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ERKHOLDING
SUSTAINABILITY
REPORT **2024**

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WE ARE PROUD TO SHARE OUR SECOND REPORT ON OUR SUSTAINABILITY JOURNEY.



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At Erk Holding, we are committed to transparent communication with our stakeholders regarding our sustainability efforts, performance, and progress. This document represents our second sustainability report and covers the period from January 1, 2024, to December 31, 2024. The report includes the environmental, social, and governance (ESG) activities of our group companies.

The sustainability data of the following Erk Holding companies has been evaluated within the scope of this report:

Erkport Port Services Inc.

RDM Domestic and Foreign Trade Ltd.

Erkdeniz Port Companies Ltd.

Please note that DATA Customs Consultancy, which was included in the previous reporting period, is not covered in this report due to its separation from the holding structure in 2024. However, historical data from prior years is presented in relevant sections to maintain continuity and comparability.

This report has been prepared in accordance with the Global Reporting Initiative (GRI) Standards and the United Nations Sustainable Development Goals (SDGs) to ensure international alignment. The topics addressed were selected based on an assessment of the impacts of our operations, sectoral dynamics, and stakeholder expectations.

The report was prepared under the coordination of Erk Holding's Sustainability Officer and Sustainability Committee, with consultancy support provided by Gens Engineering and Compliance Assessment Ltd. No independent assurance was conducted for this reporting period. The report has been published in both Turkish and English to ensure broader stakeholder accessibility.

We welcome feedback from all stakeholders, as it contributes to the continuous improvement of our sustainability practices. For any comments or suggestions regarding this report, please contact us at surdurulebilirlik@erkholding.com

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MESSAGE FROM THE CHAIRMAN OF THE BOARD



“As representatives of a sector subject to carbon emissions, we are working diligently to minimize the environmental impact of our operations.”

Dear Employees, Business Partners and All Stakeholders,

In the current era of global trade, marked by its increasing complexity, we acknowledge the pivotal responsibility of the maritime transport sector with regard to sustainability. For us, sustainability is not just an environmental imperative; it is also a strategic roadmap that shapes our company's growth.

As representatives of a carbon-emitting industry, we are committed to minimising the environmental impact of our operations. In this regard, we are committed to reducing our environmental impact. We are doing this by investing in energy-efficient technologies for our fleet, as well as innovative operational models and digital transformation projects. This commitment is not merely a matter of today, but one that is also essential for our duty to future generations.

2024 proved to be a period of strong growth for our company. Our recent investments in new routes, the expansion of our fleet capacity, and the establishment of international partnerships have strengthened our position in the global market, making us a more competitive, resilient, and effective player. However, at the heart of this growth is our understanding of creating value for the future. We understand that corporate growth can create real value when aligned with environmental awareness.

This report is a testament to our commitment to transparency and our dedication to sustainability. We are committed to making our industry and our operations greener, more efficient, and more responsible. I would like to thank all my colleagues, business partners, and stakeholders who have contributed to this journey.

We are committed to building a sustainable future together, and we will continue to work tirelessly to ensure that this future is sustainable.

Yours sincerely,

Tolga Emrah GEZGIN
Chairman of the Board



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MESSAGE FROM THE VICE CHAIRMAN OF THE BOARD



“We regard our commitment to sustainability as both an environmental responsibility and a strategic investment in our employees, society and the future.”

Dear Employees, Business Partners, and Stakeholders,

ERK Holding olarak faaliyet gösterdiğimiz tüm alanlarda büyümenin yalnızca finansal At ERK Holding, we believe that growth across all areas of our operations is meaningful not only in financial terms but also through the value we generate for the environment, our people, and society. Guided by this perspective, we have placed sustainability at the core of our business model and continue to take more deliberate and responsible steps toward the future.

The year 2024 was shaped by the impacts of the global climate crisis and rapid digital transformation—developments that affected not only our company but industries worldwide. The escalating consequences of climate change, particularly in the maritime sector, have made structural transformation inevitable. At ERK Holding, we recognize this reality and actively lead this transition within our field.

We view our sustainability commitments not only as environmental obligations but also as strategic investments in our employees, society, and future resilience. We provide a safe, inclusive, and development-oriented working environment, supporting our employees through training, equal opportunity practices, and competency development programs. We recognize that lasting value is created not solely through economic performance but through the positive impact we leave on society and the environment.

Through projects that contribute to the local economy, strong partnerships with our stakeholders, and an ethical management approach, we remain determined in our efforts to be a company that creates meaningful value within the industry.

We are aware that every step we take shapes both today and tomorrow. This report not only outlines our performance and achievements over the past year but also reflects our long-term responsibility, determination, and sustainability vision. Our goal is to embed sustainability as a permanent component of our corporate culture across all operations—including port, maritime, and logistics activities—and to help leave a livable world for future generations.

I extend my sincere appreciation to all our colleagues, business partners, and stakeholders whose dedication, support, and commitment continue to strengthen our journey.

Sincerely,

Burak Gültekin

Vice Chairman of the Board

WE ARE PROGRESSING WITH THE NEXT PHASE OF OUR ORGANIZATIONAL GROWTH, **IN LINE WITH OUR STRATEGIC OBJECTIVES**

At our new automotive terminal and PDI center in Yalova, we have established the operational infrastructure necessary to support safe and efficient vehicle inspection processes.



ERK HOLDING HAS SUCCESSFULLY ACHIEVED "CARBON VERIFIED COMPANY" STATUS.

In line with our commitment to sustainability and environmental responsibility, Erk Holding A.Ş. has been designated as a 'Carbon Verified Company.'

Certified under the ISO 14064-1 Greenhouse Gas Emissions Calculation and Verification Standard, this designation reflects our systematic approach to measuring, reducing, and managing our carbon footprint using scientifically based methodologies. It also demonstrates our ongoing efforts to minimize environmental impacts across our port operations and maritime activities.



CO₂

**ERK HOLDING IS A GROUP STRUCTURE
CONSISTING OF ERKDENİZ, ERKPORT AND
RDM COMPANIES OPERATING IN THE FIELDS
OF MARITIME, PORT OPERATIONS AND
FOREIGN TRADE.**



Erkport is a company established in Izmir in 2013, providing integrated services in port operations and maritime logistics.

Erkport carries out handling and loading/unloading operations at the ports of Iskenderun, Atakaş, and Isdemir; it also provides warehouse and storage services in the Nardüzü region.

Erkport is also active in automotive logistics, providing vehicle transportation and PDI (Pre-Delivery Inspection) services at the Istanbul Haydarpaşa Port and the Yalova Ro-Ro Terminal. As one of the three companies that joined Erk Holding A.Ş., Erkport conducts all its operations in line with the holding's principles of sustainability, ethical business practices, and operational excellence.



RDM Foods was established in Izmir in 2011 and specializes in the export of frozen food products. The company quickly became one of Turkey's top 10 poultry meat exporters and has strengthened its position as one of Turkey's leading companies, particularly in the export of laying hen meat. In its activities targeting international markets, it continues to provide high-standard, reliable, and sustainable services thanks to its strong logistics infrastructure and sectoral experience. As one of the three companies that joined Erk Holding A.Ş., RDM conducts all its operations in line with the holding's principles of sustainability, ethical business practices, and operational excellence.

ABOUT ERK HOLDING



Erkdeniz has been operating as a trusted brand in the maritime sector since 2011, providing comprehensive technical support services in seabed scanning operations and fleet management. With its strong team of experienced captains, engineers, and technical experts, Erkdeniz meticulously plans and manages every project, conducting all services in accordance with international maritime standards. Regardless of the age of the vessels in its fleet, Erkdeniz regularly carries out modernization and maintenance work to bring the vessels up to current technical requirements, thereby maximizing operational efficiency, safety, and environmental compliance. Guided by the principles of technical competence, sustainability, and reliability, Erkdeniz continues to uphold its commitment to quality service in the maritime industry. As one of the three companies that joined Erk Holding A.Ş., Erkdeniz conducts all its operations in line with the holding's principles of sustainability, ethical business practices, and operational excellence.



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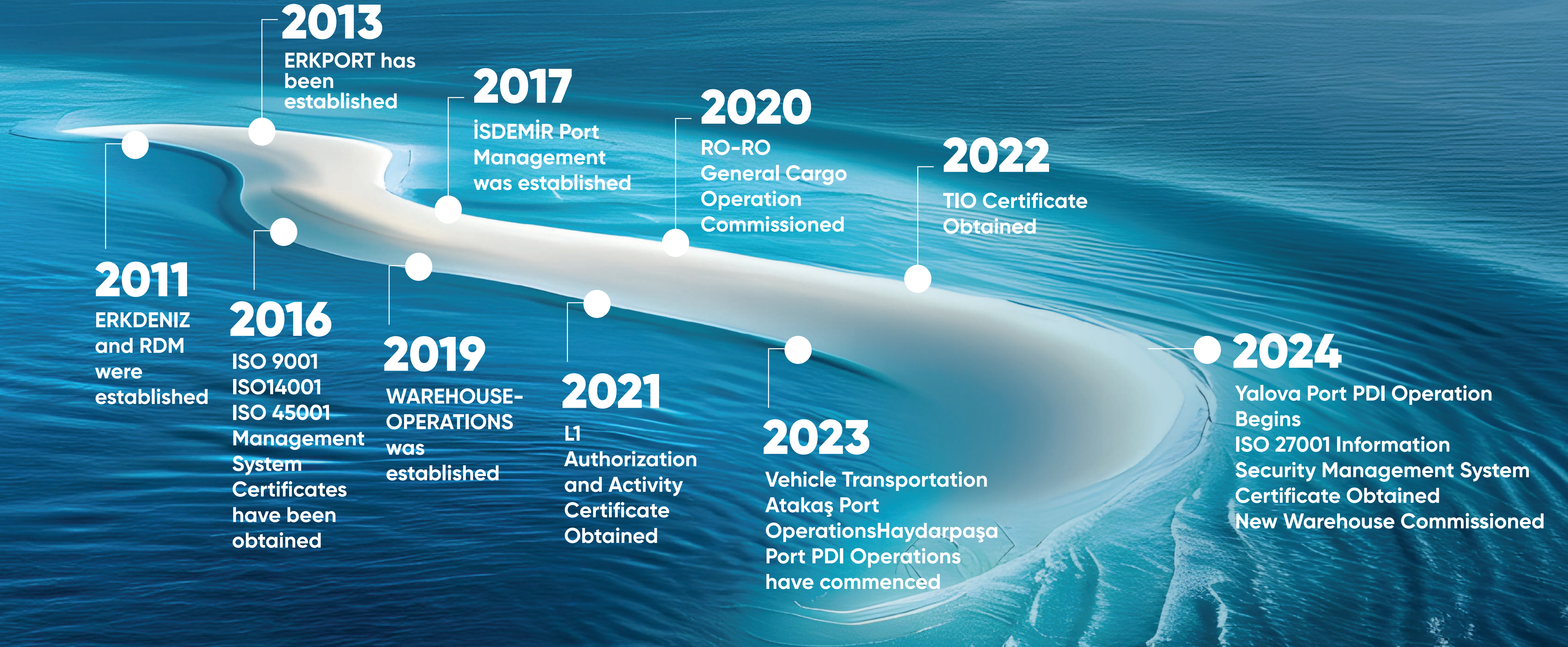
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OUR VISION

To deliver the services our customers require in a reliable, fast, and high-quality manner by providing our employees with the necessary training and technological support, investing in competent technological infrastructure, human resources, and business development processes, and operating with mutual trust in line with customer expectations.



OUR MISSION

Creating profitable and sustainable new business areas within our existing operations, and delivering lean, strategic, and profit-oriented services in niche segments of our industry.

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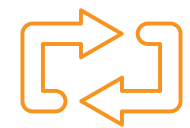
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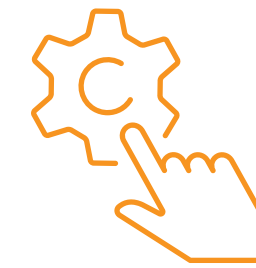
WE ARE COMMITTED **WE TAKE OWNERSHIP**

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



WE FOCUS ON SOLUTIONS **WE SHOW EMPATHY**

We carry the dynamism of trade at our core. With an approach that minimizes unnecessary bureaucracy, we prioritize solutions in our processes and ensure that our customers' business and commercial activities run smoothly.



WE SIMPLIFY **WE ARE EXPERTS**

As an experienced actor in global trade, we adapt quickly and flexibly to changing conditions and needs, leveraging the expertise and capabilities we have developed over the years. This allows us to play a facilitating and solution-oriented role in our customers processes.



WE ARE HIGHLY SKILLED **WE ARE VISIONARY WE ARE PROACTIVE**

The experience and expertise we have gained through our diverse roles in global trade from supplier to logistics solution partner enable us to anticipate evolving needs. With these insights, we identify our customers requirements before they emerge and deliver proactive solutions.

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ERK HOLDING BY THE NUMBERS



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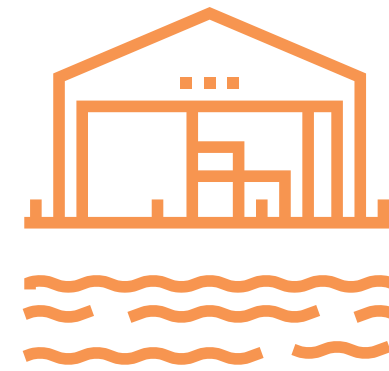
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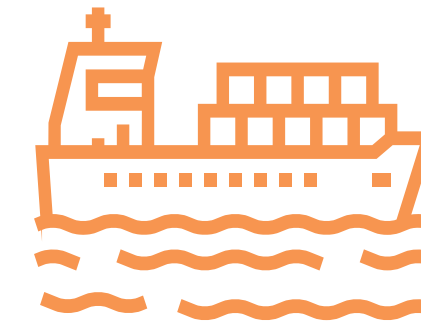
500.000 Ton

Tons Of Storage
Capacity
(Erkport)



76610 Araç

Vehicle
Transport By Ship
(Erkport)



9200 Araç

Vehicle Ferry
Vehicle Transport
(Erkport)



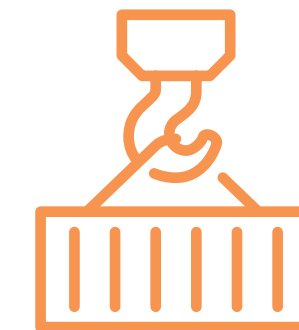
72834 Araç

Vehicle PDI
Process
(Erkport)



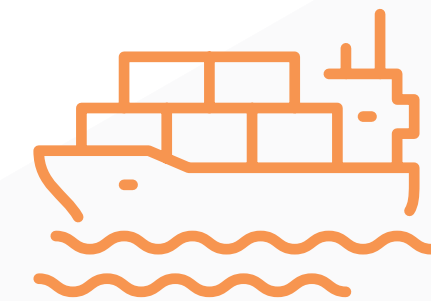
35 Million Tons

Of Cargo
Throughput
(Erkport)



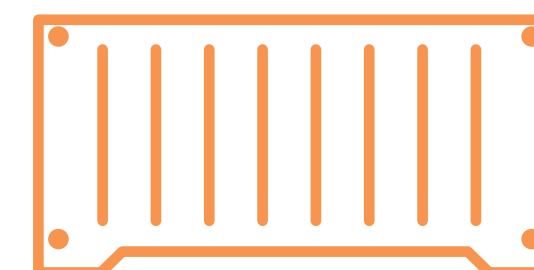
782 Tons

Capacity
(Erkdeniz)



25000 Tons

Container
Capacity
(RDM)





PARTNERSHIPS AND MEMBERSHIPS

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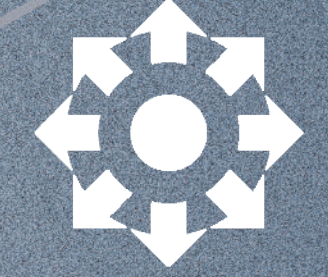
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The Chartered
Institute of Logistics
and Transport



TAYSAD
TAŞIT ARAÇLARI TEGARİH SAKATLILARI DERNEĞİ



In the list of the Top 500 Exporters published by the Turkish Exporters Assembly, we ranked

22nd as a service exporter

We ranked 12th

on the Fortune 500 list as a service exporter.

We ranked 13th

on the Capital 500 list as an exporter.



OUR AWARDS

We were awarded the Bronze Medal

by the Ministry of Trade in recognition of our commercial achievements.

We were awarded the Gold Medal

by the Ministry of Trade for our export performance.



OUR SUSTAINABILITY APPROACH

OUR SUSTAINABILITY GOVERNANCE STRUCTURE

**STRONG GOVERNANCE IS
AT THE CORE OF OUR STRATEGY,
AND SUSTAINABILITY IS AT THE
CORE OF OUR FUTURE.**

The establishment of our company's governance structure, the determination of strategic priorities, the allocation of human and financial resources required to achieve our goals, the regular monitoring of management performance, and the assurance that all activities comply with applicable legislation, internal policies, and procedures are overseen by the Board of Directors, our highest governing body.

The Board of Directors is the ultimate authority responsible for making decisions that define the company's long-term direction and focus on creating sustainable value. By evaluating corporate risks comprehensively, the Board ensures that sustainability-related risks, opportunities, and their potential impacts on strategic objectives are effectively managed. Accordingly, critical sustainability topics—such as climate change, energy management, environmental compliance, employee well-being, occupational health and safety, ethical conduct, supply chain management, and stakeholder expectations—are regularly included on the Board's agenda, making sustainability an integral part of our strategic planning processes.

Board members strengthen the alignment between corporate strategy and our sustainability approach through their diverse expertise, industry experience, and leadership capabilities. The Board conducts periodic performance evaluations to support the achievement of targeted results and, when necessary, updates strategic directions, resource allocations, and organizational priorities. This governance model ensures that the Board of Directors maintains direct oversight of the company's sustainability performance, in accordance with GRI requirements.

Sustainability activities are communicated to the Board of Directors through a structured reporting and control mechanism within the governance system. Energy consumption, emissions management, environmental compliance status, water and waste management performance, workforce indicators, ethical compliance reports, and supply chain risks are presented to the Board



by senior management at defined intervals. The Board evaluates this information in line with the company's risk appetite, legal requirements, stakeholder expectations, and long-term objectives.

