status, physical or mental disability, political orientation), corruption, bribery, blackmail, abuse, breach of confidentiality of personal and corporate data and conflict of interest. Its main principle is to act under competitive conditions without disrupting market dynamics.

Protecting the rights of employees and acting in line with ethical principles is the commitment of the entire Erk Holding, especially the senior management.

The operation of the ethical rules defined in the Code of Ethics Procedure, which must be applied in all activities, has been established within Data Gümrükleme company and is managed by the Ethics Committee. The Ethics Committee will be established next year to cover all companies of the holding.

| NAME - SURNAME | POSITION IN THE BOARD | ERK HOLDING DUTY |
|----------------|-----------------------|------------------------------------|
| Yaşar Coşkun | Chairman | Board Member, DATA General Manager |
| Levent Yüksel | Member | Data Deputy General Manager |
| Türkan Erzen | Member | Human Resources Manager |
| Ali Onar | Member | Legal Advisor |

Ethics Committee Working Principles:

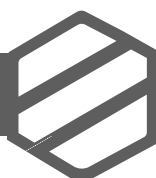
- The Ethics Committee determines and manages the equipment, training and management structure required for the establishment of the system of compliance with the Code of Ethics, and assigns persons and/or individuals for these activities when necessary.
- Fulfills the duties related to the internalization and implementation of the code of ethics throughout the company.
- Systematizes general rules and procedures so that all employees, company shareholders and customers can report violations of the code of ethics and any similar regulations.
- Organizes explanations on ethical rules when necessary.
- Establishes a reporting procedure for employees to identify and report violations of the code of ethics or coercion of someone to violate the code.

Each employee is responsible for knowing and applying the rules in the Procedure and encouraging others to do so. All Managers are responsible for implementing the Procedure and creating the appropriate working atmosphere for its implementation. Managers are responsible for informing employees about the Procedure every six months and checking employees' knowledge of the Procedure once a year. In case of any doubt on the correctness of their behavior, employees may consult their line managers or the unit responsible for such matters. The Company welcomes all comments on the Procedure and positive suggestions to improve it. Employees can use the contact address given below to ask questions and obtain information about the application or violation of the procedure, either anonymously or anonymously.

E-mail: etik@datagumrukleme.com

Erk Holding has **ISO 37001:2022** management system standard within the scope of anti-corruption. This standard aims to help organizations reduce corruption risks and create an effective culture against corruption. **ISO 37001** enables the company to adopt international best practices in the area of anti-corruption and to systematically manage its practices. As part of the certification, employees received basic information training.

You can review the details of the Integrated Management System Policy at <https://www.datagumrukleme.com/tr/datayi-taniyin/politikalarimiz-ve-sertifikalarimiz>.



































MANAGEMENT SYSTEMS POLICY

In line with its vision and mission, ERK Holding follows the Total Quality Management approach in all areas of activity in order to utilize domestic and renewable resources in the most efficient way.

ISO 9001 Quality Management System, ISO 14001 Environmental Management System, ISO 45001 Occupational Health and Safety Management System, ISO 27001 Information Security Management System, ISO 22301 Business Continuity Management System, ISO 28000 Supply Chain Security Management System, ISO 37001 Anti-Corruption Management System, ISO 26000 Social Responsibility Management System are part of the Integrated Quality Management System established for this purpose. Each management system team is composed of employees who are experts in their fields and work in collaboration with the integrated management team. The certificates held by the companies are given below. Certification studies are updated as a result of periodic independent audits.

Our basic philosophy is based on continuous improvement and the studies carried out in this context to evaluate the performance of the integrated management system are as follows:

- Risk Analysis
- Corrective and Remedial Actions
- Internal Audits
- Monitoring, Measurement, Analysis and Evaluation Activities
- Management Review Meetings
- Control of Processes, Products and Services
- Control of Documented Information
- Awareness Activities
- Objectives and Planning Activities
- Analysis of the Needs and Expectations of the System

|  ERK HOLDİNG | | ERK HOLDING CERTIFICATE LIST | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | ISO 9001 Quality Management System Certificate | ISO 14001 Environmental Management System Certificate | ISO 45001 Occupational Health and Safety Management System Certificate | ISO 27701 Information Security Management System Certificate | ISO 22301 Business Continuity Management System Certificate | ISO 28000 Supply Chain Security Management System Certificate | ISO 37001 Anti-Bribery Management System Certificate | ISO 26000 Social Responsibility Management System Certificate | Facility Certificate | Ship Agency Authorization Certificate | Transportation Authorization Certificate | Short-Term Compliance Certificate | Provisional Compliance Certificate | Certificate Of Compliance | Company Security Officers' Declaration Certificate | Company Declaration Certificate |
|  | İzmir, İstanbul, Bursa, Adana, Mersin, Iskenderun (Customs Clearance Services) |  | | |  |  |  |  |  |  | | | | | | | |
| | İskenderun (Port Operations, Loading/Unloading, Logistics and Warehousing Services) |  |  |  | | | | |  |  |  |  | | | | | |
|  | Haydarpaşa (Vehicle Logistics Operations) | | | | | | | |  |  |  |  | | | | | |
|  | İzmir (Livestock and Food Raw Material Supply Services) | | | | | | | | |  |  | | | | | | |
|  | İzmir (Ship Agency Services) | | | | | | | | | |  |  |  |  |  |  |  |



AWARDS AND ACHIEVEMENTS



World Young Entrepreneur Businessman
Competition “Excellence in Management” Award

Tolga Emrah Gezgin



Commercial Sea Port
“Chornomorsk”



Appreciation
“2019 Earnings”



AWARDS AND ACHIEVEMENTS

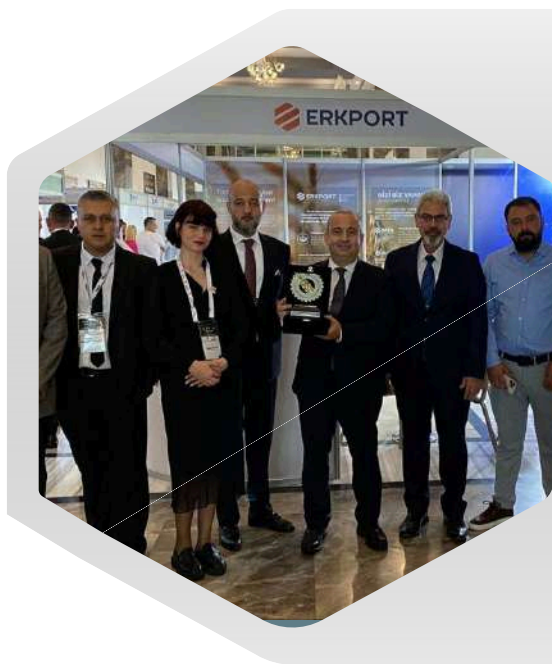
Fairs With Stands



Anuga Food Fair



Logistech Fair



TUSAF International Congress



World Automotive Conference



AWARDS AND ACHIEVEMENTS

Organizations Where Company Officials Are Speakers

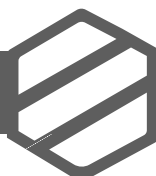


Organization of Turkish States

The Multimodal Transport and Logistics Forum Silver Sponsorship
Within the scope of the sponsorship, Erk Holding was briefly introduced and Mediterraline's service networks, service advantages, ports managed by Erkport, transportation operations, warehouse and bonded warehouse services were explained as a speaker at the forum.

TUSAF International Congress 2023

At the 2023 congress, of which they were the main sponsor, Tolga Emrah Gezgin, Chairman of the Board of Directors, delivered a speech on the difficult period Turkey is going through due to the earthquake and its reflections on the sector.



SUSTAINABILITY MANAGEMENT



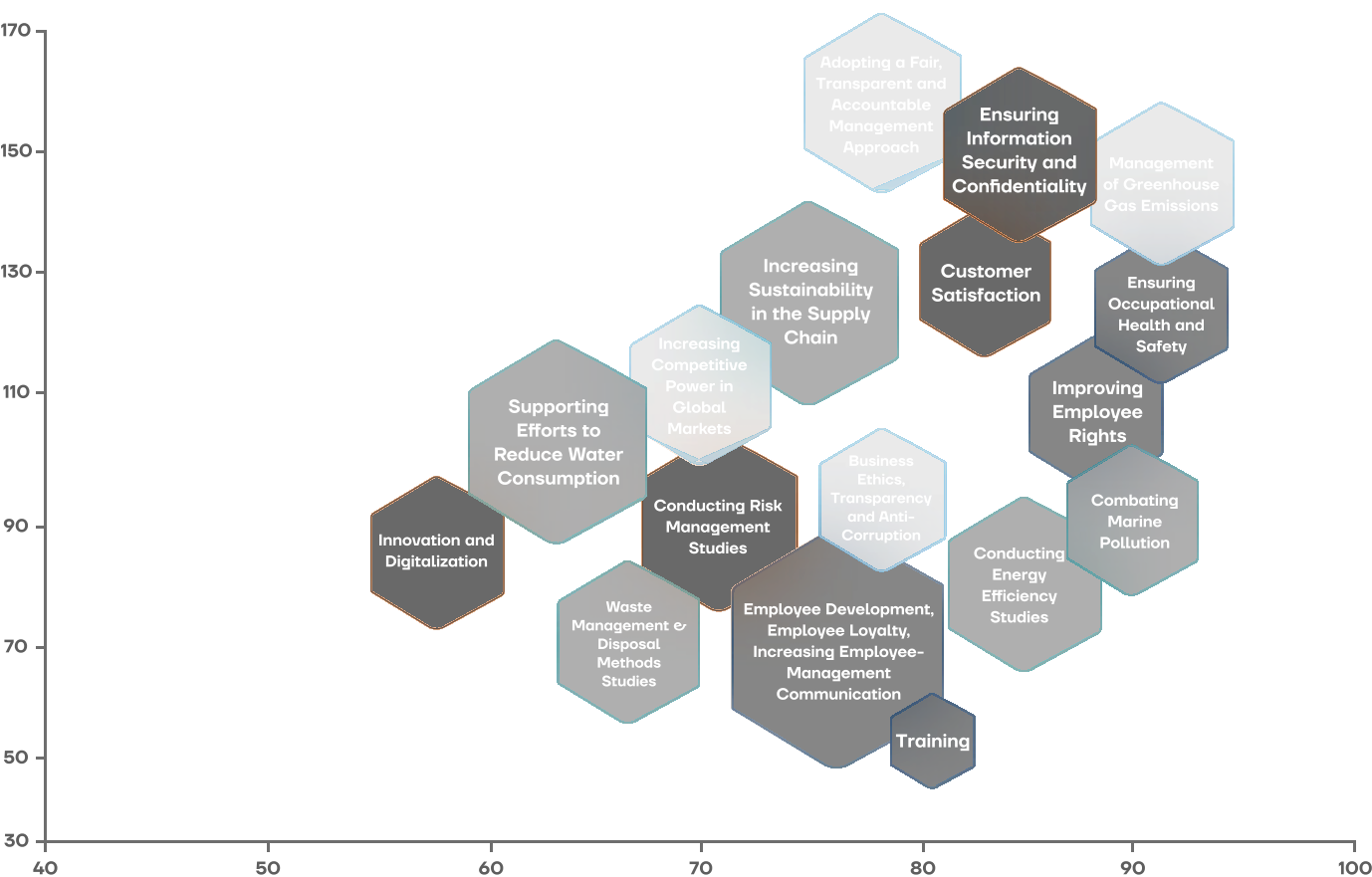
SUSTAINABILITY PRIORITIES

Priority issues

As Erk Holding, a materiality analysis was conducted for the first sustainability report in order to determine the priorities within the scope of sustainability understanding within the framework of company strategy, values and goals. In line with the results of the analysis, this report focuses on the issues of greatest importance for the company strategy and stakeholders.

How did the stakeholders determine it?

In order to create value for stakeholders, we tried to understand which issues are important to them. Accordingly, company stakeholders and communication channels were listed.



How were prioritized issues determined?

