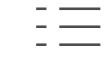




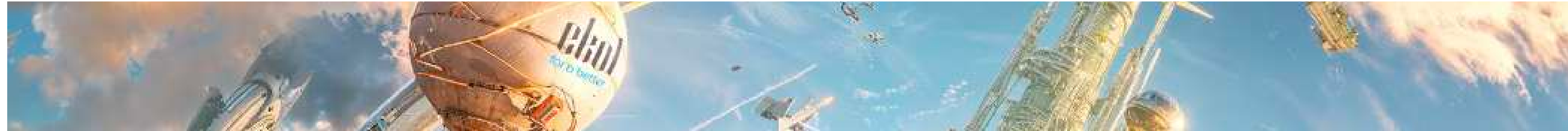
**for a  
better...**

2024 SUSTAINABILITY REPORT





## INDEX



About the Report – 3

Message from the Chairman of the Board – 4

### OUR BUSINESS – 6

Our Story – 7

Our Facilities and Products – 10

Logistics Campuses and Warehouses – 15

Sector-Specific Solutions – 22

Our Value Chain – 23

Economic Performance – 26

Our Position in the Sector According to 2023–2024 Financial Results – 28

Highlights of 2023 – 29

Highlights of 2024 – 30

Our Mission, Vision, Values, and Manifesto – 31

### GOVERNANCE – 32

Our Sustainability Journey – 34

Our Sustainability Governance Structure from the Perspective of Development Goals – 35

Strong Customer Relations through Ekol’s Management Models – 39

Information Security – 42

Sustainable Procurement – 43

Business Ethics – 44

Communication with Our Stakeholders – 47

R&D and Innovation – 48

Registered Patent and Utility Model Applications – 49

Start-up Collaborations and Open Innovation Approach at Ekol Logistics – 50

Our Approach to Materiality – 52

Our Approach to Sustainability Risks and Opportunities – 53

Our Sustainability Risks and Opportunities – 54

### ENVIRONMENT – 55

Environmental Management System – 57

Energy Management – 60

Emissions Management – 65

Water Consumption – 66

Waste Management – 67

Circular Economy – 68

### SOCIAL – 69

Respect for People and Society: Social Sustainability at Ekol – 71

Our Journey with Our Employees for a Better – 78

Continuity and Commitment in Human Resources – 80

Training and Development Journey at Ekol – 82

For a Safer, Healthier, and a Better Future – 85

### MEMBERSHIPS – 88

### AWARDS – 89

### APPENDICES – 90

### GRI CONTENT INDEX – 112



## ABOUT THE REPORT

As Ekol Logistics, we combine our sustainability approach, which is based on the dimensions of environment, economy, and society, with our “For a Better” strategy. In this context, we are pleased to share with the public our second sustainability report, which represents an important milestone in our sustainability journey, prepared with data pertaining to 2024.

This report has been prepared within a framework aligned with the United Nations Sustainable Development Goals (SDGs), global sustainability trends, and the growing expectations of our business partners. Our sustainability strategy is integrated into our corporate decision-making processes and company culture, forming the foundation of our value-creation approach.

Covering the activities of Ekol Logistics Inc. between January 1, 2024 and December 31, 2024, this report has been prepared in accordance with the GRI Universal Standards (2021), in the Core option.

The year 2024 has been an important milestone in our company’s strategic restructuring process. As of November 15, 2024, Ekol Logistics’ international road transportation operations were transferred to DFDS, a long-standing business partner. Following this strategic step, Ekol Logistics Inc. has focused on its own core areas such as bonded and non-bonded warehouse management, logistics, domestic distribution, and e-commerce, and updated its sustainability strategy accordingly.

The emission data and performance indicators included in this report have been verified through a limited assurance audit conducted by the international auditing organization Bureau Veritas.

In all our activities, we act in line with the principles of transparency, accountability, and continuous improvement. We highly value the opinions and contributions of our stakeholders, and we welcome your feedback with great pleasure; we encourage you to contact us for any comments or suggestions.

### Samed Ergürler

Senior Business Leader, Sustainability Strategies  
[samed.ergurler@ekol.com](mailto:samed.ergurler@ekol.com) [↗](#)

### Alev Demir

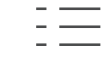
Senior Specialist, Integrated Management Systems  
[alev.demir@ekol.com](mailto:alev.demir@ekol.com) [↗](#)

### Kübra Kokalı Peres

Corporate Communications Officer  
[kubra.kokali@ekol.com](mailto:kubra.kokali@ekol.com) [↗](#)



You may share your opinions, questions, and suggestions regarding our report and sustainability activities with us via [ssm@ekol.com](mailto:ssm@ekol.com).



## MESSAGE FROM THE CHAIRMAN OF THE BOARD

# We have embraced the responsibility of adding value to our future through the way we conduct our business.

## AHMET MUSUL

Dear Stakeholders,

In recent years, natural disasters and the extreme weather events triggered by the climate crisis have led companies to attach even greater importance to sustainability approaches, while geopolitical tensions have put pressure on economic stability. In this complex and uncertain environment, organizations are revisiting their strategies to increase resilience, develop innovative solutions, and strengthen their social responsibilities. The business world is focusing more on collaboration and digital transformation processes to build a future that is more sustainable and more resilient both environmentally and socially.

Since 1990, as Ekol, we have not only been a player that steers the logistics sector; we have also embraced the responsibility of adding value to our future through the way we conduct our business. At every step we take, we have worked meticulously to determine what more

we can do for the ecosystem of which we are a part.

Today, under the influence of constantly changing global dynamics, our goal of building a more sustainable, more innovative, and stronger ecosystem in the environmental, social, and economic spheres has gained greater importance than ever before. Our “For a Better” approach, shaped by this vision, does not merely mean developing a better business model; it also represents creating lasting, positive value for our industry, our society, and our environment.

The year 2024 was a year of strategic restructuring for Ekol. With the transfer of our international road transportation operations, we reshaped our sustainable growth strategy by focusing on bonded and non-bonded warehouse management, domestic distribution, and e-commerce logistics. This transformation has presented us with new opportunities to reduce our environmental impacts, increase social benefits, and develop innovative solutions.

At Ekol, we carry out our efforts to measure, manage, and continuously reduce our environmental impacts in line with international standards, and we develop integrated solutions to increase resource efficiency and minimize our carbon footprint. With innovative methods such as alternative-fuel vehicles and route optimizations, we reduce our carbon emissions while systematically improving our energy consumption and waste management. By continuing to invest in renewable energy at our Lotus and Lavanta facilities, we are moving resolutely toward our carbon-neutral targets. As a result of the calculations following our efforts, our departments continue to develop various projects to minimize the impacts of many of our greenhouse gas emission sources, such as energy consumption, waste management, consumable material usage, employee vehicles, and shuttles.





While approaching sustainability with a holistic perspective, we continue our efforts to make positive contributions in every field. We expand our sense of social responsibility through inclusive, equitable, and fair human resources policies, our occupational health and safety practices, and our social responsibility projects. We continuously update our human resources management with a priority focus on safeguarding the well-being of our most valuable asset—our colleagues. We do not allow any form of discrimination, while creating a participatory, collaborative, equal, and fair working environment.



**Our For a Better approach is the clearest expression of our strong commitment to our vision to realize better for our colleagues, stakeholders and nature in the ecosystem in which we operate.**

As Ekol, we are fully aware of the impact we have on society through our extensive service network and operations. With this understanding, we carry out various projects that aim to generate positive contributions for the future—not only for our colleagues but also for society as a whole. From scholarship support in education to collaborations with universities; from animal rights initiatives to relief efforts in response to natural disasters, we establish strong partnerships with Ekol volunteers and non-governmental organizations. Through support programs for youth education and employment, our volunteer activities, and collaborations that promote social development, we continue to contribute to the sustainable advancement of society.

At the foundation of our governance approach lie transparency, ethical values, and full compliance with international standards. By becoming a signatory to the UN Global Compact, we clearly demonstrate our commitment to human rights, working conditions, environmental protection, and the fight against corruption. Through our sustainability reports, we regularly and transparently share these commitments with our stakeholders. While carefully managing our environmental and social impacts, we prioritize open and honest communication with our stakeholders. We reinforce this approach to transparency through international reporting platforms such as CDP (Carbon Disclosure Project) and EcoVadis. In addition, through our Ekol 360 platform, we support the digital transformation processes of SMEs, contribute to the growth of the national economy, and facilitate our companies' access to global markets with our e-export solutions.

Our “For a Better” approach aims to accelerate transformation in the business world through our environmental, social, and governance (ESG)-oriented policies. At the same time, it is the clearest expression of our strong commitment to bringing better practices to life for our

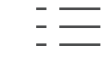
colleagues, stakeholders, and nature within the ecosystem we operate in.

This second sustainability report is not only a record of our past achievements and systematic efforts but also a reflection of our strong commitments in our journey to leave a more livable world for future generations. Together with you, our valued stakeholders, we take great pride in working toward our emission reduction targets against the climate crisis, as well as our investments in social inclusiveness and innovation.

On our sustainability journey, through environmentally responsible operations, socially beneficial practices, and our strong governance structure, we strive for a better not only for our industry but across every area of the ecosystem in which we exist.

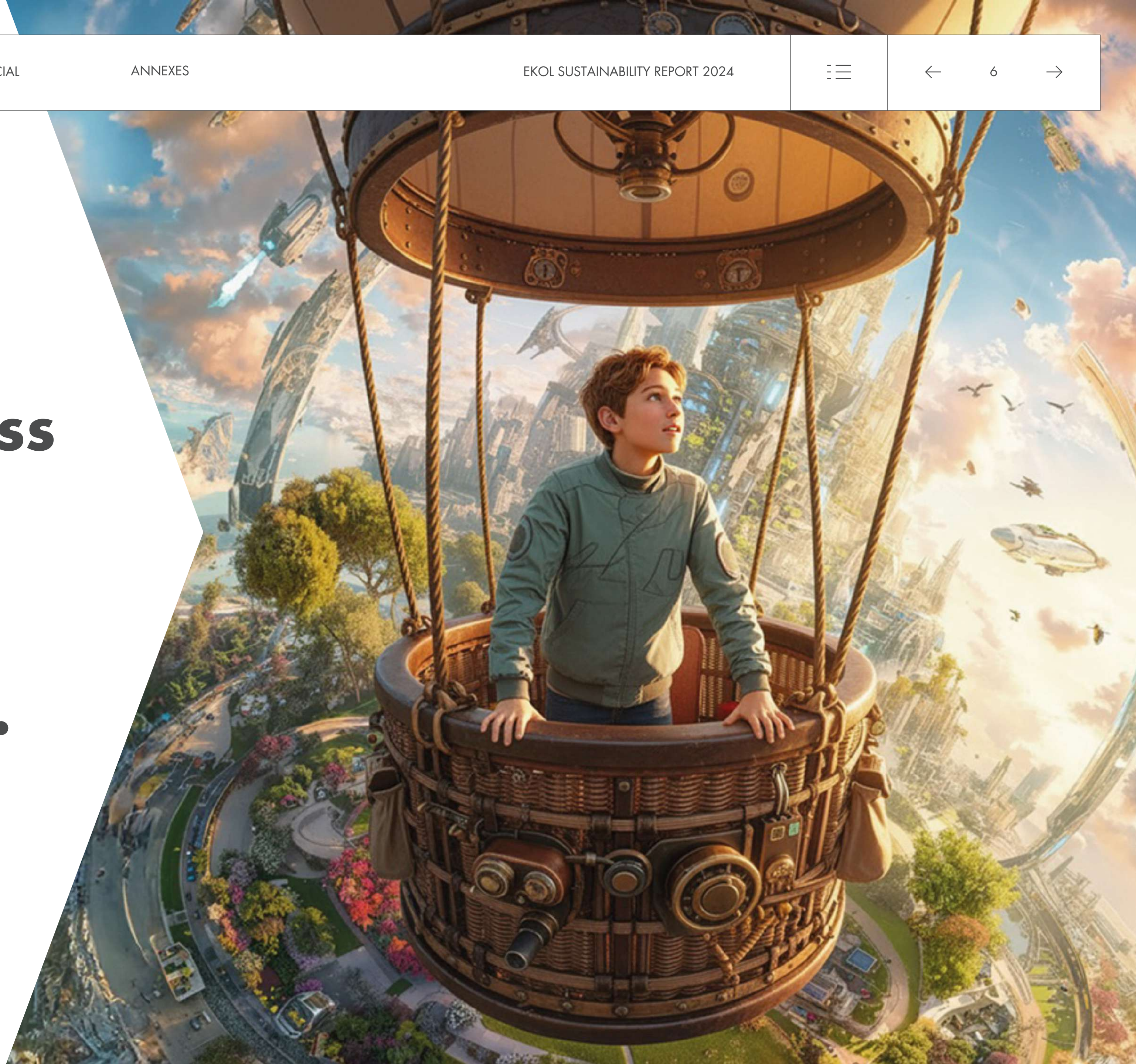
Sincerely,

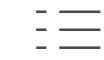
**AHMET MUSUL**  
**YÖNETİM KURULU BAŞKANI**



OUR BUSINESS

Supporting the business model that unites mind, emotion, and consciousness with a **DIGITAL** infrastructure.



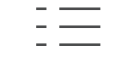


## OUR STORY

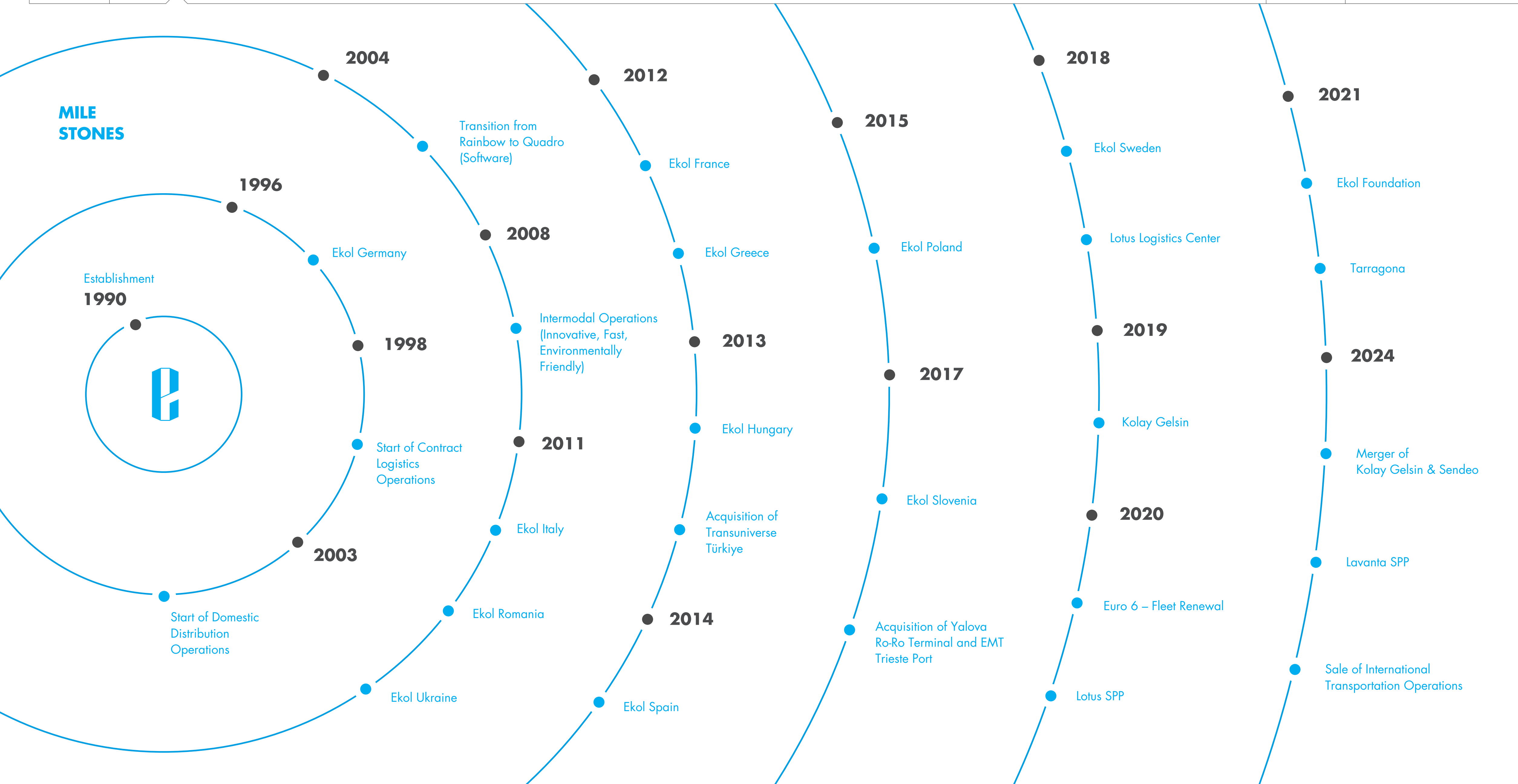
# Since 1990, always for a better...

With its "For a Better" motto, Ekol not only provides logistics services but also aims to create added value in environmental, financial, and social matters. With distribution centers covering a total of approximately 775,000 square meters, Ekol plays an active role in the logistics sector as one of Europe's leading logistics providers.

Its strong distribution network and experienced workforce of more than 5,000 professionals enable Ekol's sustainable success. Acting with the mission of delivering perfect customer satisfaction, Ekol consistently strives for a better in every field in which it operates.



### MILE STONES





## EKOL WITH NUMBERS



**5.000+**  
Colleague



**35+**  
Warehouse Facility and  
Domestic Distribution Center



**775.000+**<sup>m<sup>2</sup></sup>  
Storage  
Area



**50.000+**<sup>m<sup>2</sup></sup>  
SPP  
Energy Investment



**The  
Sector's  
35-Year  
Ekol**



For the latest data, you can always find information at [www.ekol.com](http://www.ekol.com).



## OUR FACILITIES AND PRODUCTS

### Sectors Served and Areas of Impact

Ekol Logistics delivers sustainable value to its customers across diverse sectors:



#### Automotive

Supports the reduction of the carbon footprint by ensuring supply chain flexibility.



#### Manufacturing

Contributes to waste reduction and energy efficiency through logistics solutions integrated into production processes.



#### Textile / Retail

Supports sustainable product flow in the fast fashion sector through supply chain optimization.



#### Fast-Moving Consumer Goods (FMCG)

Uses alternative transportation methods in distribution processes to minimize environmental impacts.



#### Healthcare

Protects public health by ensuring the safe and compliant transportation of critical products.



#### Electronics

Implements low-emission logistics models for the secure transportation of valuable products.



#### Chemicals

Complies with high environmental and social standards in the processes of transporting and storing hazardous materials.

### Logistics Services Offered and Their Contributions to Sustainability



#### Contract Logistics

Optimizes energy and resource use throughout the supply chain with storage, inventory management, and value-added services based on long-term business partnerships.



#### Domestic Distribution

Uses routing software that minimizes fuel consumption thanks to its extensive distribution network across Türkiye.



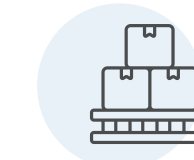
#### Bonded Warehouse Services

Reduces legal and environmental risks by ensuring compliance with regulations in import and export processes, managing cargo securely and traceably.



#### E-Commerce

Provides end-to-end services in e-commerce processes, enabling customers to focus on production. With solutions in storage, cargo management, digital integration, and data analysis, Ekol increases operational efficiency and prepares business partners for global markets.



#### Customer-Oriented Flexible Transportation Services with Domestic Distribution Solutions

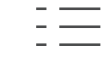
Ekol offers Full Truckload (FTL) and Less-than-Truckload (LTL) options in domestic distribution transportation, in order to meet the needs and expectations of its customers on time and in the desired manner, based on shipment size (desi).

#### → Partial (LTL) Transportation: Flexible Solutions for Variable Demands

Partial transportation provides a more flexible alternative compared to full truckload, thanks to the frequency of departure days. This method offers an effective solution especially in managing variable demands, aligning with customers' operational needs.

#### → Comprehensive and Innovative Transportation Models in Domestic Distribution

Within domestic distribution solutions, Ekol not only offers standard transportation services but also effectively manages the transfer of heavy and oversized loads within the scope of project transportation. In addition, with innovative models such as Milk Run, Flexible Milk Run, and Cross-Dock, it provides customized logistics solutions to its customers, increasing operational efficiency and contributing to environmental sustainability.



## OUR AREAS OF ACTIVITY

As Ekol Logistics, we create added value in our customers' supply chains through bonded and non-bonded warehouse management, logistics, domestic distribution, e-commerce operations, and integrated logistics services. Our primary priorities in service processes include increasing operational efficiency, optimizing energy consumption, and contributing to the reduction of carbon emissions.

Through the sustainable approaches we apply in our warehouse management processes, we minimize resource use and reduce environmental impacts to the lowest possible level. In our domestic distribution operations, we support our goal of reducing emissions from road transportation by using innovative route optimization systems and alternative-fuel vehicles.

In this context, our goal is not only to meet the current logistics needs of our customers but also to help build a more livable world for future generations.

Ekol Logistics Inc. has designed warehouse management and planning processes as strategic core functions in order to carry out its logistics operations within an integrated structure. By effectively managing both the physical flow of goods and the flow of information, the company aims to increase supply chain efficiency and ensure operational continuity.

### Warehouse Management

The warehouse unit is structured to manage all physical movements—from product acceptance to dispatch—in a traceable, safe, and efficient manner.

The main activities carried out within this scope are as follows:

#### Operations:

Processes such as product receiving, placement, picking, and dispatch are optimized and carried out based on occupational safety, traceability, and operational efficiency principles.

#### Delivery:

Delivery operations are managed in a coordinated manner to ensure that products reach customers on time, in full, and without damage.

#### Order Fulfillment:

Orders are prepared with the right product, at the right time, and in line with correct packaging standards; this stage is carried out as a critical process that supports customer satisfaction.

### Planning Process

The planning unit operates to ensure the efficient use of resources and to optimize production and logistics processes.

Throughout the supply chain, processes such as demand forecasting, procurement, and inventory management are addressed with a holistic approach:

#### Procurement:

Materials requirements planning is carried out, supplier relations are managed, and the supply-demand balance is ensured through timely ordering processes.

#### Lead Time Management:

Product supply and delivery times are planned in line with customer expectations; potential delay risks are analyzed and preventive strategies are developed.

#### Safety Stock:

Optimum inventory levels are determined using demand forecasts and stock turnover analyses. While product availability is guaranteed, the risks of overstocking are prevented.



## OUR AREAS OF ACTIVITY – CONTINUED

### Warehouse Services Portfolio

Warehouse management not only covers physical storage activities but also includes comprehensive solutions that support the entire logistics process.

The main warehouse services offered by Ekol Logistics Inc. are structured as shown alongside.