In addition, the Board of Directors monitors the consistent implementation of ethical values, a culture of compliance, and principles of transparent management across the organization. Conflict-of-interest management, anti-corruption practices, ethical violation reporting, human rights initiatives, and supply chain compliance processes are overseen by the Board. This strengthens the assurance mechanisms that ensure all company processes remain responsible, accountable, and aligned with internationally recognized governance principles.

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The Sustainability Committee

ERK Holding’s sustainability organizational structure was established to ensure that group companies achieve their sustainability objectives through a systematic and holistic approach. This structure provides a strategic governance model that enables the effective management of environmental, social, and governance (ESG) performance. The Board of Directors is the highest decision-making body on sustainability matters and is responsible for integrating sustainability risks, opportunities, and long-term impacts into strategic planning processes. The Board views sustainability as a critical component of corporate strategy and regularly reviews performance indicators, compliance status, and areas for improvement.

As a key element of this governance structure, the Sustainability Committee was established to strengthen the alignment of ERK Holding and its subsidiaries with relevant national and international regulations, as well as the United Nations Sustainable Development Goals.

The Sustainability Specialist serving on the committee is responsible for coordinating the committee’s activities and for planning, implementing, and monitoring sustainability initiatives across the company. The Specialist collects and analyzes sustainability performance data, evaluates implementation outcomes, and regularly conveys critical agenda items to the Board of Directors, ensuring that sustainability issues are addressed at the highest level of governance. This mechanism enables the integration of sustainability responsibilities into senior management decision-making processes, in accordance with GRI standards.

OUR SUSTAINABILITY GOVERNANCE STRUCTURE

Our sustainability initiatives, which were launched in 2023, continued to mature and strengthen within a more institutionalized structure in 2024. Throughout this period, the effective implementation of our sustainability strategy, the monitoring of performance indicators, the analysis of risk and opportunity areas, the development of improvement projects, and the promotion of a sustainability-oriented culture across the group remained our key areas of focus.

Supported by this holistic organizational structure, sustainability is reinforced through an effective collaboration model between the Board of Directors, senior management, and operational teams—creating a strong governance mechanism designed to continuously enhance ERK Holding’s economic, environmental, and social performance.



TOGETHER, WE CREATE VALUE AND SHAPE A SHARED COURSE FOR THE FUTURE.

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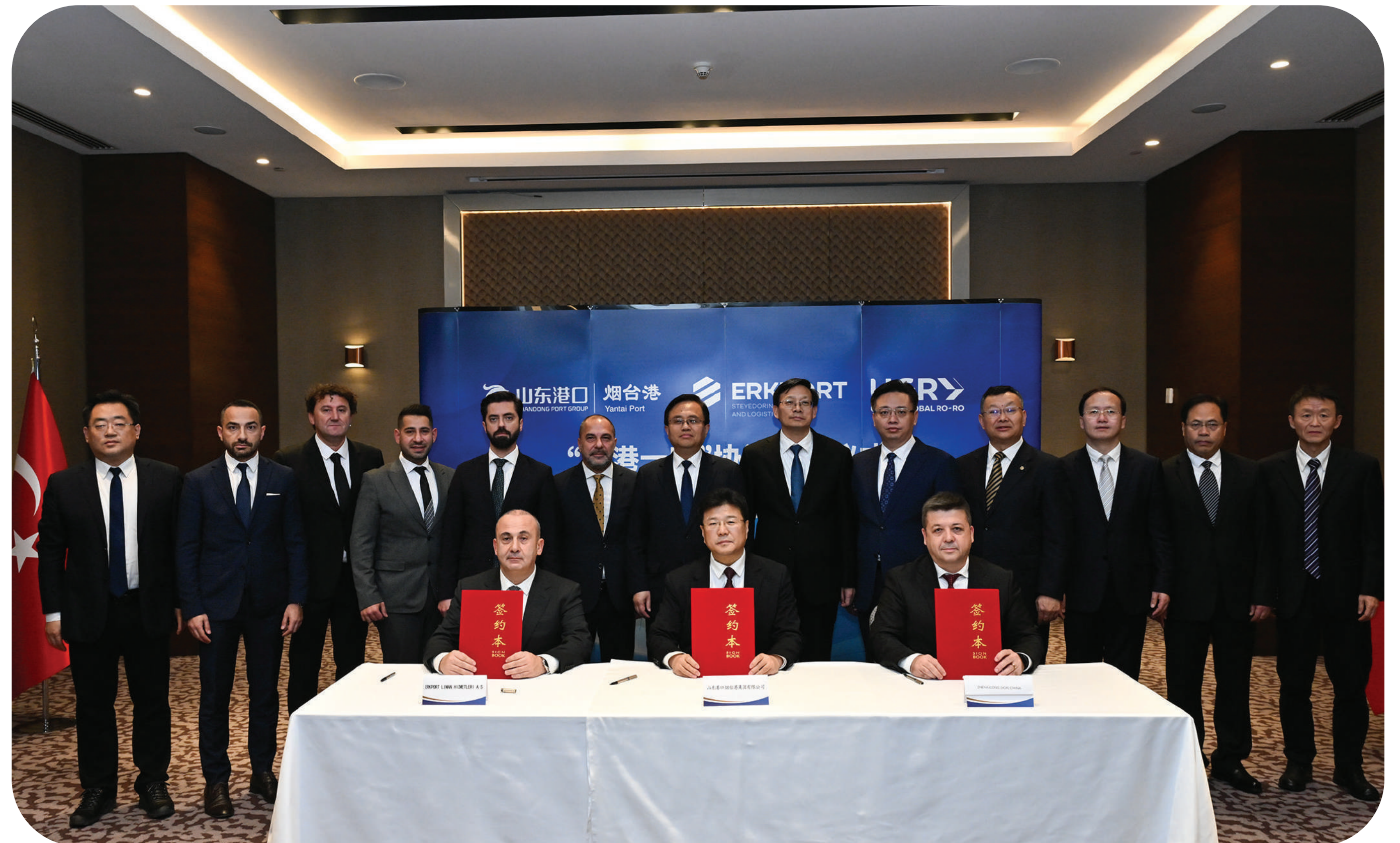
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At ERK Holding, we consider the communication we maintain with our stakeholders at every stage of our maritime transportation and port operations to be a fundamental component of our sustainability approach. In developing our sustainability strategy, we take into account the perspectives of all stakeholders—from employees and customers to public institutions and suppliers—and place importance on jointly assessing the environmental, social, and economic impacts of our activities.

In line with the stakeholder engagement principles of the GRI Standards, we regularly collect feedback and develop communication methods tailored to the information needs of each stakeholder group. This approach guides us in determining our strategic direction and in effectively managing sectoral risks and opportunities.

All opinions and expectations received from our stakeholders are evaluated by our Sustainability Committee and incorporated into our strategies and action plans. This strengthens our decision-making processes and enables us to manage the impacts of our activities on stakeholders more effectively.

In the period ahead, we aim to further strengthen our stakeholder communication in line with the expectations of the maritime industry and global sustainability requirements, and to advance a sustainability management model that creates shared value. We believe that the insights of our stakeholders are among the key building blocks of ERK Holding's long-term sustainability strategy.



OUR COMMUNICATION WITH STAKEHOLDERS

Key Stakeholders	Stakeholder Group	Communication Methods	Frequency
Shareholders and Investors	Internal	Board of Directors meetings	Monthly
		Information sharing meetings	Monthly
Employees	Internal	Employee satisfaction survey	Annually
		Announcements and notifications	Ongoing
		Employee suggestion and complaint mechanism	Every three months
Customers	External	Customer satisfaction survey	Annually
		Reputation surveys	Ongoing
		Digital platforms and portals	Ongoing
		Market research	Ongoing
		Meetings and discussions, via e-mail or phone	Ongoing
Suppliers	External	Meetings and discussions, via e-mail or phone	Ongoing
		Audits	Annually
		Trade fairs	Several times a year
Public Institutions	External	Digital platforms and portals, e-mail or phone communications	Ongoing
Media Representatives	External	Special meetings and briefings	Three to four times a year
		Reputation surveys	Daily
Potential Employees	External	Events and career organizations	Three to four times a year
Insurance Companies	External	Meetings and discussions, via e-mail or phone	Ongoing
		Meetings with management and relevant departments	Ongoing
Financial Institutions	External	Information meetings	Several times a year
		Reputation surveys	Annually
		Investor site visits	Every six months
Local and National Authorities	External	Digital platforms and portals, e-mail or phone communications	Ongoing

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WE ARE CREATING OUR ROADMAP FOR THE FUTURE BASED ON THE KEY ISSUES.

As ERK Holding, when developing our sustainability strategy, we address the impacts of our activities with a holistic approach; we determine our priority issues through a comprehensive and methodical process. In this process, we shape our company's sustainability priorities based on concrete data, taking into account both the impacts arising throughout our value chain and the expectations and feedback from our stakeholders.

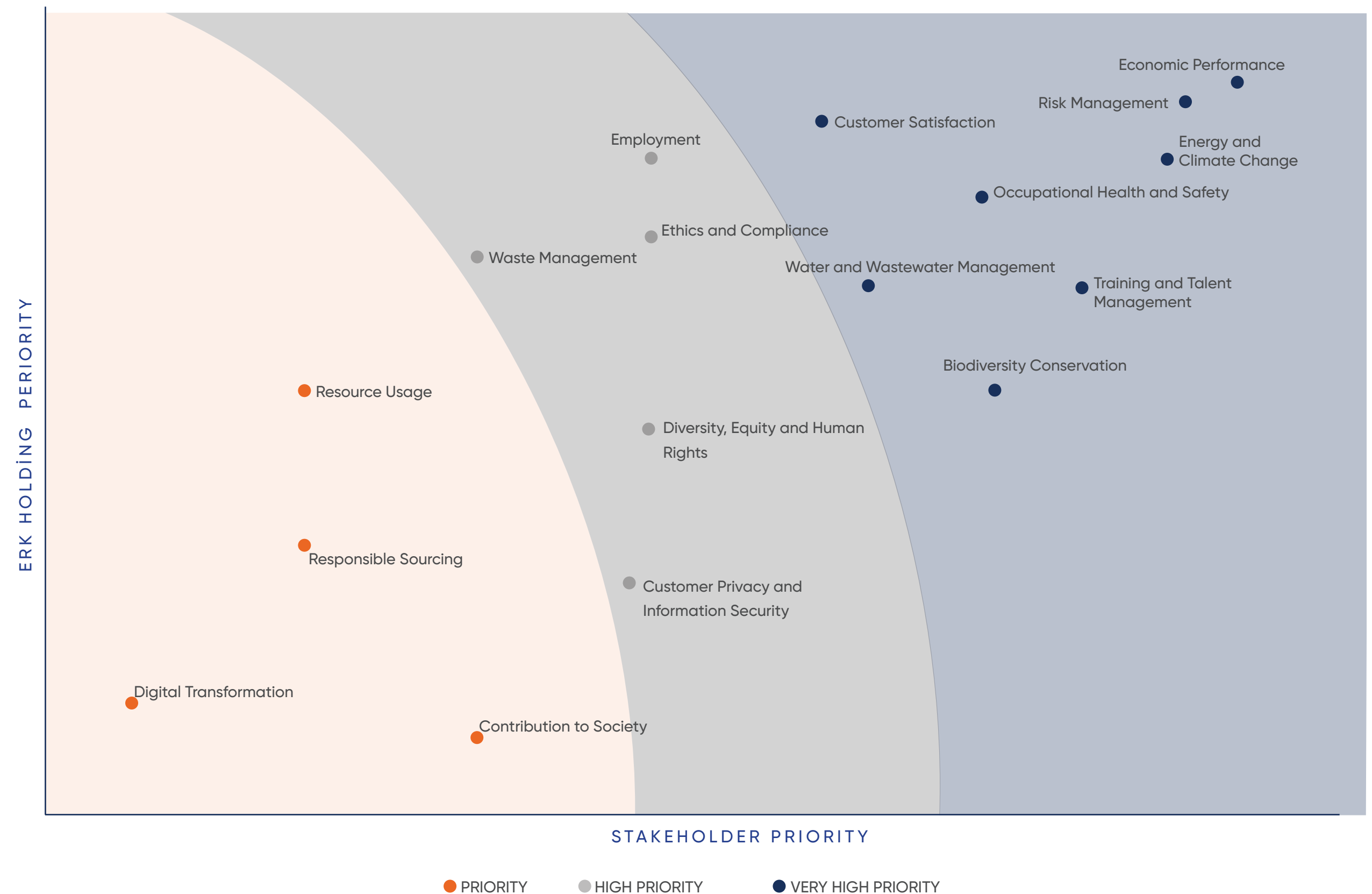
The potential impacts of our maritime transport, port services, and ship technical management activities in areas such as the environment, employee rights, operational safety, ethical management, economic value creation, and social contribution have been analyzed in detail. Following these analyses, a comprehensive sustainability survey was conducted for our internal and external stakeholders, and feedback was collected from a total of 197 participants.

The findings from the survey clearly showed which issues are priorities for our stakeholders and their expectations regarding areas that need to be strengthened in our sustainability approach. This feedback was evaluated in conjunction with our company's risk and opportunity analyses; issues that have a high impact on our company and are also critical to our stakeholders were defined as our sustainability priorities.

The identified priorities were evaluated by the Sustainability Committee and integrated into ERK Holding's sustainability strategy with the approval of senior management. These issues have been fundamental in shaping both the scope of this report and our strategic objectives and performance indicators for the coming period.

Our priority issues are regularly updated in line with sectoral developments, regulatory changes, and stakeholder expectations, ensuring that our sustainability approach remains dynamic and aligned with the requirements of the times.

PRIORITIZATION ANALYSIS



Priority Level	Priority Topic	SDGs We Contribute To	Target	Progress Status
Very High Priority	Economic Performance		Increasing economic growth	Yalova Port has been successfully commissioned, contributing to regional employment. With the increase in the port's operational and loading capacity, logistical processes have been made more efficient and economic performance has been supported.
	Risk Management	  	By following current developments and adopting a proactive risk perspective, identifying risks in advance, ensuring preparedness, and minimizing existing operational risks	Our process-based risk assessment activities have been reviewed and revised. Short-, medium- and long-term work has begun and continues on identifying risks related to the impacts of climate change.
	Combating Climate Change	 	Reducing fleet- and operation-based emissions by 100% by 2053 and transitioning to climate-neutral maritime transportation through alternative fuels and energy-efficiency practices	We calculated our emissions within the scope of corporate carbon footprint and EU MRV. With the ISO 14064-1 Corporate Carbon Footprint study, we calculated and verified our Scope 1, Scope 2, and Scope 3 emissions.
	Customer Satisfaction		Increasing customer satisfaction to 100%	Customer satisfaction rate was determined as 72.5% in 2024. We accelerated our sustainability efforts to further improve customer satisfaction.
	Occupational Health and Safety	  	Providing our employees with a better working environment, reducing workplace accident frequency and severity rates, and reducing our risk score	Activities for improving OHS performance continue, including risk assessments and awareness-raising initiatives. Active field observations and OHS board meetings ensure that identified risks are evaluated and preventive measures are taken.
	Water and Waste water		Reducing our water consumption and water footprint	In our newly constructed building, water-saving equipment has been used. Within ISO 14046, water footprint studies were carried out and verified by a third-party organization.
	Preservation of Biodiversity	  	Preventing any negative impact on marine life by ensuring full compliance with ballast water management and waste discharge processes	All our vessels undergo necessary measurements and analyses within the framework of legislative compliance in ballast water and waste discharge processes.

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OUR PRIORITY ISSUES

Priority Level	Priority Topic	SDGs We Contribute To	Target	Progress Status
INTRODUCTION	Employment		Creating new investments and new employment areas that increase local employment	With the commissioning of Yalova Port, new employment areas have been created in the region and the company's overall employment capacity has increased. As the port became operational, its contribution to the local economy increased, supporting sustainable growth.
	Ethics and Compliance	 	Strengthening the culture of ethics and ensuring full compliance across all operations; continuously improving ethics and compliance practices; increasing the use of the violation reporting mechanism and evaluating notifications transparently	The ethics committee has been transferred to the Holding structure.
ECONOMIC PERFORMANCE	High Priority Topics	  	Reducing waste generated through the Zero Waste approach	Single-use plastic and single-use cups have been removed from office use.
ENVIRONMENTAL PERFORMANCE	Diversity, Equality and Human Rights	   	By 2030, significantly reducing child labor and forced labor incidents in operations; conducting company audits to evaluate these incidents; increasing internal audits by 15%	Supplier compliance was ensured; the Supplier Code of Conduct Procedure was updated and communicated to suppliers. Work has begun on preparing the Child Labor, Forced Labor and Human Trafficking Emergency Response and Compensation Procedure and the Social Compliance Policy.
SOCIAL PERFORMANCE	Customer Privacy and Information Security		Ensuring that all IT suppliers sign confidentiality and information security commitments and related contractual clauses; taking control of information security risks related to the supply chain	The ISO/IEC 27001:2022 Information Security Management System version transition and the system were established and documented within the Holding. Information security behavior rules were created for suppliers.

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Priority Level	Priority Topic	SDGs We Contribute To	Target	Progress Status
INTRODUCTION	Resource Use	 	Strengthening practices aimed at ensuring the efficient use of natural resources and reducing resource consumption	In 2024, an important step was taken toward reducing environmental impacts by renewing the senior management vehicle fleet with electric vehicles.
OUR SUSTAINABILITY APPROACH	Responsible Procurement	  	Strengthening environmental and social compliance in the supply chain, increasing supplier compliance with sustainability criteria, and establishing confidentiality–ethics–occupational health and safety commitments for all critical suppliers	The Supplier Code of Conduct Procedure, required for supplier compliance, has been reviewed and communicated to suppliers.
ECONOMIC PERFORMANCE	Priority Topics		Accelerating digitalization processes to increase operational efficiency, strengthening data-driven management culture, and promoting innovative applications in business processes	Fuel consumption and resulting emissions have begun to be monitored digitally within the scope of EU MRV.
ENVIRONMENTAL PERFORMANCE	Contribution to Society	        	Strengthening programs that contribute to society through education, social support, and local development; and supporting programs that create social benefit for youth and disadvantaged groups	Scholarships were provided to 26 students in cooperation with the İnci Foundation.

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**WITH OUR PROACTIVE RISK
MANAGEMENT APPROACH, WE
ADAPT TO EVOLVING CONDITIONS
AND SECURE SUSTAINABLE GROWTH.**

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At Erk Holding, we regard risk management not only as a protective measure against potential threats, but also as a strategic management tool that improves our decision-making processes and supports sustainable growth. As a group of companies operating in different sectors, it is vital that we manage risks from a holistic perspective. Our corporate risk management approach is proactive, transparent, and systematic, based on balancing risks and opportunities.