Many assessments were made to support the analysis while setting environmental, social and economic priorities.










- First, we conducted a comprehensive analysis of the external environment and analyzed the challenges and opportunities that the sector faces in terms of sustainability, and how the sector and other companies in the network are oriented in this context.
- The sustainability priorities of sector actors at the global and national level were scanned, international best practices and WEF Stakeholder Capitalism material issues were analyzed. As a result of these analyses, an inventory of material issues emerged.
- Stakeholder analyses were conducted through online surveys to determine the importance of the identified potential material issues for different key external stakeholder groups. Three separate surveys were prepared for internal stakeholders, external stakeholders and white collar/management team. A total of 295 company employees participated in the surveys. In addition, 24 external stakeholders responded to the survey.
- In order to determine the strategic priorities of the company, senior management was interviewed and the opinions of the Board of Directors were obtained. The survey results were evaluated with the company's strategy and the analysis was finalized.



MANAGEMENT OF PRIORITY ISSUES

In this context, 15 priority topics were selected under 4 main headings (Workplace Practices, Business Ethics and Corporate Governance, Climate Change Risk Management and Combating its Impacts, Business Continuity and Reliability).

| | Priority Issue | SKA | Targets | Target Year |
|--|---|--|--|-------------|
| Workplace Applications | 1- Employee Development, Employee Loyalty, Increasing Employee-Management Communication |  | To conduct a fair, impartial and transparent employee satisfaction survey by contracting with an independent institution Increasing employee engagement rate | 2024 |
| | 2- Training |   | To start the practice of determining employee competencies by a professional organization Increasing the type and hours of training received throughout the Holding | 2024 |
| | 3- Ensuring Occupational Health and Safety |  | Zero occupational accidents | 2024 |
| Business Ethics and Corporate Governance | 4- Adopting a Fair, Transparent and Accountable Management Approach |   | ISO 26000 Social Responsibility Management System to cover the entire Holding | 2024 |
| | 5- Business Ethics, Transparency and Anti-Corruption |  | Bringing the ethics committee within the Holding | 2024 |

| | Priority Issue | SKA | Targets | Target Year |
|--|---|--|---|-------------|
| Climate Change Risk Management and Combating its Impacts | 6- Management of Greenhouse Gas Emissions |   | To ensure that Scope 1 and 2 emissions of carbon footprint emissions are reduced every year | 2024 |
| | 7- Conducting Energy Efficiency Studies |  | Providing training to holding employees within the scope of energy efficiency | 2024 |
| | 8- Supporting Efforts to Reduce Water Consumption |   | Replacing all faucets with sensor faucets in the new building we will move to | 2025 |
| | 9- Combating Marine Pollution |   | To ensure that awareness trainings on combating marine pollution are applied to 100% of employees | 2024 |
| | 10- Waste Management & Disposal Methods Studies |   | To ensure the separation of waste by switching to the use of waste bins in Izmir branches Reducing the use of single-use | 2024 |
| Business Continuity and Reliability | 11- Increasing Sustainability in the Supply Chain |  | Ensuring that all suppliers sign the Procurement Principles document | 2024 |
| | 12- Ensuring Information Security and Confidentiality |  | SO/IEC 27001:2022 Information Security Management System version transition and ensuring that the system is installed and commissioned within the Holding | 2024 |
| | 13- Conducting Risk Management Studies |   | Identifying risks and opportunities by creating separate risk analyzes of all management systems on Holding basis Starting to realize reporting processes on business intelligence platform with Microsoft Power BI platform | 2024 |
| | 14- Innovation and Digitalization |  | QDMS ERP system commissioning for the entire holding | 2024 |
| | 15- Customer Satisfaction |  | To organize an impartial and transparent customer satisfaction survey by contracting with an external organization and to increase the customer satisfaction rate | 2024 |



MANAGEMENT SYSTEMS POLICY

Supply Chain Management

Increasing sustainability in the supply chain is of strategic importance for the long-term success of Erk Holding A.Ş. and its sub-group companies. The Company recognizes that sustainable practices contribute to the conservation of natural resources while reducing environmental risks, as well as providing opportunities to reduce costs and increase efficiency. Accordingly, the Company focuses on strengthening relationships with suppliers and developing collaborations that support compliance with social and environmental standards.

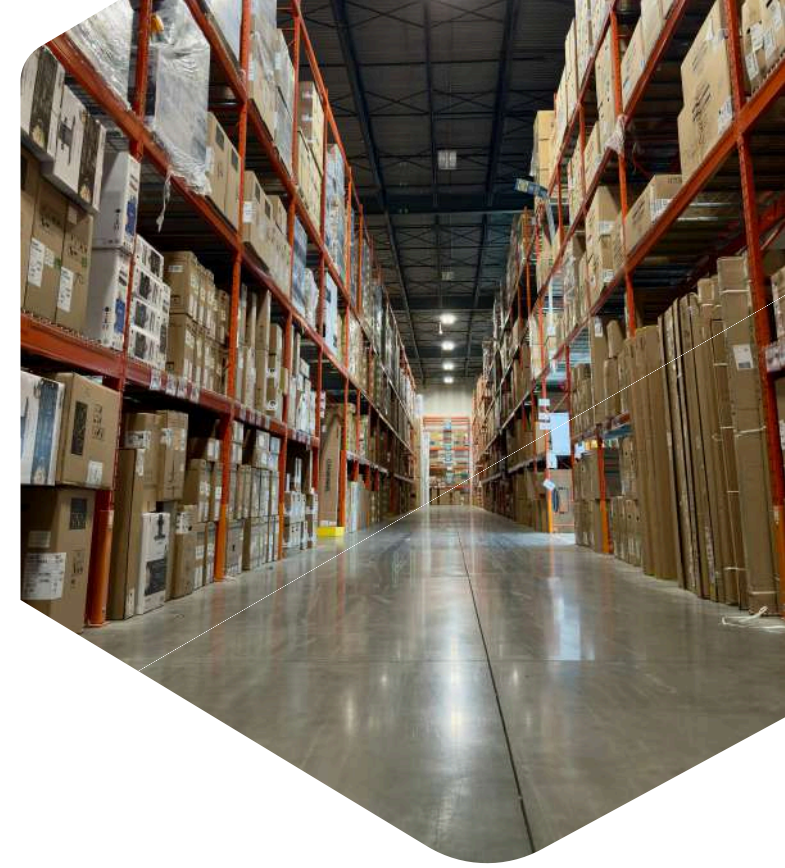
Thanks to the sustainability goals integrated into its business strategy, the company makes its supply chain processes more transparent and increases its risk management capacity. In addition, it increases its brand value and responds to customer expectations more effectively through practices such as sustainable material use and waste management. This holistic approach increases Erk Holding's competitiveness and enables it to expand its market share.

Erk Holding A.Ş. makes all its purchases from local suppliers in order to contribute to the local economy and minimize supply continuity and security risks. Main procurement items include construction machinery, spare parts, maintenance agreements, fuel purchases, indirect purchases (such as communication, consumables, IT software and hardware) and logistics services.

Within the scope of supply chain management, the company expects its suppliers to comply with work ethics values and conducts audits in this direction. It also supports the processes by checking that suppliers have completed their self-assessments. In the reporting period, 298 suppliers successfully passed environmental audits, while 25 suppliers were included in the audit processes for the first time.

298 Environmentally Approved Supplier

25 First-Time Environmental Audit Supplier



In line with the criteria detailed in our Supplier Principles document, our suppliers are required to comply with legal requirements and business ethics standards. In addition to criteria such as financial performance, experience and technical competence, positive past and previous year evaluation results are also taken into consideration in supplier selection. Relevant unit managers are responsible for the preparation, management and monitoring of the approved supplier list. The Company aims to create mutual value in business relations with suppliers that it evaluates with objective criteria.

In supply chain management processes, Erk Holding fully complies with the laws of the countries in which it operates and expects the same compliance from its suppliers. The Company reserves the right to terminate business relations with suppliers that do not comply with the practices.

It is of great importance that goods and services provided by suppliers are subject to expert audits for Integrated Management System compliance. These audits allow suppliers to evaluate their status and intervene quickly in possible problems. In addition, Erk Holding aims to organize various trainings for its suppliers in line with the relevant policies.

You can review the details from the Integrated Management System Policy <https://www.datagumrukleme.com/tr/datayi-taniyin/politikalarimiz-ve-sertifikalarimiz>



STAKEHOLDER ENGAGEMENT



| KEY STAKEHOLDERS | INTERIOR / EXTERIOR | COMMUNICATION METHODS | FREQUENCY OF RECURRENCE |
|----------------------------|---------------------|---|-------------------------|
| EMPLOYEES | INTERIOR | Employee satisfaction survey | Once a year |
| | | Announcements and information | Continuously |
| | | Employee suggestion and complaint mechanism | Once a quarter |
| CUSTOMERS | EXTERIOR | Customer satisfaction survey | Once a year |
| | | Reputation research | Continuously |
| | | Digital platforms and portals | Continuously |
| | | Market research | Continuously |
| | | Mail | Continuously |
| SUPPLIERS | EXTERIOR | Meetings and interviews | Continuously |
| | | Audits | Once a year |
| | | Fairs | A few times a year |
| | | Mail | Continuously |
| SHAREHOLDERS AND INVESTORS | INTERIOR | Board meetings | Once a month |
| | | Information sharing meetings | Once a month |
| PUBLIC INSTITUTIONS | EXTERIOR | Meetings and interviews | Continuously |
| | | Mail | Continuously |
| | | Digital platforms and portals | Continuously |

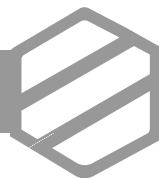
| KEY STAKEHOLDERS | INTERIOR / EXTERIOR | COMMUNICATION METHODS | FREQUENCY OF RECURRENCE |
|--------------------------------|---------------------|---|----------------------------|
| MEMBERS OF THE MEDIA | EXTERIOR | Private consultation and information | Three to four times a year |
| | | Reputation research | Daily |
| POTENTIAL EMPLOYEES | EXTERIOR | Organizations | Four to five times a year |
| | | Participation in events | Three times a year |
| INSURANCE COMPANIES | EXTERIOR | Meetings and interviews | Continuously |
| | | Mail | Continuously |
| | | Phone calls | Continuously |
| FINANCIAL INSTITUTIONS | EXTERIOR | Management and relevant department interviews | Continuously |
| | | Information meetings | A few times a year |
| | | Reputation research | Once a year |
| | | Investment monitoring visits | Once every six months |
| LOCAL AND NATIONAL GOVERNMENTS | EXTERIOR | Digital platforms and portals | Continuously |
| | | Mail | Continuously |
| | | Meetings and interviews | Continuously |

Stakeholder Engagement



Erk Holding believes that the expectations of all stakeholders it works with are its priorities. In this respect, great importance is attached to stakeholder participation and care is taken to include their opinions and suggestions in decision-making and operational processes. Various channels are used to share opinions and suggestions with stakeholders in a healthy manner.

Corporate Membership and Collaborations



CLIMATE CHANGE RISK MANAGEMENT AND COMBATING ITS IMPACTS



CLIMATE CHANGE RISK MANAGEMENT AND COMBATING ITS IMPACTS

Management Of Greenhouse Gas Emissions

Climate change and environmental management is carried out with a shared responsibility starting from the Board of Directors and extending to the senior management and field management levels of the company. Through the work carried out at the Board of Directors level, particularly the Sustainability and Occupational Health and Safety Committee, the risks and opportunities arising from climate change and environmental issues are evaluated and the company's strategic management plans are created.

Climate and Environmental Management is carried out within the framework of internationally recognized systems and practices, particularly **ISO 14001 Environmental Management System, ISO 26000 Social Responsibility Management System**, and the Integrated Quality Management Model. System standards are certified through periodic external audits.