#### Bonded Warehouse Management:

Bonded and non-bonded warehouse management, logistics, domestic distribution, and e-commerce are designed in integration with import and export processes, with a focus on regulatory compliance, product safety, and traceability.



#### Cross-Docking:

By transferring products directly to the outbound vehicle without being placed into storage, time, cost, and operational efficiency are achieved.



#### Distribution Center Operations:

Processes such as order sorting, consolidation, and dispatch planning are carried out to ensure that products reach the end user quickly and without error.



#### Value-Added Services:

With services tailored to customer needs—such as labeling, repackaging, quality control, and promotional preparation—products are made ready for the market.



#### Production Logistics:

Through logistics solutions that support the process from raw material supply to the production line, production continuity is ensured, while stock optimization increases overall efficiency.



#### Returns Management:

Within the scope of reverse logistics, the acceptance, classification, evaluation, and reintegration of returned products are carried out in a professional manner.

**As Ekol Logistics Inc., we regard warehouse management not merely as a physical space activity but as the backbone of integrated supply chain management, shaped by the principles of customer centricity, operational excellence, and sustainability.**

## OUR AREAS OF ACTIVITY – CONTINUED

### Warehouse Management Technologies

In line with its digital transformation and operational excellence strategies, Ekol Logistics Inc. carries out warehouse management processes on an infrastructure equipped with advanced technologies and built with a high level of automation.

The software developed by the company's own IT team provides flexible and fast solutions to meet the needs of different sectors, while ensuring operational standards are maintained at the highest level.

Thanks to the automation technologies used in warehouse management, error rates are minimized, and through portal applications, customers are provided with real-time and transparent information flow.

The main technological solutions integrated into Ekol's modern warehouse management include:

- **WMS (Warehouse Management System):** The core software infrastructure that enables the management of all in-warehouse movements in a digital environment.
- **MFS (Material Flow System):** An integrated system that controls material flows in real time and provides routing.
- **Portal Applications:** Allow customers to monitor and manage product movements, stock levels, and operational status online.
- **ASRS (Automated Storage and Retrieval System):** Automated storage and retrieval systems that provide high-rack solutions and rapid access.

- **Hanging Garment Automation:** A system specially developed for the textile and apparel sector that manages the traceability and sequencing of hanging products.
- **Vertical Lift Systems:** Provide space savings and fast product access through vertically moving rack systems.
- **Pick-to-Light Systems:** Guide operators via illuminated indicators, reducing error rates during the picking process.
- **Sorter Systems:** Routing technology that enables the automatic sorting of products.
- **Voice Picking Systems:** Hands-free order-picking system in which operators are guided through headsets.
- **RF Hand Terminals:** Field devices that allow real-time data entry, barcode scanning, and process verification via mobile units.

- **QuadroNet:** EWith its advanced technological infrastructure, Ekol Logistics contributes to the sustainable enhancement of customer satisfaction by offering high speed, low error rates, and real-time control in warehouse operations..

Developed by Ekol and forming the company's digital backbone, the "Quadro" software provides uninterrupted monitoring for both customers and operational teams through features such as web-based tracking and reporting, delivery confirmation via PDA (handheld terminal), and real-time sharing of location and status information. This infrastructure not only increases distribution speed but also minimizes error rates, thereby strengthening operational efficiency and environmental sustainability. Since 1990, with its integrated distribution network, Ekol Logistics has created a competitive advantage in the Turkish logistics sector and successfully integrated its innovative service approach into operational processes.



## OUR AREAS OF ACTIVITY – CONTINUED



### Domestic Distribution (DD) Transfer Centers and Facility Infrastructure

Ekol Logistics Inc. manages distribution processes rapidly, traceably, and with high efficiency through DD Transfer Centers strategically located across Türkiye and its advanced logistics facility infrastructure. The entire distribution network is built on the principle of just-in-time delivery, with a service approach extending from the warehouse to the shelf

At the same time, Ekol Logistics' Ro-Ro Port Operations—integrating road and sea transportation processes to enable the movement of road vehicles by sea—represent one of its sustainable logistics solutions, designed to reduce environmental impacts and increase operational efficiency.

### Digital Transformation, Sustainability Focus E-Commerce & Ekol 360°

## ekol360

Ekol Logistics aims to reduce carbon emissions by supporting its e-commerce logistics services with green logistics practices. Through environmentally friendly initiatives such as electric vehicles and recyclable packaging solutions, the company seeks to minimize its environmental impacts.

With 35 years of experience and strong infrastructure, Ekol 360° enables customers to focus on production while reducing their operational burdens and strengthening their competitive advantage.

**With the approach of “We are with you at every step of your e-commerce journey,” Ekol supports its business partners in all processes—from warehousing to cargo, from digital integration to performance tracking.**



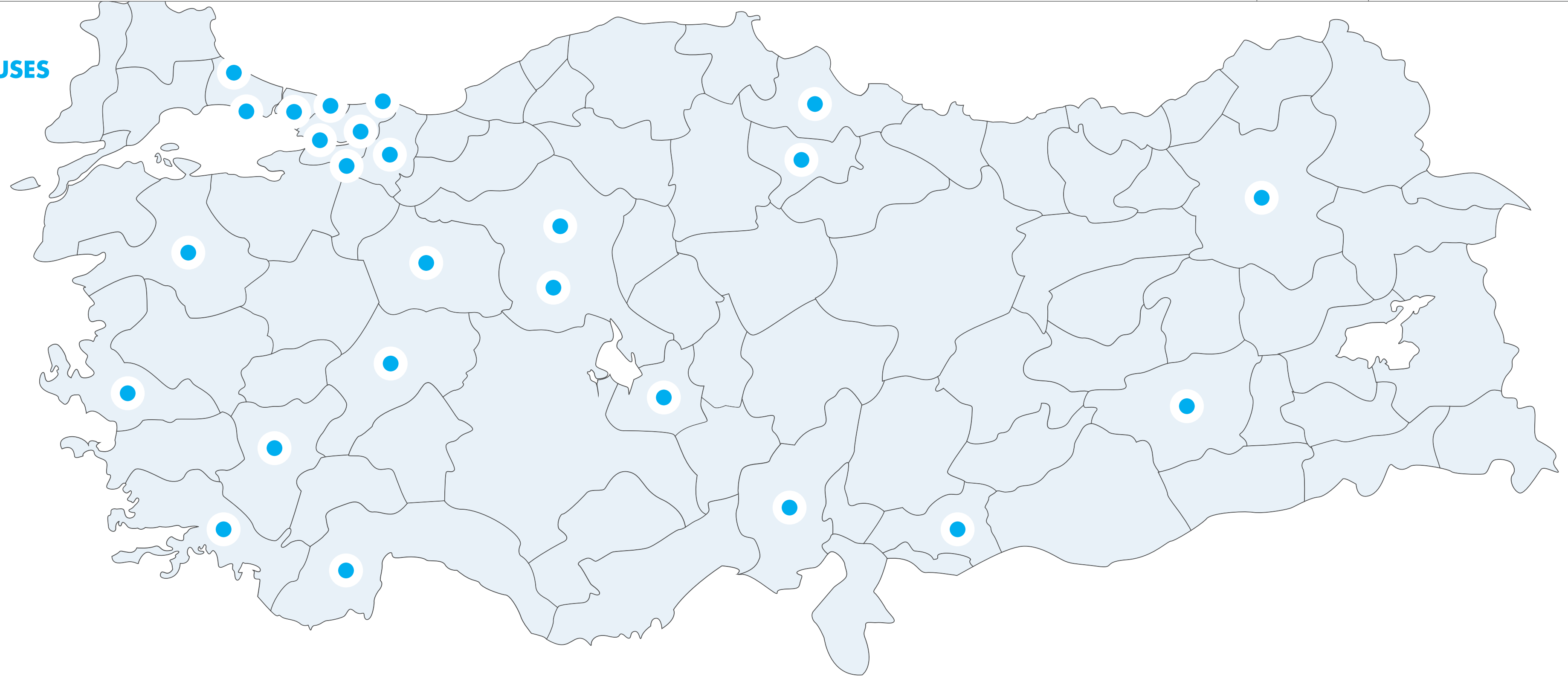
- **Delivery Platform:** Manages cargo operations on a single platform, providing speed and efficiency in operations. With flexible distribution options such as same-day or next-day delivery, it optimizes last-mile operations and enhances customer satisfaction..
- **Fulfillment:** Offers stock management, product preparation (pick & pack), and value-added services (gift wrapping, returns processing) in specially designed e-commerce warehouses. This ensures smooth delivery of orders to customers and provides a holistic approach to logistics processes.
- **Integration:** Ekol 360° offers a fully integrated system with e-commerce sites and marketplaces. Thanks to API (Application Programming Interface) compatibility, order management, stock tracking, and data flow are carried out quickly and accurately through a central platform. This increases operational efficiency and makes processes easier to manage.
- **Visibility:** Collects data and reports on a central platform to increase visibility of business processes. This supports decision-making processes and facilitates effective management of operations.
- **Web Suite (Web-Based Package):** Provides the ability to manage product listing, campaign management, and order tracking effectively from a single platform. In this way, companies manage all digital commerce processes from one point, achieving savings in both time and resources.

## LOGISTICS CAMPUSES AND WAREHOUSES

Ekol Logistics Inc., with its strong infrastructure and technology-focused investments, has an extensive logistics network across Türkiye and Europe. The company's logistics campuses, warehouses, and operation centers aim to enhance customer satisfaction, maximize operational efficiency, and contribute to sustainability goals by offering integrated supply chain solutions.

Ekol Logistics stands out with its wide operational network across Türkiye. In addition to its Sancaktepe Headquarters, it provides integrated logistics services through large storage facilities named Lotus, Lilyum, Orkide, Kardelen, Sakura, Lavanta, Kozmoz, and Yonca, as well as international and domestic operation centers. Storage, distribution, and management processes are carried out with a sustainability focus.

Through its strategically located Domestic Distribution (DD) Transfer Centers and advanced logistics facility infrastructure across Türkiye, Ekol Logistics Inc. manages distribution processes rapidly, traceably, and with high efficiency. The entire distribution network is built on the principle of just-in-time delivery and the "from warehouse to shelf" service approach.



As of 2024, Ekol Logistics Inc. operates more than 30 transfer points in over 20 cities across Türkiye, coordinating high-volume product movements nationwide in real time through these facilities. The busiest distribution centers are concentrated in major cities, including Istanbul Europe (2 centers), Istanbul Asia (1 center), Kocaeli (4 centers), and Ankara (2 centers). In other provinces, regional distribution networks are supported through single transfer centers.

These transfer centers are positioned as Aksaray Reyhan, Afyon, Adana, Amasya, Antalya, Balıkesir, Denizli, Diyarbakır, Erzurum, Eskişehir, Gaziantep, İzmir, Muğla, Sakarya, and Samsun Domestic Distribution Warehouses. This structure enables Ekol Logistics to establish an effective nationwide distribution network and provide fast, flexible, and sustainable solutions to customer demands.

The digital backbone of the system is supported by the "Quadro" software developed by Ekol. Thanks to this software, all shipments can be continuously monitored by customers and operational teams through;

- Web-based tracking and reporting,
- Delivery confirmation via PDA (handheld terminal),
- Real-time sharing of location and status information.

This infrastructure not only increases the speed of distribution but also reduces error rates, enhances customer satisfaction, and strengthens operational sustainability. Since its establishment in 1990, Ekol Logistics Inc. has created a competitive advantage in the Turkish logistics sector with this comprehensive distribution network and has successfully reflected its fully integrated service approach into field operations.

## LOGISTICS CAMPUSES

### LOTUS

The LOTUS Facility stands out not only with its physical capacity but also with its advanced automation solutions. Covering a total indoor area of 215,000 m<sup>2</sup>, the facility manages all logistics processes—from goods acceptance to dispatch—with high precision and speed thanks to systems such as the shuttle system (Alvarium), sorter, vertical storage systems (Kardex), Put-to-LED stations, and conveyor systems. These technologies enhance efficiency in warehouse operations while minimizing error rates.

The Lotus Facility also includes specially designed healthcare storage areas for products—particularly pharmaceuticals and medical supplies—that require controlled temperature and humidity conditions. In these areas, temperature and humidity are continuously monitored, temperature records are regularly tracked through validated systems, and alarm systems are activated when necessary. With this infrastructure, compliant with healthcare logistics requirements, the supply chain for pharmaceuticals and medical products is managed seamlessly and securely.

Equipped with high technology, this facility operates as a pioneering investment that serves both Ekol Logistics Inc.'s goals of operational excellence and its sustainability vision.



The LOTUS Facility also possesses a strong infrastructure in terms of environmental sustainability. With the solar panel system integrated into the roof, the use of renewable energy is supported, thereby reducing the carbon footprint and ensuring energy efficiency. In addition, compliance with environmental design criteria was ensured in both the construction and operation of the facility, and the process of obtaining certification under the international green building rating system **LEED (Leadership in Energy and Environmental Design)** was carried out. Within this scope, criteria such as energy efficiency, water conservation, indoor air quality, and the use of sustainable materials were taken into account, prioritizing environmental performance.



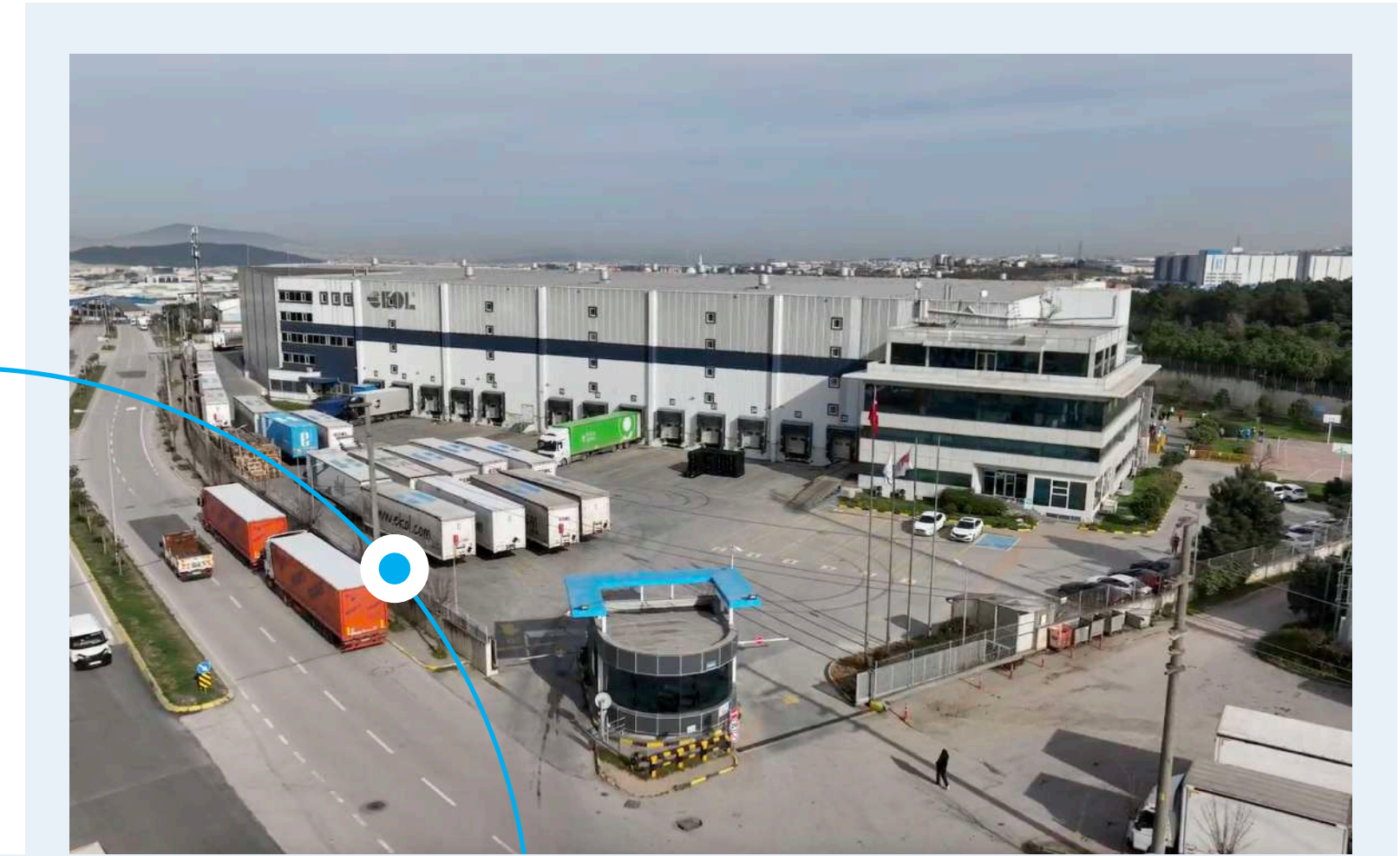
## LOGISTICS CAMPUSES

### SAKURA

The Sakura Logistics Facility is one of the strategic centers of Ekol Logistics Inc., operating with a high-technology-based warehouse management infrastructure. Commissioned in 2010, the facility accommodates large-scale operations with a storage capacity of 53,000 pallets; its 92,300 m<sup>2</sup> indoor space and 77,600 m<sup>2</sup> land area provide integrated solutions for extensive logistics needs. The 72,300 m<sup>2</sup> main floor area enables the efficient management of a multi-channel logistics structure under one roof, while its 60 loading and unloading ramps ensure uninterrupted service for high-volume traffic.

Among the automation solutions supporting the technical capacity of the Sakura Facility are Kardex vertical storage systems, Put-to-LED stations, and sorter systems. This technological infrastructure ensures that product movements are directed accurately, quickly, and efficiently, thereby enhancing workforce productivity while minimizing error rates in operational processes.

With its high storage capacity and advanced technological equipment, the Sakura Facility represents a concrete example of Ekol Logistics Inc.'s sustainable, digitalized, and customer-oriented logistics service approach. The systems implemented at the facility particularly enable the sustainable management of service quality in time-sensitive sectors such as e-commerce and retail logistics.

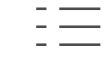


### LİLYUM & NİLÜFER

The Lilyum-Nilüfer Logistics Facility is one of Ekol Logistics Inc.'s high-tech facilities, structured in line with the principles of digitalization and operational efficiency. Commissioned in 2007, the facility enables the execution of integrated logistics operations with a storage capacity of 28,000 pallets, an indoor area of 48,000 m<sup>2</sup>, and a land size of 30,500 m<sup>2</sup>. The 18,000 m<sup>2</sup> main floor area allows the management of different operational units under one roof, while loading and unloading activities carried out through 28 ramps are designed to accommodate heavy vehicle circulation.

The competitive advantage of the Lilyum-Nilüfer Facility stems from its advanced automation infrastructure. With Kardex vertical lift systems and Automated Storage and Retrieval Systems (ASRS), product placement and access are carried out quickly, accurately, and traceably. In addition, semi-automated order preparation systems (Put-to-Light) and Put-to-LED stations optimize human-machine interaction, thereby increasing workforce productivity and operational speed.

Operating in harmony with Ekol Logistics Inc.'s sustainable growth and digital transformation strategies, the Lilyum-Nilüfer Facility is an integrated logistics center that, with both its physical infrastructure and technology-based solutions, aims to deliver high service quality to its customers.

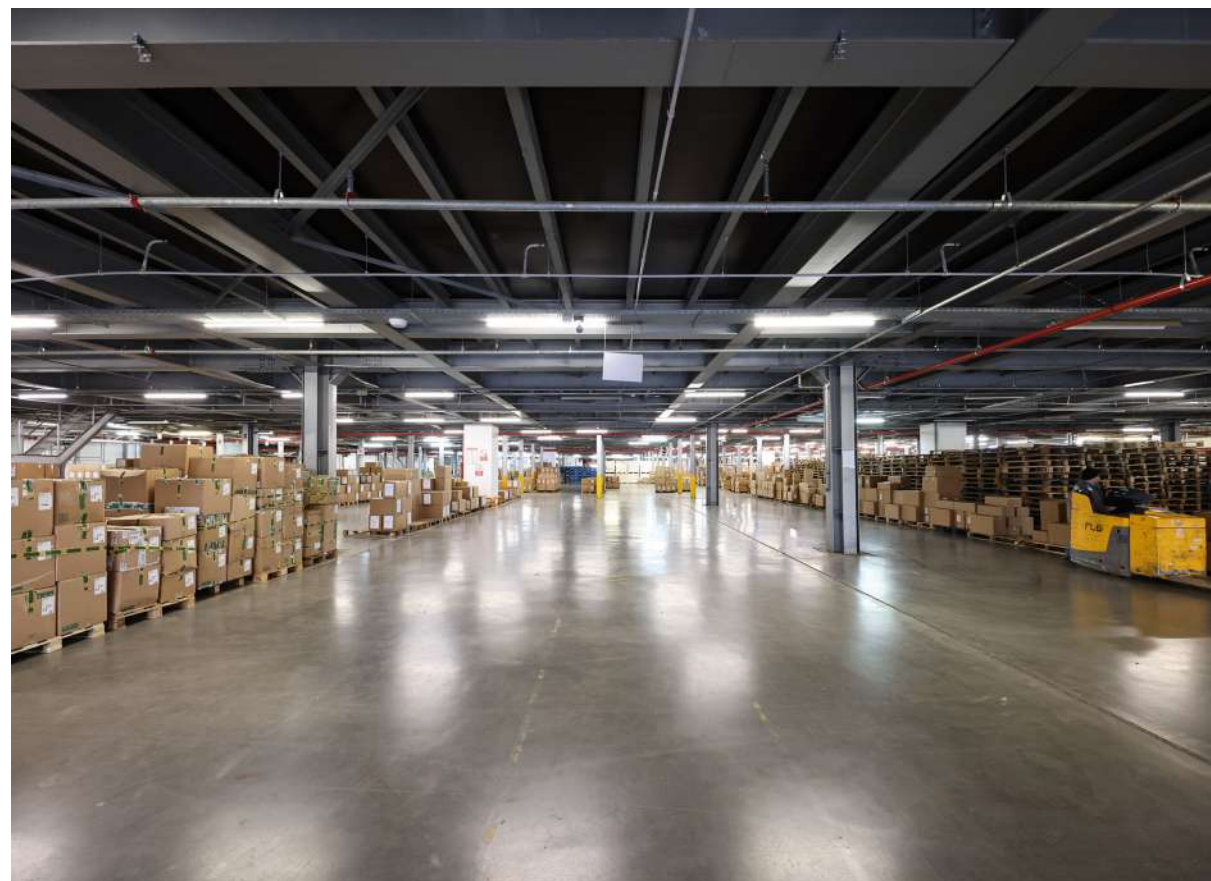


## LOGISTICS CAMPUSES

### ORKIDE

The Orkide Logistics Facility is one of Ekol Logistics Inc.'s integrated facilities with advanced technological infrastructure and has been in operation since 2001. With a storage capacity of 4,000 pallets, an indoor area of 70,000 m<sup>2</sup>, and a land size of 90,000 m<sup>2</sup>, the facility enables the execution of large-scale logistics operations.