Our corporate risk management system operates within a framework that encompasses the identification, assessment, prioritisation, and regular review of risks, in line with GRI standards and international best practices. Within the holding company, risks are addressed not only based on their likelihood of occurrence, but also in terms of their potential strategic impact and the opportunities they may create. Consequently, risk management processes adopt a structure that prioritises

not only protection, but also value creation.

A risk assessment should involve an equally diligent examination of opportunities. As part of our commitment to risk management, we undertake a thorough and comprehensive risk assessment process. This process incorporates a range of factors, including the expansion into new markets, the implementation of digitalisation initiatives, portfolio diversification, technologies that enhance operational efficiency, and sustainability-focused investments. Consequently, risk management becomes a tool for identifying opportunities that support our growth strategies.

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At ERK Holding, we understand that ethical management is not just a formal procedure; it is a core component of our corporate management approach. This approach underpins our corporate culture, decision-making processes, and relationships with our stakeholders. In light of this commitment, the ethical management systems that have been in place for years across our group companies have been streamlined in 2024, with all systems consolidated under the Holding umbrella into a unified "Central Ethics Committee." Following this transformation, all policies, processes and practices related to ethical management were consolidated under one roof. This resulted in a strengthened ethical decision-making mechanism, faster investigation of violation reports and establishment of a standard ethical compliance framework for all employees.

The following individuals constitute the membership of the Ethics Committee.

- Vice Chairman of the Board of Directors
- Member of the Board of Directors
- General Manager of Erkport
- Human Resources Manager
- Company Legal Counsel

This structure guarantees independence and impartiality in the evaluation of ethical violations from both a legal and managerial standpoint.

Working Principles of the Ethics Committee
The Central Ethics Committee operates in accordance with the following principles within the framework of the Ethics and Compliance Procedure:

It is vital to ensure that ethical rules are implemented. It is vital to ensure that ethical behaviour principles are adopted and implemented in all companies.

Evaluating ethical violations: Reviews reports from employees in accordance with the principles of confidentiality, impartiality and objectivity. Carries out the necessary disciplinary processes.

Developing ethical awareness: Organizes routine information, training, and awareness activities to reduce the risk of violations.

Monitoring and improving the ethical management system: Analyzes ethical reporting trends, identifies risk areas, and submits improvement recommendations to senior management.

The Ethics Committee transforms ethical management from a static procedure into a living, evolving organizational culture embraced by all employees, in line with these principles.

ETHICS AND COMPLIANCE





At Erk Holding, we consider ethical culture to be more than just an internal policy; it is a fundamental management philosophy that guides all our operations. We maintain a transparent, robust, and continuously improved anti-corruption system to ensure that every employee, every manager, and every business partner adheres to the same principle of integrity.

Following a thorough review of all operations, no areas with high corruption risk were identified. However, cognisant of the potential sensitivity of certain processes due to industry dynamics, we have bolstered our protective measures in areas such as supply chain management, cash-based sales operations, and permit/license procedures. These measures include job rotation, dual approval mechanisms, and process controls. Although the risk potential in these areas was found to be low, we viewed this process not as a warning signal but as part of our continuous improvement efforts. The most important factor in strengthening our ethical stance is the strong communication we have established with our employees and senior management. During 2024, all members of the Board of Directors were apprised of the company's Ethics and Compliance Procedures. All employees were made aware of the procedures and participated in training processes in accordance with the company's Code of Ethics. We regard our training not only as a mandatory requirement, but also as an opportunity to maintain our shared ethical culture. Thanks to this transparent and robust system, there were no confirmed cases of corruption within the company throughout 2024; no employee received disciplinary action for corruption, and no public lawsuit was filed against our company for corruption.

At Erk Holding, we regard corruption not merely as a "risk," but as the complete opposite of how we conduct business. Therefore, our commitment to combatting corruption extends beyond mere written procedures; it is a reflection of our corporate culture, the attitude of our leaders, and our shared responsibility.

FIGHT AGAINST CORRUPTION





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Competition has long been a defining force in the maritime industry. At Erk Holding, we regard this force not only as an economic dynamic but also as an essential element of our commitment to fair and transparent business practices. Safeguarding competition—just like upholding our ethical principles—forms a fundamental pillar of the way we conduct business.

In 2024, we approached competition law compliance not simply as a legal requirement, but as a cornerstone of our brand reputation, stakeholder trust, and sustainable growth strategy. We consistently reminded our employees, managers, and operational teams of the applicable competition rules; incorporated competition law compliance clauses into our supplier contracts; and strengthened internal control mechanisms across our operations to eliminate any risk that could compromise fair competition.

As of 2024, there are no allegations, investigations, or lawsuits concerning anti-competitive behavior against Erk Holding. We have continued to uphold our ethical, transparent, and fair-competition principles across all processes from product and service pricing to our relationships with business partners, and from marketing activities to public tenders.

We monitor competition-related risks with particular diligence, not only because of their legal implications but also because such violations fundamentally contradict our corporate culture.

At Erk Holding, protecting competition goes beyond “competing fairly with other companies”; it also encompasses fostering a transparent, equitable, and ethical environment within our own organization. For this reason, we regard compliance with competition law not merely as a regulatory obligation, but as an essential component of our company’s long-term sustainability strategy.

PROTECTION OF COMPETITION





INFORMATION SECURITY AND DIGITAL TRANSFORMATION



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- All information security policies are executed in full compliance with KVKK requirements. Access controls, encryption protocols, and data protection procedures are reviewed and updated regularly.

Our information security management system is being aligned with international frameworks through the ISO 27001 certification process. This process is carried out meticulously in line with risk management principles, data protection requirements, and the philosophy of continuous improvement.

Additionally, our KVKK compliance efforts are progressing at full pace, and our personal data protection policies are continuously reviewed and updated to reflect evolving regulatory and operational needs.

Not: "Law on the Protection of Personal Data (KVKK)"

Employee Training and Awareness

As the information technology and digital transformation department, we systematically implement all necessary measures to safeguard our systems and data. We regularly conduct training and awareness programs to strengthen employees' understanding of information security. These programs reinforce our security culture by providing up-to-date guidance on cyber threats, data protection practices, and corporate policies.

Sustainable Digital Transformation

We plan our technology investments in alignment with our environmental and social responsibility commitments, viewing data security and customer privacy as integral components of our overall sustainability strategy.

Information Technology Management and Digital Security Approach

At Erk Holding, one of the core pillars of our sustainability vision is placing security, privacy, and digital transformation at the forefront of our information technology management practices. In this context, we implement robust infrastructures and advanced security measures to enhance operational efficiency and ensure the trust of our stakeholders.

Data Security and Customer Privacy

- We apply data-masking techniques within our ERP systems to protect customer information, ensuring that sensitive data is accessible only to the extent required by business processes.
- We conduct periodic penetration tests to validate the resilience of our systems. These tests help identify potential vulnerabilities and enable the timely implementation of preventive measures.



**WE RESPONSIBLY
GUIDE OUR ACTIONS
AT EVERY STAGE OF
OUR SUPPLY CHAIN.**

As Erk Holding Inc., we consider the sustainable management of our supply chain a strategic priority for responsibly addressing the environmental, social, and economic impacts of our operations. The supply chain plays a vital role in ensuring operational continuity, service quality, effective risk management, and meeting stakeholder expectations. Accordingly, full compliance with national legislation, international maritime regulations, and labor and human rights standards defined under ILO conventions is regarded as a fundamental requirement across all our procurement processes. We embrace this culture of compliance as a non-negotiable standard throughout our entire supply chain.

By integrating sustainability principles into our procurement activities, we aim to support our suppliers in reducing their environmental impacts, using natural resources efficiently, and adhering to social responsibility standards. We approach our supply chain relationships not merely as transactional processes, but as long-term partnerships designed to strengthen environmental, social, and ethical performance. To

support the local economy and reduce supply-related risks, we predominantly work with local suppliers, who are expected to uphold fair working conditions, ethical business conduct, and full regulatory compliance. In this context, suppliers are monitored on a regular basis and, when necessary, included in evaluation and development programs.

Our supply chain management extends beyond the procurement of materials and services to encompass our chartering activities as well. Erk Holding charters vessels from various shipowners when required for its operations. Although the crew on these vessels are not directly employed by our company, social compliance requirements are evaluated as part of our broader supply chain responsibilities.

We maintain zero tolerance for child labor, forced or compulsory labor, discrimination, harassment, violations of employee rights, or any practices that undermine human dignity within our supply chain. Our fundamental expectation is that all suppliers provide employment based on the free will of workers, uphold the principles of equality and fairness, and fully comply with national legislation as well as ILO labor standards. In this regard, we clearly communicate these expectations to all suppliers through our Supplier Code of Conduct Procedure.

In this context, the working and living conditions of the crew, the watch system, occupational health and safety practices, and compliance with ethical working standards on chartered vessels constitute indispensable criteria for our company. Shipowners and vessel operators are expected to adhere to the working and welfare conditions defined under MLC 2006, the fundamental labor principles of the ILO, the safety management requirements of the ISM Code, and all applicable national and international maritime legislation. By collaborating with vessels that meet these standards, we ensure that social compliance principles are fully integrated into our supply chain.

SUPPLY CHAIN MANAGEMENT

We regularly conduct assessment processes to monitor the environmental and social performance of our suppliers. During the reporting period, 212 suppliers successfully passed environmental evaluations. Audit results are shared with suppliers; those who do not meet the required standards are asked to implement corrective actions, and business relationships with persistently non-compliant suppliers may be terminated in line with our company policies. In 2024, no cases of child labor, forced labor, or human rights violations were identified within our supply chain.

Erk Holding also plans to carry out various training and awareness programs aimed at strengthening supplier capacity and increasing sustainability-related awareness. This holistic approach enhances accountability across all stages of our supply chain, enables early identification of risks, and reinforces our ability to create long-term value.





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UGR AL SAMHA

ECONOMIC
PERFORMANCE



**OUR ROBUST SHIPPING
SECTOR, STRATEGIC
PORT INFRASTRUCTURE,
AND WELL-DEVELOPED
EXPORT CAPABILITIES
ARE GENERATING
ECONOMIC IMPACT AT
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As Erk Holding, we consider generating economic value in the areas of maritime transport, port operations, and food exports, and sharing this value with our stakeholders in a sustainable manner, to be among our strategic priorities. The operational strength we have built together with our group companies Erkport, Erkdeniz, and RDM enhances our competitiveness in both national and international markets while contributing to regional development and employment.

In 2024, Erkport transformed the Yalova Ro-Ro Port into an automotive terminal, making the Yalova Port an important import and export hub. With its investment in a 6,000-vehicle automotive terminal and PDI center, it has turned the port into a significant import and export center.

The economic performance achieved in 2024 has grown steadily thanks to the strengthening of our companies' operational capacity, an expanding customer portfolio in foreign markets, efficiency-enhancing investments, and the impact of our strong logistics infrastructure. Revenues generated from port services, scanning operations, fleet management, Ro-Ro and project cargo operations, and food export activities have contributed significantly to the Holding's total economic value creation.

Our economic performance for 2024 for the companies Erkport, Erkdeniz, and RDM;

Indicators	ERKPORT	ERKDENİZ	RDM
Total net sales revenue including subsidiaries (TL)	₺7938.350.282,72	₺437921.068,01	₺1.221.446.549,96
EBITDA (TL)	₺244.740.696,51	-₺85.940.928,33	₺17.885.670,47
Net debt (TL)	₺2.949.468.158,99	₺302.533.154,29	₺206.375.357,37
Return on Equity (ROE) (%)	12,57%	581,16%	4,88%
Total Assets (TL)	₺3.567947979,66	₺294.187.671,92	₺279.696.844,84
Total Investment Amount (TL)	₺193.084.133,83	₺0,00	₺30.207,29
Incentives and grants received from government and various international institutions (TL)	₺26.245.293,72	₺0,00	₺0,00

Our economic performance by year;

Indicators	2021	2022	2023	2024
Total Net Sales Revenue Including Subsidiaries (TL)	₺348.196.080,54	₺1.371.083.690,63	₺5.294.734.330,81	₺9.597.717.900,69
EBITDA (TL)	₺18.620.730,07	₺77.174.685,29	₺319.157.878,96	₺176.685.438,65
Net Debt (TL)	₺222.224.635,81	₺85.235.426,55	₺1.826.609.898,62	₺3.458.376.670,65
Return on Equity (ROE) (%)	29,80%	47,31%	68,46%	598,62%
Total Assets (TL)	₺219.279.902,18	₺349.948.523,46	₺2.333.047.057,61	₺4.141.832.496,42
Total Investment Amount (TL)	₺448.375,23	₺9.565.760,54	₺140.796.877,00	₺193.114.341,12
Incentives and Grants Received from Government and Various International Institutions (TL)	₺0,00	₺0,00	₺0,00	₺26.245.293,72

WE REACH EVERY CORNER OF THE WORLD

With our extensive network stretching from the Mediterranean to the Arabian Gulf and from North Africa to the Far East, we are expanding our maritime operations into new territories, continuously increasing our presence in key global trade regions. As Erk Holding, we maintain our strong position at the heart of global trade through our port and logistics services, continuing to provide our customers with seamless and reliable solutions.





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**CUSTOMER SATISFACTION
IS OUR GUIDING COMPASS,
STEERING US ON THE
RIGHT COURSE.**



At Erk Holding Inc., we consider customer satisfaction to be one of the fundamental values that define our service quality. Across all services we provide, including maritime transportation, ship management, port operations, and logistics, we aim to meet our customers' expectations at the highest level through reliability, transparency, operational excellence, and responsive communication.

To continuously enhance customer satisfaction, we regularly collect feedback on service quality, operational performance, on-time delivery, collaboration processes, and communication practices. We view customer feedback not only as a measurement tool but also as strategic input that guides the improvement of our services. In this context, customer requests, suggestions, and complaints are recorded through a digital tracking system; each submission is promptly reviewed by the relevant departments, and necessary improvements are implemented without delay.

Considering the high safety standards required in the maritime sector, we adopt a management approach that minimizes operational risks and ensures that ship and port processes fully comply with national and international regulations. To strengthen service reliability, every stage, from operational planning to port services, fleet management, and customer communication, is continuously monitored and supported by technological infrastructure.

We uphold ethical values, honest communication, and mutual trust in the long-term partnerships we build with our customers. All customer information obtained throughout our service processes is protected in accordance with confidentiality principles; every process is managed with due diligence and is aligned with the Law on the Protection of Personal Data, international data protection standards, and our company's Information Security Policy.

Erk Holding regularly monitors and enhances its performance to increase customer satisfaction. To this end, customer satisfaction surveys are conducted at defined intervals to evaluate operational efficiency, communication quality, service continuity, and the overall customer experience. The customer satisfaction survey conducted in 2024 revealed a satisfaction level of 86.3%. These findings are used as direct input for both process improvement initiatives and strategic planning activities.

Our customer-focused approach is a core component of our sustainable growth strategy. We continue to work to accurately identify our customers' needs, exceed their expectations, and develop innovative solutions that align with the dynamics of the industry. In this context, we consistently create value for our customers through our strong operational capabilities, skilled technical team, and reliable service approach.



OUR ENVIRONMENTAL PERFORMANCE



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One of the most important and widely preferred modes of transport in global trade is maritime transport. Approximately 90% of worldwide trade is carried out by sea. However, the sector accounts for about 3% of total global greenhouse gas emissions. In maritime transport, 90–95% of energy demand is still met by fossil fuels, and the combustion of heavy fuels used in ships releases carbon dioxide (CO₂) as well as sulfur dioxide (SO₂) and nitrogen oxides (NO₂), all of which have adverse impacts on human health.

OUR SUSTAINABILITY APPROACH

Considering the impacts of climate change, it is essential to take effective measures to reduce emissions in maritime transport, as in all other sectors. In this context, regulations aimed at controlling and reducing emissions in the maritime industry are established by the International Maritime Organization (IMO), a specialized agency of the United Nations.

ECONOMIC PERFORMANCE

The IMO develops technical and legal standards to ensure that international maritime transport is carried out in a safe, environmentally responsible, and sustainable manner. It also sets strategic targets for reducing the sector's carbon intensity.

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The IMO's key regulations in this area include the MARPOL 73/78 Convention, the Energy Efficiency Design Index (EEDI) and the Ship Energy Efficiency Management Plan (SEEMP), both of which aim to improve ship energy efficiency, as well as the Carbon Intensity Indicator (CII) metric. These regulations seek to enhance the energy efficiency of ship operations on a global scale, reduce the greenhouse gas intensity of maritime transport, and support the transition of the sector toward a low-carbon structure in the long term.

SOCIAL PERFORMANCE

In order to reduce emissions from transportation, maritime emissions were incorporated into the European Union Emissions Trading System (EU ETS) in 2024. Within this scope, cargo and passenger vessels of 5,000 gross tons or above calling at European Union ports are required to calculate their greenhouse gas emissions and make payments for the emissions reported under the EU MRV Maritime Regulation by September 30, 2025.

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WE FULLY COMPLY WITH ENVIRONMENTAL AND CLIMATE OBLIGATIONS AND UPHOLD SUSTAINABILITY AS A CORE PRINCIPLE.

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This new regulation has accelerated the low-carbon transformation of the maritime sector. Improving energy efficiency in ships, reducing fuel consumption, and transitioning to alternative fuel technologies have become not only environmental necessities but also economic imperatives.

In terms of challenges, much of the sector remains dependent on fossil fuels, and the supply chains and infrastructure for alternative fuel technologies are still limited. Investments in next-generation vessels require substantial capital, and significant technical adaptations are needed in areas such as fuel storage, safety, and port infrastructure.

However, significant opportunities are also emerging. The transition to low-emission, energy-efficient vessels reduces long-term operating costs, lowers carbon cost risks, and strengthens competitiveness by enhancing environmental performance. This transformation process, carried out in line with the European Union's Green Deal objectives, also promotes the integration of innovative technologies into the maritime sector.

This transformation is viewed not only as regulatory compliance but also as a strategic opportunity to reshape the future of maritime transport. The sector has long been

the backbone of global trade, evolving from sailing ships to steam-powered vessels and, more recently, to digital and low-carbon technologies. Today, with the same determination that has driven its historical progress, the maritime industry stands at the threshold of a new era defined by energy transition and sustainability.