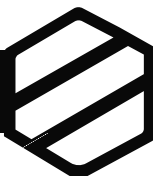
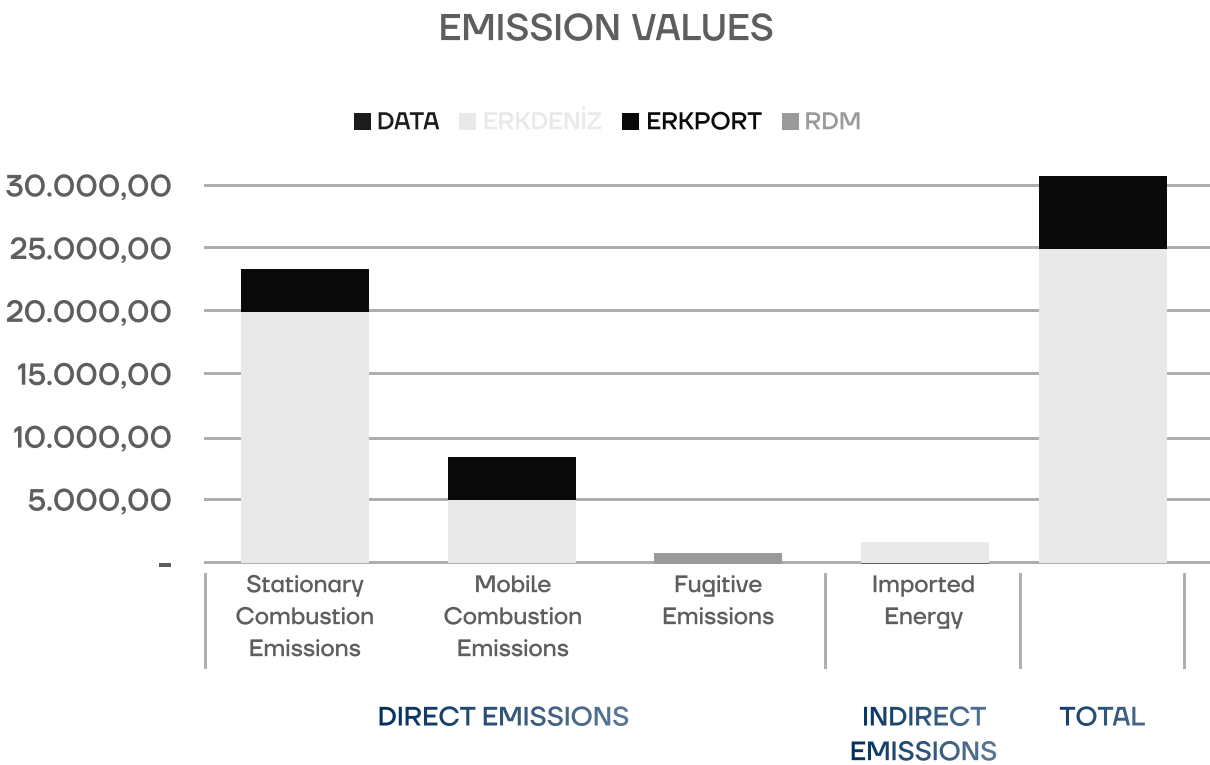
Erk Holding A.Ş. and its sub-group companies aim to reduce carbon emissions by using environmentally friendly transportation methods and sustainable energy sources in order to prevent air pollution and combat climate change. Aware of the critical importance of preventing air pollution in terms of both complying with legal regulations and creating a positive image in the society, the company invests in modern technologies to minimize risks in this process. In addition, the Company continuously reviews its operational processes to minimize environmental impacts.

Total Emissions

| No | Category | t CO ₂ | t CH ₄ | t N ₂ O | t CO _{2e} |
|----|-----------------------------|-------------------|-------------------|--------------------|--------------------|
| 1 | Category 1- Directly | 23.046,50 | 27,80 | 315,11 | 23.393,20 |
| 2 | Category 2- Energy Indirect | - | - | - | 804,15 |
| | Total | 23.043,93 | 27,73 | 315,11 | 24.197,36 |

By integrating the prevention of air pollution into its business strategy, Erk Holding increases its competitiveness in the sector and offers more sustainable solutions to its customers. Thus, while fulfilling its environmental responsibilities, it also contributes to the long-term success of the company.

As of 2025, Erk Holding calculated its carbon footprint inventories for the first time in accordance with ISO 14064 Corporate Carbon Footprint Standard. The Company aims to minimize its carbon footprint by using the latest and most efficient technologies. In this context, the Company contributes to sustainable energy consumption by using 8 electric vehicles powered by renewable energy, 2 electric forklifts and 2 electric cranes. In addition, the Company plans to increase the number of vehicles and construction equipment powered by renewable energy every year. Continuously measuring its emission rates, Erk Holding resolutely continues its efforts to reduce its carbon footprint every year.



CLIMATE CHANGE RISK MANAGEMENT AND COMBATING ITS IMPACTS

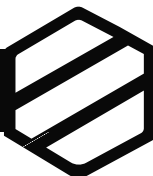
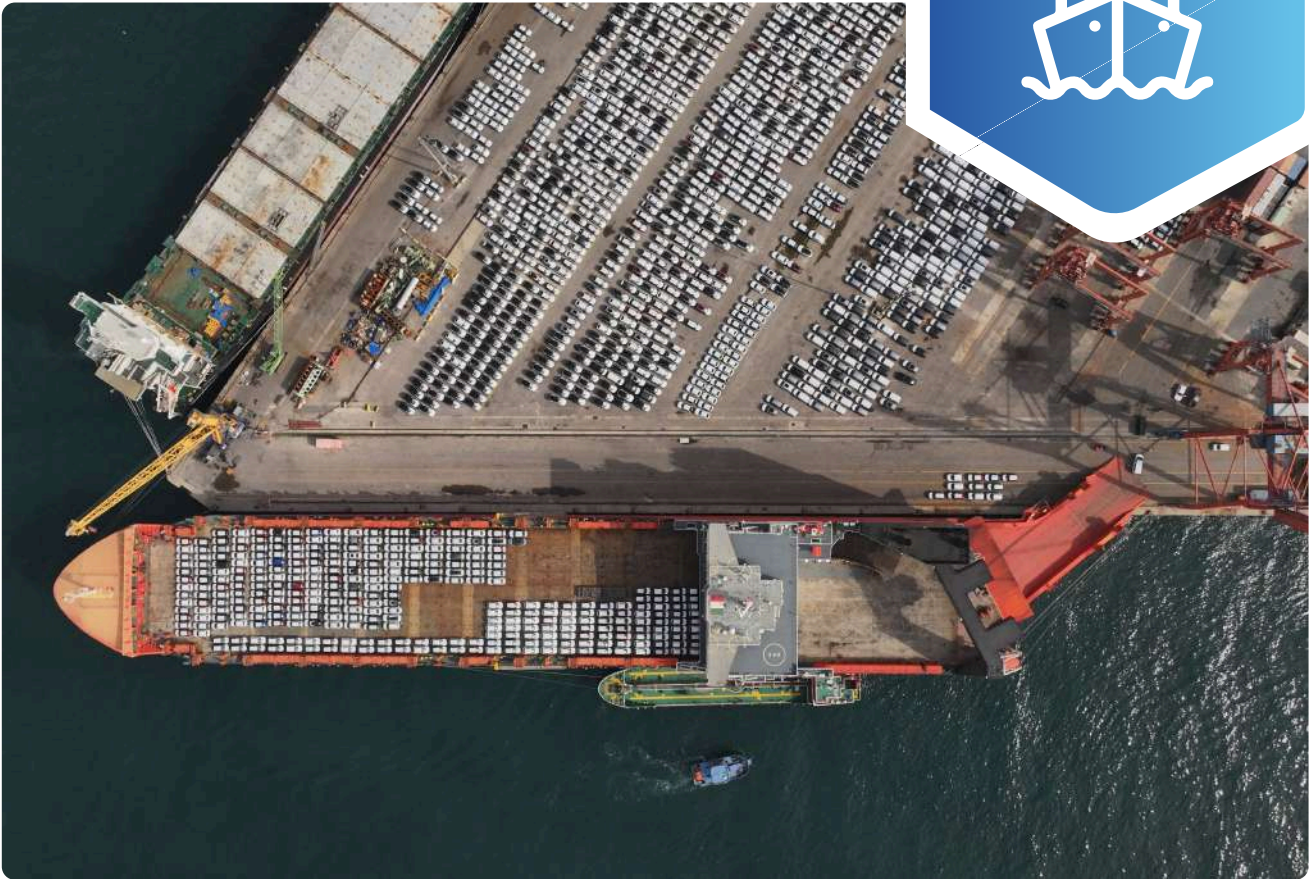
Management Of Greenhouse Gas Emissions

Practices carried out within the scope of maritime activities;

In our maritime activities, we organize the relevant plans for compliance with IMO DCS, IMO CII, EU-ETS, UK-ETS, EU MRV, Fuel EU rules related to carbon footprint / emission management, obtaining the approvals of these plans before the authorized institutions, reporting the fuel expenditures of the ships to the contracted institution on a daily basis and reporting them and submitting them to the verifier institution annually and obtaining its approval, creating approved CO2 allowance reports and then making purchases from the EU-ETS / UK-ETS system accordingly.

For this purpose, we work with MyCarbons in order to prepare plans and reports, to monitor daily fuel expenditures, to provide us with reports showing the monthly situation, and to publish and approve year-end reports. In addition, within the framework of the EU-MRV and EU-ETS system, Italy has been assigned to us as the relevant country and efforts to open a MOHA account in Italy (ARIET Amministrazione del Registro Italiano per l'Emission Trading).

During the reporting period, there were no fines for non-compliance with climate and environmental regulations.



CLIMATE CHANGE RISK MANAGEMENT AND COMBATING ITS IMPACTS

Conducting Energy Efficiency Studies

As a maritime logistics company, energy efficiency studies are of vital importance for the company. By increasing energy efficiency, it is aimed to reduce operational costs as well as to reduce environmental impacts. In this context, investments are made in modern technologies and innovative solutions to optimize energy consumption.

Energy efficiency is a critical issue in terms of both complying with legal regulations and realizing our sustainability goals.

In order to minimize risks, we continuously review processes and raise employee awareness on this issue. By integrating energy efficiency efforts into business strategies, the Company increases its competitiveness in the sector and offers more sustainable services to customers. Thus, the energy efficiency-oriented approach makes a significant contribution to the Company's long-term success.

2023 Energy Consumption

■ Gasoline Consumption ■ Diesel Consumption ■ Total Fuel-Based Energy Consumption



CLIMATE CHANGE RISK MANAGEMENT AND COMBATING ITS IMPACTS

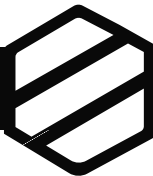
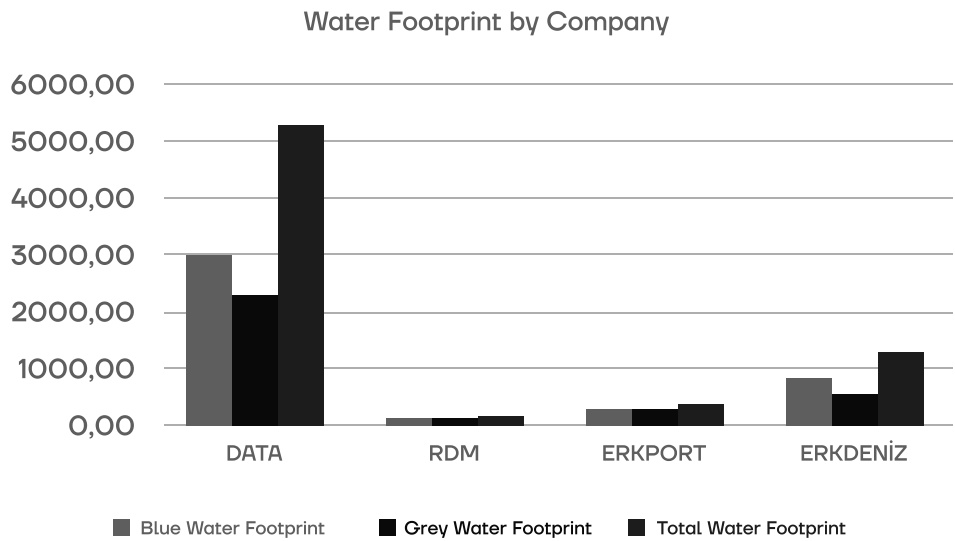
Supporting Efforts To Reduce Water Consumption

The protection of water resources ensures the sustainability of operations and contributes to the creation of a positive image in society. The Company aims to reduce operational expenses by investing in water-saving technologies.