The 22,000 m<sup>2</sup> main floor area, which strengthens the facility's operational capacity, allows multiple service functions to be managed under one roof. In addition, the loading and unloading infrastructure consisting of 37 ramps has been structured to support high-volume vehicle circulation.



The Orkide Facility stands out not only with its physical capacity but also with its automated solutions. Through the use of product sorters (split tray), cross-belt sorters, and conveyor lines, the sorting, routing, and dispatching of products are carried out more efficiently and with greater accuracy. This technological infrastructure both accelerates product flow and maintains high operational quality standards.

By combining Ekol Logistics Inc.'s many years of experience with advanced technology, the Orkide Facility serves as one of the company's critical operation centers, supporting its customer-oriented service approach with high performance.

## LOGISTICS CAMPUSES

### TULIP

Developed as a reflection of Ekol Logistics' vision of operational excellence, the Tulip Facility was designed and constructed from the ground up to meet modern logistics needs. Equipped with advanced automation technologies and high storage capacity, the facility offers integrated solutions to the dynamic demands of different sectors through its hybrid service model—supporting both online and offline channels (fulfillment and distribution center). Built on a total area of 85,720 m<sup>2</sup>, the Tulip Facility stands out with its three-story structure with independent access, conventional storage areas, and fully automated pallet and carton storage systems (Pallet ASRS and Mini-Load ASRS), achieving an operational capacity of 30,000 pallets and 1,200,000 cartons. The design of the project prioritized resource efficiency, advanced technology integration, and structural flexibility..

Developed with a sustainability focus, the facility aims to reduce environmental impacts with a solar panel system of approximately 6 MWp capacity, rainwater harvesting systems, and heat recovery technologies, while targeting LEED Silver certification. In addition, full compliance with ISO 14001 Environmental Management System, ISO 45001 Occupational Health and Safety Management System, ISO 9001 Quality Management System, and SLCP and TAPA FSR Class A standards reinforces the environmental and social responsibility approach in operational processes. Thanks to its strategic location, the Tulip Facility creates strong synergy with Ekol's other logistics centers, providing significant advantages in terms of operational efficiency and resource sharing. As such, the facility is positioned as a critical logistics infrastructure investment within Ekol's innovation- and sustainability-oriented growth strategy.

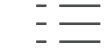


**Through the operations we carry out via our Tulip warehouse, we establish an agile and resilient structure in supply chain management. With this model we have developed in distribution processes within the Turkish market, we are able to respond to our customers' demands on a broader scale and in a more effective manner.**

This comprehensive collaboration strengthens Ekol Logistics' position as a logistics provider specialized in the sports retail sector, while also aiming to make a significant contribution to its sustainability performance by taking environmental, social, and economic impacts into account.

In order to meet the needs of its customers, Ekol Logistics has designed a facility with an indoor area of approximately 180,000 m<sup>2</sup>, developed by the Ekol Engineering team. Planned to be established in the Gebze-Balçık region, this modern facility is intended to serve a wide range of customers. Construction began at the end of 2024, and the facility is scheduled to become operational in the last quarter of 2026.





## WAREHOUSES

### LAVANTA

The Lavanta Logistics Facility is one of Ekol Logistics Inc.'s high-tech centers, standing out with its automation-supported infrastructure and investments in environmental sustainability.

Commissioned in 2008, the facility is a strong hub where large-scale operations can be managed, with a storage capacity of 100,000 pallets. With an indoor area of 58,000 m<sup>2</sup> and a total land size of 61,300 m<sup>2</sup>, it has the physical structure to meet all the requirements of integrated logistics services. On its 35,000 m<sup>2</sup> main floor area, different logistics operations are carried out simultaneously and in coordination, while its 32 loading and unloading ramps enable high-capacity handling.

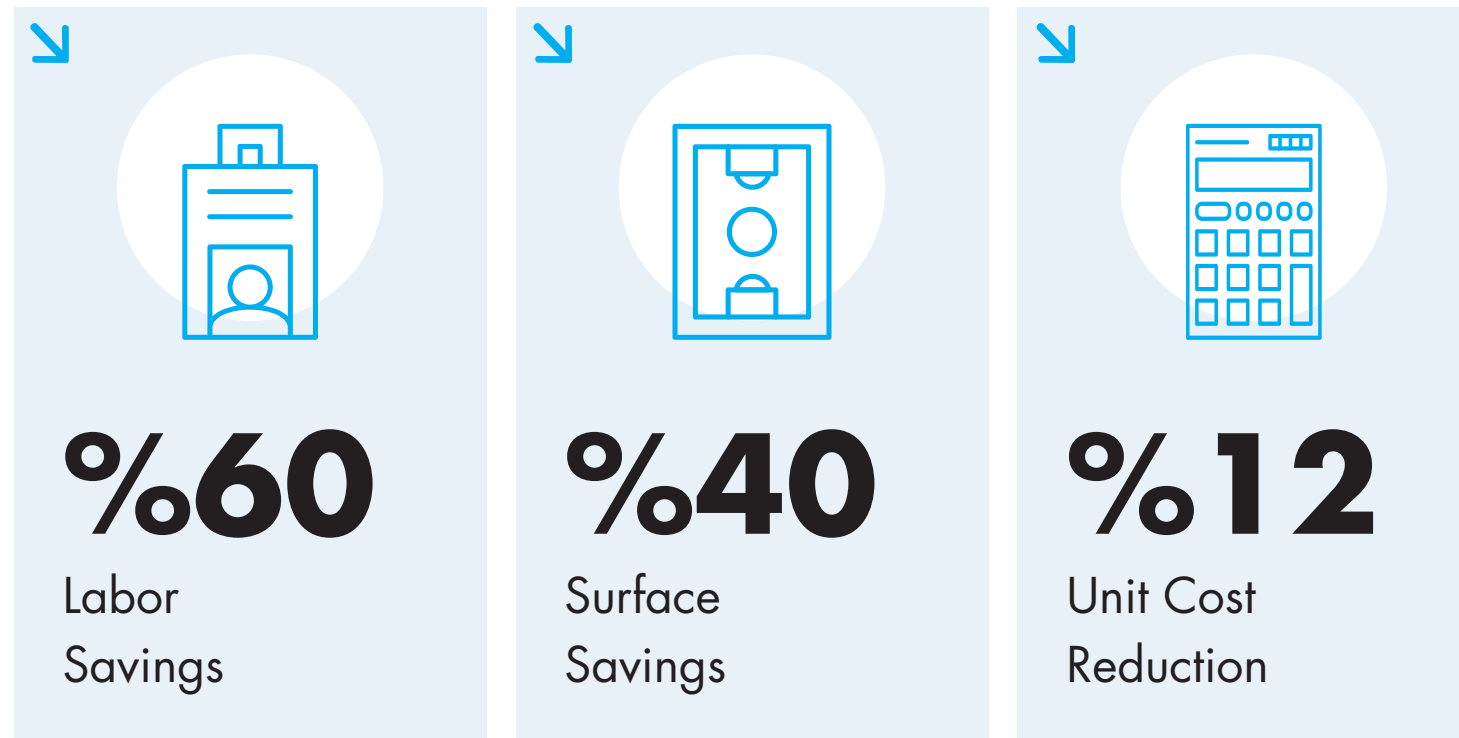
One of the most important elements that increase the facility's operational efficiency is its advanced automated solutions. At the Lavanta Facility, technologies such as Automated Storage and Retrieval Systems (AS/RS), Automatic Unloading System (AUS), Automatic Shrink Machine, Pallet Exchanger, and fully and semi-automatic pallet stretch-wrapping machines are actively used. These systems enable the management of product movements in the most efficient way in terms of both time and labor, while also ensuring traceability and error control in operations.

With solar panels installed on its roof, the facility generates renewable energy, thereby reducing carbon emissions and contributing to environmental sustainability. With its technological capacity, operational scale, and environmentally friendly approach, the Lavanta Facility operates as one of Ekol Logistics Inc.'s exemplary logistics centers representing advanced service standards.

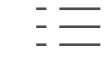
The Ekol Lavanta Facility, located 40 km from Ankara city center, was established in 2008 on a 51,000 m<sup>2</sup> plot of land with an indoor area of 43,100 m<sup>2</sup>. Since then, it has been providing logistics solutions such as free storage, bonded warehousing, value-added services, order preparation, returns handling, and shuttle transportation.

Thanks to the Automated Storage and Retrieval System (ASRS) used at the facility, 85% of handling operations are performed automatically. With a capacity of 52,800 pallets, this system enables an hourly throughput of 150 pallet inputs and 250 pallet outputs. Through the voice picking system, mixed pallet preparation operations are carried out with zero errors.

Compared to conventional methods, automation applications at the facility provide 60% savings in labor, 40% savings in space, and a 12% reduction in unit costs.



In addition, the facility has a truck parking area for 29 vehicles and 21 loading ramps.



## WAREHOUSES

### KOZMOZ

The Kozmoz Facility, commissioned by Ekol Logistics Inc. in 2016, is one of the company's high-capacity operation centers designed to work in integration with advanced automation systems. Built with LEED Certification, it stands out with an infrastructure that meets environmental sustainability standards. As the operator of this facility, Ekol Logistics manages one of its largest storage areas, with a capacity of 79,500 pallets. With an indoor area of 42,000 m<sup>2</sup> and a total land size of 70,000 m<sup>2</sup>, the facility provides large-scale logistics solutions. The 25,700 m<sup>2</sup> main floor area is structured to ensure effective coordination among different functional units, while the 48-ramp infrastructure enables continuous capacity for high-frequency loading and unloading operations.

The Kozmoz Facility stands out with its advanced automation infrastructure. Automated Storage and Retrieval Systems (AS/RS), automatic loading and unloading systems, conveyor-supported transport lines, and automatic labeling machines ensure that all in-warehouse movements are traceable, standardized, and carried out with minimal error. Semi-automatic stretch-wrapping machines also accelerate packaging processes, making shipment preparations more efficient.

This technological infrastructure meets speed and accuracy expectations for customer satisfaction, while directly contributing to operational efficiency targets. With its LEED Certification, the Kozmoz Facility operates as a strategic logistics hub that supports Ekol Logistics Inc.'s strong performance in the logistics value chain within the framework of its digitalization and sustainable growth vision.



### YONCA

Commissioned by Ekol Logistics Inc. in 2019, the Yonca Facility is one of its high-tech centers, structured specifically for operations specialized in retail, textiles, and fast-moving consumer goods (FMCG). As the operator of this facility, Ekol Logistics provides an infrastructure capable of managing versatile logistics solutions, with a storage capacity of 4,800 pallets, an indoor area of 67,200 m<sup>2</sup>, and a land size of 51,000 m<sup>2</sup>. With its 54,100 m<sup>2</sup> main floor area, the facility efficiently manages all processes from goods acceptance to dispatch, while its 59 loading and unloading ramps ensure uninterrupted service for high-volume operations.

One of the key factors enhancing the Yonca Facility's competitiveness is its automation infrastructure, which improves operational efficiency, while workforce management is supported by digital solutions.

The technological design of the facility enables flexible responses to sector-specific customer demands, making it possible to efficiently manage integrated logistics services, especially for fashion-driven, time-sensitive, and fast-turnover product groups. The Yonca Logistics Facility operates as one of Ekol Logistics Inc.'s strategic centers where its customer-oriented service approach is combined with advanced technology, reflecting its vision of operational excellence into practice.

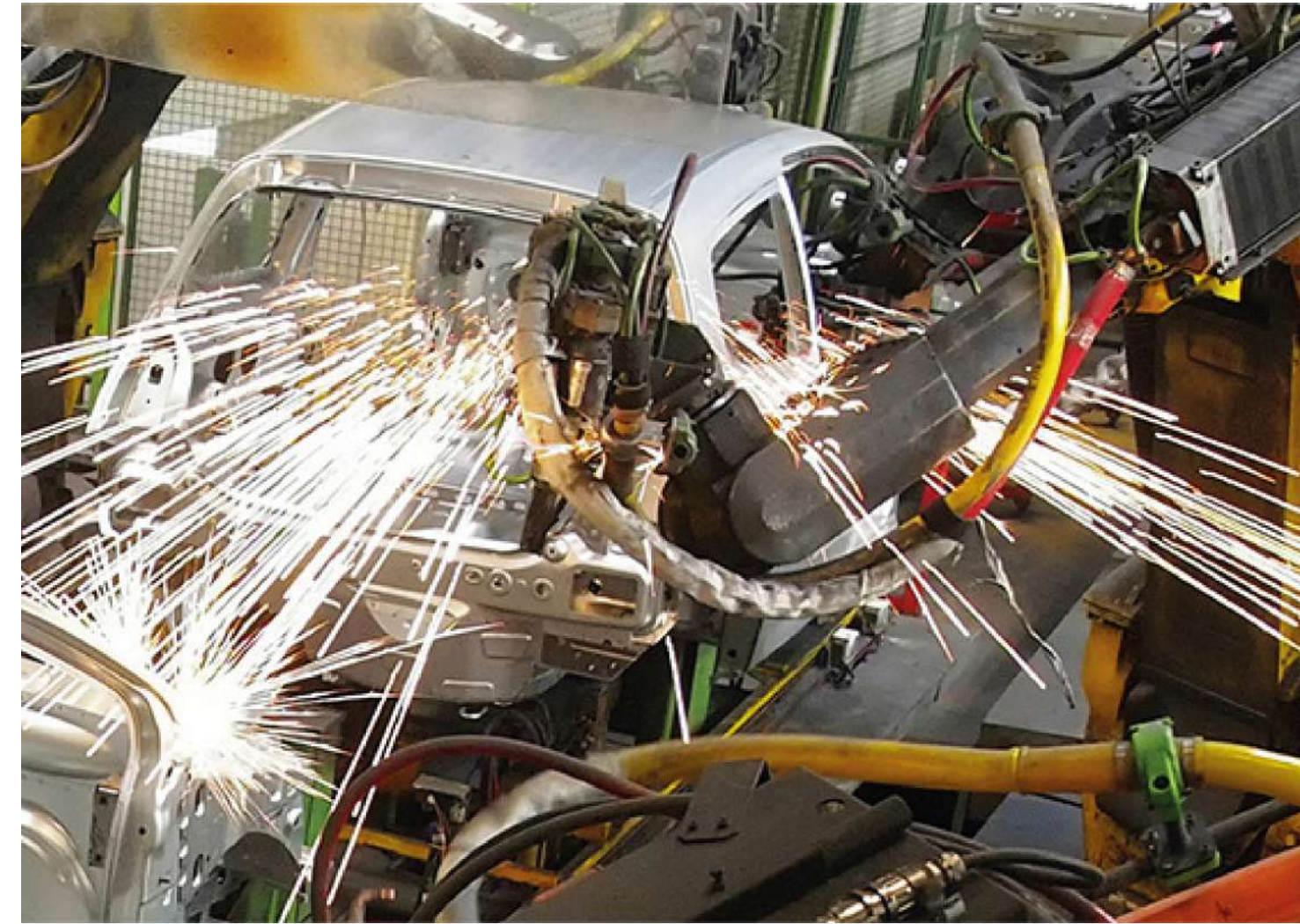
## SECTOR-SPECIFIC SOLUTIONS



### Efficient and Fast Logistics Infrastructure

Ekol Logistics manages distribution processes quickly, efficiently, and traceably through strategically located transfer centers and advanced facility infrastructure.

With its “from warehouse to shelf” approach and the principle of just-in-time delivery, flexible and sustainable solutions are provided to meet customer demands. Through digital systems and sustainable logistics practices, operational excellence is targeted.



### On-Time Delivery

Ekol Logistics Inc. provides end-to-end traceable logistics solutions that meet the requirements of automotive and sub-industry manufacturers for timely production line feeding. This structure, integrated with extensive supplier networks, supports production continuity and minimizes supply chain risks.

Our company develops special models not only for the main production flow but also for critical processes such as after-sales support and spare parts operations. Within this scope, distribution and warehousing systems are established to offer flexible solutions tailored to customer needs.



### Efficient Process Management

With its sectoral experience and technology-based operational infrastructure, Ekol Logistics Inc. develops logistics solutions that support the industrial efficiency of its business partners in both the public and private sectors. Within this scope, digital systems that manage the flow of products, documents, and information in an integrated manner across every link of the supply chain eliminate points of misalignment between processes.

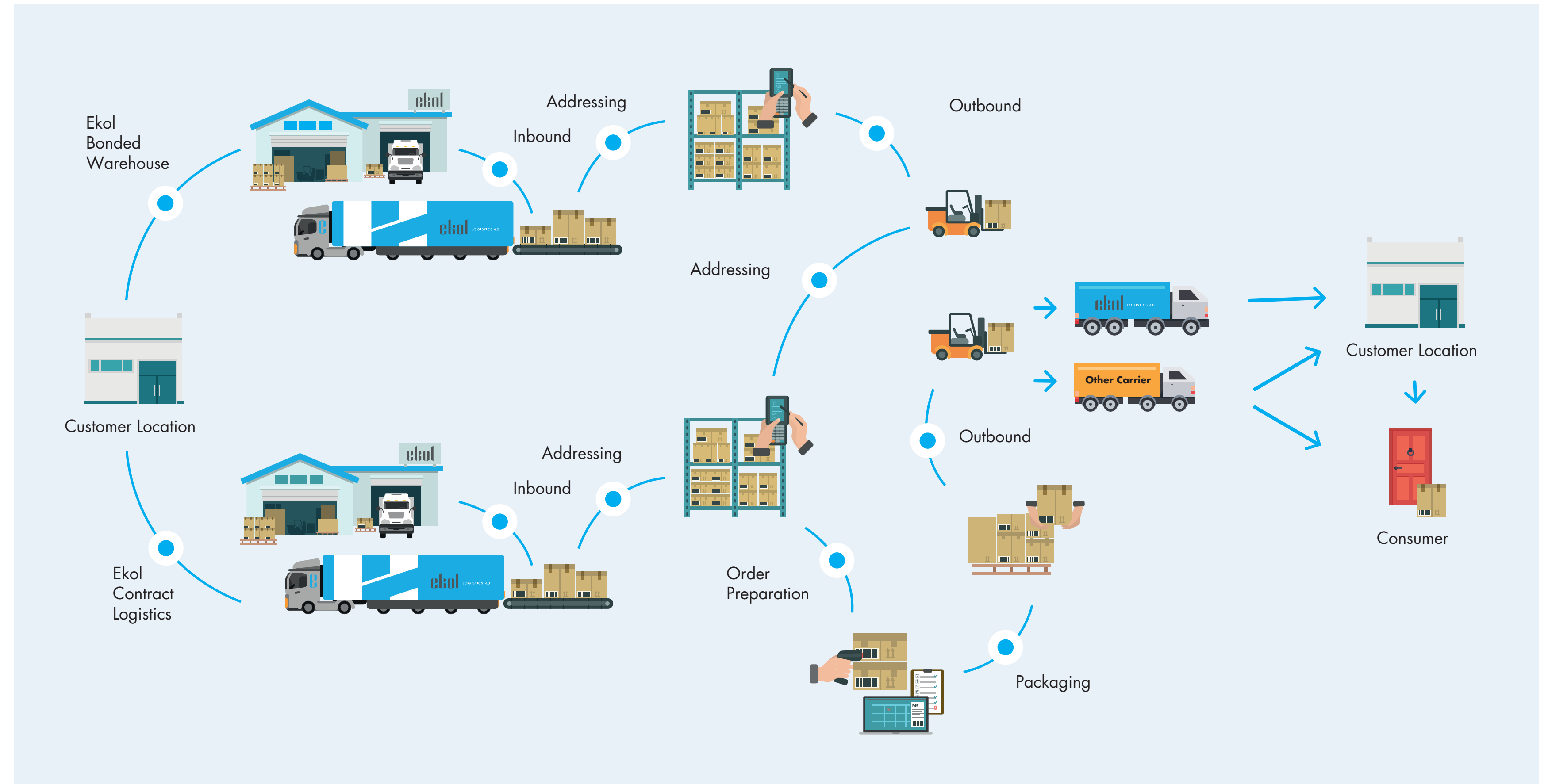
Beyond transportation alone, management models that ensure integration among logistics service units provide our customers with sustainable increases in operational capacity.

## OUR VALUE CHAIN

### Upstream (Pre-Production Stages)

Ekol Logistics adopts an approach to supply chain management that is focused on sustainability, commitment to ethical principles, and transparency. Within this scope, products are stored at relevant customer locations based on the information and details provided by the customer; bonded and non-bonded warehouse areas are structured separately, and processes are managed meticulously.

Products arriving at bonded warehouses are entered into the customs system in compliance with regulations, and all warehouse management processes are carried out effectively. Other products, on the other hand, are entered into the system within the scope of contract logistics and are managed in an integrated manner with storage operations.





## OUR VALUE CHAIN

### Direct Operations

Ekol Logistics carries out its direct operations—positioned at the center of the supply chain—with an approach focused on sustainability principles and digitalization.

The company’s operational model covers the entire process, from collecting products at customer locations to delivering them to the final consumer. This structure is supported by bonded warehouse management, contract logistics, domestic distribution, and e-commerce services.

### Bonded Warehouse Management: Sustainable Storage and Transfer

At the first stage of its direct operations, Ekol Logistics accepts products arriving from customer locations into its bonded warehouses, which are managed under high efficiency standards.

- **Inbound Processes:** Products are received in energy-efficient warehouse infrastructures and recorded in digital systems to ensure traceability.
- **Addressing and Inventory Management:** Accepted products are placed into designated areas through digital warehouse management systems (WMS).
- **Outbound Processes:** Products are dispatched to contract logistics warehouses or order fulfillment processes. Shipment processes are planned within the scope of sustainable supply chain management, contributing to the reduction of operational waste.

### Contract Logistics: Integrated Order and Packaging Solutions

Products taken from the bonded warehouse are processed in Ekol’s contract logistics facilities and customized for the customer:

- **Inbound and Addressing:** Products are placed on shelves and positioned for order preparation.
- **Order Preparation:** Products are consolidated according to customer demands and made ready for dispatch.
- **Packaging and Outbound:** Products are prepared with environmentally friendly packaging materials and transferred to distribution processes.

### Domestic Distribution: Deliveries with Optimum Routes

At the final stage, products are delivered to customer locations or directly to end consumers through Ekol’s domestic distribution network and other carriers.

With partial and full truckload transportation solutions, different logistics needs are met. By developing Milk Run and Flexible Milk Run models, route optimization is ensured, while efforts to increase delivery efficiency, reduce fuel consumption, and lower greenhouse gas emissions continue.