As ERK Holding, we are proud to be part of this transformation. We view reducing our carbon footprint, increasing energy efficiency, and investing in environmentally friendly technologies not merely as obligations, but as responsibilities we owe to future generations. Just as the maritime industry has successfully navigated every major transformation throughout its history, we believe that this transition will also be managed with knowledge, technology, and determination. We are confident that, together, we will advance toward a cleaner, more competitive, and more sustainable future.

As Erk Holding, we are committed to complying with all relevant legal and other requirements related to the environment and climate change. In line with our Environmental Policy, our ISO 14001 Environmental Management System, and our sustainability strategy, we prioritize ensuring compliance with legal and other obligations, reducing environmental impacts, and improving energy efficiency across all our operations.





EMISSION AND CLIMATE CHANGE MANAGEMENT

As part of our Environmental Management System, we regularly review legal and other requirements and continuously monitor our compliance performance. We audit our operations under the Environmental Management System through both internal audits and independent third-party audits. We evaluate the findings and improvement recommendations obtained from these audits and ensure the continuous enhancement of our system. We are pleased to share that we successfully completed our ISO 14001 Environmental Management System certification audit in 2024.

Compliance with Laws

Our companies Erkport and Erkdeniz conduct maritime transportation activities within the Holding. The transportation activities carried out by Erkport are performed through chartered vessels; therefore, Erkport does not have a direct reporting obligation under the EU MRV (Monitoring, Reporting, and Verification) Maritime Regulation.

In contrast, our company Erkdeniz provides services for Erkport's maritime transport operations and is the entity that actually performs these activities. Therefore, the reporting obligation under the EU MRV Maritime Regulation rests with Erkdeniz.

In this regard, we meticulously completed all necessary preparations in 2024 and submitted our greenhouse gas emission reports on time. We also finalized our registration under the European Union Emissions Trading System (EU ETS) and officially became part of the system. This ensures full compliance with EU legislation in the monitoring, reporting, and verification of emissions arising from our maritime transport activities.

We are working in collaboration with universities and private-sector representatives to enhance the accuracy and reliability of our calculations under the EU MRV and EU ETS frameworks. With the support of our advanced monitoring infrastructure, daily fuel consumption data from our vessels is collected, regularly analyzed to assess emissions performance, and used to plan continuous improvement initiatives.

As part of our emission management practices, Erkdeniz does not use fuel oil or other high-sulfur fuels with significant environmental impacts. To minimize negative effects on the environment and human health, the vessels chartered by Erkport strictly comply with the maximum sulfur content limit of 0.50%, as mandated under Annex VI of the MARPOL 73/78 Convention issued by the International Maritime Organization (IMO).

This approach is not only a requirement of legal compliance but also a reflection of our commitment to achieving our sustainable maritime transport goals.



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Operational Efficiency

On vessels managed by Erkdeniz, operations are planned and executed by optimizing routes both before and during voyages. This practice shortens voyage times, reduces fuel consumption, and consequently helps control greenhouse gas emissions.

To maintain vessel performance and increase energy efficiency, propeller and hull cleaning are carried out at defined intervals. In addition, hull repainting, performed every two years, reduces surface roughness, decreases underwater friction resistance, and improves fuel economy.

The maintenance and operational efficiency practices implemented in this context are aligned with the energy efficiency targets under MARPOL Annex VI, as well as the EEDI (Energy Efficiency Design Index) and SEEMP (Ship Energy Efficiency Management Plan) standards. Propeller maintenance and cleaning are regularly conducted on our vessels to enhance fuel efficiency and reduce emissions.

2024 Corporate Carbon Footprint Study and Assessment

As the effects of climate change become increasingly evident, we place carbon management and emission reduction at the center of our strategic priorities. In line with our commitment to a sustainable future, we measure, monitor, and improve the environmental impacts of our activities using science-based data.

Our Corporate Carbon Footprint study, conducted with this approach, represents a concrete step in our efforts toward climate change adaptation and mitigation. It is also an important indicator that forms the foundation of our decarbonization goals.

As Erk Holding, we completed our corporate carbon footprint calculations for Scope 1 (direct emissions) and Scope 2 (indirect energy-related emissions) in 2023. As of 2024, we have expanded the scope of our work in line with the ISO 14064-1:2018 Corporate Greenhouse Gas Calculation and Reporting Standard to include Scope 3 (other indirect emissions) calculations across all our facilities.

EMISSION AND CLIMATE CHANGE MANAGEMENT

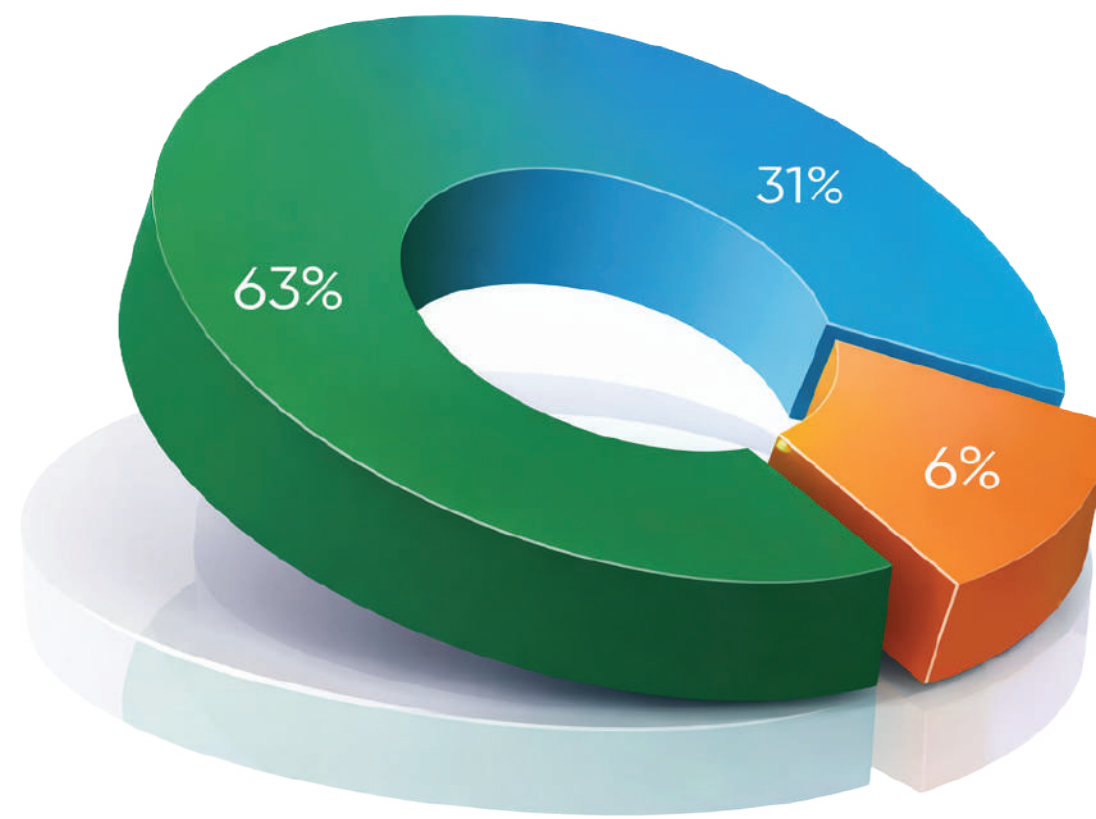
Our calculations have been successfully verified by an independent third-party verification body, and our work has been conducted in full compliance with international standards. This verification process demonstrates our commitment to transparent reporting and data reliability.

As a result of our analyses, it has been determined that approximately 75% of our corporate carbon footprint across the Holding originates from mobile combustion sources (ship

operations). In line with this finding, we are planning activities to reduce our emissions by developing short-, medium-, and long-term strategies.

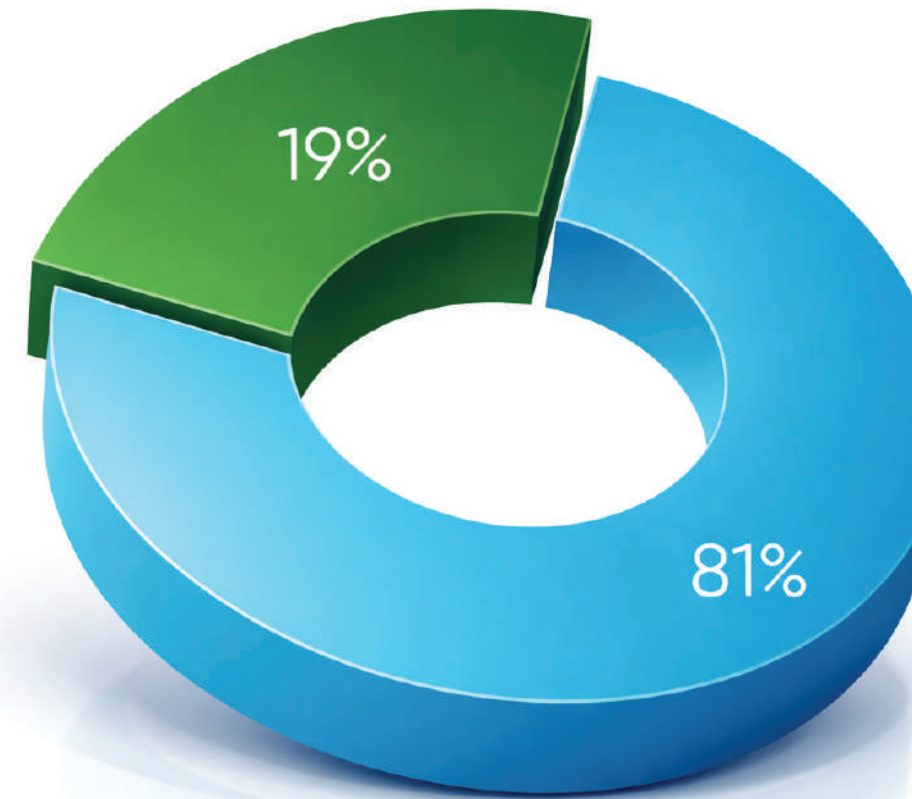
Within this context, we aim to systematically reduce our carbon emissions through measures such as increasing operational efficiency, evaluating alternative fuel technologies, and promoting the adoption of energy-efficient systems.

**ERKDENİZ
GREENHOUSE GAS
EMISSIONS**



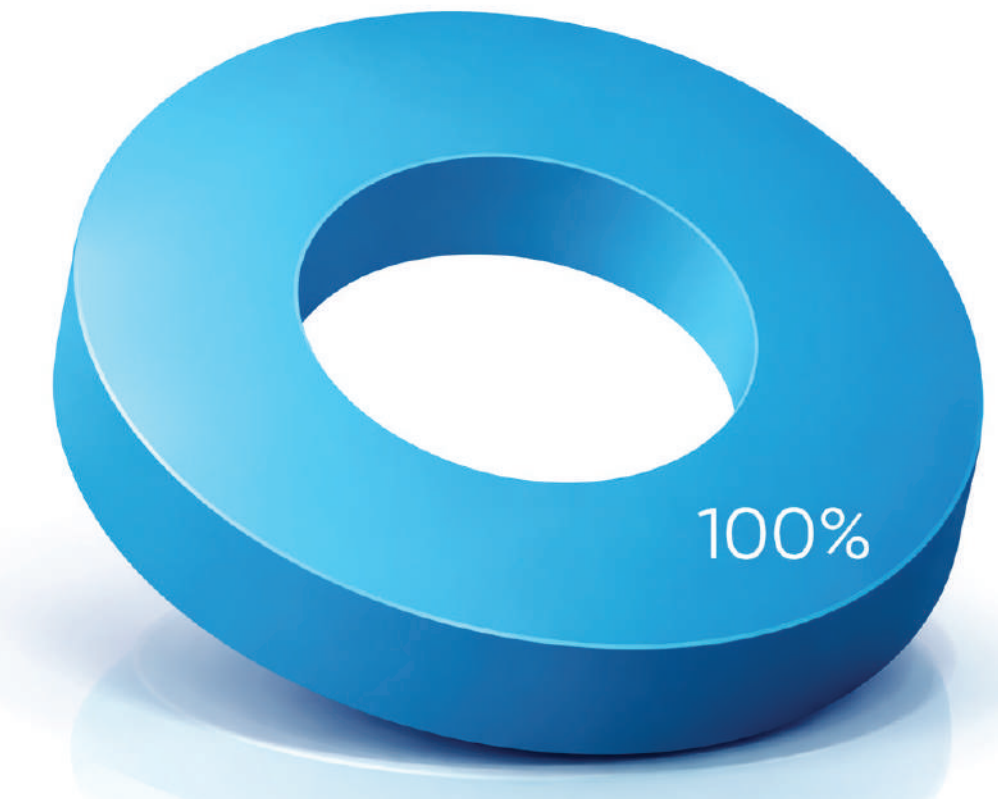
■ Scope 1 ■ Scope 2 ■ Scope 3

**ERKPORT
GREENHOUSE GAS
EMISSIONS**



■ Scope 1 ■ Scope 2 ■ Scope 3

**RDM
GREENHOUSE GAS
EMISSIONS**



■ Scope 1 ■ Scope 2 ■ Scope 3

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Emissions Scope	Emission Type	Emission Source	Company	ton of CO ₂	tons of CH ₄	ton of N ₂ O	ton of HFC	Emission Quantityton CO ₂ eq
Category 1: Direct Greenhouse Gas Emissions	1.1 Stationary Combustion	Wood	Erkport	0,0157	0,0012	0,0002	-	0,017
	1.1 Stationary Combustion - Generator	Diesel	Erkport	823,5799	0,9303	1,8205	-	826,331
	1.2 Mobile Combustion - On Road	Gasoline	Erkport	68,9636	0,6941	2,1734	-	71,8311
	1.2 Mobile Combustion - On-road	Diesel	Erkport	154,7538	0,2272	2,2236	-	157,205
	1.2 Mobile Combustion - Off-road	Diesel	Erkport	2939,9706	4,5939	309,7801	-	3.254,344
	1.2 Mobile Combustion - Ship	Diesel	Erkport	42969,3680	113,2512	316,6164	-	43.399,236
	1.2 Mobile Combustion - Ship	Residual Fuel Oil	Erkport	175688,7979	443,3078	1239,3551	-	177.371,461
	1.2 Mobile Combustion - On Road	Gasoline	Erkdeniz	7,4103	0,0746	0,2335	-	7,7184
	1.2 Mobile Combustion - On-road	Diesel	Erkdeniz	12,0432	0,0177	0,1730	-	12,2339
	1.2 Mobile Combustion - On Road	Gasoline	RDM	8,6891	0,0875	0,2738	-	9,0504
	1.2 Mobile Combustion - On-road	Diesel	RDM	0,6323	0,0009	0,0091	-	0,6423
	1.4 Leak Emissions	Refrigerant Gas Leaks	Erkport	-	-	-	1,3843	1,3843
	1.4 Leak Emissions	Refrigerant Gas Leaks	Erkdeniz	-	-	-	6,9338	6,9338
	1.4 Leak Emissions	Refrigerant Gas Leaks	RDM	-	-	-	0,1298	0,1298
	1.4 Leak Emissions	Fire extinguishers and systems	Erkport	0,0214	-	-	-	0,021
	1.4 Leak Emissions	Fire extinguishers and systems	Erkdeniz	0,9262	-	-	-	0,926
1.4 Leak Emissions	Fire extinguishers and systems	RDM	0,0002	-	-	-	0,0002	
							TOTAL	225.119,465

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Emissions Scope	Emission Type	Emission Source	Company	ton of CO ₂	tons of CH ₄	ton of N ₂ O	ton of HFC	Emission Quantity CO ₂ eq
Category 2: Indirect Greenhouse Gas Emissions from Purchased Energy	2. Imported Electricity		Erkport	-	-	-	-	18,947
			Erkdeniz	-	-	-	-	4,871
			RDM	-	-	-	-	4,595
							TOTAL	28,413
Category 3: Transportation and Logistics Indirect Greenhouse Gas Emissions	3.1 Emissions from the Transportation of Purchased Products		Erkport	-	-	-	-	11,222
			Erkdeniz	-	-	-	-	1,909
			RDM	-	-	-	-	0,931
	3.2 Emissions from the Transportation of Products		RDM	-	-	-	-	4.531,888
			Erkport	-	-	-	-	401,833
			Erkdeniz	-	-	-	-	5,567
3.3 Employee Commuting		RDM	-	-	-	-	6,237	
	3.4 Business Travel Emissions		Erkport	-	-	-	-	101,379
			Erkport	-	-	-	-	26,960
3.5 Accommodation		Erkport	-	-	-	-	51.249,630	
	3.6 WTT-All Fuels		Erkdeniz	-	-	-	-	4,834
				-	-	-	-	2,485
							TOTAL	56.344,875

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Emissions Scope	Emission Type	Emission Source	Company	ton of CO ₂	tons of CH ₄	ton of N ₂ O	ton of HFC	Emission Quantity ton CO ₂ eq
INTRODUCTION	4.1 Indirect Emissions from Raw Material Procurement		Erkport	-	-	-	-	5,974
			Erkdeniz	-	-	-	-	5,927
			RDM	-	-	-	-	0,329
OUR SUSTAINABILITY APPROACH	4.2 Indirect Emissions from Capital Goods		Erkport	-	-	-	-	108,830
			Erkdeniz	-	-	-	-	14,407
			RDM	-	-	-	-	0,357
ECONOMIC PERFORMANCE	4.3 Indirect Emissions from Waste Recovery/Disposal	Category 4: Indirect Emissions from Purchased Products, Capital Goods, and Services	Erkport	-	-	-	-	0,109
			Erkdeniz	-	-	-	-	11,520
			Erkport	-	-	-	-	48,769
ENVIRONMENTAL PERFORMANCE	4.3 Indirect Emissions from Water Supply and Wastewater Treatment		Erkdeniz	-	-	-	-	0,044
			RDM	-	-	-	-	0,043
			Erkport	-	-	-	-	407,289
SOCIAL PERFORMANCE	4.5 Emissions from Purchased Services		Erkdeniz	-	-	-	-	11,926
				-	-	-	-	9902,167
			TOTAL					10.517,691

EMISSION AND CLIMATE CHANGE MANAGEMENT

Emissions Scope	Emission Type	Emission Source	Company	ton of CO ₂	tons of CH ₄	ton of N ₂ O	ton of HFC	Emission Quantity CO ₂ eq
Category 5: Indirect Greenhouse Gas Emissions from the Use Phase and End-of-Life of Products	5.2 Emissions from Downstream Leased Assets		Erkport	-	-	-	-	146,801
	5.3 Indirect Emissions from the End of the Product Life Cycle		RDM	-	-	-	-	2.769,132
							TOTAL	2.915,934
Category 6: Other Indirect Greenhouse Gas Emissions	Electricity Transmission & Distribution		Erkport	-	-	-	-	1,543
			Erkdeniz	-	-	-	-	0,397
			RDM	-	-	-	-	0,374
							HOLDING TOTAL	294.928,692

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REDUCING OUR CARBON FOOTPRINT WITH THE POWER OF WIND

Erk Holding considers the fight against climate change a strategic priority and consistently undertakes initiatives throughout the year to reduce the environmental impact of its operations. In this context, an international-standard carbon offset project was implemented in 2024 to compensate for a portion of the emissions generated by maritime transportation and logistics activities.