By 2025, the company had the opportunity to better analyze its water use by calculating its water footprint within the framework of the ISO 14046 Water Footprint Standard for the first time. In this way, an approach focused on reducing water consumption not only secures the long-term success of the company, but also increases its competitiveness in the sector by minimizing environmental impacts.

In addition, all faucets in the new building, which will be moved in 2025, will be replaced with sensor faucets. In this way, it is aimed to prevent unnecessary water consumption.

| Water Footprint | Total (m ³) |
|----------------------|-------------------------|
| Blue Water Footprint | 4.240,91 |
| Grey Water Footprint | 3.392,73 |



CLIMATE CHANGE RISK MANAGEMENT AND COMBATING ITS IMPACTS

Combating Marine Pollution

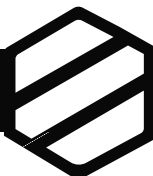


As Erk Holding is a maritime transportation company, combating marine pollution has been identified as one of the priority issues that pose both risk and opportunity.

The cleanliness of the seas is critical for ecosystem health and public health; therefore, reducing pollution is a necessary step to ensure the sustainability of operations. While the increase in pollution poses risks such as legal regulations and public pressure, it also presents opportunities to gain a competitive advantage in the market by developing environmentally friendly practices.

Accordingly, the strategy to combat marine pollution has been integrated into the core of the company's business strategy. Regular training programs are organized to raise employee awareness and encourage sustainable practices. In addition, operations are optimized by investing in environmentally friendly technologies. In this context, marine pollution training, leakage training and fire training were provided, and drills were also conducted.

Thus, combating marine pollution both strengthens the company's reputation and secures its long-term success.



CLIMATE CHANGE RISK MANAGEMENT AND COMBATING ITS IMPACTS

Combating Marine Pollution

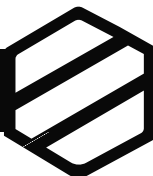
Management of Emergency Situations

Ports are under the control of the top employers in case of environmental emergencies. Special teams have been established in ports against ship-borne oil, waste oil, etc. leakages. The parent employer receives services from professional companies for environmental emergencies. However, in any case, the ports have established their own teams and keep the necessary equipment ready.

Barrier systems, skimmer, oil absorbent pads, oil absorbent pads, oil absorbent sausage, spill kits, chemical collector materials are kept in a special container in case of a possible leakage. These equipments are checked together with the upper employers, Port Authority, Provincial Directorates of Environment and the general situation is checked by conducting drills.

In addition, precautions are taken with pre-operational barrier systems against possible marine pollution during operational activities.

Drills are conducted for OHS emergencies. With the determined scenarios, it is aimed to ensure that employees are prepared for occupational safety, accidents and emergencies. In all ports, warehouses and offices, these drills are carried out throughout the year depending on the number of employees. In drills, priority is given to new employees who have no previous experience in drills, and all employees are ensured to participate in drills at least once a year.



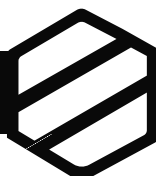
MANAGEMENT OF GREENHOUSE GAS EMISSIONS

Waste Management & Disposal Methods Studies

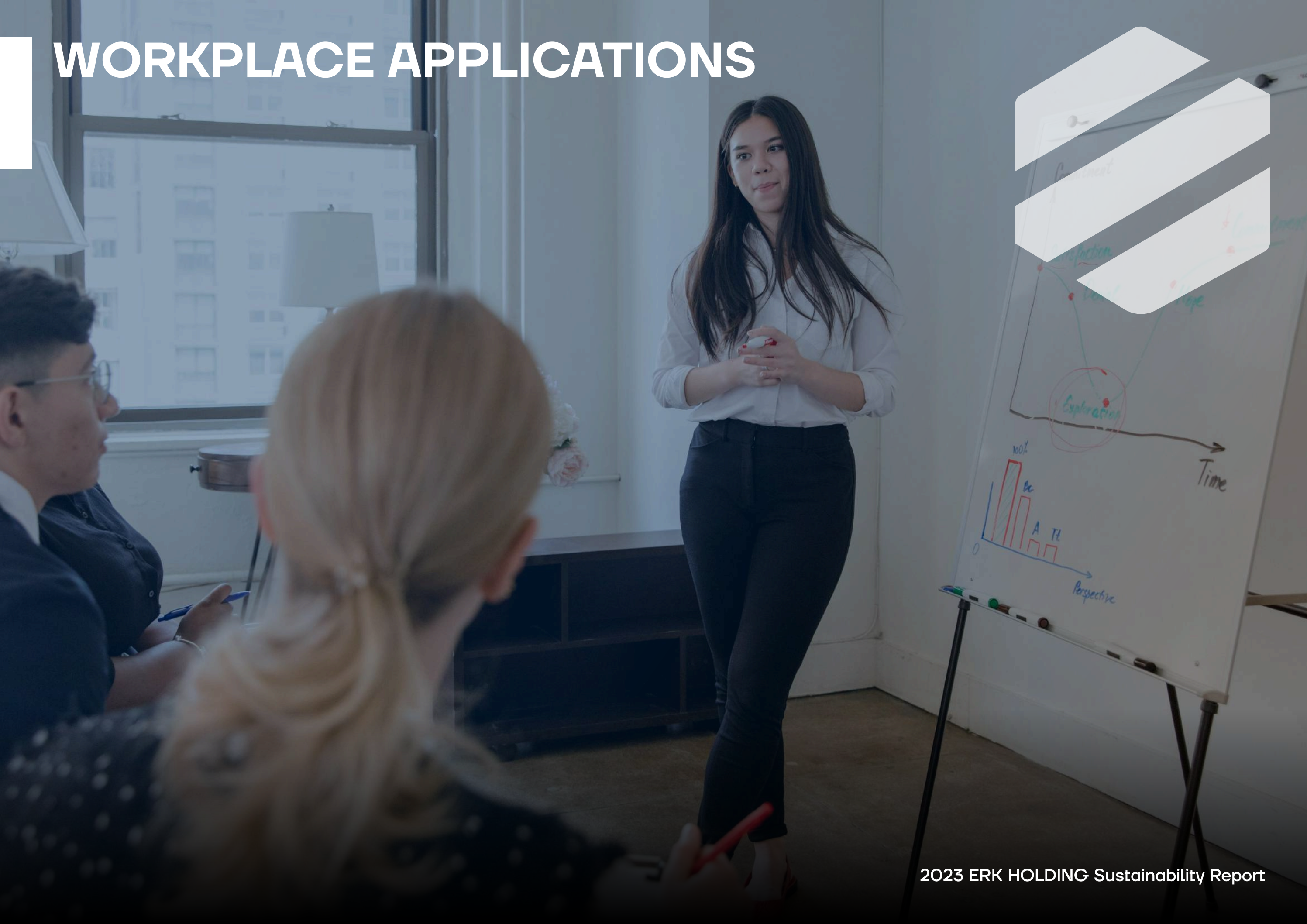
Effective waste management is a vital requirement for environmental sustainability and is essential to comply with legal regulations and meet the expectations of society. While improper waste management creates risks by causing environmental pollution and legal sanctions, it also offers the opportunity to reduce costs and gain competitive advantage through practices such as recycling and waste reduction. For this reason, Erk Holding A.Ş. and its sub-group companies integrate waste management strategies into the center of their business strategies. Waste is separated into contaminated and recyclable waste in accordance with ISO 14001 requirements and the collected waste is delivered to the port management. In particular, waste oil pans are used to ensure proper collection and disposal of waste oil.

In 2023, waste management activities were disrupted due to the earthquake in the region and subsequent extraordinary events such as floods, storms and power outages. Following this situation, processes were reviewed and it was aimed to further improve waste management and disposal methods. Thus, environmental impacts are minimized while contributing to long-term success. This strategy aims both to achieve sustainability targets and to increase competitiveness in the sector.

In order to reduce the amount of waste, efforts are made to create this culture in the personnel primarily through environmental trainings. Waste oil generated as a result of the work is collected and processed specially by the employer. Other wastes are collected separately and given to the employer.



WORKPLACE APPLICATIONS



WORKPLACE APPLICATIONS

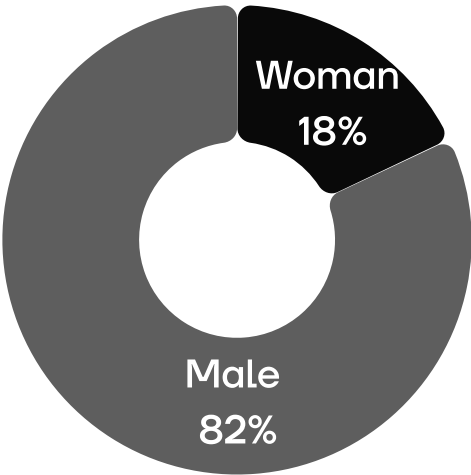
Employee Development, Employee Loyalty, Increasing Employee-Management Communication Training

Erk Holding has established regular satisfaction surveys and employee-management communication channels in order to increase employee satisfaction and strengthen employee loyalty. According to the results of the latest satisfaction survey, 426 employees participated in the survey and the overall satisfaction level of the employees was measured as **74.2%** and the level of loyalty as **78.9%**. In line with these results, various programs and communication strategies are being developed to increase motivation and loyalty levels, especially in certain departments.

Management organizes feedback meetings to more effectively evaluate employees' opinions and suggestions, and encourages direct communication with employees at all levels by implementing open door policies.

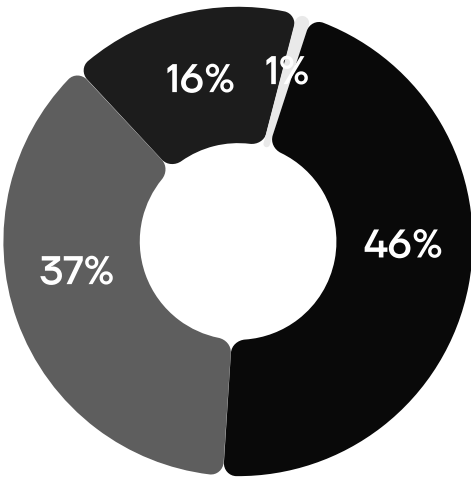


Employees By Gender



Woman | Male

Employees By Education Level



Uneducated | Primary School | High School | University School And Above



WORKPLACE APPLICATIONS

Increasing Employee Development

In ERKPORT İskenderun, internal training was organized for field employees and their development was supported. Relevant employees were included in certificate programs and promoted to operator positions.

ERKFEST organization brought all employees together and reinforced team spirit. Through the employee satisfaction survey, the opinions and suggestions of team members were listened to and important steps were taken to improve the working environment. At the 2023 New Year's Eve party, all employees came together to welcome the new year together.

In addition, the welfare level of employees was aimed to be increased by realizing an interim wage improvement. Such events and improvements reinforce the importance and commitment of the organization to employee satisfaction.



WORKPLACE APPLICATIONS

Training



Erk Holding regularly organizes trainings and drills in order to raise the awareness of its employees on occupational health and safety (OHS) and to ensure that they are prepared for disasters.

In OHS trainings for employees, awareness is raised about risks and hazards, and an active learning environment is created through participation in trainings. The Company encourages employees to share risks and hazards in the field and increases their participation in occupational safety processes through the annual "Hazard and Risk Notification Week". In addition, drills are organized for disasters and emergencies; drills are conducted on various scenarios such as fire, marine spills, earthquakes and rescue operations. With the reports prepared after these drills, areas in need of improvement are identified and processes are continuously improved.