## OUR VALUE CHAIN



### Downstream (Post-Production Stages) – Flexible and Efficient Models in Distribution

Ekol Logistics has developed flexible and innovative transportation models to respond to its customers' changing demands and to optimize post-production distribution processes.

The modern cross-docking operations it offers in distribution processes stand out as one of the fundamental components of Ekol's sustainable logistics approach. While traditional methods require separate shipment planning for each supplier's products, Ekol's cross-docking model consolidates all suppliers' products at a central hub. There, products are rapidly sorted and directed to sales points through optimized shipment plans. This model increases vehicle load factors, minimizes transportation costs, and reduces the environmental impact of logistics operations.

Ensuring that products reach sales points in the shortest possible time minimizes inventory holding costs in the supply chain, while integrated systems provide process transparency and traceability.

Products leaving Ekol facilities are delivered directly to customer locations, offering fast and reliable solutions for brand distribution needs. Products not destined for direct customer locations but for end-users are shipped in collaboration with subcontracted carriers and cargo companies. In this way, both consumers and customer locations are reached through an efficient distribution network.

**As Ekol, we position our multi-layered and integrated distribution approach as a service model that prioritizes agility and flexibility in supply chain processes, while also making valuable contributions to operational efficiency, environmental sustainability, and customer satisfaction.**

### End of Life

Through its reverse logistics services, Ekol manages return processes while upholding sustainability principles at the end of a product's life cycle.

Within this scope, returned products are received, sorted, and subjected to quality control. Suitable items are reintegrated into stock, while products that are no longer usable are directed to disposal processes under customer supervision and in compliance with legal requirements.

## ECONOMIC PERFORMANCE

Ekol Logistics Inc. was established as a joint stock company with a capital of 720,000,000 TL. The company’s legal status is determined in accordance with the provisions of the Turkish Commercial Code. Following the transfer process carried out in 2024, it continues its operations under the name “Ekol Logistics Inc.”



**The company’s main field of activity is defined as bonded and non-bonded warehouse management, logistics, domestic distribution, and e-commerce. Within this scope, Ekol Logistics Inc. provides customer-oriented, integrated logistics solutions in Türkiye, particularly carrying out road transportation and distribution operations based on time and cost efficiency.**

Following the corporate restructuring process, the company’s operational structure has been reshaped in line with the principles of operational efficiency, supply chain management, digitalization, and sustainability.

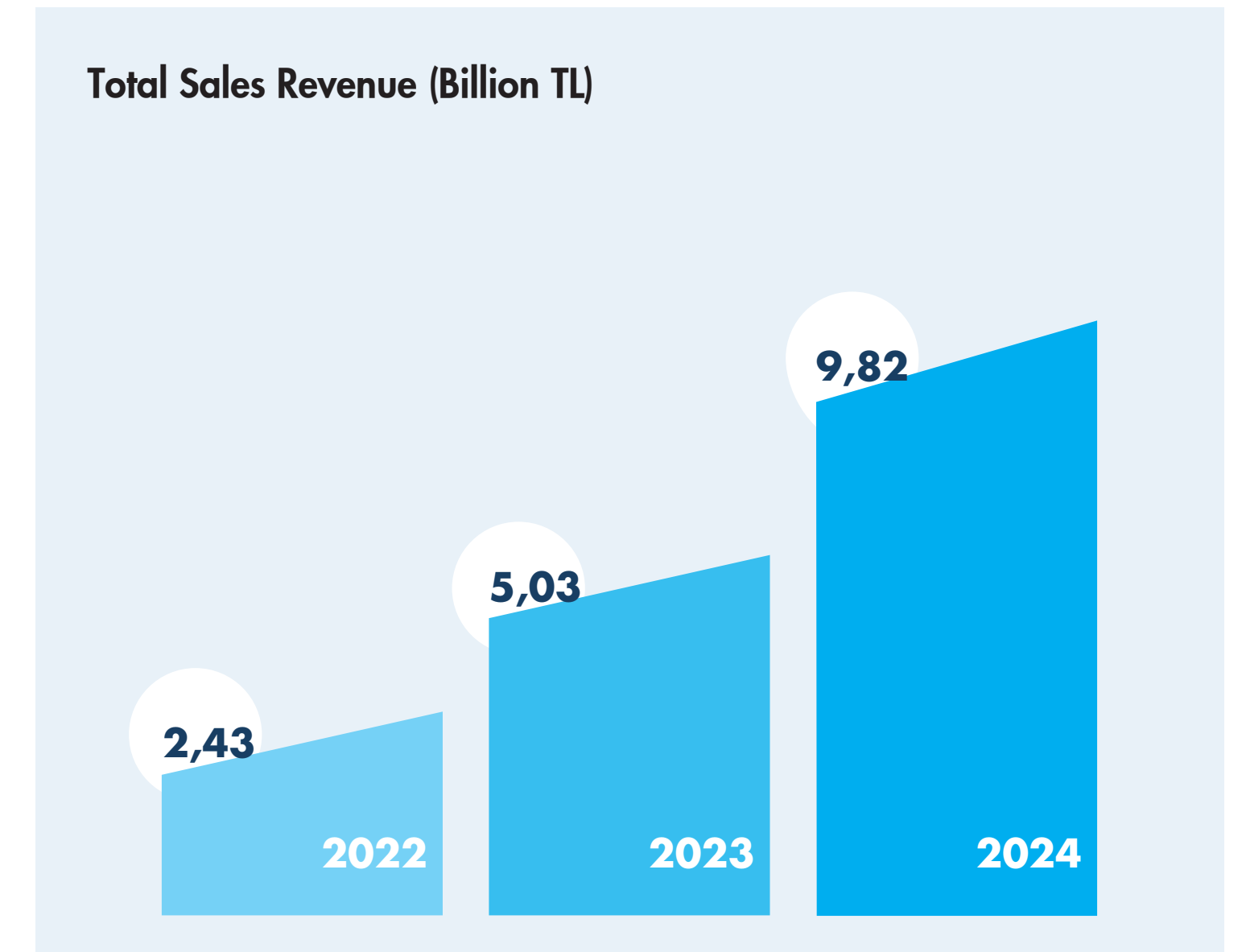
**Percentage of Total Sales by Year and Sector**



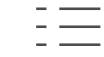
Ekol Logistics Inc.’s economic performance showed significant growth during the 2022–2024 period, driven by the transformation in its operational structure.

The company’s total sales revenues amounted to 2.43 billion TL in 2022, increased to 5.03 billion TL in 2023, and reached approximately 9.82 billion TL in 2024.

**Total Sales Revenue (Billion TL)**



With regard to export activities, Ekol Logistics Inc. carried out exports totaling 365.5 million EUR in 2022. However, following the transfer process completed in 2024, export operations were incorporated into the DFDS organization.



## ECONOMIC PERFORMANCE

When examining Ekol Logistics’ revenue composition by service, a steady growth trend has been observed in the income generated from domestic transportation and distribution activities. Core service categories such as Ekol 360°, bonded warehouse services, warehouse management, and domestic distribution have shown periodic increases and, in parallel with the expansion of operational capacity, had nearly doubled by 2024 compared to previous years.

Overall, Ekol Logistics has strengthened its operational scope, consolidated its position in the domestic market, and steadily improved its economic performance in line with the principles of sustainable growth by adapting to the transformation process in its business structure. This approach demonstrates that the company has adopted a business model aligned with its economic, environmental, and social sustainability goals.

Ekol Logistics is one of the pioneering logistics companies included in the TURQUALITY program carried out by the Ministry of Trade of the Republic of Türkiye. **It plays an important role in ensuring the strong representation of Turkish brands abroad** and supporting Türkiye’s vision of global branding.

Since being included in the program in 2016, Ekol has undergone significant transformation over approximately seven years in areas such as corporate governance, operational efficiency, human resources, information technology infrastructure, and brand strategy.

Thanks to the support provided by TURQUALITY, Ekol has achieved a strong position in international markets—particularly in Europe—as a Turkish logistics brand, elevating the perception of “Made in Türkiye” to a higher level within the logistics services sector.

During this period, the company implemented digital transformation and sustainability projects, developing low-carbon transportation solutions. In particular, the expansion of intermodal transportation systems, the reduction of the carbon footprint, and the proactive management of obligations under the European Green Deal have strengthened Ekol’s environmental sustainability approach. The support provided under the TURQUALITY program has contributed not only to increasing Ekol’s brand recognition in global markets but also to:

- Enhancing its environmental and social sustainability performance,
- Strengthening its digital traceability infrastructures,
- Implementing management models based on ESG criteria.

In the 2017–2022 period, with the approved 5-Year Development Roadmap, Ekol strengthened the representation power of the Turkish brand abroad, expanded its international operations, and accelerated its digitalization processes.

The years 2020–2022 marked a period in which digital transformation and sustainability investments came to the forefront; intermodal transportation solutions were expanded, and carbon emission reduction targets were integrated into operational processes.

The years 2023–2024 represented a strategic phase in which, in addition to the completion of the second 5-year period, Ekol Logistics entered a new era with the transfer process to DFDS.

During this process, the strategic roadmap for the 2027–2032 period was prepared, and corporate resilience and integrated management systems were further strengthened to align with the company’s new structure.

## A Turkish Brand in Logistics with Turquality

**TURQUALITY**®



## ECONOMIC PERFORMANCE

### Our Position in the Sector According to 2023–2024 Financial Results

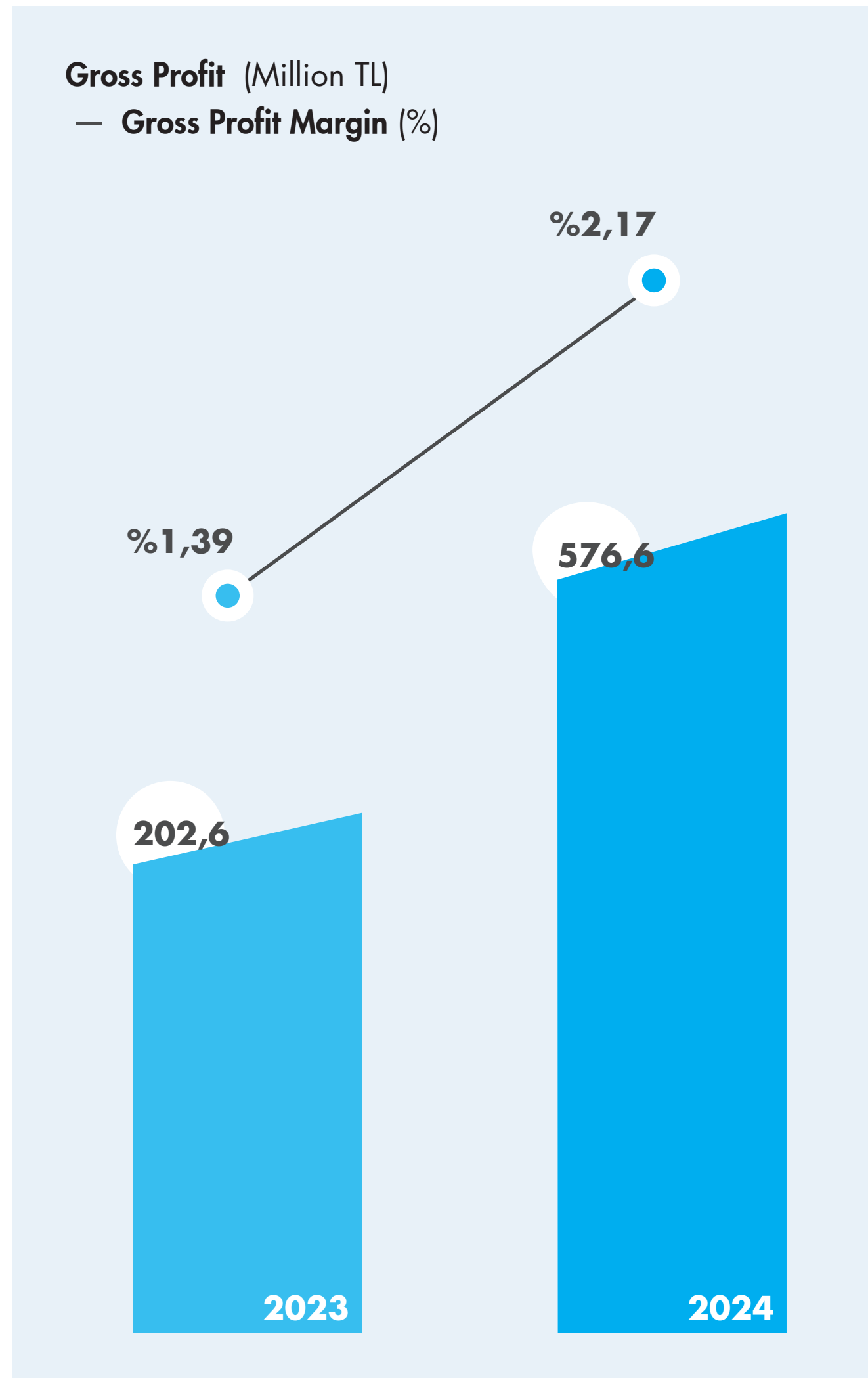
In 2023 and 2024, Ekol Logistics’ economic performance was shaped by both global and national macroeconomic developments as well as the company’s strategic investments and operational improvement initiatives.

In 2023, high inflation, exchange rate fluctuations, and rising energy costs created significant cost pressures in the logistics sector. During this period, Ekol Logistics focused on cost optimization and operational efficiency projects, achieving a gross profit of 202.6 million TL and a gross profit margin of 1.39%.

In 2024, investments in digitalization and automation systems boosted efficiency and ensured cost effectiveness. With strategic steps such as expanding storage capacity, renewing the fleet, and strengthening IT infrastructure, gross profit increased to 576.6 million TL, while the gross profit margin rose to 2.17%. This represented a 184% increase in gross profit and an improvement of 78 basis points in margin compared to the previous year.

Total revenue for 2024 reached 2.4 billion TL, during which 20 million parcels and 1.2 million pallets were delivered and invoiced. This operational growth was supported by service diversification and the acquisition of new customers.

At the end of 2024, Ekol Logistics’ international transportation unit was sold to Denmark-based DFDS for approximately 1.9 billion DKK (260 million EUR). This transaction resulted in a significant change in the company’s ownership structure, creating substantial economic value for former shareholders. Following the sale, Ekol Logistics’ operations were integrated into DFDS’s global logistics network. While this required short-term adaptation, it provides long-term strategic advantages in terms of operational synergy and market access.



Gross Profit Growth Rate

# %184

# 78

Basis Point (bps) ↗



# 2,4 BILLION

Total Revenue (TL)



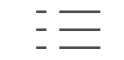
# 20 MILLION

Parcel



# 1,2 MILLION

Pallet



## HIGHLIGHTS OF 2023

### Natural Capital

- Within the scope of the circular economy, products nearing their expiration date were repurposed as animal feed, and examples of industrial symbiosis were expanded.

### Intellectual Capital

- 3 domestic patent applications were filed.

### Manufactured Capital

- Storage capacity was expanded, and the fleet was renewed.

### Human Capital

- The number of employees increased from 3,472 to 3,924.
- The proportion of female employees reached 26.37%.

### Social Capital

- The Çayırova Sports High School Project was launched.

### Financial Capital

- Gross profit: 202.6 million TL, gross profit margin: 1.39%.





## HIGHLIGHTS OF 2024

### Natural Capital

- Low-carbon transportation solutions were developed,
- Intermodal transportation was expanded,
- European Green Deal obligations were managed.

### Intellectual Capital

- Patent applications increased to 15, achieving a 400% growth.
- 1 utility model application was filed.

### Manufactured Capital

- Information technology infrastructure was strengthened; digitalization and automation investments improved efficiency.

### Human Capital

- Employee development programs were strengthened, ensuring balanced representation through the principles of inclusivity and diversity.

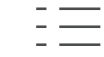
### Social Capital

- Collaboration with LÖSEV continued; participation took place in the "Running Step for LÖSEV" campaign during the Istanbul Marathon,
- Çayirova Sports High School Project.

### Financial Capital

- Gross profit: 576.6 million TL (184% increase), gross profit margin: 2.17%. DFDS transfer was completed.





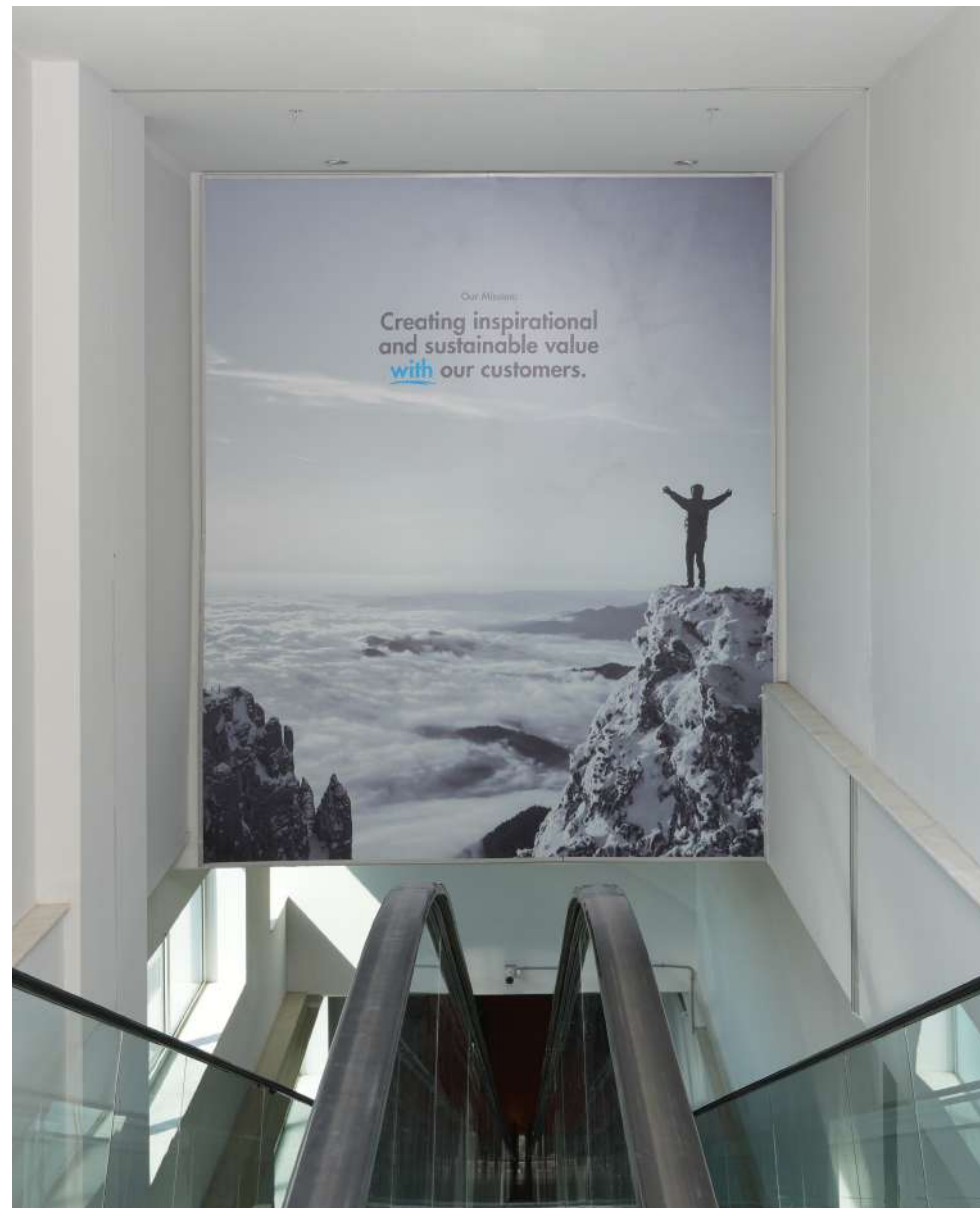
## OUR MISSION, VISION, VALUES, AND MANIFESTO

### Our Mission

To create inspiring and sustainable value together with our customers.

### Our Vision

To be a pioneering institution that prioritizes digital transformation and innovation; advances with operational excellence, efficiency, and simplicity; values the satisfaction of all internal and external stakeholders; and contributes sustainable value to society.

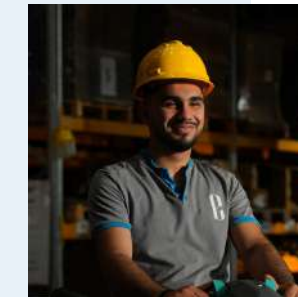


### Our Values



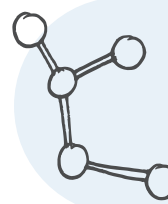
#### We Are Human-Oriented

In everything we do, we accurately understand and prioritize the needs of all our stakeholders (customers, employees, suppliers, etc.) and make our decisions accordingly. We keep love and respect at the forefront and conduct our relationships with empathy.



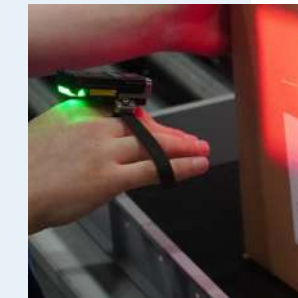
#### Together as One

There is no challenge we cannot overcome as a team. As a highly motivated, passionate, and constructive team, we empower one another and run toward our goals.



#### We Are Innovative

At the core of our success lie our imagination, unique perspective, and passion. We bring creative ideas to life with courage and determination for a better future. With our innovative initiatives, we lead the way in our industry.



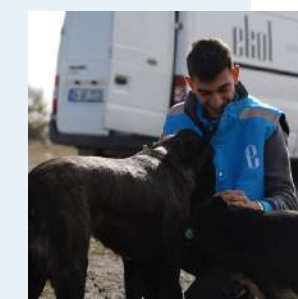
#### We Are Simple

We value simplicity. With our efficient and lean working approach, we understand processes correctly, implement them accurately, manage them easily, and quickly adapt to conditions.



#### We Are Sensitive

For a better world, we consider the well-being of the environment, society, and animals in our work. We carry out our efforts with common sense and responsibility for a sustainable future.



### Our Manifesto

“Good enough” has never been enough for us. We believe in continuous and dynamic transformation to reach better, and through this belief, we grow and improve every single day. We know that there is no other way to achieve success.

By blending our approach—one that unites reason, emotion, and consciousness—with our experience and expertise, we bring a new-generation perspective to the logistics sector.

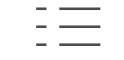
We continue to be a source of inspiration in our industry by using our advanced technology, which strengthens us, to deliver sophisticated solutions with our commitment to flawless service for our customers.

For us, people come first above all. To better understand one another, to protect the values we share, and to achieve the goals we aspire to, we move forward with determination, powered by our most valuable asset: our people.

We provide the best service in everything we do to our customers, who deserve nothing but the best. We never forget that their success is our success.

By bringing bold ideas to life with our constructive attitude, we overcome every challenge and grow stronger with every success.