Verified by VooSust and carried out through the Bares II Wind Power Plant located in Balıkesir, this initiative successfully offset a total of 120 tons of CO₂e on behalf of Erk Holding. As documented in the two certificates provided, two separate verified offset transactions—each corresponding to 60 tons of CO₂e—were completed on July 26, 2024.

This project is grounded in renewable energy production initiatives certified by internationally recognized verification mechanisms such as the Gold Standard and the Verified Carbon Standard. Through this effort, Erk Holding not only mitigated part of the carbon impact of its own operations but also contributed to the expansion of clean energy capacity in Türkiye.

Looking ahead, Erk Holding aims to further advance its carbon management performance beyond 2025, strengthening its low-carbon growth strategy and following a roadmap aligned with Türkiye's 2053 Net Zero target.

WE PROTECT MARINE ECOSYSTEMS: A CLEAN FUTURE FOR SMILING CREATURES

Through the treatment of ballast water using advanced technologies, millions of marine organisms are able to continue thriving **"in a cleaner, safer, and more sustainable environment"**



**WE NAVIGATE OUR BLUE
JOURNEY THROUGH THE
SUSTAINABLE USE OF
WATER.**



WATER AND WASTEWATER MANAGEMENT

In a world rapidly reshaped by climate change, water has become one of our planet’s most vital and vulnerable resources. Protecting water assets is therefore no longer a choice but an essential responsibility for global sustainability. At ERK Holding, we operate with full awareness of this responsibility; we comply with all international standards aimed at preventing water pollution across both our land-based and maritime operations, and we adopt the protection of water resources as a core principle in all activities in line with MARPOL regulations and contemporary water management practices.

In 2024, a comprehensive water footprint assessment was conducted in accordance with the ISO 14046 Water Footprint Standard, using a scientific and measurable approach to analyze water usage. The study was independently verified, enhancing the reliability and transparency of the results. The impacts of water consumption across operational processes were examined in detail, and areas with significant potential for improvement were identified. These findings enabled strategic decisions to advance water efficiency, clearly demonstrating the company’s analytical, responsible, and sustainability-oriented approach to water management.

Our 2024 water footprint results;

Water Footprint Type	Erkport	Erkdeniz	RDM	Toplam
Blue Water Footprint (m ³)	141.396,35	26,83	124,84	141.548,03
Grey Water Footprint (m ³)	129.644,01	36,22	168,54	129.848,77

Our water and wastewater quantities for 2024 are;

Water and Wastewater Quantity	Erkport	Erkdeniz	RDM	Toplam
Total Water Volume Drawn (m ³)	141.396,35	26,83	124,84	141.548,03
Wastewater Discharge (m ³)	127.256,71	24,14	112,35	127.393,20



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All wastewater (sewage) generated on our fleet's vessels is managed in full compliance with MARPOL Annex IV. After treatment through IMO-approved systems, wastewater is discharged only at distances permitted by international regulations (12 nautical miles). In coastal areas or restricted zones, wastewater is safely stored in dedicated sewage tanks.

We manage water and sewage in line with the requirements of MARPOL Annexes I, IV, V, and VI, as well as the IMO Ballast Water Management Convention (BWMC). Ballast water is treated using chemical-free UV disinfection technology, preventing the spread of invasive species and supporting the conservation of marine biodiversity. We monitor ballast water discharges through GPS-based systems, automatically record all discharge locations, and document the entire process in the vessel logbook. All systems are calibrated periodically, and operations are conducted in full compliance with IMO D-2 performance standards.

To reduce freshwater consumption, we utilize seawater treatment systems on our vessels, producing the water needed for operational use by treating seawater. In doing so, we actively contribute to the preservation of natural freshwater resources.



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Maritime transport is one of the most essential components of global trade; however, it is also an activity that must be carefully managed, not only because of its contribution to climate change, but also due to the pressures it places on marine and coastal ecosystems. Fuel spills from ship operations, operational discharges, bilge water, noise emissions, and physical disturbances to the seabed (such as dredging or berthing maneuvers) can alter the chemical and physical structure of the marine environment and threaten biodiversity.

The oceans, among the world's richest and most complex ecosystems, are home to millions of species, from fish populations to coral communities, benthic organisms to marine mammals. Disruptions to the life cycles of these species can have cascading effects on the food chain, ecosystem services, economic activities, and the global ecological balance. Therefore, protecting the marine environment and ensuring the sustainable management of biological diversity is not only an environmental priority but also a shared responsibility of the international community.





Our Approach to Protecting the Marine Ecosystem

As ERK Holding, the majority of our maritime transport operations take place in the Mediterranean Sea—one of the world’s most sensitive and biologically diverse marine ecosystems. This unique region is recognized internationally as a conservation priority due to its endemic species, migratory routes, breeding grounds, and habitats that require strict protection. We fully acknowledge that our maritime activities must be managed responsibly, not only in terms of their contribution to climate change but also with respect to their potential impacts on marine life, water quality, and biodiversity.

With this understanding, we plan all our operations in the Mediterranean with environmental sensitivities at the forefront. When establishing our navigational routes, we use digital mapping systems that incorporate special protection zones, marine mammal migratory corridors, and critical habitat areas.

Through this approach, we aim to minimize the environmental footprint of our operations on marine ecosystems.

Every voyage we undertake in the Mediterranean is not merely a transportation activity; it is a journey carried out in harmony with delicate marine ecosystems. Therefore, we consider the Mediterranean’s most valuable biodiversity areas in our route planning and adopt a navigation approach that respects these ecologically significant zones.

When our captains prepare navigation plans, they carefully study maps that highlight Natura 2000 marine protected areas, internationally designated Particularly Sensitive Sea Areas (PSSAs), Mediterranean monk seal (*Monachus monachus*) habitats, breeding and migration routes of *Caretta caretta* and *Chelonia mydas* sea turtles, and dense *Posidonia oceanica* seagrass meadows. Special attention is also paid

to the Mediterranean Pelagic Whale Sanctuary, an important habitat for large marine mammals.

These comprehensive map layers serve not only as navigational tools but also as conservation guides for our captains. Measures such as reducing vessel speed near sensitive areas, minimizing the risk of collision or disturbance, and avoiding maneuvers that could damage fragile habitats are integral parts of our daily operational practices.

Through this responsible operational approach, ERK Holding demonstrates that the Mediterranean’s rich biodiversity and commercial maritime activities can coexist in balance. For us, every route represents a responsibility shaped by environmental awareness and a commitment to safeguarding the future of the Mediterranean.

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BIODIVERSITY

SIGNIFICANT POTENTIAL IMPACTS OF ACTIVITIES ON BIODIVERSITY AND THEIR MANAGEMENT



The ecological sensitivity of the Mediterranean requires that the potential impacts associated with maritime transport be carefully and proactively managed. For this reason, we aim to safeguard the ecological integrity of the region by developing concrete, feasible, and internationally compliant measures for every biodiversity-related risk that may arise from our operations.

For instance, the transfer of species between regions through ballast water poses a serious risk of biological contamination in marine ecosystems. To mitigate this, all our vessels fully comply with the IMO Ballast Water Management Convention. We actively operate our ballast water treatment systems and conduct annual calibration and performance verification. This

approach significantly reduces the risk of transporting invasive organisms while sailing across the Mediterranean.

Wastewater management is another critical factor affecting biodiversity. Any untreated wastewater discharged into the sea can degrade water quality and threaten sensitive habitats. Therefore, we do not release any biologically based wastewater into the marine environment without treatment. All discharge processes are monitored rigorously and carried out strictly in accordance with MARPOL Annex IV and applicable port regulations.

Another major ecological risk is the unintentional transfer of organisms attached to ship hulls into new environments. To prevent this, we have standardized the use of environmentally friendly, low-toxicity antifouling systems across our fleet. These specialized coatings reduce the risk of biological transfer by preventing organisms from attaching to the hull, while simultaneously improving hydrodynamic performance and reducing fuel consumption, providing dual benefits for both ecosystem protection and energy efficiency. The performance of these antifouling systems is ensured through regular hull cleaning and maintenance activities.

The large marine mammals of the Mediterranean, particularly whales and sea turtles, follow distinct migration routes. In areas where these routes intersect with maritime traffic, the risk of collision and disturbance increases. For this reason, when planning our routes, we intentionally avoid regions with high concentrations of sensitive species, use alternative routes

during migration periods, and reduce vessel speed in areas where necessary.

Sensitive seagrass habitats, especially *Posidonia oceanica* meadows, are vital to the Mediterranean's oxygen production and carbon sequestration capacity. Therefore, when navigating near these areas, we reduce speed or adjust our routes to maintain a safe distance. This prevents physical damage to seagrass beds and supports the continued provision of essential ecosystem services.

Another factor that may affect marine life is underwater noise. Engine-generated noise can disrupt the navigation and communication behavior of species such as whales and dolphins. Accordingly, we maintain strict engine maintenance standards, reduce speed in specific areas, and adopt operational plans designed to minimize underwater noise wherever possible.

Throughout all these processes, we fully implement waste management requirements under MARPOL Annexes I, IV, and V; systematically assess biodiversity-related risks; and provide continuous environmental awareness training to our employees. Thus, we approach maritime transport not merely as an operational activity, but as a responsibility that must be carried out in harmony with the Mediterranean's rich biodiversity.

This holistic approach reflects ERK Holding's commitment to conducting all maritime activities with the highest level of environmental responsibility. It forms the foundation of our sustainable maritime model, which aims to preserve and carry the ecological richness of the Mediterranean Sea into the future.



Our Port Operations

In addition to its maritime transport activities in the Mediterranean, ERK Holding provides cargo handling services as a subcontractor at certain ports. While these activities do not grant direct decision-making authority over the port's overall management, environmental infrastructure, or ecosystem stewardship, we recognize that cargo-handling processes may have indirect impacts on the marine environment. Therefore, we carry out all operations in full compliance with environmental procedures established by port authorities and national regulations.

During subcontracted cargo-handling activities, our operations are planned and executed in alignment with the port management's environmental risk assessments, protective measures, and operational rules. This ensures the protection of marine life, the prevention of water quality degradation, and the avoidance of damage to sensitive ecosystems within the port area. All employees receive training in accordance with the port's environmental instructions and actively participate in port-implemented control mechanisms designed to prevent spills, leaks, and potential biological impacts.

Within the scope of our port operations:

- Spill and leak risks during cargo handling are controlled in accordance with port procedures.
- Environmental barriers, spill-prevention systems, and early warning measures required for the handling of chemical and particulate cargoes are meticulously implemented.
- All rules pertaining to biodiversity-sensitive areas or species within the port zone are followed in line with port management directives.

As ERK Holding, we provide regular environmental and biodiversity awareness training to all employees to ensure compliance with the port's environmental management system. Although our role as a subcontractor does not involve direct responsibility for habitat management, we operate with a strong corporate commitment to minimizing environmental impacts and supporting the port's biodiversity conservation practices. Through this approach, we ensure that our sustainable marine ecosystem protection model is fully integrated into our port operations as well.



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Waste Management in Port Operations

At ERK Holding, we carry out waste management activities at port facilities in full compliance with the environmental procedures established by port authorities. All waste generated during our operations is sorted by type, transported to temporary storage areas designated by the port, and handed over in accordance with port management instructions. This process ensures seamless alignment with the environmental management systems of the ports and allows for systematic documentation of all waste-related activities.

For certain waste types, ERKPORT directly manages disposal processes to the extent authorized by the port administration. Throughout these procedures, we maintain complete documentation of all outputs, ensuring full traceability both for our internal environmental management system and for the port's oversight mechanisms.

Waste Management in Office Activities

In our office operations, we collect all waste—such as paper, plastics, packaging materials, electronic waste, batteries, and toner/cartridges—separately at the source in line with the Zero Waste Regulation. Waste is accumulated at designated collection points created for each waste category and regularly delivered to building management to ensure proper recycling.

In addition, we actively promote the use of digital applications to reduce paper consumption and maintain a work culture that minimizes the need for printing.

We believe that the sustainability of waste management practices is directly linked to the knowledge and awareness of our employees. Therefore, we implement regular training programs across all operational units, ensuring that employees remain informed about environmental responsibilities, waste segregation principles, and applicable legislation. Through this continuous education, we strengthen the overall effectiveness of our environmental management system.

WASTE MANAGEMENT





OUR SOCIAL PERFORMANCE



Our Occupational Health and Safety Approach

At Erk Holding, we manage occupational health and safety through a comprehensive framework that encompasses all our port operations and maritime transportation activities, in alignment with our Occupational Health and Safety Policy. Recognizing the diverse risks inherent in our operational fields, we integrate our processes under a unified management approach, ensuring consistent, traceable, and continuously improving occupational health and safety practices both on land and at sea.

We carry out our port operations and office activities in accordance with the ISO 45001 Occupational Health and Safety Management System, fully complying with national legislation, sector-specific requirements, and port management regulations. All processes are executed within the scope of Occupational Health and Safety Law No. 6331 and its related regulations. In our maritime transportation activities, we adhere strictly to international maritime requirements; our ship operations are conducted in compliance with the ISM Code, SOLAS, MARPOL, STCW, flag state regulations, and the rules of independent international classification societies responsible for supervising the technical safety of ships, as well as port state control inspections.

Through this integrated management approach, we ensure safe working conditions across all operational areas, continuously strengthening occupational health and safety as a core component of our commitment to responsible and sustainable operations.



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Our Risk Assessment Activities

We systematically identify potential hazards and risks across our port, office, and ship operations through field observations, employee reports, OSH Committee meetings, internal audits, job-specific assessments, and periodic inspections. In these processes, we utilize both physical and digital observation and recording tools, enabling instant and traceable hazard detection. All findings are reviewed by our Risk Assessment Team and documented in the "Risk Assessment Report," while responsible parties, action timelines, and progress status are regularly monitored through digital tracking systems.

Our approach to hazard control is based on the risk management hierarchy. Wherever possible, we eliminate the hazard; when elimination is not feasible, we apply substitution, engineering controls, and administrative measures; and as a last resort, we mandate the use of personal protective equipment (PPE). PPE is provided to all employees, and its distribution and suitability for use are tracked through digital inventory systems.

All OHS processes are documented and implemented in line with the ISO 45001 Occupational Health and Safety Management System. The suitability and effectiveness of the system are evaluated through annual internal audits, management reviews, digital audit records, and OHSB (Occupational Health and Safety Board) coordination. Regulatory changes under Occupational Health and Safety Law No. 6331 are monitored through digital legislation tracking tools and integrated into our processes accordingly.

We receive accident, incident, near-miss, and non-compliance notifications through both physical and digital reporting channels. Root cause analyses are carried out to identify underlying issues, taking into account human, equipment, process, and environmental factors. Preventive and corrective actions are defined based on these analyses, and both their implementation and effectiveness are continuously evaluated.



Investigation results are discussed in OSH Committee meetings, and risk assessments, procedures, and instructions are updated in light of these findings.

Our employees can report hazards through multiple communication channels. Near-miss reporting forms, digital reporting modules, mobile communication tools, suggestion systems, and employee representatives are actively used for this purpose. Employees who report hazards are protected against any form of retaliation in line with our company policy, and when necessary, reports are submitted directly to the Occupational Health and Safety Department and evaluated confidentially.

Employees have the right to refuse work in situations involving serious and imminent danger, in accordance with Article 13

of Law No. 6331. Once such a report is made, the situation is evaluated by the OHS expert, the relevant supervisor, and management. The employee's work activity is suspended until all necessary safety measures are implemented, and no adverse action may be taken against employees who exercise this right.

All OHS performance data—including near-miss reports, accident records, non-compliance notifications, field observations, and internal audit results—are recorded, analyzed, and monitored through digital systems using defined key performance indicators (KPIs). The insights generated from these analyses are regularly reviewed in management reports and contribute to the continuous improvement of our occupational health and safety system.

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Our employees can report hazards through a variety of communication channels. Near-miss reporting forms, digital reporting modules, mobile communication tools, suggestion systems, and employee representatives are all actively used for this purpose. Employees who report hazards are protected against any form of retaliation in accordance with our company policy, and when necessary, reports are submitted directly to the Occupational Health and Safety Department for confidential evaluation.

In accordance with Article 13 of Law No. 6331, our employees have the right to refuse work in situations involving serious and imminent danger. When such a report is made, the situation is assessed by the OHS expert, the relevant supervisor, and management. The employee's activity is immediately suspended until all necessary safety measures are taken, and no adverse action may be taken against employees who exercise this right.

All OHS performance data—including near-miss events, accident records, non-compliance notifications, field observations, and internal audit results—are recorded, analyzed, and monitored through digital systems using key performance indicators (KPIs). The insights generated from these evaluations are regularly reviewed in management reports and support the continuous improvement of our occupational health and safety system.

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Indicator	Unit	Erkport	Erkdeniz	RDM	Total
Near-miss incident	Number	90	0	0	90
Accident with lost days	Number	38	0	0	38
Lost Days	Number	241	0	0	241
Accident Frequency Rate	Ppm	8,38	0	0	8,38
Accident Severity Rate	Ppm	53,14	0	0	53,14
Total Working Hours	Man-Hours	4.535.160	0	0	4.535.160
Work-Related Death	Number	0	0	0	0
Occupational Illnesses	Number	0	0	0	0



Employee Participation

We systematically ensure the active involvement and feedback of our employees in the development, implementation, and evaluation of our occupational health and safety management system. Employees contribute directly to our OHS processes through OHS Committees, employee representatives, field meetings, working groups, and digital reporting tools.