Disaster and emergency trainings were attended by **48 employees** and a total of **96 hours** of training was provided. In addition, **55 employees** received **220 hours** of training within the scope of OHS trainings. These trainings and drills demonstrate Erk Holding's commitment to the safety and occupational health of its employees.

Within the scope of disaster and emergency preparedness, drills are conducted within the scope of OHS, environment and natural disasters. Fire drills, sea leakage drills, injured rescue drills in the ship's hold, rescue drills for personnel overboard and earthquake drills are conducted. After the drills, a report is kept on the positive, negative and issues requiring improvement and improvements are made on these issues.



WORKPLACE APPLICATIONS

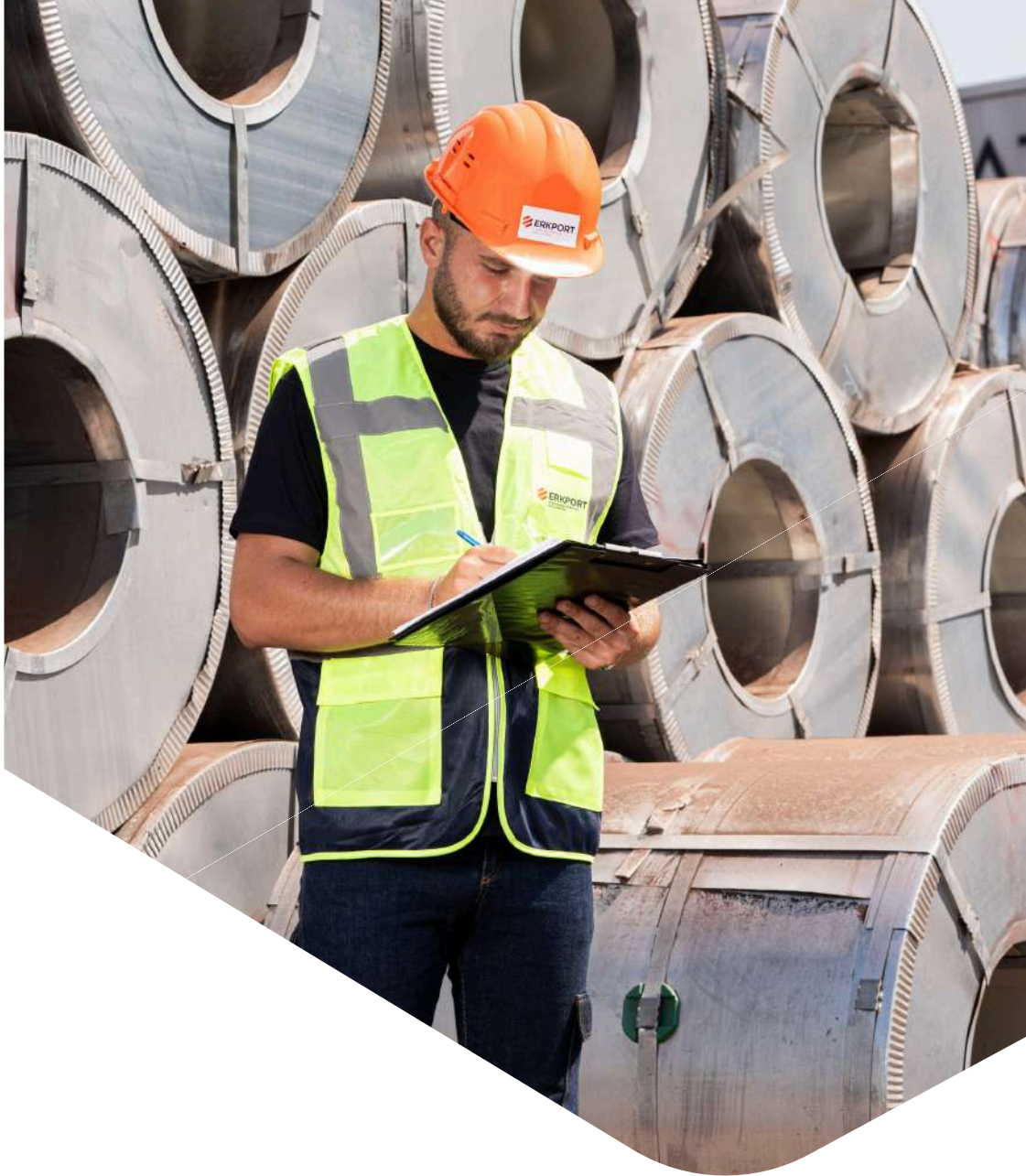
Ensuring Occupational Health And Safety

Erk Holding has an approach that aims to provide occupational health and safety (OHS) management at the highest level. Since its establishment, the company has been working with full-time experts in the field of OHS, creating detailed risk analyses, emergency action plans and OHS documentation systems in accordance with all legal regulations. These activities, carried out within the scope of ISO 45001 standards, ensure that the company acts in accordance with international standards on OHS.

The management of occupational accidents and diseases is based on meticulously prepared procedures. Incidents are investigated in detail, all records are created and root cause analyses of accidents are performed. **As of 2023, there are 3 OHS committees at different locations.** The 3 employee representatives serving in these committees ensure that employees actively participate in occupational safety processes. In addition, 2 Class A, 2 Class B and 2 Class C specialists manage OHS processes.

Erk Holding, which attaches great importance to OHS trainings, regularly provides toolbox trainings and on-the-job speeches to the personnel and takes the opinions of the employees. Toolbox trainings are given by the shift supervisor at the beginning of each shift and the trainings are recorded and kept every day. In addition, employees are encouraged to actively report risks in the field through activities such as "**Hazard and Risk Reporting Week**". In this way, employees are encouraged to participate in occupational safety processes and contribute to making the work environment safer.

In the 2023 reporting period, a total of 28 occupational accidents occurred. The 2024 target is to achieve zero occupational accidents and complete 100% of OHS awareness trainings. Within the scope of health services, periodic examinations are carried out once a year for all employees. Protective measures are taken against factors such as noise in the workplace and regular controls are carried out.



| 2021 | 2022 | 2023 |
|-----------|-----------|------------|
| KSO:44.56 | KSO:44.69 | KSO:159.27 |
| KSO:0.91 | KSO:0.91 | KSO:40.48 |



BUSINESS ETHICS AND CORPORATE GOVERNANCE

BUSINESS ETHICS AND CORPORATE GOVERNANCE

Adopting a Fair, Transparent and Accountable Management Approach

ERK Holding adopts a management approach that strictly adheres to the principles of business ethics, transparency and accountability. In order to ensure reliable and sustainable processes in the supply chain, alternative supplier options are created and contracts are secured to prevent possible problems.

The Ethics Procedure ensures that business processes are carried out in a transparent manner and employee satisfaction surveys, complaints and expectations are anonymously communicated to the Board of Directors. Structures are established where employees can freely express their opinions and the management evaluates this feedback during each reporting period.

Business Ethics, Transparency and Anti-Corruption

ERK Holding is committed to business ethics and anti-corruption. In line with ISO 37001:2022 Anti-Corruption Management System certification, employees are provided with business ethics and anti-corruption training. All employees have basic knowledge about corruption and misconduct and receive the necessary training in this context.

In strict adherence to the Company's ethical procedure, compliance with legal regulations is ensured and no penalties have been recorded in this regard. Expectations and complaints within the Company are regularly evaluated and handled with a fair and transparent management approach.



BUSINESS CONTINUITY AND RELIABILITY



BUSINESS CONTINUITY AND RELIABILITY

Increasing Sustainability In The Supply Chain



Increasing sustainability in the supply chain is crucial for the long-term success of **Erk Holding A.Ş.** and its sub-group companies. Sustainable practices contribute to the protection of natural resources by reducing environmental risks, while at the same time providing opportunities to reduce costs and increase efficiency. In this context, relations with suppliers are strengthened and collaborations are developed to ensure compliance with social and environmental standards.

Sustainability goals integrated into business strategy make supply chain processes more transparent and strengthen risk management. In addition, practices such as the use of sustainable materials and waste management enhance brand value and better respond to customer expectations.

Risk analysis is performed within the framework of **ISO 22301 Business Continuity Management System** and **ISO 9001 Quality Management System** in order to effectively manage material, information, technology, money, methods and labor resources in the supply chain network. These systems ensure that internal and external processes in the supply chain are audited annually. In addition, environmental impacts are minimized by implementing sustainability-oriented purchasing and supplier procedures. This approach helps to expand market share by increasing competitiveness.



BUSINESS CONTINUITY AND RELIABILITY

Ensuring Information Security And Confidentiality

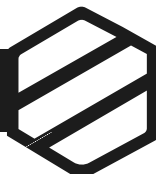
Erk Holding A.Ş. and its sub-group companies operate an effective Information Security Management System in order to protect the privacy of all Holding companies, stakeholders and users. This system is designed to ensure data security, protect information from unauthorized access and raise privacy standards.

Thus, it is aimed to create a reliable environment in both internal processes and external relations. This approach strengthens the relationship of trust with stakeholders and reinforces the commitment of users to protect their data. Within the framework of the ISO/IEC 27001 Information Security Management System, risks and opportunities are continuously assessed.

In addition, in order to ensure information security and confidentiality, measures such as the version transition to ISO/IEC 27001:2022 Information Security Management System and the installation and commissioning of the system within the Holding, the provision of central protection service to control and secure e-mail traffic, and the establishment of a dual verification infrastructure for users and administrators are taken. Internal audits and external audits are conducted every year, and in this context, information security processes are continuously improved and stakeholders' trust is increased.

ISO/IEC 27001

ISO/IEC 27001:2022



BUSINESS CONTINUITY AND RELIABILITY

Conducting Risk Management Studies

Conducting Risk Management activities is of vital importance for the sustainability and competitiveness of Erk Holding A.Ş. and its sub-group companies. Thanks to **ISO 22301 Business Continuity Management System** certification, risks are reduced and risk management is effectively ensured through annual risk analyses. This certificate ensures the continuity of business processes and enables them to develop a proactive approach against potential threats. Risk management activities, risks and opportunities arising from material issues play a decisive role in achieving strategic goals.

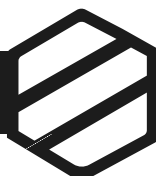
Risk analyses of all management systems on a Holding basis are created to identify risks and opportunities, and the effectiveness of these processes is increased. Accurate identification and management of risks allows for more efficient use of resources and minimization of losses. Evaluating opportunities, on the other hand, offers the opportunity to create innovative solutions and market advantages.

Risk management strategy is included in strategic planning processes through integration into business strategy. Thus, in a dynamic business environment, rapid adaptation is ensured, threats are effectively managed and opportunities are utilized to increase the success of the company. Within the scope of Integrated Management Systems, all risks and opportunities are effectively managed and processes are continuously improved. Current and potential future threats are identified and business impact analyses are created in order to manage them properly, thus minimizing the negative impacts of identified threats and risks. Relevant risks are identified in risk analyses conducted within the framework of **ISO 22301 Business Continuity Management System** and **ISO 9001 Quality Management System**, and both systems are evaluated annually through internal and external audits.



ISO 22301

ISO 9001



BUSINESS CONTINUITY AND RELIABILITY

Innovation and Digitalization

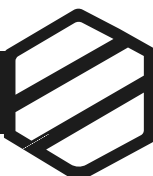


In a rapidly changing technological environment, lack of innovation can weaken the competitiveness of Erk Holding A.Ş. and its sub-group companies, while digitalization processes offer opportunities to increase efficiency and reduce costs. Adoption of new technologies is critical to improve customer experience and respond quickly to market demands. In this context, the innovation and digitalization strategy is integrated into the core of the company's business strategy.

Processes are continuously improved by using digital tools and systems in offices and ports. Employees are trained in digital skills, innovative projects are encouraged and business processes are transferred to digital platforms to gain competitive advantage. In addition, the **Quality Document Management System (QDMS)** has been implemented to quickly disseminate quality standards throughout the company and to manage them in a centralized structure.