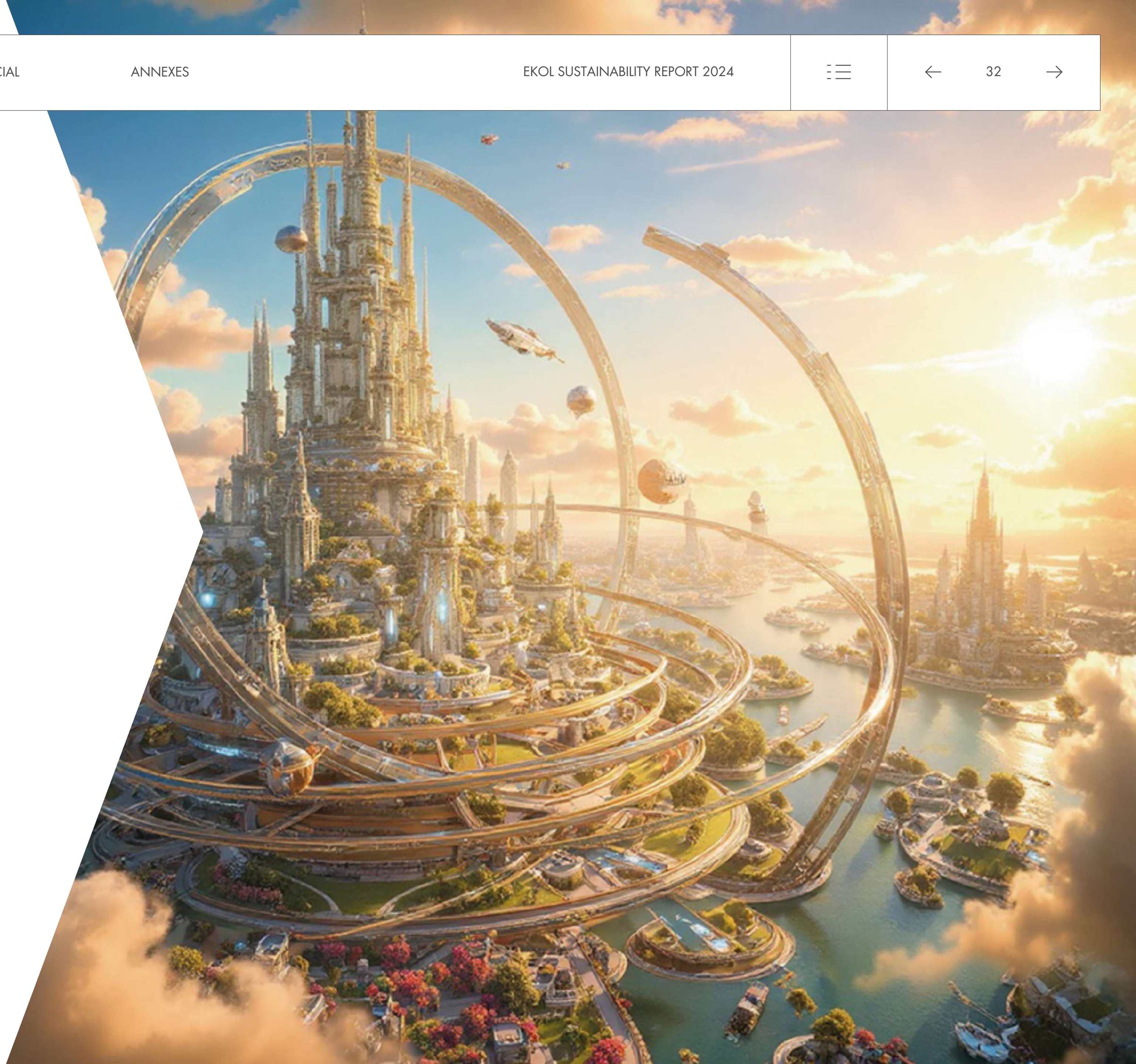
We know that if we work with belief, there is no obstacle we cannot overcome. With our ethical values and our clear net-zero carbon commitment to sustainability, we are ready not only to change the future of the logistics sector but also to transform the world.

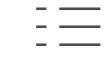


**GOVERNANCE**

**Sustainability:**

**A better world, a  
brighter **FUTURE!****





## SUSTAINABILITY

Ekol Logistics regards sustainability as an integral part of its leadership approach, placing it at the core of its corporate values and strategic objectives. Aiming to conduct its operations in an economically, environmentally, and socially sustainable manner, Ekol Logistics also focuses on developing eco-friendly and innovative solutions for its customers.

Its corporate governance approach is built on the principles of transparency, accountability, fairness, and responsibility. This framework seeks to create sustainable value for all stakeholders and make ethical business practices a fundamental element of the company's culture.

Following the transfer process to DFDS, Ekol Logistics underwent a significant restructuring, shaping its organizational structure within a stronger and more strategic framework. Within this scope, the company's governance mechanisms were redesigned, and both the Executive Board and Board of Directors structures were updated.

The organizational restructuring process is ongoing, and all evaluations and planning presented in this report have been prepared by taking into account the structures that are planned to be implemented in the near term in line with Ekol Logistics' sustainability objectives.

Within the new organizational structure, sustainability activities and practices are first submitted for the Executive Board's approval, and then shared with the Board of Directors. The Executive Board functions as the body where decisions in the field of sustainability are effectively evaluated and guided. Potential projects are identified by the relevant project departments, presented to the Executive Board, and after evaluation, submitted for the Board of Directors' approval.

To ensure the more effective implementation of its sustainability strategy, an independent Sustainability Department has been established. This unit is responsible for developing policies, implementing practices, and monitoring performance in environmental, social, and governance (ESG) areas.

The Board of Directors assumes a leadership role in strategic decision-making processes and provides an inclusive governance structure to secure the company's long-term success.

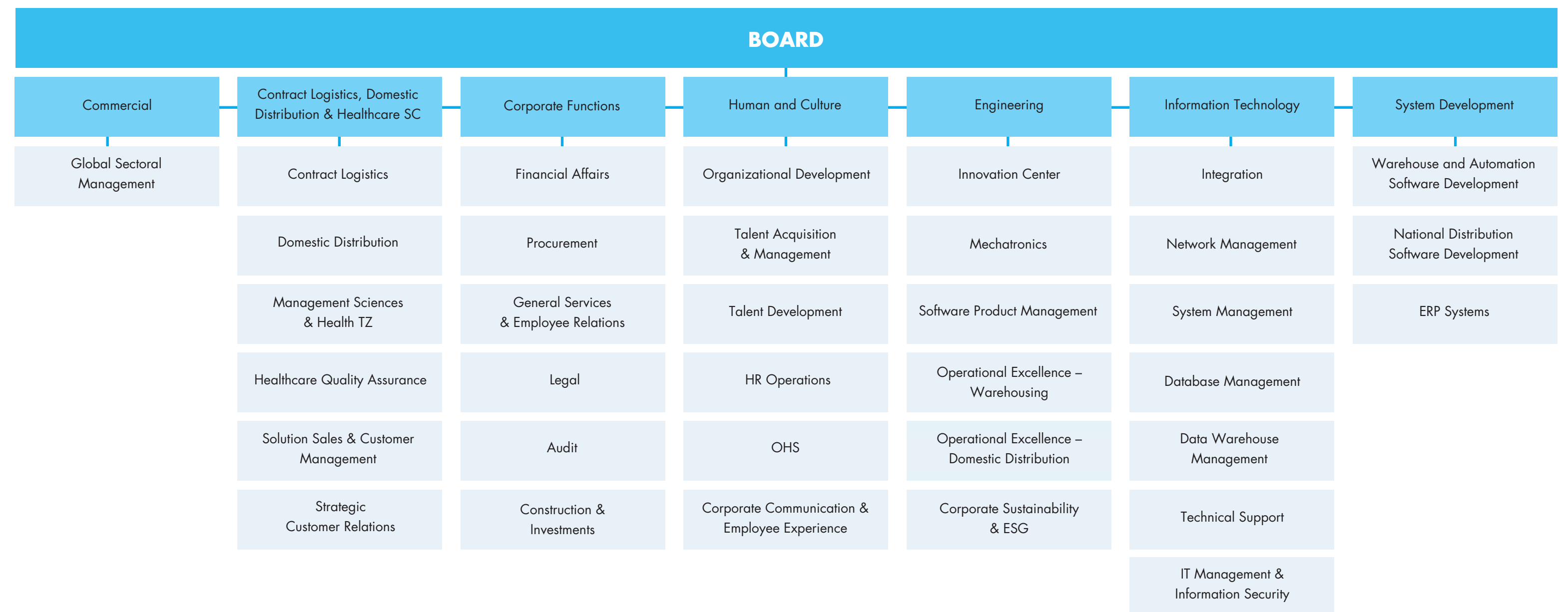
This structure is built upon;

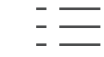
- Defining strategic objectives,
- Integrating sustainability and ESG practices,
- Overseeing risk management and compliance processes,
- Ensuring full adherence to ethical principles and legal regulations.

Ekol Logistics has established a strong governance culture with the participation of its employees and business partners, making policies focused on information security, innovation, environmental sustainability, and social impact an integral part of its corporate governance.



In the current structure, the details of the re-established boards can **be examined in detail here.**





## OUR SUSTAINABILITY JOURNEY

### 2013 ▾

- Trainings were provided on natural resources, recycling, and consumption at the facilities.
- The company obtained the title of AEO (Authorized Economic Operator – Authorized Consignor).



### 2014 ▾

- Ekol became the first logistics company in Türkiye to receive the WWF Green Office Diploma.
- Ekol became the first company in Türkiye to receive the Sustainable Logistics Certificate.
- Applied for an EcoVadis rating in response to demand from the automotive sector.
- Successfully completed Sedex audits in response to demand from the FMCG sector.



### 2015 ▾

- Compliance with European Standards was achieved through the use of Euro 6 vehicles.
- The Corporate Sustainability Directorate was established within Ekol.
- Received the Customer Focus Award at the 2014/15 European Business Awards
- Joined NQC – Risk and Compliance Management in Global Supply Chains in response to automotive sector demand..
- Obtained the TAPA certification for the first time for the Orkide Facility.



### 2016 ▾

- CNG fuel began to be used in operations.
- The Konya Facility was incorporated into the scope of the Integrated Management Systems.

### 2017 ▾

- Ekol reached the finals in the field of sustainable business with its intermodal transportation services.
- Became the first logistics company in Türkiye to be included in the Turquality program.
- Obtained the BRC certification at the Konya facility.



### 2018 ▾

- A total of 150 eco-friendly Euro 6 engine vehicles were added to the fleet.
- Transition processes to the ISO 14001:2015 standard were completed across all locations, and carbon emission reduction certificates began to be issued to customers.

### 2019 ▾

- The Lotus Facility received the ISO 14001 Environmental Management System Certificate and the LEED Silver Certificate.
- The Kozmoz Facility became operational with LEED Gold accreditation..
- With its intermodal business model, Ekol won first place in the “Carbon Management” category at the Sustainable Business Awards organized by the Sustainability Academy.
- The Lotus Facility, as the largest facility in the EMEA region, was awarded the TAPA FSR A certificate.
- Transition to the ISO 9001:2015 version was completed.



### 2020 ▾

- The Corporate Carbon Footprint was updated in accordance with the ISO 14064-1:2018 international standard.
- The UN Global Compact – Statement from Business Leaders for Renewed Global Cooperation was signed.
- The corporate greenhouse gas inventory, audited under ISO 14064-1, was verified by Bureau Veritas.
- A CDP report was prepared, including Scope 3 emissions.
- Emission reduction targets were set for 2030 and 2050.
- Achieved second place in the “Customer Relations” category under the European Customer Focus Award.



### 2021 ▾

- SPP investment was launched at the Lotus Facility..
- Use of HVO (Hydrotreated Vegetable Oil) began.
- Achieved B Management Level in the Carbon Disclosure Project (CDP) Climate Change report.
- Participation in Project 21 activities was initiated.
- Received funding support for the process of “Establishing, Monitoring, and Certifying the Zero Waste Management System”.
- Transitioned to the new version of the BRC Storage and Distribution Standard.



### 2021 ▾

- The rooftop SPP investment at the Lotus Facility was implemented.
- Initiated the establishment process of the ISO 50001 Energy Management System.
- Through women’s workforce projects, women took the driver’s seat.
- Energy audits were completed in 4 facilities as part of legal requirements.
- Maintained the B Management Level in the Carbon Disclosure Project (CDP) Climate Change report.



### 2023 ▾

- Obtained the Green Logistics Certificate.
- Ensured the continuity of the ISO 50001 Energy Management System certification through interim audits.
- National Distribution locations received legal environmental permits from the Ministry of Environment, Urbanization and Climate Change.
- Received the call letter for the rooftop SPP project at the Lavanta Facility.
- Maintained the B Management Level in the Carbon Disclosure Project (CDP) Climate Change Report.

### 2024 ▾

- At the Lavanta Facility, the rooftop solar power plant (GES) project with an installed capacity of 1,395 kWp and the electric truck operation were successfully completed. This investment increased the share of renewable energy use and contributed to reducing the carbon footprint of transportation activities.
- The Yonca Facility was awarded the ISO 22000:2018 Food Safety Management System certificate. With this certification, compliance with food safety standards in service delivery has been documented..
- Within the scope of the ISO 50001 Energy Management System (EnMS) certification, interim audits ensured the continuity and effectiveness of the system, while energy efficiency processes were sustainably monitored.
- As part of the Carbon Disclosure Project (CDP) Climate Change Reporting, the B Management Level was maintained, demonstrating consistent performance in emission management.



## OUR SUSTAINABILITY GOVERNANCE STRUCTURE FROM THE PERSPECTIVE OF THE SUSTAINABLE DEVELOPMENT GOALS (SDGs)

Ekol believes in leadership in sustainability and positions sustainability as a strategic priority among its corporate values and objectives. Within this scope, its primary goal is to develop environmentally conscious new solutions for its customers, while growing responsibly and remaining economically sustainable.

To successfully implement its strategy and achieve its objectives, Ekol relies on its service portfolio, its collaborations with stakeholders, and the awareness and performance of its employees. By placing sustainability at the core of its corporate strategy, Ekol focuses on maximizing its environmental, social, and economic impacts. It regards sustainability as a fundamental element of the way it does business and actively works to fulfill its Environmental, Social, and Governance (ESG) responsibilities.

### At Ekol, we act with the principle of “For a Better”.

By adopting sustainability as an inseparable part of our business strategy, we: Lead the transformation of business through an Environmental, Social, and Governance (ESG) approach.

Place the United Nations Sustainable Development Goals (SDGs) at the center of our business model. Ensure that this approach secures our long-term success while contributing to global sustainability objectives.

By aligning its sustainability strategy with the UN SDGs, Ekol Logistics takes concrete steps in the areas of environment, society, and governance.

In line with these priorities, the company considers it a fundamental responsibility to minimize environmental and social impact while contributing to global goals. In this regard, we attach great importance to preserving natural resources, reducing carbon emissions, and enhancing societal benefit while ensuring economic growth.

The company’s priority sustainability goals are summarized below:



### Goal 5: Gender Equality

Ekol adopts policies that support gender equality, focusing on increasing the participation of women and girls in the workforce and providing equal opportunities within the corporate structure.



### Goal 7: Affordable and Clean Energy

Energy efficiency projects and renewable energy investments are being implemented to support access to affordable, reliable, and sustainable energy sources.



### Goal 9: Industry, Innovation and Infrastructure

Ekol develops innovative solutions that support inclusive and sustainable industrialization and prioritizes resilient infrastructure investments.



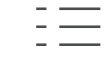
### Goal 11: Sustainable Cities and Communities

Efforts are carried out to enhance inclusiveness, safety, and sustainability in the cities and human settlements where logistics activities are conducted.



### Goal 13: Climate Action

Strategies have been developed to reduce carbon emissions, manage climate risks, and implement urgent action plans to combat the impacts of climate change.



## OUR SUSTAINABILITY GOVERNANCE STRUCTURE FROM THE PERSPECTIVE OF THE SUSTAINABLE DEVELOPMENT GOALS



### Environmental Sustainability

We create a distinct impact in the industry through the solutions we implement to minimize our environmental footprint:

- By developing sustainable infrastructures with our LEED-certified facilities, green ports, and eco-friendly office investments.
- By expanding our renewable energy investments, enabling a large share of our operations to be powered by solar energy.
- By transparently managing our environmental impacts through ISO 14064-1:2018 greenhouse gas emission calculations and verification processes.
- By enhancing our energy efficiency and reducing our environmental footprint through our low-carbon transportation model.
- By advancing our sustainable business practices through our participation in CDP (Carbon Disclosure Project), our EcoVadis ratings, and our Carbon Neutral target.



### Economic Sustainability

We strengthen our economic sustainability by continuously improving our operations:

- By enhancing operational efficiency, we both optimize costs and improve service quality.
- Through our R&D investments, we lead technological advancements and make our logistics processes more efficient.
- By investing in technology and innovation, we make our logistics processes more efficient and sustainable.
- As the first storage and logistics company included in the Turquality Program, we enhance our competitiveness in the global market.
- These efforts enable us to sustain our growth while utilizing our resources in the most effective way.



### Social Sustainability

We continue to create value for our employees, business partners, and the society we are part of:

- We apply the highest standards in employee well-being and occupational safety.
- Through our projects that promote women’s employment, we contribute to gender equality.
- With our training and development programs, we support the continuous growth of our employees.
- By adhering to the United Nations Global Compact, we strengthen our commitment to ethics and social responsibility.

Through these initiatives, we assume a leading role not only in the business world but also in the field of social sustainability. Ekol Logistics aims to continuously improve its performance scores each year in international sustainability rating platforms such as CDP and EcoVadis, in which it participates voluntarily. These assessments evaluate our company’s governance structure on climate change, risk and opportunity management, business strategies and targets, greenhouse gas emissions monitoring, and stakeholder engagement processes.

## United Nations Global Compact (UN Global Compact)

The United Nations Global Compact is a UN initiative established to bring together businesses worldwide under a common framework on sustainability, social responsibility, and anti-corruption. While it does not impose any sanctions, the Compact aims to ensure that its participants act collectively in the areas of human rights, environmental protection, and combating corruption.

As Ekol Logistics, since becoming a signatory of the United Nations Global Compact on December 18, 2007, we have embraced its 10 core principles and conduct all our operations with a focus on ethical values, environmental responsibility, and social benefit. We have made it a fundamental part of our business approach to create workplaces that respect human rights, reduce our environmental impacts, ensure transparency in the fight against corruption, and foster trust-based relationships with our stakeholders. With this mindset, we adopt the guiding framework of the Global Compact not only in our logistics activities but also in our supply chain management, business partnerships, and social responsibility projects.



<b>Human Rights</b>	1	Businesses should support and respect the protection of internationally proclaimed human rights.
	2	Businesses should make sure that they are not complicit in human rights abuses.
	3	Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.
<b>Labour and Working Standards</b>	4	Forced and compulsory labour must be eliminated.
	5	Child labour must be abolished.
	6	Discrimination in respect of employment and occupation must be eliminated.
<b>Environment</b>	7	Businesses should support a precautionary approach to environmental challenges.
	8	Businesses should undertake initiatives to promote greater environmental responsibility.
	9	Businesses should encourage the development and diffusion of environmentally friendly technologies.
<b>Anti-Corruption</b>	10	Businesses should work against corruption in all its forms, including extortion and bribery.

## Climate Leadership with CDP B+ Performance

Ekol Logistics has long been actively participating in the CDP (Carbon Disclosure Project) processes, prioritizing transparency and accountability in the fight against climate change.

**As the first company in the logistics sector to achieve a “B+” rating under the CDP Climate Change Program by performing above European standards, Ekol has secured its place among the leading organizations worldwide that transparently report their climate performance, with this success achieved in 2024 and previous years.**

In addition, within the scope of the Supplier Engagement Assessment (SEA) conducted by CDP, our company has been recognized in the “A List” category. This achievement certifies our high performance in governance, emission targets, Scope 3 management, and supply chain engagement, and confirms our leadership in combating climate change. This significant result demonstrates that our sustainability strategy is not limited to declarations, but rather is advanced through concrete actions at the supply chain level.

These systematic efforts reflect our company’s commitment to “better every day” by reducing greenhouse gas emissions from operational activities, accelerating the transition to a low-carbon economy, and managing climate-related risks. Thanks to the progress achieved and our continuous improvement approach, Ekol Logistics reinforces its dedication to transparent climate reporting and takes significant steps toward its goal of becoming carbon neutral by 2050.



2023 verilerine göre iklim değişikliği kategorisinde Türkiye’de **B yönetim** seviyesinde derecelendirilen **ilk ve tek** lojistik markası olmaya devam ediyoruz.



## Ecovadis

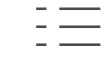
By placing sustainability at the core of its operations, Ekol Logistics takes decisive steps to align with international standards in environmental, social, and governance (ESG) areas.

Within this framework, regular data entries are made each year through the EcoVadis Sustainability Assessment Platform, enabling independent performance measurement and ensuring transparency across supply chain processes.

The company has systematically integrated sustainability criteria into supply chain management by aligning its practices in environment, business ethics, human rights, and sustainable procurement with global standards.

This approach has enhanced reliability in the eyes of business partners and customers, while strengthening the principles of transparency and accountability for stakeholders. Internally, it has supported the development of data tracking, performance measurement, and a culture of continuous improvement.

In addition, updates carried out in line with customer needs are closely monitored, and processes are adapted to evolving expectations. In the coming period, the company aims to increase sustainability-focused collaborations with customers, while the work carried out through the EcoVadis platform provides a strategic framework to further advance the company’s environmental and social performance.