Our OHS Committees are established in accordance with legal requirements, and employee representatives play an active role in the functioning of these committees. By directly communicating field-level risks, hazards, and improvement needs to management, they meaningfully support decision-making processes. Committee meetings are held at intervals appropriate to the hazard classification of each workplace, and employee feedback, needs, and improvement suggestions are evaluated regularly. In this way, committee work not only strengthens employee participation but also guides the continuous improvement of our OHS management system.

Employees may report hazards, risks, and suggestions through various communication channels. Near-miss reports, field observation records, mobile applications, digital reporting platforms, suggestion boxes, and feedback provided directly to OHS specialists or employee representatives are collected and evaluated on a regular basis. All non-conformities and proactive field reports are documented through the "Field Non-Conformity Report," and necessary actions are planned and monitored systematically.

To ensure easy access to OHS-related information, we regularly share our OHS policy, risk assessment outcomes, accident and near-miss reports, procedures, and emergency response plans through training sessions, meetings, bulletin boards, digital announcements, and communication platforms. Through these practices, employees actively participate in our processes, strengthen our safety culture, and contribute to the continuous enhancement of our occupational health and safety management system.



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Employee Training

We plan and implement occupational health and safety (OHS) training with the aim of increasing our employees safety awareness, embedding safe behavior as a habit, and fostering a strong safety culture across our company. We regard these training programs not merely as a legal obligation but as a fundamental development tool that enables employees to anticipate risks, make informed decisions, and consistently apply safe practices in their daily work processes.

In line with this approach, our OHS training programs are designed to help employees work consciously and safely. Training content covers both general OHS topics and workplace-specific hazards, high-risk activities, and requirements tailored to employees' job roles. When determining training needs, we take into account the results of risk assessments, accident and near-miss records, legal requirements, employee feedback, and the technical evaluations of our OHS specialists.



OCCUPATIONAL HEALTH AND SAFETY



Our training programs include fundamental and task-specific topics such as workplace hazards, the correct use of personal protective equipment, emergency response procedures, working at heights, and the safe operation of lifting equipment. In addition, we conduct "spot training" sessions, brief, targeted safety briefings delivered before the start of daily operations. These short sessions reinforce the specific risks associated with the day's work, highlight required safety measures, and remind employees of the equipment to be used, thereby increasing immediate situational awareness and strengthening safe behavior in the field.

All training programs are delivered by competent OHS experts and certified trainers and are planned according to employees' job descriptions. We evaluate the effectiveness of training through written exams, practical drills, field observations, and participant feedback. The results of these evaluations are reviewed in OHS Committee meetings, and if necessary, training content is updated to ensure continuous improvement.

Through these practices, we enhance employees' knowledge and awareness, strengthen our overall safety culture, and support the effective and sustainable implementation of our occupational health and safety management system.

Emergency Preparedness

We consider emergency preparedness a critical component for ensuring the safety of our employees and the continuity of our operations. In this context, we plan and implement regular training programs covering emergency teams, response procedures, and site-specific emergency scenarios. All employees are informed about how to respond during emergencies, which equipment to use, and how to reach designated assembly areas.

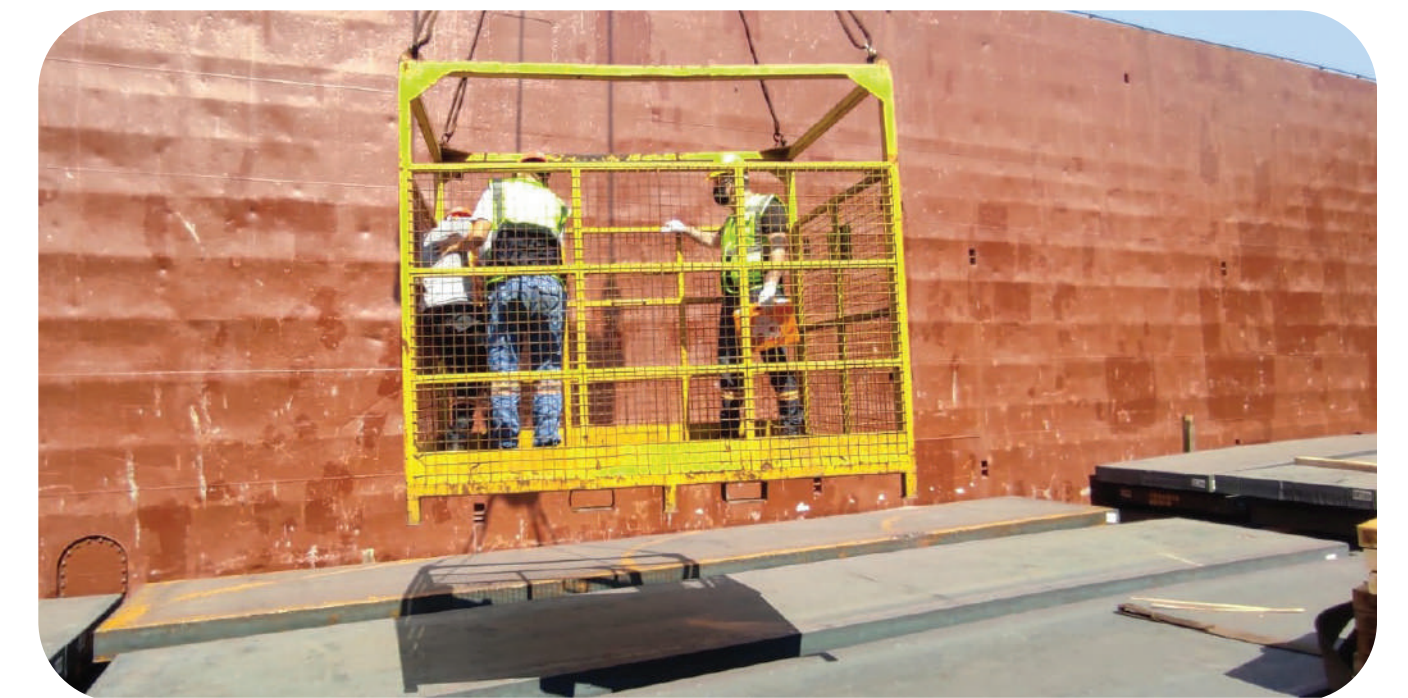
Our emergency response teams include firefighting, first aid, search and rescue, and evacuation teams. Team members receive specialized training aligned with their roles, and their practical skills are reinforced through hands-on exercises following each training session.

As a key element of our emergency preparedness, we conduct regular drills for various scenarios, including fire, evacuation, leaks, chemical spills, and emergencies specific to maritime operations. The outcomes of these drills are analyzed in detail, and our procedures are updated based on field observations, team performance assessments, and feedback from OHS experts.

In 2024, we successfully carried out drills aimed at enhancing employee awareness and strengthening emergency response capabilities in the following areas:

- Fire
- Spills and Leaks
- First Aid and Rescue

Through these efforts, we continually improve employees' emergency awareness, enhance the response capacity of our teams, and strengthen the overall effectiveness of our emergency management system.



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Health



We implement a comprehensive occupational health management system to protect employee health, prevent work-related risks, and control exposure in the workplace. Pre-employment and periodic medical examinations are regularly conducted by our workplace physician, taking into account employees' job descriptions, potential exposures, and working conditions. The results of these examinations are analyzed to enable the early detection of occupational diseases, and fitness-for-work assessments are carried out where necessary. Employees have easy access to the workplace physician and the health unit; health services are provided in alignment with shift schedules, and strict confidentiality is maintained throughout all processes.

We regularly monitor physical, chemical, biological, and ergonomic factors in the work environment—such as noise, dust, gases, lighting, vibration, and thermal comfort—and any areas identified as exceeding limit values are evaluated as potential risk sources. These findings are addressed through engineering controls, administrative measures, and appropriate personal protective equipment, ensuring a systematic reduction of workplace health risks. Work-related health risks are continuously monitored by integrating employee feedback, health complaints, near-miss reports, and accident analyses into our evaluation processes. We manage the confidentiality and security of health data in accordance with KVKK and ISO 45001 requirements. Employee medical information is accessible

only to authorized healthcare personnel; electronic records are stored in encrypted systems, and physical documents are securely kept in locked cabinets. Health-related information is used exclusively for monitoring and preventive purposes—it is never used for disciplinary action, termination, or any negative employment decisions.

Beyond workplace physician evaluations, we support the overall health and well-being of our employees through a variety of programs. These include smoking cessation awareness initiatives, information on obesity and healthy living, ergonomics training, and stress-management-focused digital content. Periodic wellness events and partnerships with sports centers further contribute to helping employees develop and maintain healthy lifestyle habits.

We systematically record work-related accidents, near-miss events, and health complaints, and evaluate them through detailed root cause analyses. These analyses consider human factors, equipment condition, work methods, and environmental conditions together, enabling us to identify the underlying causes comprehensively. Based on the findings, we plan the necessary corrective and preventive actions to prevent recurrence.

Work-related health symptoms, such as musculoskeletal disorders, respiratory complaints, or skin irritations, are closely monitored by our workplace physician. We mitigate associated risks through ergonomic improvements, adjustments to work organization, and engineering controls.

Through this holistic approach, we safeguard the health of our employees while strengthening the effectiveness of our occupational health and safety management system and building a proactive structure capable of addressing both current and future health risks.

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**TRAINING AND DEVELOPMENT
CONSTITUTE A STRATEGIC
PILLAR THAT STRENGTHENS
EMPLOYEE COMPETENCIES AND
DIRECTLY CONTRIBUTES TO OUR
OPERATIONAL SUCCESS.**

At Erk Holding, the development of employee knowledge and skills is not viewed merely as a human resources function; it is recognized as a strategic element that directly influences the sustainability, reliability, and efficiency of all company processes. Given the nature of our maritime, logistics, and integrated operations, employee competence is critical not only for operational success but also for safety.

For this reason, training and development is planned, measured, and continuously improved in full alignment with our ISO 9001 Quality Management System, ISO 14001 Environmental Management System, ISO 45001 Occupational Health and Safety Management System, and ISO 27001 Information Security

Management System. Our employees form an essential part of the principles of "competence," "awareness," and "continuous improvement," which lie at the core of these management systems.

At Erk Holding, training processes begin with individual and managerial needs analyses conducted at designated periods throughout the year. At the beginning of each year, training requests are systematically collected from all departments and evaluated in detail based on employee job descriptions, technical requirements, occupational health and safety risks, environmental impacts, international maritime standards, and regulatory updates. Following this comprehensive assessment,

the Annual Training and Development Plan is prepared. This plan functions not only as a framework for the year's training activities but also as a strategic roadmap that guides the company's operational objectives and employee development initiatives. It encompasses a wide range of programs, including mandatory training, technical development courses, personal development topics, sector-specific maritime training, and legal compliance requirements.

Through this rigorous preparation process, all training activities delivered throughout the year remain purposeful, needs-based, and sustainable, ensuring continuous development aligned with the company's strategic priorities.

TALENT AND CAREER MANAGEMENT



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Erk Holding's training activities extend beyond supporting the professional and personal development of employees; they also encompass a comprehensive structure that contributes to career transitions and long-term employment continuity.

The training programs we organize to enhance the knowledge and skills of our employees include the following:

Orientation Training: Structured programs designed for newly hired employees or existing employees transitioning into new roles, planned in accordance with job descriptions.

Technical Development Training: Courses designed to improve and update employees' technical competencies.

Management Systems Training: Training delivered within the scope of key management systems, including Environment, Occupational Health and Safety, Quality, and Information Security.

Legal and Mandatory Training: Programs organized in line with legal and other compliance requirements, such as Environmental Management, Occupational Health and Safety, Emergency Response, and Working Safely at Heights.

Ethics Training: Training on ethical rules, anti-corruption, conflict of interest, and principles of responsible business conduct.

Sustainability Training: Programs aimed at increasing employee awareness of sustainability and strengthening environmentally responsible behavior.

Throughout 2024, we significantly expanded the scope of our training investments. The programs delivered covered a wide range of topics—from technical operations management to information security, from ethical business conduct to emergency preparedness, from environmental management to digital transformation competencies.

Our training performance indicators for the end of the year are as follows:

Average training hours per employee: 132.5 hours

Average training hours per female employee: 61.5 hours

Average training hours per male employee: 71.5 hours

These figures demonstrate that training at Erk Holding is not merely a requirement but has evolved into a corporate culture in which employees actively participate to support continuous learning and development. At Erk Holding, we recognize that strong organizations are built on strong people. For this reason, we believe that every investment made in employee development directly enhances operational safety, service quality, environmental performance, and sustainable growth. With our training approach, integrated with our management systems, tailored to organizational needs, and focused on continuous improvement, we ensure that our employees are equipped not only with the competencies required today but also with the skills needed for the future. This culture of learning and development continues to serve as one of the most significant competitive advantages of our company.



INTRODUCTION

Our organization upholds the principle of treating all employees equally, fairly, and with respect, in full alignment with our Human Resources Regulations and our Code of Ethics and Compliance. Discrimination based on gender, age, ethnicity, disability, religion, political views, social status, or any other demographic characteristic is strictly prohibited across all recruitment, promotion, compensation, and training processes.

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To ensure the objective evaluation of candidates in recruitment, gender, nationality, and photographs have been removed from application forms. A zero-tolerance policy is enforced against discrimination, harassment, mobbing, and mistreatment, and all employees are evaluated in line with the principles of equal opportunity and inclusive leadership.

ECONOMIC PERFORMANCE

Employees may submit confidential and secure notifications through the Ethics Violation Reporting Line. All reports received are examined by the Ethics Committee in an independent, objective, and confidential manner. In 2024, no cases of discrimination, harassment, mobbing, or mistreatment were reported within our organization.

ENVIRONMENTAL PERFORMANCE

Female employees are employed in the PDI departments at both Haydarpaşa and Yalova Ports, reflecting our commitment to diversity and equal opportunity in operational roles as well.

SOCIAL PERFORMANCE

The same principles apply across our supply chain. Under our Supplier Code of Conduct Procedure, it is a fundamental requirement that suppliers refrain from any practices involving discrimination, harassment, bullying, or mistreatment of employees. Such behaviors are strictly unacceptable, and all suppliers are expected to fully comply with ethical conduct, social responsibility expectations, and internationally recognized human rights principles.

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**AS ERK HOLDING,
WE SUPPORT
WOMEN'S ARTISTIC
POWER.**



At Erk Holding, we consider strengthening gender equality an integral component of our sustainability approach. As part of International Women's Day on March 8, we organized a "Sculpture Workshop" that offered our female employees a creative space and an enjoyable gathering that reinforced team solidarity.

The sculptures, created using sustainable materials, showcased our female employees' productivity,

creativity, and contributions to corporate life. This event further reinforced our inclusive and egalitarian corporate culture.

At Erk Holding, we will continue to advance practices that support the social, cultural, and professional development of women, and we will strengthen our commitment to diversity, equality, and inclusion each year.

Our Diversity, Equity, and Inclusion Performance in 2024

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Board of Directors	2024
Woman	0
Man	6

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Board of Directors Age Group	2024
Under 30 :	0
30 to 50 years old:	4
Upper 50 :	2

ECONOMIC
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Ethics Committee	2024
Woman	1
Man	4

ENVIRONMENTAL
PERFORMANCE

Ratio of Employees by Gender	2024 %
Woman	12
Man	88

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Percentage of Female Employees	2024
Total Female Employee Ratio	%12
Müdür Pozisyonunda Çalışan Kadın Oranı	%22
Percentage of Women in Total Management Positions (Managers, Supervisors, etc.)	%32

Percentage of female employees in the top 10% of earners (%)	2024
RDM	0%
ERKDENİZ	0%
ERKPORT	36%

Age Group	2024
Under 30 :	%51
30 to 50 years old:	%29
Upper 50 :	%20

Percentage of female employees in the top middle quartile wage bracket (%)	2024
RDM	0%
ERKDENİZ	0%
ERKPORT	10%

Percentage of female employees in the top 10% of quarterly salary earners (%)	2024
RDM	0%
ERKDENİZ	0%
ERKPORT	30%

Percentage of female employees in the bottom 10% of the salary distribution	2024
RDM	50%
ERKDENİZ	0%
ERKPORT	6%

Percentage of female employees in the bottom 10% of the salary distribution	2024
RDM	0%
ERKDENİZ	0%
ERKPORT	4%



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Erk Holding embraces as a core value the commitment to ensuring that all employees work in a safe, fair, equal, and respectful environment that upholds human dignity. Respect for human rights is a fundamental principle embedded across all processes, from recruitment and working conditions to employee participation and supply chain practices.

Employee Satisfaction

Employee satisfaction and well-being constitute an important pillar of our corporate development. For this reason, we regularly conduct employee satisfaction surveys and develop improvement actions to enhance the overall employee experience.

In the employee satisfaction survey conducted in 2024, our satisfaction score was measured at 72.5%. These results guide our efforts to strengthen human resources practices, improve workplace conditions, and support employee engagement.

As Erk Holding, we also organize our traditional ErkFest event every autumn. This festival brings together our employees and their families, strengthens the bonds between teams working in different locations, and further reinforces our corporate culture.



Throughout the day, ErkFest hosts cultural activities, sports events, workshops, and stage performances. Dedicated fun areas for children enable our employees to enjoy quality time with their families. Through this event, we aim to strengthen social connections, support work-life balance, and boost motivation. We also create an environment that fosters communication between teams, enhances the sense of belonging, and strengthens corporate unity.

Erk Holding considers the full and effective exercise of employees' legal rights as a fundamental working principle. All leave entitlements defined under Turkish labor legislation are granted in full, and leave processes are managed in a transparent, fair, and accessible manner in accordance with the Human Resources Regulation. Within this framework, our employees benefit from the following leave rights:

Annual Paid Leave: In accordance with Law No. 4857, employees' seniority-based annual paid leave entitlements are granted in full.

Special Leave: All special leave rights defined in applicable legislation, such as marriage, the death of a close relative, relocation, and extraordinary events (e.g., fire, flood)—are provided without exception.

Maternity, Paternity, and Parental Leave : Female employees benefit from pre- and post-natal maternity leave, breastfeeding breaks, and unpaid parental leave as defined by law. Male employees are granted full paternity leave rights.

Breastfeeding Breaks: Daily breastfeeding breaks for new mothers are implemented in a supportive and facilitative manner, enabling employees to balance work and motherhood responsibilities.