The **Microsoft Dynamics BC ERP** system manages the vehicle transportation and port services processes as well as the accounting and finance processes of the entire company group and contributes to the reduction of manually operated processes. In addition, the reconciliation process from the accounting processes was moved to the E-Reconciliation platform and reporting processes were started to be realized on the business intelligence platform with the **Microsoft Power BI** platform.

All these steps ensure the assessment of risks and opportunities within the framework of the **ISO/IEC 27001 Information Security Management System** and create important foundations for information security and sustainable growth by conducting internal and external audits every year. Thus, innovation and digitalization both support the company's growth targets and lay the foundations for a sustainable future.



BUSINESS CONTINUITY AND RELIABILITY

Customer Satisfaction

Customer satisfaction is a critical element for the sustainable success of Erk Holding A.Ş. and its sub-group companies. Customer feedback helps to identify both risks and opportunities; while dissatisfaction leads to customer loss and reputational damage, high satisfaction levels increase loyalty and create opportunities to gain new customers. Therefore, customer satisfaction is placed at the center of business strategy

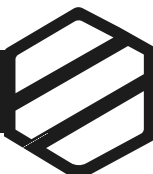
Customer feedback is taken into account in service development processes and the level of satisfaction is continuously monitored through regular surveys and analysis. Efforts are made to improve service quality through the digitalization of customer satisfaction surveys, customer visits, and processes for receiving feedback via phone and e-mail.

Within the framework of **ISO 22301 Business Continuity Management System** and **ISO 9001 Quality Management System**, risks regarding customer satisfaction are identified and processes are reviewed through annual internal and external audits. Thus, the Company gains competitive advantage by adopting a customer-oriented approach. According to the results of customer satisfaction surveys, the Company's overall success average is 97.90%. This high satisfaction rate is the result of a customer-oriented approach and sustainable business strategies.

ISO 22301

ISO 9001

%97,90 Company's Overall Performance Score



CONTRIBUTION TO LOCAL ECONOMY AND SOCIETY



CONTRIBUTION TO LOCAL ECONOMY AND SOCIETY

ERKPORT employs our company on the Iskenderun side. After the earthquake, the facility here was rented and allocated free of charge to earthquake victims in need; a total of 51 people were provided with rooms. After this sad disaster, our office was moved to a safer center. Port activity was suspended for 3 days, and material and moral support was provided to our employees affected by the disaster according to their needs.

Through the İnci Foundation, DEFMED provides scholarships to young people.

DEFMED (Dokuz Eylül University Maritime Faculty Alumni Association) Scholarship Program:

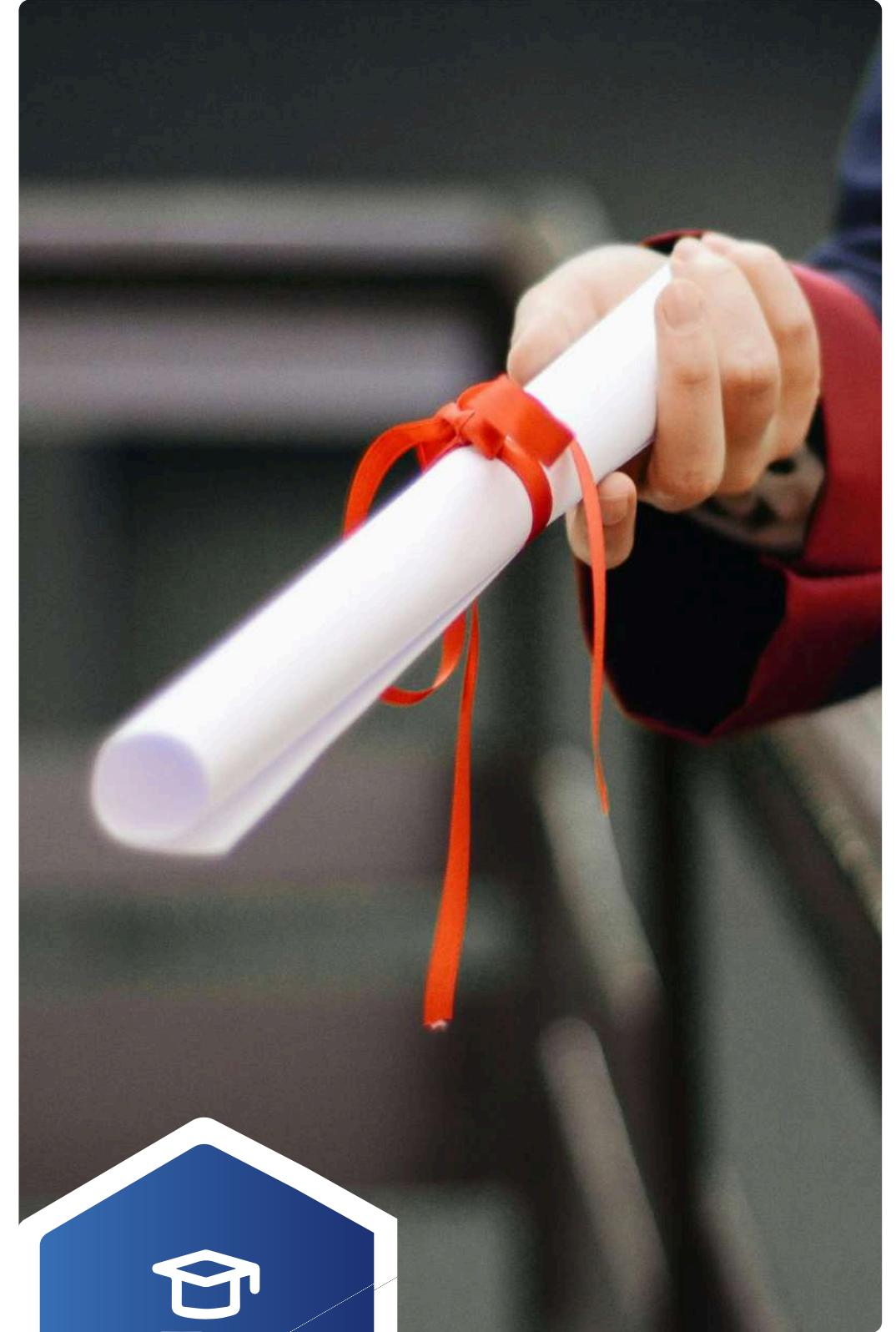
Women Sailing to Success

Erk Holding offered a scholarship of TL 4,000 per month for 4 years to the first 75,000 students who choose Marine Transportation and Management Engineering or Marine Machinery Management Engineering. This scholarship program aims to raise awareness in the society by emphasizing the power of women in the maritime industry. It is believed that more women leaders will be raised in the maritime industry. With women setting sail for success, the brightest stars of the future will be reached.

İnci Foundation Scholarship Program:

We Set Sail for Education

A total of 20 students, with priority given to 10 students affected by the earthquake, were included in the Young Development and Scholarship Program of the İnci Foundation and provided with scholarship opportunities. At the same time, 3rd and 4th grade students of the department were offered internship opportunities at group companies within the Holding.



CONTRIBUTION TO LOCAL ECONOMY AND SOCIETY

İskenderun Sports Bus Sponsorship

Bus sponsorship was provided for the transfers of İskenderun football team.



Karşıyaka Bornova Basketball Team Jersey Sponsorship

Karşıyaka Bornova Basketball team's jersey sponsorship was provided for 1 year.



APPENDICES



PERFORMANCE TABLES

| Economic Performance Data | 2021 | 2022 | 2023 |
|--|------------------|--------------------|--------------------|
| Your organization's total net sales revenue including subsidiaries (TL) | ₺ 348.196.080,54 | ₺ 1.371.083.690,63 | ₺ 5.294.734.330,81 |
| Total net sales of companies included in the Sustainability Report (TL) | ₺ 348.196.080,54 | ₺ 1.371.083.690,63 | ₺ 5.294.734.330,81 |
| Operating profit (TL) | ₺ 15.925.336,57 | ₺ 63.310.136,04 | ₺ 284.994.520,14 |
| EBITDA (TL) | ₺ 18.620.730,07 | ₺ 77.174.685,29 | ₺ 319.157.878,96 |
| Net debt (TL) | ₺ 222.224.635,81 | ₺ 85.235.426,55 | ₺ 1.826.609.898,62 |
| Return on equity (ROE) (%) | 29.80% | 47.31% | 68.46% |
| Total Assets (TL) | ₺ 219.279.902,18 | ₺ 349.948.523,46 | ₺ 2.333.047.057,61 |
| Total Investment amount (TL) | ₺ 448.375,23 | ₺ 9.565.760,54 | ₺ 140.796.877,00 |
| Direct economic value created - Net Sales Revenue (TL) | ₺ 348.196.080,54 | ₺ 1.371.083.690,63 | ₺ 5.294.734.330,81 |
| Direct economic value distributed (TL) | 0 | 0 | 0 |
| Activity costs (including procurement, excluding fees) | ₺ 61.490.748,90 | ₺ 177.374.550,43 | ₺ 267.313.338,56 |
| Wages and benefits paid to employees | ₺ 16.509.372,88 | ₺ 33.018.745,77 | ₺ 97.113.958,14 |
| Dividends paid | 0 | 0 | 0 |
| Taxes and similar payments to the government | ₺ 5.487.479,60 | ₺ 14.274.662,56 | ₺ 26.131.205,85 |
| Donations, sponsorship and corporate responsibility expenditures | 0 | ₺ 123.600,00 | ₺ 363.500,00 |
| Total amount spent on R&D (TL) | 0 | 0 | 0 |
| Incentives and funds received from government and various international organizations (TL) | 0 | 0 | 0 |
| Supplier structure (Based on Purchase Amount) (TL) | ₺ 24.825.720 | ₺ 50.160.333 | ₺ 69.229.644 |
| Local supplier | ₺ 24.825.720 | ₺ 50.160.333 | ₺ 69.229.644 |
| Non-local (overseas) supplier | 0 | 0 | 0 |
| Supplier Structure (Number of Suppliers) | 271 | 297 | 298 |
| Number of local suppliers | 271 | 297 | 298 |
| Number of overseas suppliers | 0 | 0 | 0 |

| Economic Performance Data | 2021 | 2022 | 2023 |
|---|------|--------------|--------------|
| Cases resulting from non- compliance with environmental regulations | | | |
| Total number of cases | 0 | 0 | 0 |
| Total number of cases | 0 | 0 | 0 |
| Number of material sanctions | 0 | 0 | 0 |
| Total amount of financial sanctions (TL) | 0 | 0 | 0 |
| Number of intangible sanctions | 0 | 0 | 0 |
| Total annual donations for social aid (TL) | 0 | ₺ 123.600,00 | ₺ 123.600,00 |
| Number of applications made to the ethics reporting line/system | 0 | 0 | 0 |
| Number of resolved issues of the application made to the ethics reporting line/system | 0 | 0 | 0 |
| Anti-bribery and anti-corruption trainings | | | |
| Total training participants (person) | 0 | 49 | 0 |
| Total training hours (person*hour) | | 98 | |
| Ratio of lowest employee wage to minimum wage by gender | 1 | 1 | 1 |
| Woman | 1 | 1 | 1 |
| Male | 1 | 1 | 1 |