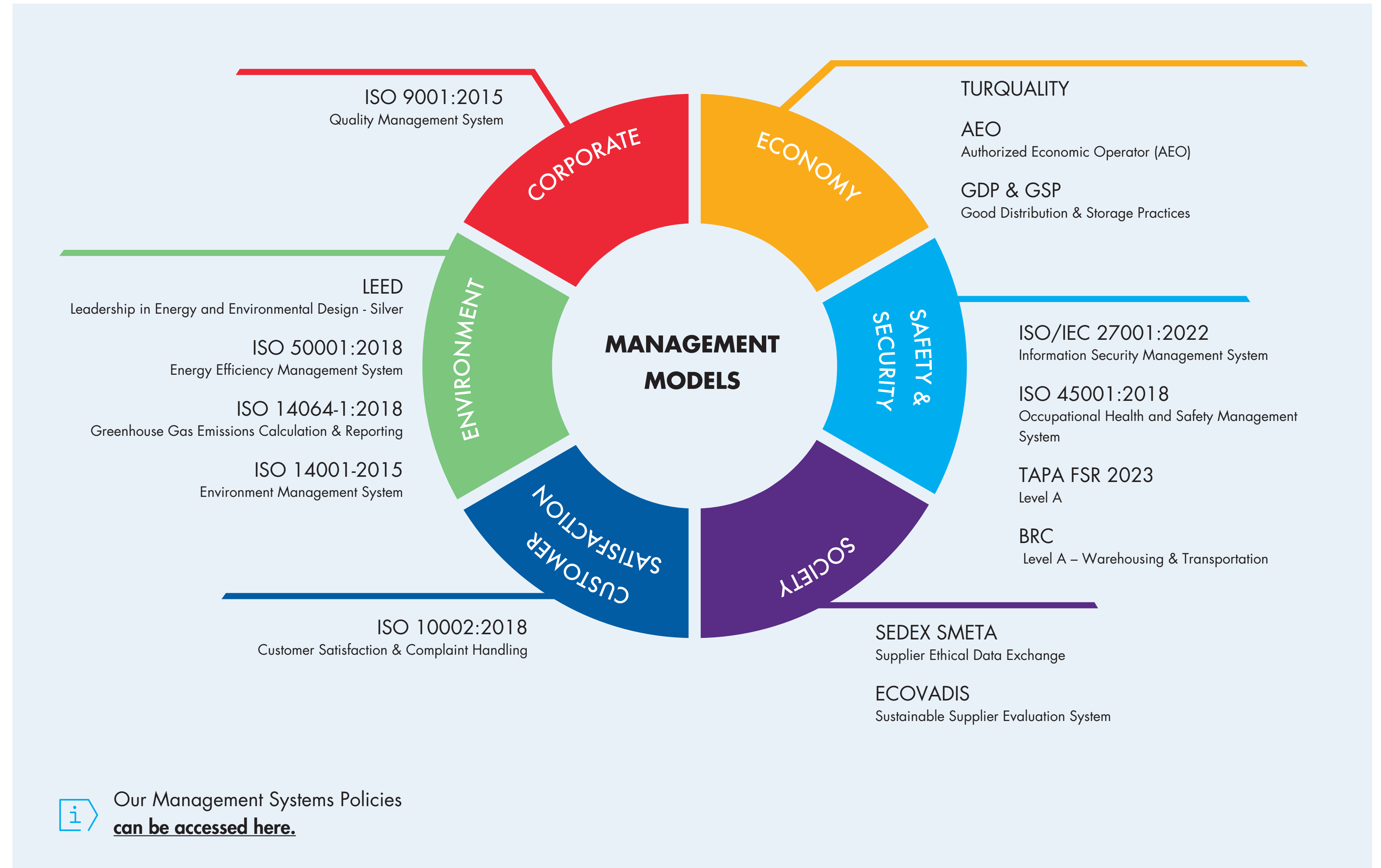


## Strong Customer Relations through Ekol's Management Models

At Ekol, we place customer satisfaction at the core of our business approach and aim to create sustainable value across all our operations. Thanks to our strong management models, the relationships we build with our customers go beyond a service provider–business partner level and evolve into long-term collaborations. This approach enables us to deliver a reliable, transparent, and value-adding experience at every stage.

Our flexible, agile, and innovative way of doing business allows us to respond swiftly to changing market conditions and customer expectations. By developing solutions that target excellence at every stage of the supply chain, we proactively address the needs of our customers and contribute to their sustainable growth.

**Shaped by our manifesto of “For a Better”, this approach is supported by our Management Systems Policies and has become an integral part of our corporate sustainability vision.**

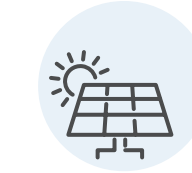
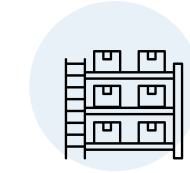




## Strong Customer Relations through Ekol's Management Models



Our Management Systems Policies [can be accessed here.](#)



SITE/LOCATION	ISO 9001 Quality Management System	ISO 14001 Environment Management System	ISO 10002 Customer Satisfaction Management System	ISO 45001 Occupational Health And Safety Management System	SLA Sustainable Logistics Management	TAPA Facility Security Requirements	BRC Storage and Distribution	ISO 14064 - 1 Greenhouse Gas Verification Statement	ISO 13485 Quality Management System for Medical Devices	ISO 27001 Information Security Management System	ISO 50001 Energy Management System	ISO 22000 Food Safety Management System
HEADQUARTERS / KARDELEN FACILITY	✓	✓	✓	✓	✓			✓		✓		
LAVANTA FACILITY	✓	✓		✓							✓	
MELİSSA FACILITY	✓											
ORKİDE FACILITY	✓	✓		✓		✓				✓	✓	
GÜL FACILITY	✓									✓		
DENİZLİ BRANCH	✓											
KOZMOZ FACILITY	✓	✓		✓			✓					
MERSİN BRANCH (MEDITERRANEAN)	✓											
NAR FACILITY	✓									✓		
SANCAKTEPE OFFICE FACILITY	✓									✓		
YEŞİLKÖY (GLOBAL FORWARDING OFFICE) BRANCH	✓											
LOTUS FACILITY	✓	✓		✓		✓			✓	✓	✓	
LİLYUM FACILITY	✓	✓		✓		✓					✓	
NİLÜFER FACILITY	✓											
SAKURA FACILITY	✓	✓		✓								
ZAMBAK FACILITY	✓									✓		
İZMİR BRANCH	✓											
NATIONAL DISTRIBUTION ADANA (NERGİS) FACILITY	✓											
YONCA FACILITY												✓

Information: This list shows the total locations included in the management systems in 2024. Of the 19 locations listed, Rose Facility, Mersin Branch, Yeşilköy Branch, Pomegranate Facility, Lily of the Valley Facility, and İzmir Branch are no longer within the company following the transfer to DFDS.

## For a Better: Our Focus on Customer Satisfaction at Ekol

Ekol Logistics places customer satisfaction at the center of its business approach, aiming to create sustainable value across all operations. Thanks to strong management models, customer relations extend beyond a service provider–business partner level and evolve into long-term collaborations.

Within the framework of the ISO 10002:2018 Customer Satisfaction Management System, customer feedback is managed systematically and effectively, ensuring continuous improvement of service quality. By reducing the resolution time of customer complaints, the company fosters a transparent and reliable communication environment, thereby strengthening customer satisfaction as one of its strategic priorities. In addition, through trainings provided under the ISO 10002 standard, a customer-centric culture has been disseminated throughout the organization.

### Ekol strengthens its integrated management system practices by ensuring the continuity of quality management systems and embracing the “For a Better” approach.

In the upcoming period, with ISO 22301 Business Continuity Management System training, the establishment of a company-wide BCP (Business Continuity Plan) infrastructure is targeted.

With its Authorized Economic Operator (AEO/YYS) certification, Ekol Logistics ensures speed, security, and operational efficiency in international trade processes. Advantages such as priority in customs procedures, reduced inspections, and simplified documentation are provided, while full compliance with AEO standards is achieved

through digitalization of processes, enhanced facility security, and personnel training. Reliable supply chain management and comprehensive risk analyses are implemented to ensure uninterrupted operational flow.

The company offers cold chain logistics solutions in line with GDP and GSP standards for the management of sensitive products. With temperature-controlled storage and transportation systems, pharmaceuticals, medical supplies, and other sensitive products are handled safely, while processes are continuously monitored through batch-level tracking, risk analyses, and quality audits. Service continuity at high standards is secured through employee training and independent audits.

Additionally, Ekol strengthens its competence with the Ministry of Health production site permit and permanent Animal Health products certificate. With regularly renewed GMP certification through ministry audits and the updated ISO 13485 Medical Devices Management System, the company holds a strong position in healthcare logistics.



## Information Security

Ekol Logistics regards the protection of the confidentiality, integrity, and availability of its information assets at every stage of its operations as a fundamental priority. Information security management is addressed not only as compliance with legal obligations but also as an integral part of the corporate sustainability strategy. Information security risks are regularly analyzed across the company, and preventive technical and administrative measures are implemented against cyberattacks, malware, and other digital threats. In this context, regular training and awareness programs are carried out to enhance employees' knowledge and competencies in information security.

For system security related to its information technology infrastructure, Ekol receives support from third-party firms. Within this scope, penetration tests are regularly conducted, and identified findings are shared with the information security team. In addition, under the Security Operations Center (SOC) service provided by an external firm, alerts generated by correlation rules defined in the SIEM platform are continuously monitored, analyzed, and evaluated through routine checks.

With 24/7 real-time monitoring and notification services, potential attacks are detected, monitored by SOC teams, and relevant notifications are issued.

Ekol Logistics ensures full compliance with national legislation and international standards in the field of information security and actively implements the ISO/IEC 27001 Information Security Management System.

As of 2024, seven out of the 19 certified facilities (36.8%) hold ISO 27001 certification. At the Kardelen, Sancaktepe, Orchid, Lotus, Rose, Pomegranate, and Lily of the Valley facilities, these systems are effectively implemented to ensure operational continuity and protect information assets at the highest level of security.



## Continuous and Effective Communication in Customer Relations at Ekol

Ekol, müşteri ilişkilerini etkin şekilde yönetmek için birden fazla iletişim Ekol actively uses multiple communication channels to effectively manage customer relations.

### **Logistics Operation Tracking System (Compass):**

A digital platform where customers can monitor their logistics operations in real time, ensuring transparency and traceability.

**444EKOL Hotline:** A 24/7 support line where customers can submit any requests, suggestions, or complaints.

[www.ekol.com/iletisim](http://www.ekol.com/iletisim)

**“We Listen to You” Platform:** An online communication channel focused on customer satisfaction, where feedback is received directly.

[www.ekol.com/sizi-dinliyoruz](http://www.ekol.com/sizi-dinliyoruz)

**info@ekol.com E-Mail Address:** A corporate communication address actively used for general requests and feedback. [info@ekol.com](mailto:info@ekol.com)

**Customer and Sales Representative (Quadro Customer Feedback Screen):** An integrated system where customer feedback is managed, analyzed, and responded to by representatives. [quadronet.ekol.com](http://quadronet.ekol.com)

All notifications are recorded in the Online Management Systems Platform to ensure traceability. The notifications are analyzed, root cause analyses are carried out by the relevant departments, and action plans are developed to improve the processes. The defined actions are transparently shared with customers and their representatives, contributing to the dissemination of a customer-centric culture.



## Sustainable Procurement

For Ekol Logistics, sustainable procurement encompasses practices that are environmentally friendly, socially responsible, and aligned with ethical business principles at every stage, from supplier selection to process management.

**The company aims to reduce its carbon footprint in the supply chain, prioritize environmentally friendly materials and services, and collaborate with business partners who respect human rights and oppose corruption.**

In line with this approach, Ekol Logistics has launched the **Ekol Logistics Supplier Portal** to strengthen the principles of transparency and sustainability at the very first link of the supply chain. This digital platform not only ensures that existing suppliers are informed about processes but also enables the initiation of registration procedures for potential suppliers, making supplier management more effective.

Within the portal, potential suppliers are subjected to a **Supplier Qualification Assessment Process** following their application, and candidates who meet the defined criteria are included in the potential supplier portfolio. In this process, suppliers are expected to comply with the **Supplier Code of Conduct** and sustainability criteria.

The performance of existing suppliers is regularly monitored and evaluated based on sustainability, logistics, quality, environmental, and occupational health and safety criteria.

Following performance evaluations, suppliers with identified areas for improvement are required to submit enhancement plans; companies that fail to meet the criteria or act in violation of the Supplier Code of Conduct may be temporarily or permanently removed from the portfolio.

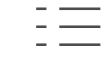
Through bonded warehouses located at different sites, Ekol ensures the safe storage and timely shipment of goods, thereby supporting transit trade operations in a sustainable manner.

By integrating environmental criteria into its supply chain processes, Ekol Logistics prioritizes sustainability and environmental performance in supplier selection. The company collaborates with its business

partners to reduce their environmental impacts and, through its environmental management strategies, takes on a leading role in driving transformation not only within its own operations but also across the logistics sector.

In today's world, where natural resources are rapidly depleting and living spaces are shrinking, Ekol designs its business processes in an environmentally sensitive manner, actively engaging its employees, suppliers, and all stakeholders in this transformation.





## Business Ethics

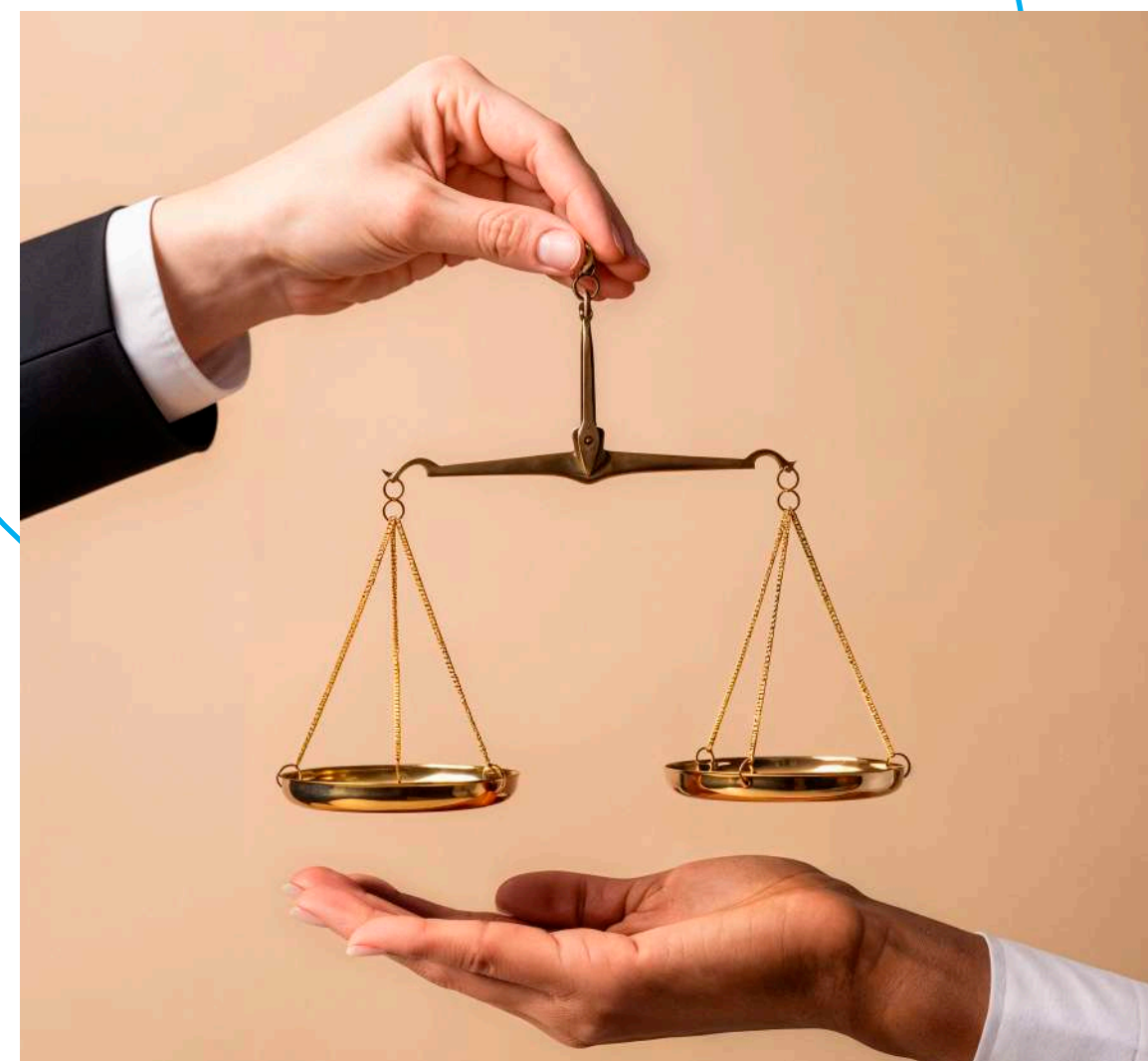
At Ekol Logistics, the ethical values we have embraced since our establishment go beyond compliance with regulations and represent a strategic governance principle that guides all our activities. Our Ethics Policy serves as a comprehensive roadmap that sets out principles of conduct for all employees, managers, suppliers, business partners, and relevant stakeholders.

The main objective of the Ethics Policy is to ensure the adoption of ethical, transparent, fair, and responsible practices in all business activities, in line with our company's sustainability-oriented vision. The policy covers all domestic and international operations of Ekol Logistics Inc., Group Companies, and subsidiaries, as well as their employees, representatives, third parties, and business partners. Its implementation is based on compliance with local laws and regulations in the countries where we operate.

Ekol conducts all its activities in accordance with the Universal Declaration of Human Rights of the United Nations and ILO standards. The company does not employ child labor and applies zero tolerance toward forced labor, modern slavery, and human trafficking. Equal opportunities are provided to all employees, and all forms of discrimination are rejected.

Ekol operates in compliance with the laws and regulations of every country where it is active. Ethical and legal compliance is ensured in areas such as competition law, intellectual property, anti-bribery, and financial reporting.

Decision-making processes are based on the principles of transparency, traceability, and accountability. All financial and operational records are maintained with accuracy, integrity, and compliance with regulations. Public interest is prioritized in the use of company resources.



Ekol applies zero-tolerance policies against all forms of corruption, bribery, conflicts of interest, and facilitation payments. All business partners are expected to adhere to the same ethical standards.

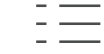
Ekol protects the personal data and trade secrets of its employees, customers, and suppliers in compliance with legal requirements and ethical principles.

Responsibility for the implementation of the Ethics Policies lies primarily with Employees, the Ethics Committee, Internal Audit, Human Resources, and Legal Counsel. All employees are obliged to report any policy violation or unethical conduct through the Ethics Hotline. Reports are handled in accordance with the principle of confidentiality.

The Ethics Committee reviews reports, initiates investigations when necessary, determines corrective actions, and refers cases to the Disciplinary Board if required.

The ethics management system is based on the principle of continuous improvement. Ethical policy training is provided to all new hires, annual awareness campaigns are conducted, and the policy is regularly reviewed and updated in line with legal and regulatory changes.

Commitment to ethical principles is not only about compliance for Ekol Logistics but also a fundamental element of its sustainability pledge. Through our Ethics Policy, we continue to manage our business practices within a fair, transparent, and responsible framework.



## Ethics Hotline

Since its establishment, Ekol Logistics has embraced ethical values as a fundamental principle in all its activities for its employees, business partners, affiliates, and stakeholders. The company conducts its operations within the framework of the Code of Ethics and Business Conduct, which is made accessible to all stakeholders.

Concerns, questions, or violations regarding unethical conduct or non-compliance with applicable laws and regulations can be safely reported by employees and other stakeholders through the “Ethics at Work” communication channels.



### Report Topics;

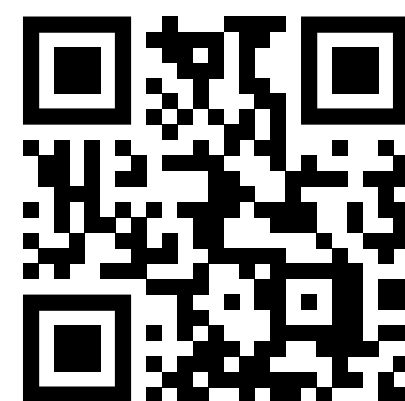
- Human Resources Practices and Workplace Respect
- Business Ethics Violations
- Accounting and Financial Reporting
- Theft, Misconduct, and Misuse of Assets
- Occupational Health and Safety

This system, managed by an independent third-party company, is based on confidentiality, guaranteeing the protection of whistleblowers’ identities and preventing any negative repercussions. Incoming reports are analyzed and forwarded to Ekol, and necessary actions are taken directly by the company, with processes managed diligently.

Stakeholders can submit their reports online via [ekol.etikmerkezi.com/InTake](http://ekol.etikmerkezi.com/InTake), through a QR code, or by calling the dedicated phone line at 0 (800) 211 0300. Users also have the option to file reports anonymously. All processes are conducted with the support of an independent consultancy firm and in accordance with confidentiality principles.

In 2023 and 2024, the Ekol Ethics Committee evaluated all submitted reports in line with the principles of transparency and impartiality, providing timely and effective feedback to whistleblowers. This mechanism has established a reliable communication channel for employees and all stakeholders, making a significant contribution to strengthening the ethical culture across the company.

In line with its commitment to ethical values, Ekol Logistics aims to embed an ethical culture throughout the organization and reinforce a sustainable approach to business ethics, supported by regular and comprehensive training programs designed to enhance employee awareness.



[ekol.etikmerkezi.com/InTake](http://ekol.etikmerkezi.com/InTake)



+90 800 211 03 00

Between 2022 and 2024, Ethics Principles trainings were systematically implemented, making a significant contribution to the dissemination of ethical awareness across the organization. In 2023, expanded training sessions on ethics principles reached 1,967 employees, while in 2024, the programs were completed with the participation of 1,876 employees. Over the three-year period, these programs, delivered through easily accessible methods, provided a strategic contribution to strengthening ethical awareness throughout the company.

Number of Training Participants(2023)

**1.967**

Number of Training Participants (2024)

**1.876**



The Code of Ethics and Business Conduct **can be accessed here.**

## Anti-Bribery and Anti-Corruption

Ekol Logistics adopts an ethical, transparent, and law-abiding business culture in every area of its operations, viewing the fight against bribery and corruption as a fundamental part of its corporate responsibility. Comprehensive practices are implemented to strengthen commitment to ethical values and to foster a sustainable culture of business ethics for its stakeholders.

In 2024, Anti-Bribery and Anti-Corruption trainings were organized to raise employee awareness, with a total of 482 employees participating in the program. These trainings represented an important step toward reinforcing adherence to ethical principles and strengthening a culture of transparency in business processes.

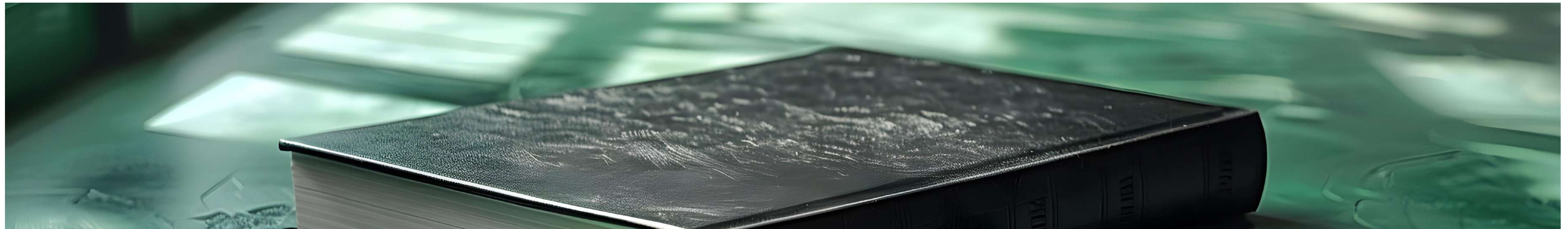
Ekol Logistics has established a comprehensive Anti-Bribery and Anti-Corruption Policy to support an ethical business approach across the company and to strengthen the culture of combating corruption. This policy sets binding rules and implementation principles for employees, managers, suppliers, third parties, and business partners.