Health Leave and Sick Reports: Employees' health-related leave entitlements are granted in full and in full compliance with legislative requirements.

Rights of Employees with Disabilities: Employees with disabilities are granted all legally defined leave rights related to medical examinations, reporting processes, and treatment needs.

National and Public Holidays: All employees fully benefit from national and public holiday entitlements as defined by law.

EMPLOYEE SATISFACTION AND HUMAN RIGHTS

Employee Demographics	2024		
	Erkport	Erkdeniz	RDM
Employees Who Left the Company	200	1	9
Female Office Worker	6	1	2
Male Office Worker	14	0	7
Female Field Worker	4	0	0
Male Field Worker	176	0	0
Employee Turnover	210	0	0
Woman	13	0	0
Male	197	0	0
Number of Employees on Maternity Leave	2	0	0
Woman	0	0	0
Male	2	0	0
Number of Employees Returning from Maternity Leave	2	0	0
Woman	0	0	0
Male	2	0	0
Number of Employees Who Did Not Leave Their Job Within 12 Months After Maternity Leave	2	0	0
Woman	0	0	0
Male	2	0	0
Total Number of Employees with Disabilities	13	0	0
Woman	0	0	0
Male	13	0	0
Number of Employees Covered by Collective Bargaining Agreements	0	0	0



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As Erk Holding, we consider creating value for society, supporting young people in their educational journeys, and strengthening equal opportunity to be core components of our corporate responsibility. In line with this commitment, we provided scholarship support to university students in cooperation with the İnci Foundation during the 2024–2025 academic year.

Within the scope of the İnci Foundation's 2024–2025 Academic Year Scholarship Program, 26 students studying in 10 different universities and 10 different academic departments received scholarships for a nine-month period between October 2024 and June 2025. Through this support, our goal is to contribute to the academic development of young individuals, promote equality in education, and nurture the talent and potential of future generations.

Erk Holding grounds its social responsibility activities in the principles of creating sustainable and long-term value, with a particular emphasis on generating social impact through educational support. We aim to continue contributing to initiatives that increase young people's access to educational opportunities in the coming years.



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Economic Performance Data	2022	2023	2024		
			Erkport	Erkdeniz	RDM
Total net sales revenue (TL) including subsidiaries of your organization	₺1.371.083.690,63	₺5.294.734.350,81	₺7938.350.282,72	₺437921.068,01	₺1.221.446.549,96
Total net sales amount (TL) of companies covered by the Sustainability Report	₺1.371.083.690,63	₺5.294.734.350,81	₺7938.350.282,72	₺437921.068,01	₺1.221.446.549,96
EBITDA (TL)	₺77.714.688,29	₺319.157.878,69	₺244.740.696,51	-₺85.940.928,33	₺17.885.670,47
Net debt (TL)	₺85.235.426,65	₺1.826.609.898,62	₺2.949.468.158,99	₺302.533.154,29	₺206.375.357,37
Return on equity (ROE) (%)	47,31%	68,46%	12,57%	581,16%	4,88%
Total Assets (TL)	₺349.948.523,46	₺2.353.047.205,61	₺3.567.947.979,66	₺294.187.671,92	₺279.696.844,84
Total Investment Amount (TL)	₺9.565.760,54	₺140.796.877,00	₺193.084.133,83	₺0,00	₺30.207,29
Direct economic value created - Net Sales Revenue (TL)	₺1.371.083.690,63	₺5.294.734.350,81	₺7938.350.282,72	₺437921.068,01	₺1.221.446.549,96
Incentives and funds received from government and international institutions (TL)	₺0	₺0	₺26.245.294	₺0	₺0
Supplier structure (based on purchase amount) (TL)	₺50.160.333	₺69.229.644	₺4.577.097	₺2.349.329	₺81.186
Local supplier	₺50.160.333	₺69.229.644	₺4.577.097	₺2.349.329	₺81.186
Non-local (foreign) supplier	0	0	0	0	0
Supplier Structure (Number of Suppliers)	297	298	196	0	16
Local supplier	297	298	196	0	16
Non-local (foreign) supplier	0	0	0	0	0

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Environmental Performance Data	2022	2023	2024		
			Erkport	Erkdeniz	RDM
Total Energy Consumption Based on Fuels	–	–	2.903.638,51	269,46	133,92
Diesel Consumption (GJ)	–	–	632.762,11	162,53	8,53
Gasoline Consumption (GJ)	–	–	995,15	106,93	125,38
Residual Fuel Oil (GJ)	–	–	2.269.881,11	–	–
Wood - Fire Drill (GJ)	–	–	0,14	–	–
Total indirect (purchased) energy consumption (kWh) (electricity)	–	1.851.783,42	42.867,35	11.019,27	10.395,25
Total renewable energy consumption (kWh)	0	0	0	0	0
Total energy savings (kWh) (achieved through efficiency projects)	0	0	0	0	0
Water withdrawal by source (m ³)	–	4073,50	141.396,35	26,83	124,84
Mains water	–	4073,50	141.396,35	26,83	124,84
Surface water	–	–	–	–	–
Total water recovery (m ³)	0	0	0	0	0
Total wastewater discharge (m ³)	0	3592,53	127.256,71	24,14	112,35
Natural receiving environment	0	0	0	202,00	0
Wastewater channel	0	0	127.256,71	24,14	112,35

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Environmental Performance Data	2022	2023	2024		
			Erkport	Erkdeniz	RDM
Total waste amount (tons)	1,36	0,00	23,18	50,94	0
Recovered (R-coded) non-hazardous waste	1,36	0	6,50	13,59	0
Recovered (R-coded) hazardous waste	0	0	16,68	17,14	0
Non-hazardous waste disposed of (D-coded)	0	0	0	20,22	0
Hazardous waste disposed of (D-coded)	1,36	0	0	0,00	0
Other non-hazardous waste sent to intermediate storage	0	0	0	0,00	0
Other hazardous waste sent to intermediate storage	0	0	0	0,00	0
Cases arising from non-compliance with environmental regulations	0	0	0	0	0
Total number of cases	0	0	0	0	0
Total number of lawsuits	0	0	0	0	0
Number of financial penalties	0	0	0	0	0
Total amount of financial penalties (TL)	0	0	0	0	0
Number of non-monetary penalties	0	0	0	0	0

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Environmental Performance Data	2022	2023	2024		
			Erkport	Erkdeniz	RDM
Total direct greenhouse gas emissions (scope 1) (tons of CO2)	–	23491,87	225.081,83	27,81	9,82
Total indirect greenhouse gas emissions (scope 2)	–	804,15	18,95	4,87	4,59
Total indirect greenhouse gas emissions (scope 3)	–	–	52.510,34	56,53	17.213,94
Greenhouse gas emissions per unit of production (ton CO2/kWh)	–	–	–	–	–
Amount of air pollutant emissions from shipping activities (annual amount)	1	0,6	–	–	–
SOx (m/m%)	0	0,1	–	–	–
NOx	–	–	–	–	–
Other (mass fraction)	1	0,5	–	–	–
Amount spent on environmental activities and investments (TL)	0	₺50.000,00	₺0,00	₺0,00	₺0,00
Measurement and analysis costs	0	0	0	0	0
Total waste costs	0	0	0	0	0
Chemical expenses	0	0	0	0	0
Personnel expenses	0	0	0	0	0
Certification and permit expenses	₺140.573,00	₺140.573,00	₺243.515,42	₺0,00	₺0,00

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Environmental Performance Data	2022	2023	2024		
			Erkport	Erkdeniz	RDM
Consulting and training costs	–	–	₺446.546,53	₺28.000,00	₺109.375,00
Maintenance and repair expenses	0	0	₺81.728.867,44	₺610.805,84	₺98.988,93
Environmental investment costs (TL)	₺0	₺50.000,00	₺0,00	₺0,00	₺0
Waste oil tanks for ports	0	₺50.000,00	₺0,00	₺0,00	₺0,00
Total number of leakage and spill incidents (number)	0	0	0	0	0
Total leakage and spill volume (tons)	0	0	0	0	0
Supplier environmental audit and development programs	-	-	-	-	-
Number of suppliers that passed environmental audits	297	298	194	0	16
Number of suppliers audited for the first time	26	25	0	0	0
Number of suppliers failing the audit	67	29	0	0	0
Number of suppliers whose contracts were terminated as a result of the audit	67	29	0	0	0

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Social Performance Data	2022	2023	2024		
			Erkport	Erkdeniz	RDM
Total Workforce (Number)	680	1560	1034	18	7
Direct Total Workforce (Number)	680	1134	608	18	7
Office Worker	238	389	94	18	7
Woman	123	196	22	3	1
Male	115	193	72	15	6
Field Employee	442	745	514	0	0
Woman	0	9	24	0	0
Male	442	736	490	0	0
Contractor Total Workforce (Number)	0	426	426	0	0
Office Worker	0	0	0	0	0
Woman	0	0	0	0	0
Male	0	0	0	0	0
Field Employee	0	0	0	0	0
Woman	0	0	0	0	0
Male	0	426	426	0	0
Employee Training – Number of Participants (persons)	181	232	668	0	0
Female Office and Field Workers	53	92	74	0	0
Male Office Worker	53	90	594	0	0

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Social Performance Data	2022	2023	2024		
			Erkport	Erkdeniz	RDM
Employee Training – Total Hours (person*hour)	465	388			133
Female Office Worker	134	95			61,5
Female Field Employee	3	2			
Male Office Worker	131	93			71,5
Field Worker Male	197	198			
Number of Injuries	5	28	38	0	0
Direct Employment	5	28	38	0	0
Woman	-	-	-	0	0
Male	5	28	38	0	0
Contractor Company Employee	0	0	0	0	0
Woman	0	0	0	0	0
Male	0	0	0	0	0
Accident Frequency Rate	44,69	159,27	8,38	0	0
Accident Severity Rate	0,91	40,48	53,14	0	0
Occupational Disease Rate	0,00	0,00	0,00	0	0
Ramakkala Incident (number)	0	0,00	90,00	0	0
Lost-Time Accident (number)	-	-	38,00	0	0
Lost Days	-	-	241,00	0	0

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Social Performance Data	2022	2023	2024		
			Erkport	Erkdeniz	RDM
Number of Fatal Work Accidents	0	1	0	0	0
Direct Employment	0	1	0	0	0
Women	0	0	0	0	0
Male	0	1	0	0	0
Contractor Company Employee	0	0	0	0	0
Women	0	0	0	0	0
Male	0	0	0	0	0
Occupational Safety and Health Training Provided to Employees – Number of Participants	75	55	91	-	-
Direct Employment	75	55	91	0	0
Contractor Company Employee	0	0	0	0	0
OHS Training Provided to Employees – Total Hours (person*hours)	220	220	1256	-	-
Number of Established OSH Committees	3	3	3	0	0
Total annual donations for social assistance purposes (TL)	₺123.600,00	₺123.600,00	₺0,00	₺0,00	₺0,00
Number of applications made to the ethics reporting line/system	0	0	0	0	0
Number of issues resolved through the ethics reporting line/system	0	0	0	0	0
Anti-bribery and anti-corruption training	147	0	0	0	0
Total number of training participants (persons)	49	0	0	0	0
Total training hours (person*hour)	98	0	0	0	0
Ratio of the lowest employee wage to the minimum wage by gender	2%	2%	14,4%	2,0%	30,8%
Women	1%	1%	13,4%	1%	16,6%
Male	1%	1%	1%	1%	14,2%

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Social Performance Data	2022	2023	2024		
			Erkport	Erkdeniz	RDM
Total Number of Members in Established OSH Committees	10	10	10	-	-
Number of Employee Representatives in Established OSH Committees	3	3	3	-	-
Number of participants in disaster and emergency training	48	48	45	-	-
Total hours of disaster and emergency training (person x hour)	96	96	45	-	-
Employee volunteerism initiatives	0	0	0	-	-
Customer satisfaction survey results	97,90%	95,33%	86,30%	-	-
Employee Participation Employee Satisfaction Survey Results	-	-	-	-	-
Satisfaction Level (%)	0%	74,2%	72,8%		
White-Collar (%)	0%	78,9%	75,7%		
Blue-Collar (%)	0%	70,2%	69,6%		
Grey-Collar (%)	0%	0,0%	72,9%		
Overall Commitment Level (%)	0%	78,9%	0%	0%	0,00
White-Collar (%)	0%	85,3%	0%	0%	0,00
Blue-Collar (%)	0%	73,5%	0%	0%	0,00
Overall Motivation Level (%)	0%	77,7%	0%	0%	0,00

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			Erkport	Erkdeniz	RDM
White-Collar (%)	0%	79,6%	0%	0%	0,00
Blue-Collar (%)	0%	66,1%	0%	0%	0,00
Percentage of female employees promoted during the year (%)	5%	9%	0%	0%	0,00
Percentage of female employees promoted to a managerial position for the first time during the year (%)	0%	0%	0%	0%	0,00
Employees' time spent in the same role (waiting for promotion) – (years)	–	–	–	–	–
Women	0,00	0,00	0,00	0,00	0,00
Male	0,00	0,00	0,00	0,00	0,00

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Social Performance Data		2022	2023	2024
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	RDM	15%	25%	0%
	ERKDENİZ	0%	0%	0%
	ERKPORT	0%	0%	36%
OUR SUSTAINABILITY APPROACH	Percentage of female employees in the top 10% quartile of salaries (%)			
	RDM	0%	0%	0%
	ERKDENİZ	0%	0%	0%
	ERKPORT	0%	0%	30%
ECONOMIC PERFORMANCE	Percentage of female employees in the top middle quartile of salaries (%)			
	RDM	0%	0%	0%
	ERKDENİZ	0%	0%	0%
	ERKPORT	0%	0%	10%
ENVIRONMENTAL PERFORMANCE	Percentage of female employees in the bottom 10% of the middle-low salary quartile (%)			
	RDM	0%	0%	50%
	ERKDENİZ	30%	50%	0%
	ERKPORT	0%	0%	6%
SOCIAL PERFORMANCE	Percentage of female employees in the bottom 10% of the lowest-paid quartile (%)			
	RDM	60%	100%	0%
	ERKDENİZ	60%	100%	0%
	ERKPORT	0%	0%	4%
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Employee Demographics	2022	2023	2024		
			Erkport	Erkdeniz	RDM
Direct labor by contract type	680	1134	608	18	7
Indefinite-Term Employment Contract	680	1134	608	18	7
Woman	123	205	46	3	1
Male	557	929	562	15	6
Temporary Employment Contract	0	0	0	0	0
Woman	0	0	0	0	0
Male	0	0	0	0	0
Direct Workforce by Education Level (Number)	680	1134	608	18	7
No Education	7	11	0	0	0
Elementary	242	404	279	0	0
High School	205	342	193	5	1
University and Above	226	377	136	13	6

OUR PERFORMANCE INDICATORS

Employee Demographics	2022	2023	2024		
			Erkport	Erkdeniz	RDM
Direct Workforce by Age Group	680	1134	608	18	7
Women	86	144	46	3	1
18-30	33	55	32	2	1
30-50	44	74	14	1	0
50-	9	15	0	0	0
Male	595	990	562	15	6
18-30	202	336	199	2	1
30-50	338	563	311	11	4
50-	54	91	52	2	1

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Employee Demographics	2022	2023	2024		
			Erkport	Erkdeniz	RDM
Senior Management Structure (Number)	2	6	3	0	2
Women	0	0	0	0	0
18-30	0	0	0	0	0
30-50	0	0	0	0	0
50-	0	0	0	0	0
Male	2	6	3	0	2
18-30	0	0	0	0	0
30-50	0	4	1	0	1
50-	2	2	2	0	1
Middle Management Structure (Number)	5	8	28	8	5
Women	1	1	4	0	0
18-30	0	0	0	0	0
30-50	1	1	4	0	0
50-	0	0	0	0	0
Male	4	7	24	8	5
18-30	0	0	2	0	0
30-50	2	4	19	7	4
50-	2	3	3	1	1

Employee Demographics	2022	2023	2024		
			Erkport	Erkdeniz	RDM
Employees Hired	308	515	221	7	1
Female Office Worker	27	45	12	3	0
Male Office Worker	61	102	10	4	1
Female Field Worker	5	9	13	0	0
Male Field Worker	215	359	186	0	0

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Employee Demographics	2022	2023	2024		
			Erkport	Erkdeniz	RDM
Employees Who Left the Company	268	446	200	1	9
Female Office Worker	24	39	6	1	2
Male Office Worker	231	386	14	0	7
Female Field Worker	1	1	4	0	0
Male Field Worker	12	20	176	0	0
Employee Turnover	97	162	210	0	0
Woman	32	54	13	0	0
Male	65	108	197	0	0
Number of Employees on Maternity Leave	1	0	2	0	0
Woman	1	0	0	0	0
Male	0	0	2	0	0
Number of Employees Returning from Maternity Leave	1	1	2	0	0
Woman	1	1	0	0	0
Male	0	0	2	0	0

Employee Demographics	2022	2023	2024		
			Erkport	Erkdeniz	RDM
Number of Employees Who Did Not Leave Their Job Within 12 Months After Maternity Leave	1	1	2	0	0
Woman	1	1	0	0	0
Male	0	0	2	0	0
Total Number of Employees with Disabilities	12	20	13	0	0
Woman	1	1	0	0	0
Male	11	19	13	0	0
Number of Employees Covered by Collective Bargaining Agreements	0	0	0	0	0

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CERTIFICATION & INSPECTION

Water Footprint Inventory Verification Statement
Su Ayak İzi Envanteri Doğrulama Beyanı

ERK HOLDİNG A.Ş.

Organizational Boundaries / Organizasyonel Sınırlar

Annex-1 / Ek-1

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

ISO 14046:2014

Groundwater use / Yeraltı suyu kullanımı	- m ³
Surface water use / Yüzeysel su kullanımı	141.548,03 m ³
Rainwater use / Yağmur suyu kullanımı	- m ³
Pollution Discharge Requirement / Kirlilik Seyreltme Gereksinimi	129.848,77 m ³
Reporting Unit / Raporlama Birimi	m ³ /yıl (total annual production)
Results by Reporting Unit / Raporlama Birimine Göre Sonuç	141.548,03 m ³ /yıl

Level of Assurance / Güven Seviyesi : Reasonable/Makul Verification Report Date / Doğrulama Rapor Tarihi : 19.11.2025

Reporting Period / Raporlama Dönemi : 01.01.2024 - 31.12.2024 Statement No / Beyan No : WP-GNL-489 / 2024

Approved by / Onaylayan
Okay Kayhanlı
General Manager / Genel Müdür

TÜRKAK

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QSI
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Greenhouse Gas Verification Statement
Sera Gazı Doğrulama Beyanı

ERK HOLDİNG A.Ş.