PERFORMANCE TABLES

| Environmental Performance Data | 2021 | 2022 | 2023 |
|---|------|------|--------------|
| Energy Consumption by Total Fuels | - | - | 2178847,63 |
| Diesel Consumption | - | - | 1907966,70 |
| Gasoline Consumption | | | 270880,93 |
| Natural Gas Consumption | - | - | - |
| Total indirect (purchased) energy consumption (Kwh) (electricity) | - | - | 1.831.783,42 |
| Total renewable energy consumption (kwh) | 0 | 0 | 0 |
| Total energy savings (Kwh) (achieved through efficiency projects) | 0 | 0 | 0 |
| Water withdrawal by source (m3) | - | - | - |
| Mains water | - | - | 4073,5 |
| Surface water | - | - | - |
| Total water recovery (m3) | 0 | 0 | 0 |
| Total wastewater discharge (m3) | 0 | 0 | 3392,53 |
| Natural receiving environment | 0 | 0 | 0 |
| Waste water channel | 0 | 0 | 0 |
| Other | 0 | 0 | 0 |
| Total amount of waste (tons) | 3,4 | 1,36 | 0 |
| Recovered (R-coded) hazardous waste | 3,4 | 1,36 | 0 |
| Recovered (R-coded) hazardous waste | 0 | 0 | 0 |
| Disposed (D-coded) non-hazardous waste | 0 | 0 | 0 |
| Disposed (D-coded) hazardous waste | 3,4 | 1,36 | 0 |
| Other non-hazardous waste sent to interim storage | 0 | 0 | 0 |
| Other hazardous waste sent to interim storage | 0 | 0 | 0 |

| Environmental Performance Data | 2021 | 2022 | 2023 |
|--|--------------|--------------|--------------|
| Total direct greenhouse gas emissions (scope 1) (tons CO2) | - | - | 23491,87 |
| Total indirect greenhouse gas emissions (scope 2) | - | - | 804,15 |
| Total indirect greenhouse gas emissions (scope 3) | - | - | - |
| Greenhouse gas emissions per generation (tons CO2/Kwh) | - | - | - |
| Amount of pollutant air emissions from maritime activities (annual amount) | 0,6 | 0,6 | 0,6 |
| SOx (m/m) (%) | 0,1 | 0,1 | 0,1 |
| Nox | - | - | - |
| Other (m/m) (%) | 0,5 | 0,5 | 0,5 |
| Amount spent on environmental activities and investments (TL) | 0 | 0 | ₺ 50.000,00 |
| Measurement and analysis costs | 0 | 0 | 0 |
| Total waste costs | 0 | 0 | 0 |
| Chemical costs | 0 | 0 | 0 |
| Personnel expenses | 0 | 0 | 0 |
| Certification and authorization costs | ₺ 140.573,00 | ₺ 140.573,00 | ₺ 140.573,00 |
| Consulting and training costs | - | - | - |
| Maintenance and repair expenses | 0 | 0 | 0 |
| Environmental investment costs (TL) | 0 | 0 | ₺ 50.000,00 |
| Waste oil pans for ports | 0 | 0 | ₺ 50.000,00 |
| Total leakage and spillage incidents (number) | 0 | 0 | 0 |
| Total amount of leakage and debris (tons) | 0 | 0 | 0 |
| Supplier environmental audit and development programs | | | |
| Number of suppliers undergoing environmental audits | 271 | 297 | 298 |
| Number of suppliers audited for the first time | 26 | 26 | 25 |
| Number of suppliers found unsuccessful in the audit | 13 | 67 | 29 |
| Number of suppliers whose contracts were canceled as a result of audit | 13 | 67 | 29 |

PERFORMANCE TABLES

| Social Performance Data | 2021 | 2022 | 2023 |
|--|------|------|------|
| Total Labor Force (Number) | 544 | 680 | 1560 |
| Direct Employment | 544 | 680 | 1134 |
| Woman | 98 | 123 | 205 |
| Male | 446 | 557 | 929 |
| Contractor Employee | 0 | 0 | 426 |
| Woman | 0 | 0 | 0 |
| Male | 0 | 0 | 426 |
| Direct Labor Force (Number) | 544 | 682 | 1134 |
| Office Worker | 186 | 234 | 389 |
| Woman | 94 | 118 | 196 |
| Male | 92 | 116 | 193 |
| Field Worker | 358 | 448 | 745 |
| Woman | 5 | 6 | 9 |
| Male | 353 | 442 | 736 |
| Direct Employment | 0 | 0 | 0 |
| Contractor Employee | 0 | 0 | 0 |
| Employee Trainings - Number of Participants (person) | 224 | 181 | 232 |
| Office Worker Female | 78 | 53 | 92 |
| Office Worker Male | 76 | 53 | 90 |
| Field Worker Female | 1 | 1 | 1 |
| Field Worker Male | 69 | 74 | 49 |

| Social Performance Data | 2021 | 2022 | 2023 |
|---|-------|-------|--------|
| Employee Trainings -Total hours (person*hour) | 805 | 465 | 388 |
| Office Worker Female | 306 | 134 | 95 |
| Office Worker Male | 299 | 131 | 93 |
| Field Worker Female | 3 | 3 | 2 |
| Field Worker Male | 197 | 197 | 198 |
| Number of Injuries | 4 | 5 | 28 |
| Direct Employment | 4 | 5 | 28 |
| Woman | - | - | - |
| Male | 4 | 5 | 28 |
| Contractor Company Employee | 0 | 0 | 0 |
| Woman | 0 | 0 | 0 |
| Male | 0 | 0 | 0 |
| Total | 4 | 5 | 28 |
| Woman | 0 | 0 | 0 |
| Male | 4 | 5 | 28 |
| Accident Frequency Rate | 44,56 | 44,69 | 159,27 |
| Accident Weight Ratio | 0,91 | 0,91 | 40,48 |
| Woman | 0 | 0 | 0 |
| Occupational Disease Rate | 0 | 0 | 0 |
| Direct Employment | 0 | 0 | 0 |
| Woman | 0 | 0 | 0 |
| Male | 0 | 0 | 0 |

PERFORMANCE TABLES

| Social Performance Data | 2021 | 2022 | 2023 |
|---|------|------|------|
| Contractor Company Employee | 0 | 0 | 0 |
| Woman | 0 | 0 | 0 |
| Male | 0 | 0 | 0 |
| Total | 0 | 0 | 0 |
| Woman | 0 | 0 | 0 |
| Male | 0 | 0 | 0 |
| Number of Fatal Work Accidents | 0 | 0 | 1 |
| Direct Employment | 0 | 0 | 1 |
| Woman | 0 | 0 | 0 |
| Male | 0 | 0 | 1 |
| Contractor Company Employee | 0 | 0 | 0 |
| Woman | 0 | 0 | 0 |
| Male | 0 | 0 | 0 |
| Total | 0 | 0 | 0 |
| Woman | 0 | 0 | 0 |
| Male | 0 | 0 | 1 |
| OHS Trainings Provided to Employees - Number of Participants | 70 | 75 | 55 |
| Direct Employment | 70 | 75 | 55 |
| Contractor Company Employee | | 0 | 0 |
| OHS Trainings Provided to Employees - Total Hours (personxhour) | 220 | 220 | 220 |
| Direct Employment | 70 | 75 | 55 |
| Contractor Company Employee | 0 | 0 | 0 |
| Number of OHS Committees Established | 3 | 3 | 3 |

| Social Performance Data | 2021 | 2022 | 2023 |
|--|------|--------|--------|
| Total Number of Members in Board OHS Committees | 10 | 10 | 10 |
| Number of Employee Representatives in Board OHS Committees | 3 | 3 | 3 |
| Number of participants in disaster and emergency trainings | 48 | 48 | 48 |
| Total hours of disaster and emergency trainings (person x hours) | 96 | 96 | 96 |
| Employee volunteering practices | 0 | 0 | 0 |
| Customer satisfaction survey results | - | 97,90% | 95,33% |
| Overall Success Average (%) | - | 97,90% | 95,33% |
| Employee Satisfaction Survey Results | - | 97,90% | 95,3% |
| Satisfaction Level (%) | 0% | 0% | 74,2% |
| White Collar (%) | 0% | 0% | 78,9% |
| Blue Collar (%) | 0% | 0% | 70,2% |
| General Level of Commitment (%) | 0% | 0% | 78,9% |
| White Collar (%) | 0% | 0% | 85,3% |
| Blue Collar (%) | 0% | 0% | 73,5% |
| General Motivation Level (%) | 0% | 0% | 77,7% |
| White Collar (%) | 0% | 0% | 79,6% |
| Blue Collar (%) | 0% | 0% | 66,1% |
| Proportion of female employees promoted during the year (%) | 4% | 5% | 9% |
| Proportion of female employees promoted to managerial positions for the first time during the year (%) | 0% | 0% | 0% |
| Length of time employees stay in the same position (waiting for promotion) - (years) | - | - | - |
| Woman | 0 | 0 | 0 |
| Male | 0 | 0 | 0 |

PERFORMANCE TABLES

| Social Performance Data | 2021 | 2022 | 2023 |
|--|------|------|------|
| Proportion of female employees in the highest paid 10% (%) | 3% | 4% | 6% |
| RDM | 12% | 15% | 25% |
| DATA | 0% | 0% | 0% |
| ERKDENİZ | 0% | 0% | 0% |
| ERKPORT | 0% | 0% | 0% |
| Proportion of female employees in the highest paid 10% (%) | 3% | 4% | 6% |
| RDM | 12% | 15% | 25% |
| DATA | 0% | 0% | 0% |
| ERKDENİZ | 0% | 0% | 0% |
| ERKPORT | 0% | 0% | 0% |
| Proportion of female employees in the highest quartile of salaried 10% (%) | 0% | 0% | 0% |
| RDM | 0% | 0% | 0% |
| DATA | 0% | 0% | 0% |
| ERKDENİZ | 0% | 0% | 0% |
| ERKPORT | 0% | 0% | 0% |
| Proportion of female employees in the upper middle quintile (%) | 0% | 0% | 0% |
| RDM | 0% | 0% | 0% |
| DATA | 0% | 0% | 0% |
| ERKDENİZ | 0% | 0% | 0% |
| ERKPORT | 0% | 0% | 0% |
| Proportion of female employees in the bottom middle quintile (%) | 18% | 23% | 38% |
| RDM | 0% | 0% | 0% |
| DATA | 24% | 30% | 50% |
| ERKDENİZ | 48% | 60% | 100% |
| ERKPORT | 0% | 0% | 0% |

| Social Performance Data | 2021 | 2022 | 2023 |
|--|------|------|------|
| Proportion of female employees in the highest quartile of salaried 10% (%) | 36% | 45% | 75% |
| RDM | 48% | 60% | 100% |
| DATA | 48% | 60% | 100% |
| ERKDENİZ | 48% | 60% | 100% |
| ERKPORT | 0% | 0% | 0% |

PERFORMANCE TABLES

| Employee Demographics | 2021 | 2022 | 2023 |
|--|------|------|------|
| Direct labor by contract type | 544 | 680 | 1134 |
| Indefinite Term Employment Contract | 544 | 680 | 1134 |
| Woman | 98 | 123 | 205 |
| Male | 446 | 557 | 929 |
| Temporary Employment Contract | 0 | 0 | 0 |
| Woman | 0 | 0 | 0 |
| Male | 0 | 0 | 0 |
| Direct Labor Force by Education Level (Number) | 544 | 680 | 1134 |
| Uneducated | 5 | 7 | 11 |
| Primary School | 194 | 242 | 404 |
| High School | 164 | 205 | 342 |
| University and Above | 181 | 226 | 377 |
| Direct Labor Force by Age Groups | 544 | 680 | 1134 |
| Woman | 68 | 86 | 144 |
| 18-30 | 26 | 33 | 55 |
| 30-50 | 35 | 44 | 74 |
| 50- | 7 | 9 | 15 |
| Male | 476 | 595 | 990 |
| 18-30 | 162 | 202 | 336 |
| 30-50 | 270 | 338 | 563 |
| 50- | 44 | 54 | 91 |

| Employee Demographics | 2021 | 2022 | 2023 |
|--------------------------------------|------|------|------|
| Senior Management Structure (Number) | 2 | 2 | 6 |
| Woman | 0 | 0 | 0 |
| 18-30 | 0 | 0 | 0 |
| 30-50 | 0 | 0 | 0 |
| 50- | 0 | 0 | 0 |
| Male | 2 | 2 | 6 |
| 18-30 | 0 | 0 | 0 |
| 30-50 | 0 | 0 | 4 |
| 50- | 2 | 2 | 2 |
| Middle Management Structure (Number) | 5 | 5 | 8 |
| Woman | 1 | 1 | 1 |
| 18-30 | 0 | 0 | 0 |
| 30-50 | 1 | 1 | 1 |
| 50- | 0 | 0 | 0 |
| Male | 4 | 4 | 7 |
| 18-30 | 0 | 0 | 0 |
| 30-50 | 2 | 2 | 4 |
| 50- | 2 | 2 | 3 |
| Recruited Employees | 247 | 308 | 515 |
| Office Worker Female | 22 | 27 | 45 |
| Office Worker Male | 49 | 61 | 102 |
| Field Worker Female | 4 | 5 | 9 |
| Field Worker Male | 172 | 215 | 359 |