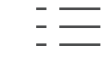
The policy is based not only on the legislation of the Republic of Türkiye but also on international standards such as the Foreign Corrupt Practices Act (FCPA) and the UK Bribery Act (UKBA). In this framework, Ekol Logistics adopts a zero-tolerance approach in all its activities, adhering to the principles of transparency and accountability. All employees are required to comply with this policy.

Potential violations are reported through the Ekol Ethics Hotline and reviewed by the Ethics Committee. Non-compliance may result in disciplinary action and, if necessary, referral to legal authorities. In addition, this policy is included in contracts with business partners, and violations constitute just cause for termination of the agreement.

### Core Principles of the Policy

- **Third Parties:** All business partners are required to comply with the policy. Illegal payments under the guise of consultancy are not accepted.
- **Gifts and Hospitality:** Cash or cash-equivalent gifts are prohibited; only low-value and transparent gifts may be accepted.
- **Public Officials:** No direct or indirect benefits may be provided; all interactions must be conducted in line with ethical principles.
- **Sponsorships and Donations:** Require approval from the Board of Directors; they cannot be made for commercial gain.
- **Accounting Transparency:** All transactions must be recorded accurately and completely, and remain open to audit.
- **Training and Monitoring:** Employees receive regular training, and practices are continuously monitored.





## Communication with Our Stakeholders

In line with its sustainability vision, Ekol Logistics adopts a strong, transparent, and participatory communication model with all its stakeholders. These relationships are not limited to operational processes but also aim to create sustainable value in social responsibility, ethical governance, and employer branding initiatives.

Within the framework of the Employer Branding and Internal Communication Procedure, a continuous communication cycle is maintained through tools such as orientation programs, development plans, social clubs, digital screens, and weekly bulletins, all of which strengthen employee engagement with the company. In addition, employee satisfaction surveys, recognition systems, and ethics reporting mechanisms are actively implemented to gather feedback and reinforce the corporate culture.

Internal communication announcements are systematically planned and implemented under three main categories:

- **Human Resources and Employee Relations:** Announcements on onboarding, career opportunities, and internships, as well as newborn notifications, birthday and anniversary messages, blood donation calls, and bereavement notices are shared regularly.
- **Organizational and Operational Updates:** Employees are informed about organizational changes, official holidays, and legal process announcements, along with current updates through the weekly internal communication bulletin.
- **Events and Social Activities:** Social activities and in-house events aimed at enhancing employee engagement are announced. Greeting messages are shared for special occasions such as International Women’s Day and Father’s Day.

**In stakeholder communication, customized channels are used for employees, customers, suppliers, public authorities, non-governmental organizations, media, and society. Multi-faceted methods such as email, facility screens, social media accounts, customer satisfaction surveys, social responsibility projects, press releases, and face-to-face meetings are implemented as communication strategies tailored to the needs of different groups.**



This multi-layered communication approach ensures easy access to information for both internal and external stakeholders, while enabling the establishment of sustainable relationships within the framework of transparency, accountability, and accessibility.

With this inclusive communication model, Ekol Logistics aims to strengthen trust and engagement across all stakeholder groups and to transform these relationships into a strong brand value.



## R&D and Innovation

Ekol Logistics has placed R&D and innovation at the core of its business processes to develop innovative solutions in the logistics sector and deliver added value to its customers. By leveraging technology effectively, the company aims to enhance operational efficiency, reduce environmental impacts, and create sustainability-focused solutions.

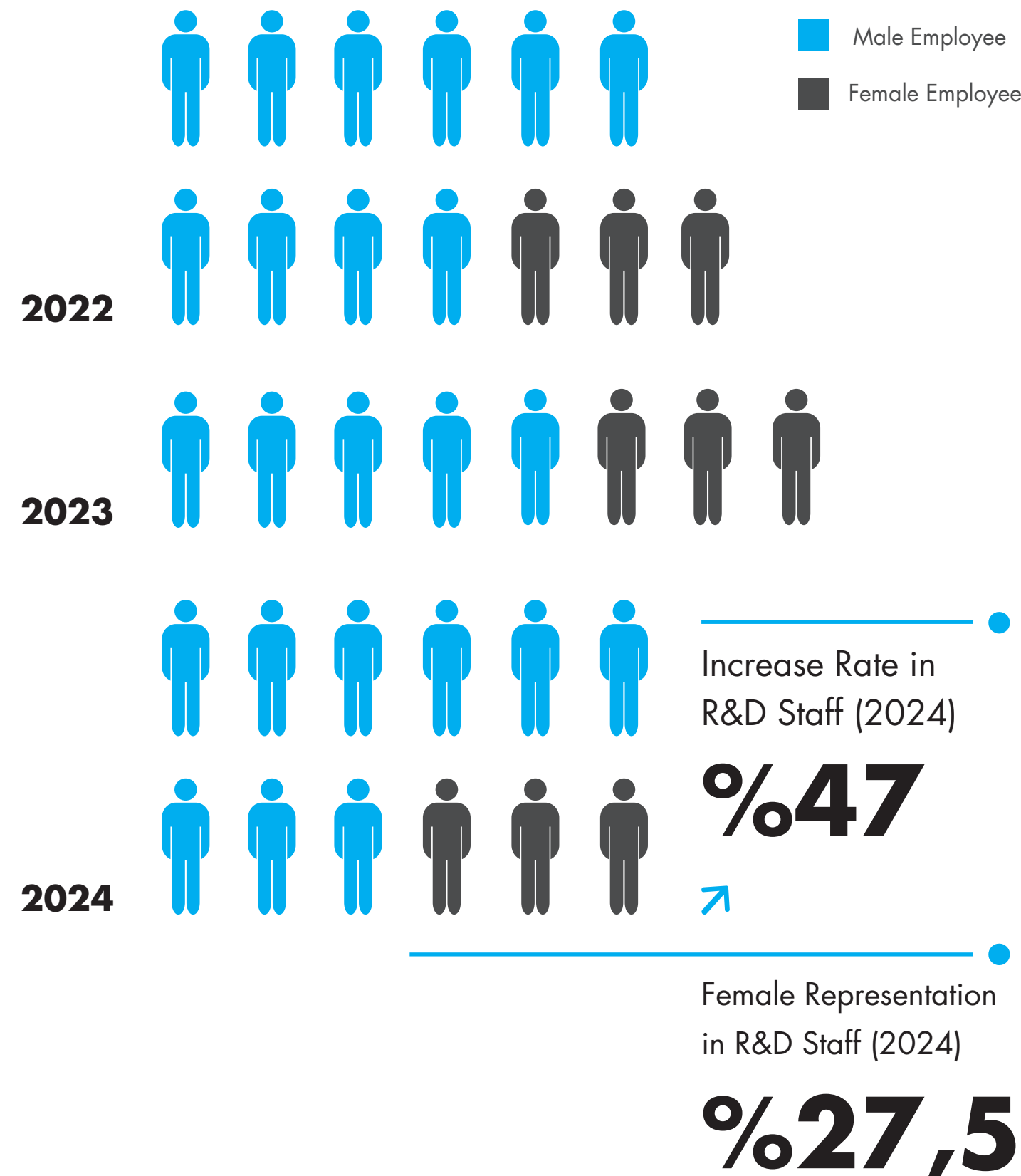
In line with this vision:

- Projects focused on digitalization and automation are implemented to ensure transparency and traceability in the supply chain.
- Carbon emission reduction is supported through route optimization, intermodal transportation, and smart warehousing solutions.
- Innovative energy efficiency projects targeting eco-friendly practices are carried out.

Ekol's innovation strategy goes beyond technological solutions, encompassing the renewal of business models, quicker responses to customer expectations, and the development of practices that exceed sectoral standards. This approach positions R&D activities across a wide spectrum—from operational excellence to sustainable growth.

In 2022, a total of 126 employees worked in R&D and innovation units, including 30 women (23.8%) and 96 men (76.2%). In 2023, the number of employees decreased to 79, with 28 women (35.4%) and 51 men (64.6%). In 2024, the number of employees increased again, reaching 116, consisting of 32 women (27.6%) and 84 men (72.4%). As of 2024, the R&D staff comprises 32 women (27.5%) and 84 men (72.5%).

Ekol Logistics' R&D staff has shown progress not only in terms of numerical growth but also in gender balance and inclusiveness. This advancement reflects the company's commitment to increasing female representation in technical fields and its human resources policies that promote diversity.

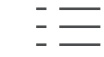


Ekol Logistics has continued to strengthen its financial investments in R&D year by year. The R&D budget, which was TRY 58.8 million in 2022, increased to TRY 83.4 million in 2023 and further to TRY 144.3 million in 2024. During the same period, company revenue was TRY 11.55 billion in 2022, declined to TRY 9.08 billion in 2023, and rose again to TRY 10.21 billion in 2024. Despite these fluctuations in revenue performance, the share of the R&D budget within revenue grew from 0.50% in 2022 to 0.91% in 2023 and 1.41% in 2024. This demonstrates that Ekol has increasingly prioritized R&D investments not only in terms of absolute budget size but also relative to business volume.

R&D Budget Allocation (2022)	R&D Budget Allocation (2023)	R&D Budget Allocation (2024)
<b>58,8</b> Million TL	<b>83,4</b> ↑ Million TL	<b>144,3</b> ↑ Million TL

Ekol Logistics positions innovation not only as a technology-driven transformation tool but also as a strategic element that supports operational efficiency, customer satisfaction, and sustainable growth.

R&D and innovation efforts are shaped around digitalization, automation, energy efficiency, and sustainability in the logistics sector, focusing on developing data-driven decision-making mechanisms, optimizing supply chain processes, and creating solutions that reduce the carbon footprint. Within this framework, R&D teams lead both internal improvement projects and open innovation processes based on industry collaborations, thereby strengthening Ekol's competitiveness and reinforcing its corporate innovation culture.

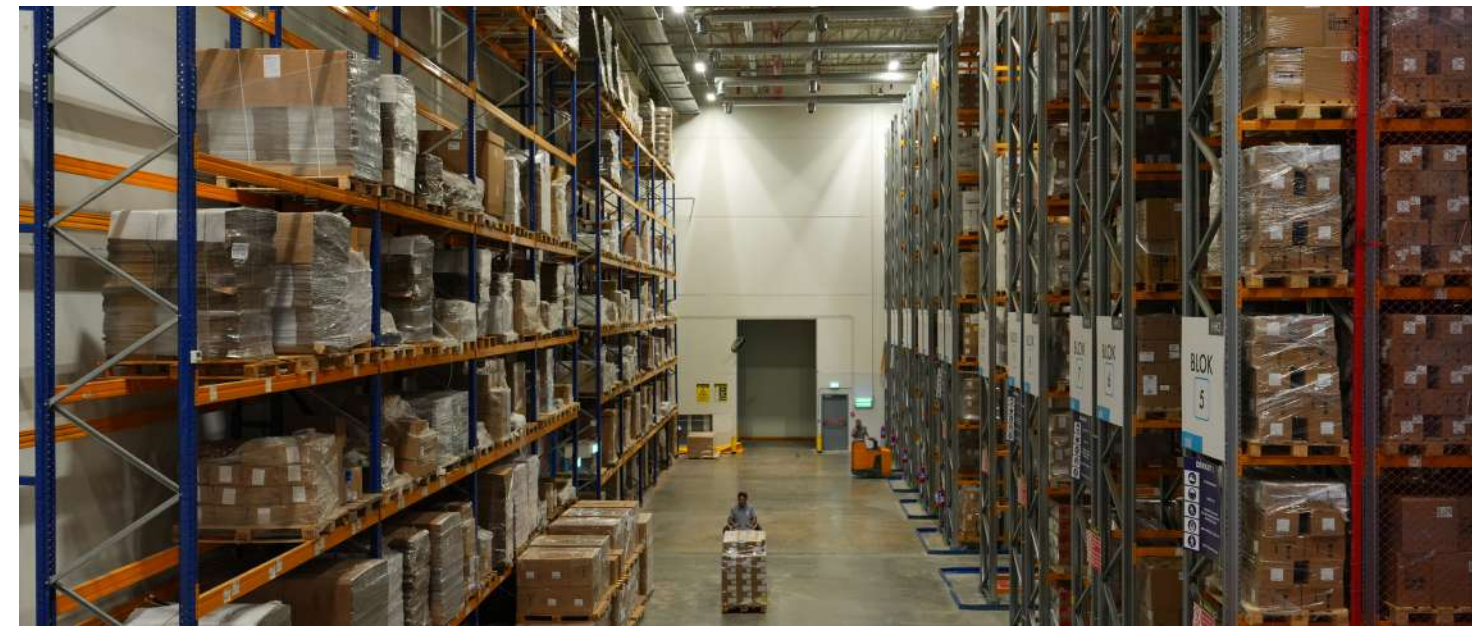
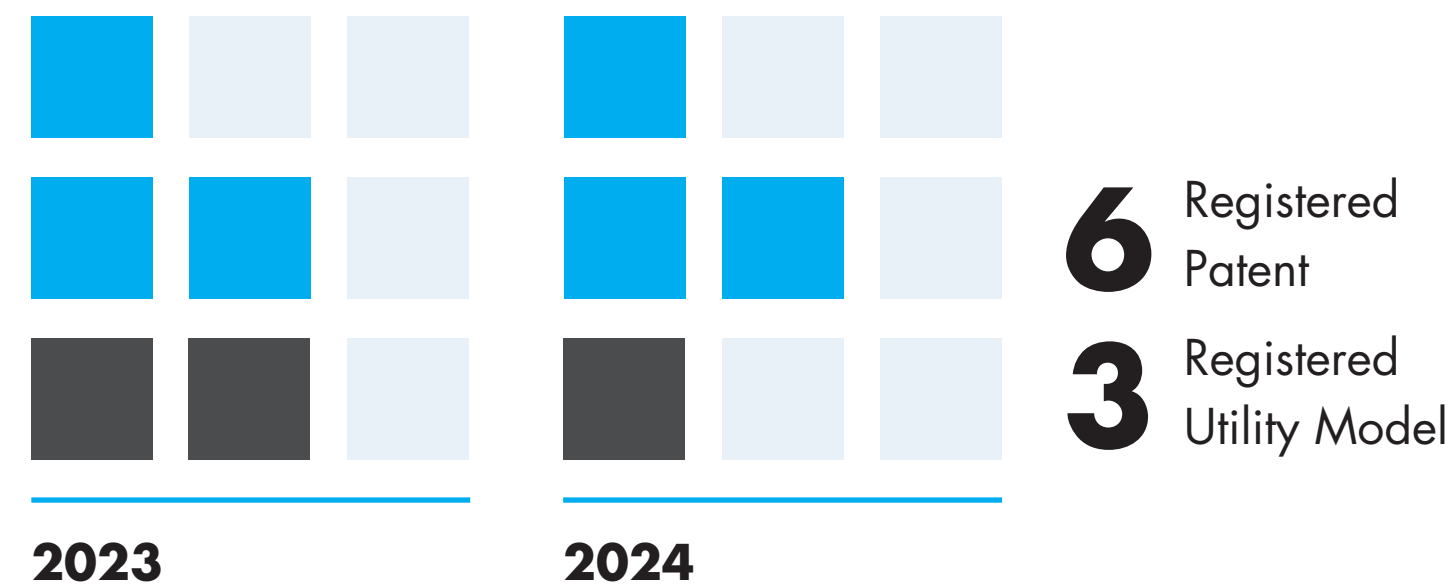


## Registered Patents and Utility Model Applications

Within the scope of its R&D and innovation activities, Ekol Logistics attaches special importance to patent applications in order to protect the innovative solutions it develops and to produce technologies that will add value to the logistics sector.

**As Ekol Logistics, through the projects we develop in areas such as digitalization, automation, energy efficiency, and sustainable logistics solutions, we aim to secure our intellectual property rights and strengthen our competitive advantage.**

With a total of six registered patents—three in 2023 and three in 2024—as well as three registered utility models, two in 2023 and one in 2024, Ekol Logistics has reinforced its technological capabilities.



### Registered Utility Models and Their Contributions

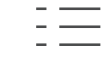
Ekol Logistics differentiates itself with the utility models it has developed to improve operational processes and bring innovative solutions to the sector. These works, registered in 2023 and 2024, reflect the company’s technological innovation capacity and its vision of optimizing business processes::

- **Laser Light Control System:** Developed to achieve energy savings in storage areas, this system uses a laser beam and photoresistor mechanism to detect obstacles, automatically activating or deactivating lighting elements and enabling smart light management..
- **Stanga Cabinet:** Designed for the organized and safe storage of garment transport bars, this cabinet eliminates the risk of deformation while providing operational convenience and enabling fast inventory checks.
- **Vehicle Request and Tracking System for Supply Needs:** By digitalizing supply processes, this system ensures effective management of all stages from vehicle request to delivery, enhancing process transparency and efficiency.

### Registered Patents and Their Contributions

In line with its R&D and innovation vision, Ekol Logistics creates differentiation in logistics by developing registered patents that enhance efficiency, safety, and sustainability. These works, registered in 2023 and 2024, have strengthened the company’s technological capabilities and contributed to operational excellence:

- **Pallet Retrieval System for Automated Storage Systems:** This invention allows pallets to slide smoothly within automated storage systems, preventing collisions and damage during forklift retrieval, thereby enhancing operational safety.
- **Stanga for Garment Transportation:** Developed for transporting hanging garments in containers and trailers, this system prevents garments from falling during transit, preserving quality in textile logistics.
- **Containerized System for Garment Transportation:** Enables stangas to be fitted into upper slots within containers, facilitating loading and unloading processes while reducing labor requirements.
- **Pallet-Based Shelving Unit:** A shelving system that increases efficiency in storage areas with its compartmentalized structure placed on pallets, allowing materials to be stored in an organized and easily accessible manner.
- **Volume Measurement Unit:** Provides fast and low-cost volume measurement in cargo branches, offering a significant innovation for pricing and process optimization.
- **Product Picking System:** A system that quickly collects different product types and quantities from warehouse shelves, shortening order preparation times and improving operational efficiency.



## Start-up Collaborations and Open Innovation Approach at Ekol Logistics

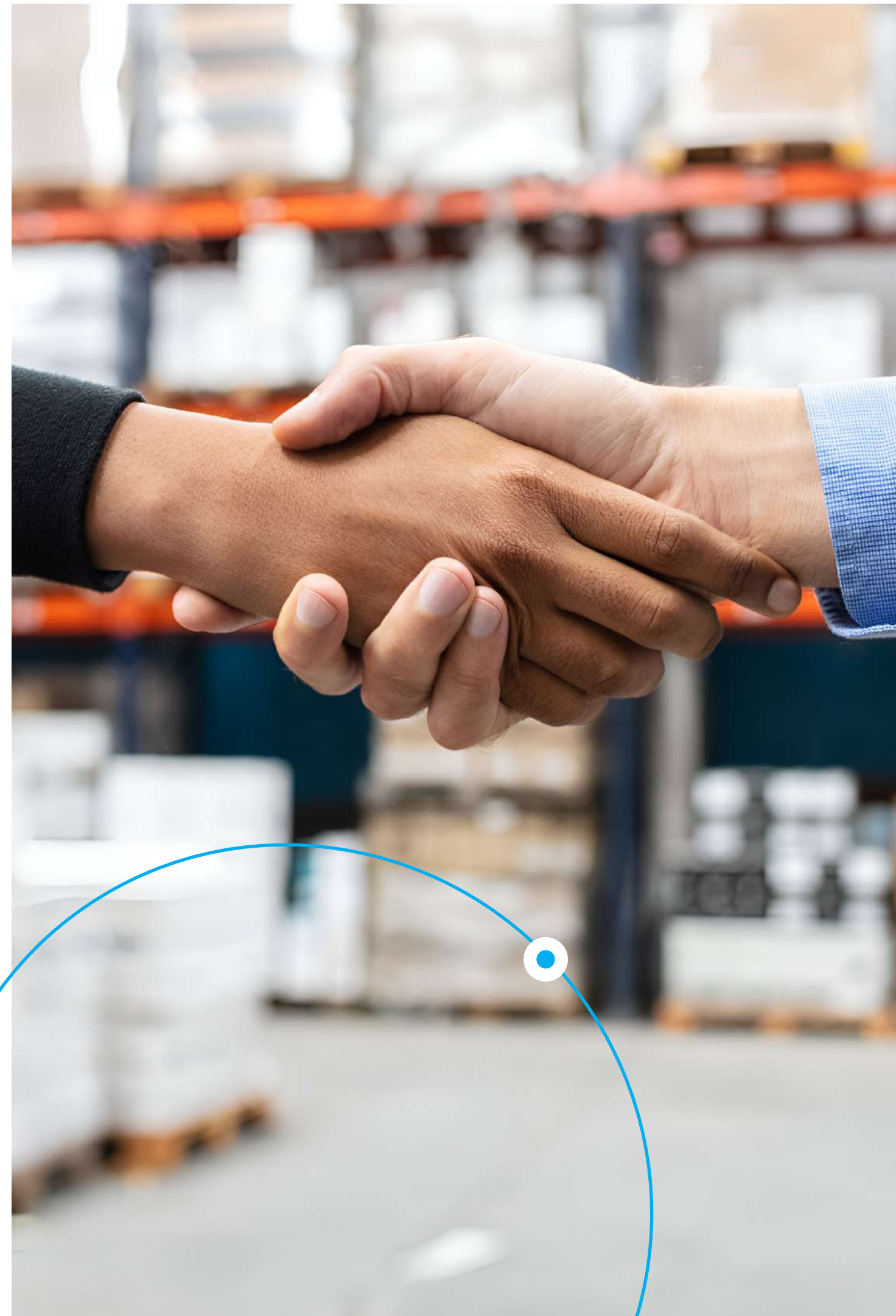
As part of its innovation strategy, Ekol Logistics develops strong collaborations with the start-up ecosystem, thereby pioneering the implementation of innovative solutions in the logistics sector. Through its Open Innovation Approach, the company combines the dynamism of young ventures with its own operational expertise to develop creative solutions in digitalization, automation, energy efficiency, and sustainable logistics.

Within this framework;

- Collaborations with AI- and data analytics-based start-ups have led to the implementation of innovative applications in processes such as route optimization, fleet management, and carbon footprint tracking.
- Joint projects with ventures developing smart warehousing systems and autonomous technologies have enhanced efficiency across the supply chain.
- Partnerships with sustainability-focused start-ups have enabled the introduction of renewable energy and waste management solutions.