Organizational Boundaries / Organizasyonel Sınırlar

Adalet Mahallesi Şehit Polis Fethi Sokan Caddesi No: 4, Novus Tower Kat: 29 Daire: 29, 35000 Bayraklı/İzmir
Selimiye Mahallesi Burhan Felek Caddesi No: 2 Üsküdar, İstanbul-Türkiye
Barbaros Mahallesi, Mor Sumbul Sokak, Varyap Meridian Business 1 Blok, Kat: 15, Daire: 200 Atasehir/İstanbul/Türkiye
Taşköprü Köyü Taşköprü Merkez Mah. Yalova-Kocaeli Yolu Caddesi Ro-Ro Terminali No: 4/1 Çiftliköy/Yalova
İskenderun Demir Çelik Fabrikaları Oyak Demircilik Ve Liman İşletme Müdürlüğü Tr-31900 Payas/Hatay
Azgarlık Mah. 21. Sokak No: 9 Atakaş Limanı Tr-31280 İskenderun/Hatay
Nardüzü Mah. 10620 Sok. Dış Kapı No: 16 / 2 Arsuiz Tr-31280 İskenderun/Hatay

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

ISO 14064-1:2018

Category 1- Direct emissions / Doğrudan emisyonlar	225.119,47	t CO ₂ eq
Category 2- Purchased energy emissions (Location based) / Satın alınan enerji emisyonları (Lokasyon bazlı)	28,41	t CO ₂ eq
Category 3- Emissions from transportation / Ulaştırma kaynaklı emisyonlar	56.344,88	t CO ₂ eq
Category 4- Emissions from products, service used / Kullanılan ürün - Hizmet kaynaklı emisyonlar	10.517,69	t CO ₂ eq
Category 5- Emissions from associated with the use of the product / Ürün kullanımı kaynaklı em.	2.915,93	t CO ₂ eq
Category 6- Other Emissions / Diğer emisyonlar	2,31	t CO ₂ eq
Total Location Based Emissions / Toplam Lokasyon Bazlı Emisyonlar	294.928,69	t CO₂ eq
Total Market Based Emissions / Toplam Pazar Bazlı Emisyonlar	-	t CO₂ eq

Biogenic Emissions / Biyogenik Emisyonlar : - t CO₂ eq

Purchased renewable energy emission allowance / Satın alınan yenilenebilir enerji emisyon karşılığı : - t CO₂ eq

Category 2- Purchased energy emissions (Market based) / Satın alınan enerji emisyonları (Pazar bazlı) : - t CO₂ eq

Renewable energy references / Yenilenebilir enerji referansları : - t CO₂ eq

Credits from GHG Scheme / Satın alınan krediler : - t CO₂ eq

Credits references / Kredi referansları : - t CO₂ eq

Level of Assurance / Güven Seviyesi : Reasonable / Makul Verification Report Date / Doğrulama Rapor Tarihi : 18.11.2025

Reporting Period / Raporlama Dönemi : 01.01.2024 - 31.12.2024 Statement No / Beyan No : SG-GNL-489 / 2024

Approved by / Onaylayan
Okay Kayhanlı
General Manager / Genel Müdür

TÜRKAK **Carbon Verified Company**

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Greenhouse Gas Verification Statement
Sera Gazı Doğrulama Beyanı

ERKPORT LİMAN HİZMETLERİ A.Ş.

Organizational Boundaries / Organizasyonel Sınırlar

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Selimiye Mahallesi Burhan Felek Caddesi NO:2 Üsküdar, İstanbul-Türkiye
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The Greenhouse Gas emissions inventory has been verified to meet the standard requirements specified below according to ISO 14064-3:2019 / Sera Gazı emisyonları envanterinin, ISO 14064-3:2019'a göre aşağıda belirtilen standart gerekliliklerini karşıladığı doğrulanmıştır.

ISO 14064-1:2018

Category 1- Direct emissions / Doğrudan emisyonlar	225.081,83	t CO ₂ eq
Category 2- Purchased energy emissions (Location based) / Satın alınan enerji emisyonları (Lokasyon bazlı)	18,95	t CO ₂ eq
Category 3- Emissions from transportation / Ulaştırma kaynaklı emisyonlar	51.791,02	t CO ₂ eq
Category 4- Emissions from products, service used / Kullanılan ürün - Hizmet kaynaklı emisyonlar	570,97	t CO ₂ eq
Category 5- Emissions from associated with the use of the product / Ürün kullanımı kaynaklı em.	146,80	t CO ₂ eq
Category 6- Other Emissions / Diğer emisyonlar	1,94	t CO ₂ eq
Total Location Based Emissions / Toplam Lokasyon Bazlı Emisyonlar	277.611,12	t CO₂ eq
Total Market Based Emissions / Toplam Pazar Bazlı Emisyonlar	-	t CO₂ eq

Biogenic Emissions / Biyogenik Emisyonlar : - t CO₂ eq

Purchased renewable energy emission allowance / Satın alınan yenilenebilir enerji emisyon karşılığı : - t CO₂ eq

Category 2- Purchased energy emissions (Market based) / Satın alınan enerji emisyonları (Pazar bazlı) : - t CO₂ eq

Renewable energy references / Yenilenebilir enerji referansları : - t CO₂ eq

Credits from GHG Scheme / Satın alınan krediler : 120 t CO₂ eq

Credits references / Kredi referansları: GSI-1-TR-GSI072-12-2013-3571-14714-14833

Level of Assurance / Güven Seviyesi : Reasonable / Makul Verification Report Date / Doğrulama Rapor Tarihi : 18.11.2025

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Usage Statement Erk Holding has reported the period from January 1 to December 31, 2024, in accordance with GRI Standards.

GRI Usage GRI 1: Organization 2021

GRI Sector Standard Used There is no sector standard published by GRI for Erk Holding's sector of activity. Therefore, no sector standard was used during reporting.

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GRI Standard	Description	Section	Page Number	Explanation of Information Not Provided
General Information				
GRI 2: General Disclosures 2021	2-1 Organization Details	About the Report, About ERK Holding	3,8-13	
	2-2 Organizations Included in Sustainability Reporting	About the Report	3	
	2-3 Reporting Period, Frequency, and Contact Point	About the Report	3	
	2-4 Restatement of Information	There is no revised statement regarding the information provided in previous reports.		
	2-5 External Audit	About the Report	3	
	2-6 Activities, Value Chain, and Other Business Relationships	About ERK Holding, Supply Chain Management	8-13, 30,34	
	2-7 Employees	Our Performance Indicators	77-85	
	2-8 Non-Employee Workers	Our Performance Indicators	77-85	
	2-9 Management Structure and Composition	Our Sustainability Governance Structure	17-18	
	2-10 Nomination and Election of the Highest Governance Body	Our Sustainability Governance Structure	17-18	
	2-11 Chair of the Highest Governance Body	Our Sustainability Governance Structure	17-18	
	2-12 Role of the Highest Management Body in Overseeing Impact Management	Our Sustainability Governance Structure	17-18	

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GRI Standard	Description	Section	Page Number	Explanation of Information Not Provided
General Information				
GRI 2: General Disclosures 2021	2-13 Delegation of Responsibility for Impact Management	Our Sustainability Governance Structure	17-18	
	2-14 Role of the Highest Governance Body in Sustainability Reporting	Our Sustainability Management Structure	17-18	
	2-15 Conflicts of Interest	Ethics and Compliance	26	
	2-16 Communication of Critical Concerns	Ethics and Compliance		
	2-17 Collective Knowledge of the Highest Management Board	Our Sustainability Management Structure	17-18	
	2-18 Performance Evaluation of the Highest Management Board	Our Sustainability Management Structure	17-18	
	2-19 Compensation Policies	Diversity, Equity, and Inclusion, Our Performance Indicators	65-67, 77-85	
	2-20 Compensation Determination Process	Diversity, Equity, and Inclusion, Our Performance Indicators	65-77	
	2-21 Annual Total Compensation Ratio	Our Performance Indicators	77-85	
	2-22 Statement on Sustainable Development Strategy	Our Sustainability Governance Structure, Priority Issues	17-18, 21-24	
	2-23 Policy Commitments	About ERK Holding	8-13	
	2-24 Localization of Policy Commitments	About ERK Holding	8-13	
	2-25 Mitigation Processes for Negative Impacts	Risk Management	25	
	2-26 Recommendation Seeking and Concern Raising Mechanisms	Ethics and Compliance	26	
	2-27 Compliance with Laws and Regulations	Ethics and Compliance, Occupational Health and Safety	26, 56	
2-28 Memberships	Partnerships and Memberships	14		
2-29 Stakeholder Participation Approach	Our Communication with Stakeholders, Our Priority Issues	19-20,21-24		
2-30 Collective Bargaining Agreements	There is no workforce covered by a collective agreement.			

	GRI Standard	Description	Section	Page Number	Explanation of Information Not Provided
INTRODUCTION	Priority Issues				
	GRI 3: Priority Issues 2021	3-1 Process for determining priority issues	Our Priority Issues	21-24	
		3-2 Priority issue list	Our Priority Issues	21-24	
OUR SUSTAINABILITY APPROACH	Ethics and Compliance				
	GRI 3: Priority Issues 2021	3-3 Management of priority issues	Ethics and Compliance, Anti-Corruption	26-28	
ECONOMIC PERFORMANCE	GRI 205: Anti-Corruption 2016	205-1 Activities assessed in terms of corruption risks	Ethics and Compliance, Anti-Corruption	26-28	
		205-2 Communication and Training on Anti-Corruption Policies and Procedures	Ethics and Compliance, Anti-Corruption	26-28	
		205-3 Confirmed Cases of Corruption and Measures Taken	Ethics and Compliance, Anti-Corruption	26-28	
ENVIRONMENTAL PERFORMANCE	GRI 206: Approach to Competition	206-1 Legal Proceedings for Anti-Competitive Behavior, Anti-Trust, and Monopolistic Practices	Ethics and Compliance, Protection of Competition	26-28	
SOCIAL PERFORMANCE	Our Economic Performance				
	GRI 3: Priority Issues 2021	3-3 Management of priority issues	Our Economic Performance	32-33	
APPENDICES	GRI 201: Economic Performance	201-1 Direct Economic Value Generated and Distributed	Our Economic Performance	32-33	
		201-4 Financial Assistance Received from the Government	Our Economic Performance	32-33	

	GRI Standard	Description	Section	Page Number	Explanation of Information Not Provided
INTRODUCTION	Customer Satisfaction				
	GRI 3: Priority Issues 2021	3-3 Management of priority issues	Customer Satisfaction	35	
OUR SUSTAINABILITY APPROACH	GRI 416: Customer Health and Safety 2016	GRI 416-1 Assessment of the health and safety impacts of product and service categories	Customer Satisfaction	35	
		GRI 416-2 Incidents of non-compliance related to the health and safety impacts of products and services	Customer Satisfaction	35	
ECONOMIC PERFORMANCE	GRI 418: Customer Privacy 2016	GRI 418-1 Verified complaints regarding breaches of customer privacy and loss of customer data	Information Security and Digital Transformation	29	
ENVIRONMENTAL PERFORMANCE	Energy				
	GRI 3: Priority Issues 2021	3-3 Management of priority issues	Emissions and Climate Change Management, Our Performance Indicators	37-41,73-76	
SOCIAL PERFORMANCE	GRI 302: Energy 2016	302-1 Internal energy consumption	Emissions and Climate Change Management, Our Performance Indicators	37-41,73-76	
		302-4 Reduction of Energy Consumption	Emissions and Climate Change Management, Our Performance Indicators	37-41,73-76	
APPENDICES	Water and Wastewater				
	GRI 3: Priority Issues 2021	3-3 Management of priority issues	Water and Wastewater	"	

	GRI Standard	Description	Section	Page Number	Explanation of Information Not Provided
INTRODUCTION	Water and Wastewater				
OUR SUSTAINABILITY APPROACH	GRI 303: Water Consumption and Discharge 2018	303-1 Interactions with water as a shared resource	Water and Wastewater	48-49	
		303-3 Water withdrawn from the source	Water and Wastewater	48-49	
		303-4 Water discharge	Water and Wastewater	48-49	
	Emissions				
ECONOMIC PERFORMANCE	GRI 3: Priority Issues 2021	3-3 Management of priority issues	Emissions and Climate Change Management	37-46	
ENVIRONMENTAL PERFORMANCE	GRI 305: Emissions 2016	305-1 Direct (Scope 1) greenhouse gas emissions	Emissions and Climate Change Management	37-46	
		305-2 Indirect (Scope 2) greenhouse gas emissions	Emissions and Climate Change Management	37-46	
		305-3 Other Indirect (Scope 3) Greenhouse Gas Emissions	Emissions and Climate Change Management	37-46	
		305-5 Greenhouse gas emission reduction	Emissions and Climate Change Management	37-46	
	Biodiversity				
SOCIAL PERFORMANCE	GRI 3: Priority Issues 2021	3-3 Management of priority issues	Biodiversity	51-53	
APPENDICES	301: Biodiversity 2016	304-1 Operational Sites Owned, Leased, Managed, or Adjacent to Protected Areas and Areas Outside Protected Areas with High Biodiversity Value	Biodiversity	51-53	
		304-2 Significant Effects of Activities, Products, and Services on Biodiversity	Biodiversity	51-53	

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GRI Standard	Description	Section	Page Number	Explanation of Information Not Provided
Waste Management				
GRI 3: Priority Issues 2021	3-3 Management of priority issues	Waste Management, Our Performance Indicators	54,73-76	
GRI 306: Waste 2020	306-1 Waste Generation and Significant Waste-Related Impacts	Waste Management, Our Performance Indicators	54,73-76	
	306-2 Management of Significant Impacts from Waste	Waste Management, Our Performance Indicators	54,73-76	
	306-3 Waste Generated	Waste Management, Our Performance Indicators	54,73-76	
Supply Chain Management				
GRI 3: Priority Issues 2021	3-3 Management of priority issues	Supply Chain Management	30	
GRI 204: Procurement Practices 2016	204-1 Percentage of Purchases from Local Suppliers	Supply Chain Management, Our Performance Indicators	30,72,76	
GRI 308: Environmental Assessment of Suppliers 2016	308-1 Number of New Suppliers Assessed Based on Environmental Criteria	Supply Chain Management, Our Performance Indicators	30,72,76	
	308-2 Significant Current and Potential Environmental Impacts in the Supply Chain and Measures Taken	Supply Chain Management, Our Performance Indicators	30,72,76	
GRI 414: Supplier Social Assessment 2016	GRI 414-1 New Suppliers Assessed According to Social Criteria	Supply Chain Management, Our Performance Indicators	30,72,76	

	GRI Standard	Description	Section	Page Number	Explanation of Information Not Provided
INTRODUCTION	Occupational Health and Safety				
OUR SUSTAINABILITY APPROACH	GRI 3: Priority Issues 2021	3-3 Management of priority issues	Occupational Health and Safety	56-62	
	ECONOMIC PERFORMANCE	403-1 Occupational Health and Safety Management System	Occupational Health and Safety	56-62	
403-2 Types of Injuries and Injury Rates, Occupational Diseases, Lost Days, Absenteeism, and Work-Related Deaths		Occupational Health and Safety	56-62		
GRI 403: Occupational Health and Safety 2018		403-3 Occupational Health Services	Occupational Health and Safety	56-62	
403-4 Employee Participation, Consultation, and Communication Regarding Occupational Health and Safety		Occupational Health and Safety	56-62		
ENVIRONMENTAL PERFORMANCE		403-5 Employee Training Related to Occupational Health and Safety	Occupational Health and Safety	56-62	
403-9 Work-Related Injuries		Occupational Health and Safety	56-62		
SOCIAL PERFORMANCE	Employment				
	GRI 3: Priority Issues 2021	3-3 Management of priority issues	Employee Satisfaction and Human Rights, Our Performance Indicators	68-69,77-85	
	APPENDICES	GRI 401: Employment 2016	401-1 New Hires and Employee Turnover	Employee Satisfaction and Human Rights, Our Performance Indicators	68-69,77-85
401-3 Maternity/Parental Leave		Employee Satisfaction and Human Rights, Our Performance Indicators	68-69,77-85		

	GRI Standard	Description	Section	Page Number	Explanation of Information Not Provided
INTRODUCTION	Talent and Career Management				
OUR SUSTAINABILITY APPROACH	GRI 3: Priority Issues 2021	3-3 Management of priority issues	Talent and Career Management; Our Performance Indicators	63-64,77-85	
	GRI 404: Education and Training 2016	404-1 Average Annual Training Hours per Employee	Talent and Career Management; Our Performance Indicators	63-64,77-85	
		404-2 Talent Management and Lifelong Learning Programs Supporting Employee Development	Talent and Career Management; Our Performance Indicators	63-64,77-85	
ECONOMIC PERFORMANCE	Diversity, Equity, and Inclusion				
ENVIRONMENTAL PERFORMANCE	GRI 3: Priority Issues 2021	3-3 Management of priority issues	Diversity, Equality, and Inclusion, Our Performance Indicators	65-67, 77-85	
	GRI 405: Diversity and Equal Opportunity 2016"	405-1 Diversity of Governance Bodies and Employees	Diversity, Equality, and Inclusion, Our Performance Indicators	65-67, 77-85	
		405-2 Ratio of basic salary and wages of women to men	Diversity, Equality, and Inclusion, Our Performance Indicators	65-67, 77-85	
SOCIAL PERFORMANCE	Contribution to Society				
APPENDICES	GRI 3: Priority Issues 2021	3-3 Management of priority issues	Contribution to Society	70	



ERK HOLDING

SUSTAINABILITY REPORT 2024

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Legal Notice

Erk Holding A.Ş. ("Erk Holding") and its affiliated companies' Sustainability Report (Report) has been prepared in accordance with the Global Reporting Initiative (GRI) Reporting Principles.

The data and information contained in this Report, which has been prepared solely for the purpose of informing the stakeholders of Erk Holding and its affiliated companies, is based on sources believed to be accurate and reliable at the time of preparation. However, this information is not intended to form the basis for any investment decision and, therefore, should not be relied upon for any investment decision.

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