PERFORMANCE TABLES

| Employee Demographics | 2021 | 2022 | 2023 |
|--|------|------|------|
| Employees Quitting | 215 | 268 | 446 |
| Office Worker Female | 19 | 24 | 39 |
| Office Worker Male | 185 | 231 | 386 |
| Field Worker Female | 1 | 1 | 1 |
| Field Worker Male | 10 | 12 | 20 |
| Employee Circulation | 78 | 97 | 162 |
| Woman | 26 | 32 | 54 |
| Male | 52 | 65 | 108 |
| Number of Employees on Maternity Leave | 1 | 1 | 0 |
| Woman | 1 | 1 | 0 |
| Male | 0 | 0 | 0 |
| Number of Employees Returning from Maternity Leave | 0 | 1 | 1 |
| Woman | 0 | 1 | 1 |
| Male | 0 | 0 | 0 |
| Number of Employees Not Leaving Work for 12 Months after Maternity Leave | 0 | 1 | 1 |
| Woman | 0 | 1 | 1 |
| Male | 0 | 0 | 0 |
| Total Number of Employees with Disabilities | 10 | 12 | 20 |
| Woman | 1 | 1 | 1 |
| Male | 9 | 11 | 19 |
| Workforce Covered by Collective Bargaining (Number) | 0 | 0 | 0 |

GRI CONTENT INDEX

Declaration of Use: ERK Holding, covering the period January 1, 2023 – December 31, 2023 report in accordance with GRI Standards.

Using GRI 1: GRI 1: Baseline 2021

| GRI STANDARD | Description | Section | Excluded Requirements | Reason | Description |
|-------------------------------|--|---|-----------------------|--------|-------------|
| GRI 2: Genel Açıklamalar 2021 | 2-1 Details of the Organization | About the Report, Page 2 About ERK Holding, Page 5-13 | | | |
| | 2-2 Organizations Included inSustainability Reporting | About the Report, Page 2 | | | |
| | 2-3 Reporting Period, Frequency and Point of Contact | About the Report, Page 2 | | | |
| | 2-4 Restatement of Knowledge | GRI Content Index: There is no restated information in the report. | | | |
| | 2-5 External Audit | The report has not been subject to any external audit. Contact, page: 68 | | | |
| | 2-6 Operations, Value Chain and Other Business Relationships | About ERK Holding, Page 5-13 Supply Chain Management, Page 47 | | | |
| | 2-7 Employees | Workplace Practices, Page 40-43 Performance Tables, Page 58-63 | | | |
| | 2-8 Non-Employee Workers | Performance Tables, Page 58-63 | | | |
| | 2-9 Management Structure and Composition | Corporate Governance, Page 15-19 | | | |
| | 2-10 Highest governance nomination and election of the body | Corporate Governance, Page 15-19 | | | |
| | 2-11 Chairman of the Highest Governing Body | Corporate Governance, Page 15-19 | | | |
| | 2-12 Role of the Highest Governing Body to Oversee Impact Management | Corporate Governance, Page 15-19 | | | |
| | 2-13 Delegation of Responsibility for Management of Impacts | Corporate Governance, Page 15-19 Sustainability Management, Page 27-30 | | | |
| | 2-14 Role of the highest governance body in sustainability reporting | Sustainability Management, Page 27-30 | | | |
| | 2-15 Conflicts of Interest | Business Ethics, Transparency and Anti- Corruption, Page 21 | | | |

GRI CONTENT INDEX

| GRI STANDARD | Description | Section | Excluded Requirements | Reason | Description |
|--|---|---|--|--------|-------------|
| GRI 2: General Disclosures 2021 | 2-16 Communicating Critical Concerns | Corporate Governance, Page 15-19 Business Ethics, Transparency and Anti- Corruption, Page 21 | | | |
| | 2-17 Collective Knowledge of the Highest Governing Body | Corporate Governance, Page 15-19 | | | |
| | 2-18 Performance Evaluation of the Highest Board of Directors | | Confidentiality requirement this information is not disclosed. | | |
| | 2-19 Remuneration Policies | Performance Tables, Page 58-63 | | | |
| | 2-20 Wage Determination Process | Corporate Governance, Page 15-19 | | | |
| | 2-21 Annual Total Fee Rate | Performance Tables, Page 56-63 | | | |
| | 2-22 Statement on Sustainable Development Strategy | Sustainability Management, Page 27-30 | | | |
| | 2-23 Policy Commitments | https://www.dataqumrukleme.com/tr/datayi-taniyin/politikalarimiz-ve-sertifikalarimiz | | | |
| | 2-24 Embedding Policy Commitments | https://www.dataqumrukleme.com/tr/datayi-taniyin/politikalarimiz-ve-sertifikalarimiz | | | |
| | 2-25 Processes to Improve Negative Impacts | Business Ethics, Transparency and Anti-Corruption, Page 21 | | | |
| | 2-26 Mechanisms for Seeking Advice and Raising Concerns | Business Ethics, Transparency and Anti-Corruption, Page 21 | | | |
| | 2-27 Compliance with Laws and Regulations | Business Ethics, Transparency and Anti- Corruption, Page 21 | | | |
| | 2-28 Memberships | Corporate Membership and Collaborations, Page 30 | | | |
| | 2-29 Stakeholder Engagement Approach | Stakeholder Engagement, Page 30 | | | |
| | 2-30 Collective Labor Agreements | There is no workforce covered by collective bargaining agreements. | | | |
| GRI 3: Material Issues 2021 | 3-1 Process for identifying priority issues | Sustainability Management, Page 27-30 | | | |
| | 3-2 Priority issue list | Sustainability Management, Page 27-30 | | | |
| Climate Change Risk Management and Combating its Impacts | | | | | |
| GRI 3: Material Issues 2021 | 3-3 Management of the priority issue | Climate Change Risk Management and Combating its Impacts, Page 34 | | | |

GRI CONTENT INDEX

| GRI STANDARD | Description | Section | Excluded Requirements | Reason | Description |
|--|--|---|-----------------------|--------|-------------|
| GRI 302: Energy 2016 | 302-1 In-house energy consumption | Climate Change Risk Management and Combating its Impacts, Page 34 Performance Tables, Page 57 | | | |
| | 302-3 Energy Intensity Energy and Greenhouse Gas Emissions Management | Climate Change Risk Management and Combating its Impacts, Page 34 | | | |
| GRI 303: Water Consumption and Discharge 2018 | 303-1 Interactions with water as a common resource | Climate Change Risk Management and Combating its Impacts, Page 35 | | | |
| | 303-3 Water withdrawn from the source | Climate Change Risk Management and Combating its Impacts, Page 35 Performance Tables, Page 57 | | | |
| | 303-4 Water discharge | Climate Change Risk Management and Combating its Impacts, Sayfa 35 Performance Tables, Page 57 | | | |
| GRI 305: Emissions 2016 | 305-1 Direct (Scope 1) greenhouse gas emissions | Climate Change Risk Management and Combating its Impacts, Page 32-33 Performance Tables, Page 57 | | | |
| | 305-2 Indirect (Scope 2) greenhouse gas emissions | Climate Change Risk Management and Combating its Impacts, Page 32-33 | | | |
| | 305-5 Reducing greenhouse gas emissions | Climate Change Risk Management and Combating its Impacts, Page 32 | | | |
| GRI 306: Waste 2020 | 306-2 Management of significant impacts from waste | Climate Change Risk Management and Combating its Impacts, Page 38 | | | |
| | 306-3 Waste generated | Climate Change Risk Management and Combating its Impacts, Page 38 Performance Tables, Page 57 | | | |
| Business Ethics and Corporate Governance | | | | | |
| GRI 3: Material Issues 2021 | 3-3 Management of the priority issue | Corporate Governance, Page 15-19 Business Ethics, Transparency and Anti- Corruption, Page 21 | | | |
| GRI 205: Corruption Struggle 2016 | 205-2 Fight against corruption policies and procedures communication practices | Business Ethics, Transparency and Anti- Corruption, Page 21 | | | |
| | 205-3 Detected corruption cases and actions taken | There have been no such cases. | | | |
| Climate Change Risk Management and Combating its Impacts | | | | | |
| GRI 3: Material Issues 2021 | 3-3 Management of the priority issue | Business Continuity and Reliability, Page 47-51 | | | |
| GRI 201: Economic Performance 2016 | 201-1 Created and distributed direct economic value | Performance Table, Page 56 | | | |
| GRI 203: Indirect Economic Impacts 2016 | 203-1 Infrastructure investments and supported services | Business Continuity and Reliability, Investments, Page 47-51 | | | |
| | 203-2 Significant indirect economic impacts | Investments, Page 13 Performance Table, Page 56 | | | |

GRI CONTENT INDEX

| GRI STANDARD | Description | Section | Excluded Requirements | Reason | Description |
|---|--|--|-----------------------|--------|-------------|
| GRI 204: Procurement Apps 2016 | 204-1 Purchase from local suppliers rate of uptake | Supply Chain Management, Page 29 | | | |
| GRI 207: Tax 2019 | 207-4 Country-by-country reporting | Performance Table, Page 56 | | | |
| GRI 308: Suppliers Environmental Care Evaluation 2016 | 308-1 In terms of environmental criteria number of new suppliers evaluated | Sustainability Management, Page 27-30 | | | |
| | 308-2 Significant in the supply chain existing and potential negative environmental impacts and measures taken | Supply Chain Management, Page 29 | | | |
| Workplace Practices | | | | | |
| GRI 3: Material Issues 2021 | 3-3 Management of the priority issue | Workplace Practices, Page 40-43 | | | |
| GRI 401: Employment 2016 | 401-1 New hires and new employees employee turnover | Performance Table, Page 58-63 | | | |
| | 401-3 Maternity/Parental leave | Performance Table, Page 63 | | | |
| GRI 404: Training and Teaching 2016 | 404-1 Annual average per employee hours of training | Workplace Practices, Page 42 Performance Table, Page 60 | | | |
| GRI 403: Occupational Health and Safety 2018 | 403-1 Occupational health and safety management system | Workplace Practices, Page 43 | | | |
| | 403-2 Types and rates of injuries, occupational diseases, lost days, absenteeism and work-related fatalities | Performance Table, Page 59-60 | | | |
| | 403-3 Occupational health services | Workplace Practices, Page 43 | | | |
| | 403-4 Employee involvement in occupational health and safety, consultation and communication | Workplace Practices, Page 43 | | | |
| | 403-5 Employee training on occupational health and safety | Performance Table, Page 60 | | | |
| | 403-9 Work-related injuries | Performance Table, Page 59- 60 | | | |
| | 403-10 Work-related patient cases | Performance Table, Page 59- 60 | | | |
| GRI 418: Customer Privacy 2016 | 418-1 Breach of customer confidentiality and related to the loss of customer data substantiated complaints | Business Ethics and Corporate Governance, Page 45 | | | |

CONTACT US

For more detailed information about ERK Holding 2023 Sustainability Report and for your suggestions you can contact us to forward it.
surdurulebilirlik@erkholding.com

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ERK Holding

Adalet Mahallesi Şehit Polis Fethi Sekin Caddesi No: 4,
Novus Tower Floor: 29 Daire: 293, 35000, Bayrakli / Izmir / Turkey

Report Consultant e- Design
Beyond Green Sustainability Consulting



beyondgreendanismanlik.com

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