Ekol's approach not only fosters internal innovation but also creates a value chain that supports entrepreneurship in the logistics sector. Start-up collaborations allow Ekol to lead sectoral transformation while generating next-generation solutions that deliver added value to its customers.

In 2022, seven collaborations were carried out with five companies through the R&D/Design Center. In 2023, the number of collaborations at the Design Center increased to nine, while data on start-up collaborations for 2024 has not yet been entered. These partnerships particularly enable the transfer of externally sourced innovation capacity into the company's product development processes.



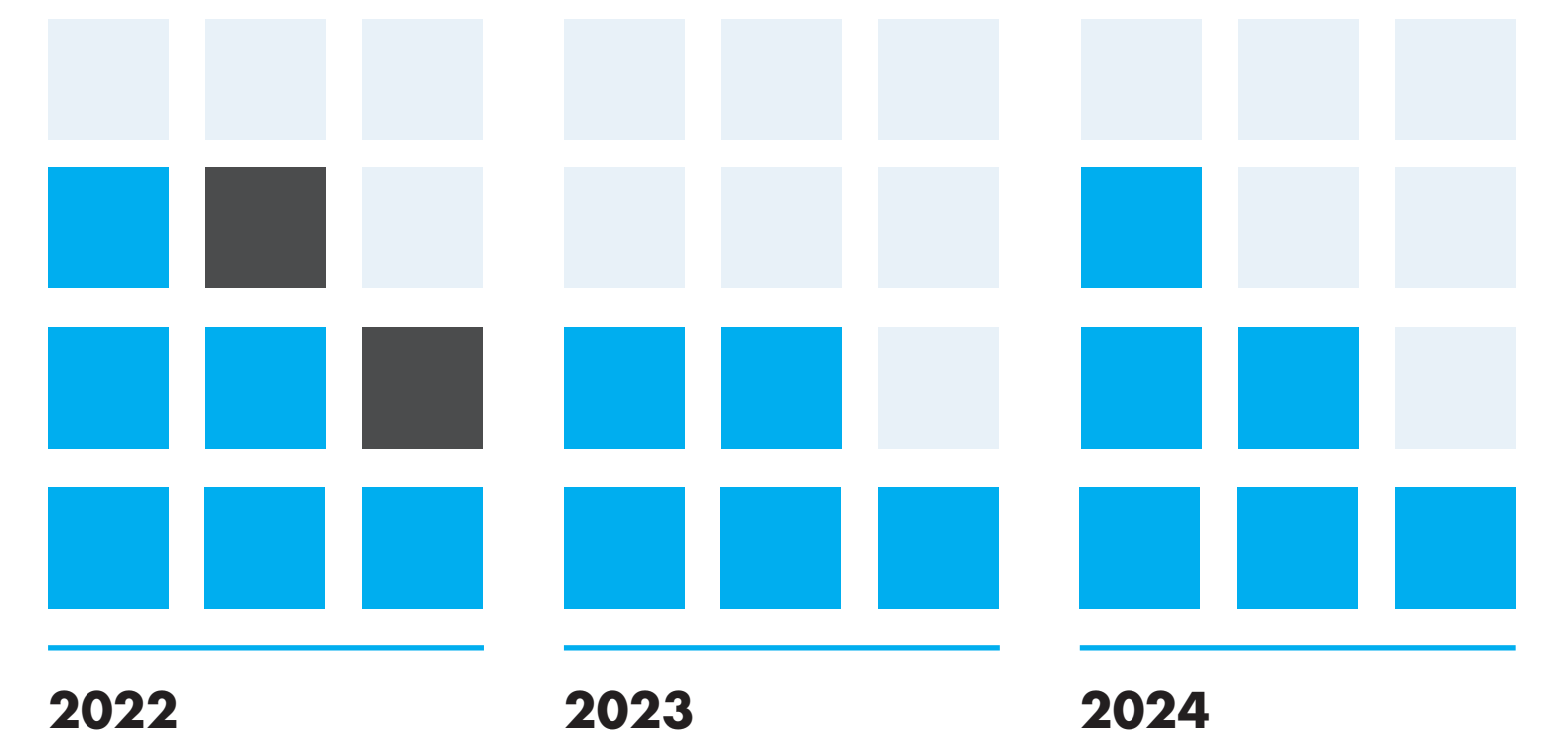
## University Collaborations

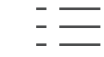
Ekol Logistics attaches particular importance to university collaborations as a core component of its innovation and sustainable growth strategies.

These partnerships enable the company to generate integrated solutions for the logistics sector by combining scientific knowledge, research, and technological advancements.

The number of academic collaborations with universities was recorded as six in 2022, five in 2023, and six in 2024. Collaborations with TÜBİTAK amounted to two in 2022, but none were carried out in 2023 and 2024. This indicates that while the company continues to pursue university–industry partnerships in its knowledge-based innovation activities, it has made more limited use of publicly funded programs.

These indicators demonstrate that Ekol is both strengthening its internal resources and enhancing its strategic engagement with external stakeholders, thereby reinforcing a culture of sustainable innovation in the field of R&D and innovation.





## Innovation and Sustainability-Focused Initiatives

Throughout 2024, Ekol Logistics implemented numerous innovative projects focused on digitalization, energy efficiency, employee health, and customer satisfaction to make its logistics operations more efficient, secure, and sustainable. These initiatives have supported the company's technology- and sustainability-driven transformation strategy while strengthening its leading position in the sector.

### Digitalization and Operational Optimization

Ekol Logistics has implemented three major projects encompassing digital twin technology, route optimization algorithms, and carbon emission calculation systems:

- Digital Twin Model, integrated with vehicle tracking systems, this model enabled simulation-based fleet management, resulting in 12% fuel savings and 8% reduction in carbon emissions.
- Machine Learning-Assisted Route Optimization Software, improved delivery times by 15%, enhancing operational speed and efficiency.
- Carbon Emission Tracking Module, enabled real-time monitoring of Scope 1 and Scope 3 emissions across different transport modes and started generating customer-specific environmental performance reports.

Additionally, applications such as the vehicle ramp reservation and planning platform, workforce and time calculation module, and operational complaint management system (BeeSolve) optimized workflows digitally, reducing waiting times and organizing in-facility traffic effectively.



Fuel Savings

**%12**



Carbon Emission Reduction

**%8**



Improvement in Delivery Time

**%15**



### Energy Efficiency and Environmental Sustainability

Operational costs have been reduced through innovations such as the gearless conveyor system, servo motor-driven conveyors replacing pneumatic systems, and fast, precise pallet exchange mechanisms. At the same time, these measures have significantly minimized environmental impacts.



### Employee Ergonomics and Occupational Health

Ergonomic picking carts, double-tiered hanging storage systems for apparel, and Put-to-Light technologies reduce the physical strain on employees, helping to prevent workplace accidents and enhance labor productivity.



### Innovative Solutions for E-Commerce and Warehouse Operations

Innovations such as Put-to-Light systems specifically designed for e-commerce logistics warehouses, static dimension and weight measurement devices, and accordion conveyors have enhanced speed, accuracy, and cost efficiency in logistics processes, thereby increasing customer satisfaction.

## Our Materiality Approach

Following its new organizational structure, Ekol Logistics conducted a survey with internal and external stakeholders to assess its impact within the scope of GRI. This study holds critical importance in both understanding stakeholder expectations and shaping the right strategy under the company's renewed organizational framework.

According to the survey results, 75% of internal stakeholders and 68% of external stakeholders evaluated the identified topics as "high material." These figures demonstrate that the company's sustainability strategy is built on strong foundations and highlight the importance of integrating stakeholder materials into strategic decision-making processes.




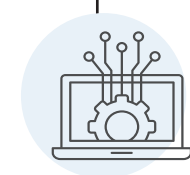


The topics rated as the highest material by both internal and external stakeholders are:

- Providing decent work and working conditions,
- Ensuring transparency and accountability of management,
- Preventing unethical behavior,
- Developing business models that use technology to solve customer problems and create social value,
- Fair remuneration and protection of employee rights,
- Zero-emission transportation practices.

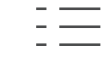
These areas play a critical role in the company's long-term success, directly contributing to both employee satisfaction and operational efficiency.

## Our Approach to Sustainability-Focused Risks and Opportunities

The identified material topics are directly linked to the risks and opportunities faced by the company:

 <b>Decent Work and Working Conditions</b>	They reduce employee engagement and workforce continuity risks, while also creating opportunities for productivity by ensuring the retention of talented employees.
 <b>Transparency and Accountability of Management</b>	They minimize reputational risks arising from gaps in corporate governance. Transparency, in turn, strengthens stakeholder trust and investor relations.
 <b>Prevention of Unethical Conduct</b>	They reduce legal and social compliance risks, protecting brand value, while also supporting opportunities for leadership in sustainability performance.
 <b>Using Technology to Solve Customer Problems</b>	Although it entails the risk of investment costs in new technologies, it enhances operational efficiency and provides a competitive advantage.
 <b>Fair Remuneration and Protection of Employee Rights</b>	They reduce the risks of employee dissatisfaction and turnover, while strengthening the company's social perception through equitable policies.
 <b>Zero-Emission Transportation Practices</b>	They reduce financial risks arising from increasing carbon taxes and regulations, while also enhancing customer loyalty through green logistics solutions.





## Our Approach to Sustainability Risks and Opportunities

The adjacent chart presents a comparative view of material scores from internal and external stakeholders. This visual serves as a guide in identifying the critical focus areas of the sustainability strategy.

### Topics with the Highest Material (rated high by both internal and external stakeholders):

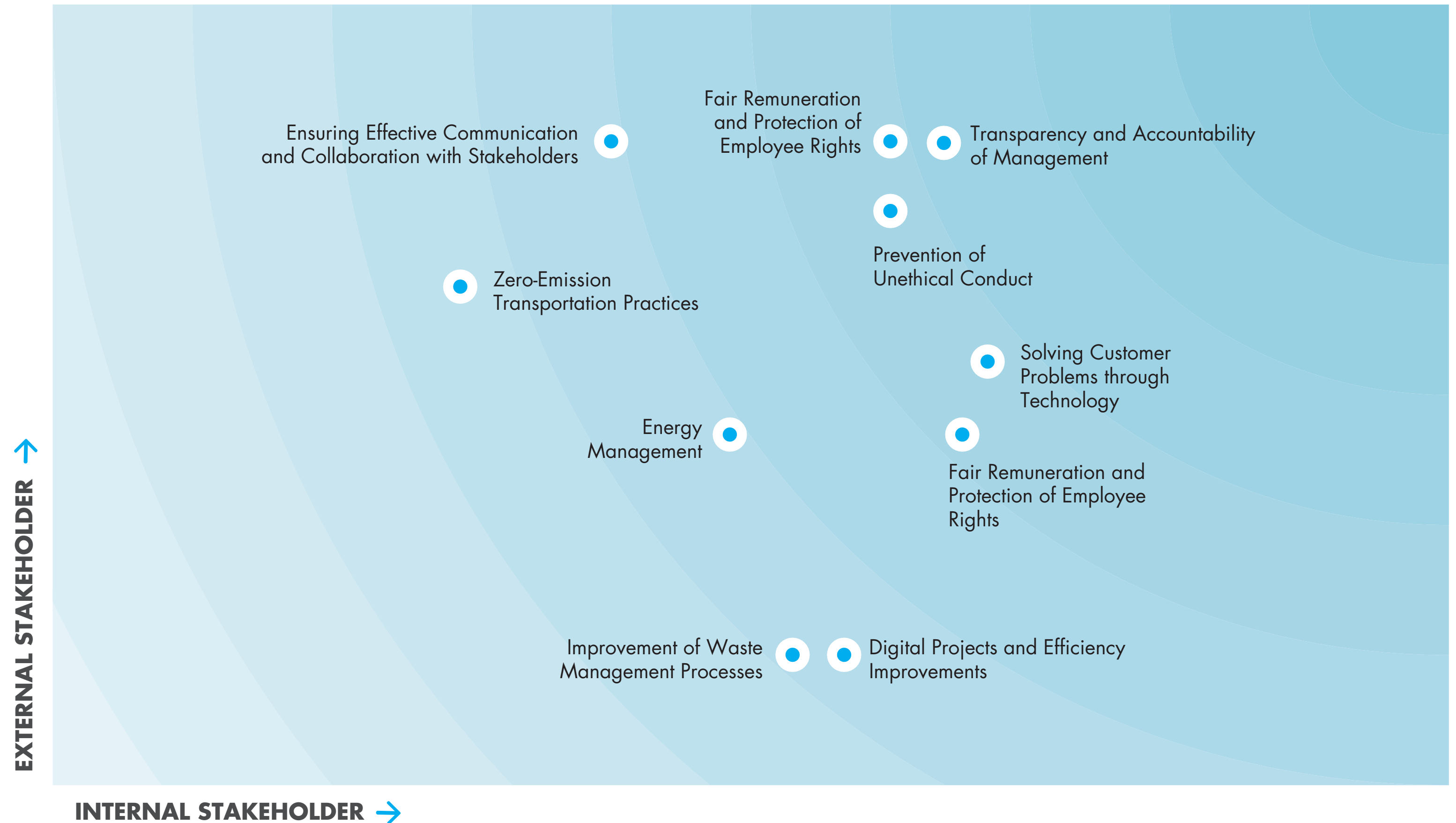
- Fair remuneration and protection of employee rights
- Prevention of unethical conduct
- Ensuring effective communication and collaboration with stakeholders

### Topics with Higher Material for External Stakeholders:

- Zero-emission transportation practices

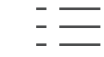
### Topics with Higher Material for Internal Stakeholders, but relatively medium for external stakeholders::

- Digital projects and efficiency improvements
- Enhancement of waste management processes




Following its new organizational structure, Ekol Logistics conducted a survey with internal and external stakeholders to assess its impact within the scope of GRI. This study is of critical importance both for understanding stakeholder expectations and for designing the right strategy under the company's renewed organizational framework.

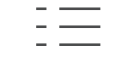
The survey questions were selected with consideration of industry standards, international transportation reports, and sustainability criteria. The aim of the study is to identify stakeholder priorities within Ekol Logistics' sustainability strategy and to integrate these priorities into the company's operational and strategic planning.



## Our Sustainability Risks and Opportunities

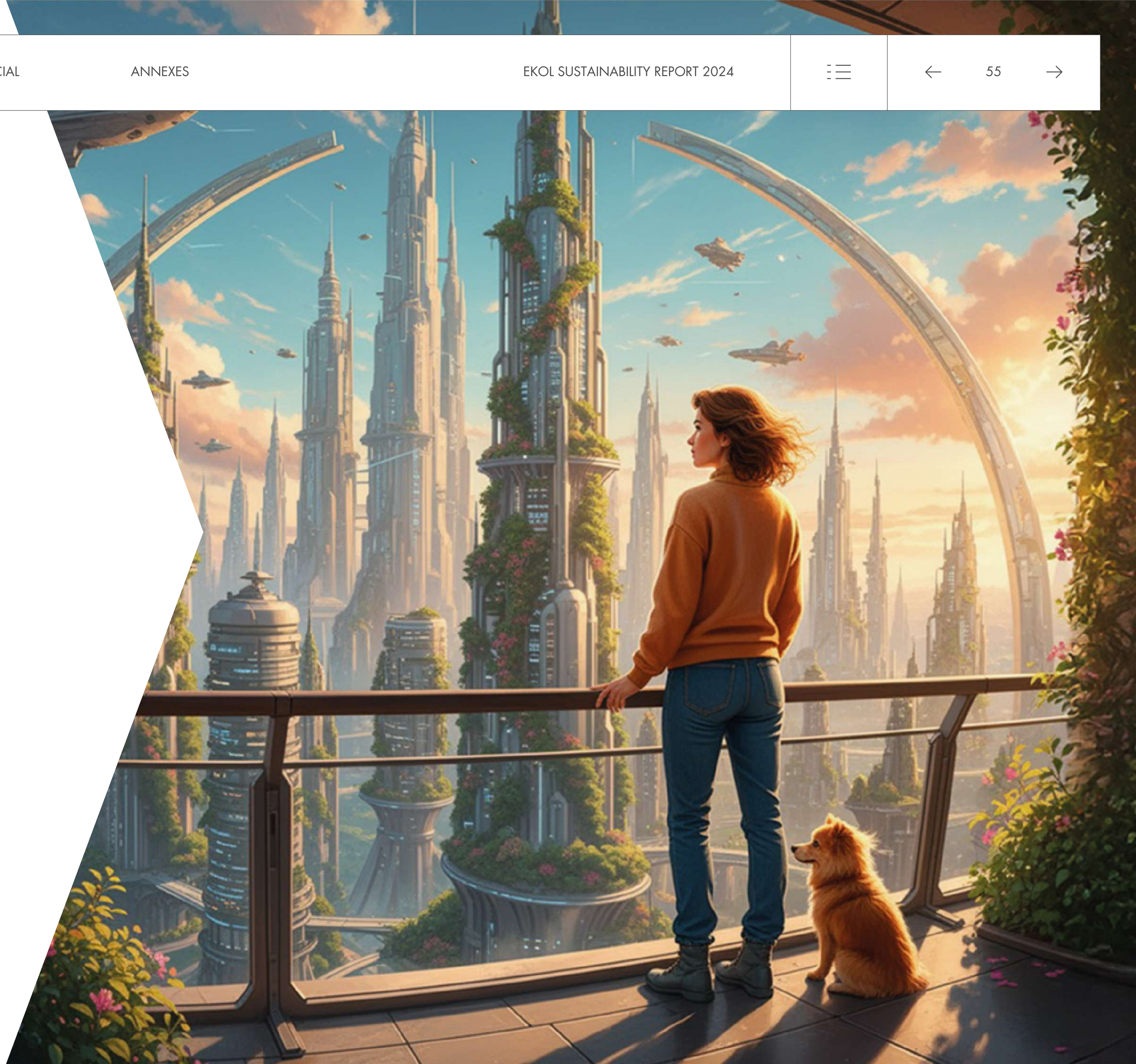
The material topics identified through Ekol Logistics’ internal and external stakeholder surveys form the foundation of the company’s sustainability strategy. In this context, risks and opportunities have been assessed below in line with the new organizational structure and sustainability objectives.

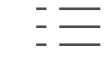
Topic	Risks 	Opportunities 
Climate Change and Emissions	Increasing Carbon Taxes and Regulations (e.g., EU Green Deal, ETS)	Achieving Financial Savings through Solar Power Investments and Carbon Reduction
Energy Management	Fossil Fuel Dependence and Fuel Price Volatility	Reducing Energy Costs through Renewable Energy Projects (Solar and Wind Power)
Supply Chain Management	Fragility in the Global Supply Chain and Environmental Risks	Enhancing Brand Value through Sustainable Supplier Selection
Digitalization and Technology	Investment Costs of New Technologies	Enhancing Operational Efficiency and Traceability through Quadro and Other Software Solutions
Human Resources	Employee Engagement and Workforce Retention Risks	Increasing Employee Motivation and Female Employment through the “For a Better” Culture
Customer Expectations	Risks of Working with Brands with Low Sustainability Performance	Strengthening Customer Loyalty through LEED-Certified Facilities and Green Logistics Solutions
Legal and Corporate Risks	Risks of Non-Compliance with International Standards	The advantage of alignment with integrated management systems such as ISO 9001:2015 – Quality Management System, ISO 45001:2018 – Occupational Health and Safety Management System, ISO 50001 – Energy Management System, ISO 14001 – Environmental Management System, ISO 14064-1 – Greenhouse Gas Emissions Calculation and Reporting Standard, ISO 10002:2018 – Customer Satisfaction Management System, and ISO 22000:2018 – Food Safety Management System.
Public Perception and Reputation	Reputational Loss in Case of Insufficient Sustainability Performance	Sectoral Leadership through Reporting Processes such as CDP and EcoVadis



**ENVIRONMENT**

# For Leaving a **Livable** World to Future Generations...





## ENVIRONMENT

Ekol Logistics approaches the environment with a sustainability-focused perspective across all its activities, from operational processes to supply chain management. The company carries out systematic efforts to minimize environmental impacts, use natural resources efficiently, and leave a more livable world for future generations.

In this context;;

- Environmental impacts are controlled through the ISO 14001 Environmental Management System,
- Energy efficiency is improved through the ISO 50001 Energy Management System,
- Greenhouse gas emissions are measured and verified in line with the ISO 14064-1 standard,
- Environmentally friendly infrastructures are strengthened through LEED-certified green building investments.

Through these initiatives, Ekol plays a pioneering role in the logistics sector in the fight against climate change and contributes to the 2050 Carbon Neutral target. In addition, with waste management practices, renewable energy investments, and eco-friendly transportation solutions, the company integrates the concept of environmental responsibility across its entire value chain.

By taking into account issues such as the depletion of natural resources, shrinking habitats, and growing environmental threats, the company has embraced a sustainable development approach.



**In line with our goal of leaving a livable world for future generations, we manage all our processes with a sense of environmental responsibility and continue to raise awareness among our employees on this matter.**



## Environmental Management System

Ekol Logistics places environmental sustainability at the core of its business strategy and operational processes, conducting its activities with an environmentally conscious approach. Across all areas, from operational processes to supply chain management, the company carries out systematic efforts to minimize environmental impacts, use natural resources efficiently, and leave a more livable world for future generations.

Demonstrating its commitment to environmental management with concrete actions, Ekol develops pioneering projects in environmental sustainability through practices implemented at its Kardelen, Lavender, Orchid, and Cosmos facilities, all of which are ISO 14001 Environmental Management System certified. The work at these facilities focuses on conserving natural resources, systematic waste management, and the implementation of environmentally friendly operational processes.

In line with its green logistics vision, the company integrates the ISO 14001 Environmental Management System into its business processes with the goal of continuously improving its environmental performance. **As of 2024, 7 out of 19 Ekol facilities under certification—representing 36.8%—hold ISO 14001 certification. In addition, 11 locations have obtained the Basic Level Zero Waste Certificate.**

Ekol Logistics considers environmental sustainability an inseparable part of all its operations and conducts activities aimed at the efficient use of natural resources, waste management, and carbon emission reduction within a holistic management approach based on the Zero Waste principle. Furthermore, the company has adopted full compliance with environmental legislation as a fundamental priority

across all its activities. As a result of this commitment, during the 2022–2024 Environmental Management System period, Ekol Logistics did not incur any environmental fines—clear evidence of both its environmental sensitivity and its success in regulatory compliance.

Shaped by the “For a Better” perspective, Ekol Logistics’ environmental policy is built not only on meeting legal requirements but also on the continuous improvement of environmental performance. The company aims to minimize environmental impacts and adopt circular economy principles across all its operations, from operational processes to

supply chain management.

Within this framework, hazardous, non-hazardous, and packaging waste generated at all facilities are segregated by type in line with Zero Waste principles and are recovered through reuse and recycling processes.

The “Reduce – Reuse – Recycle” approach forms the foundation of waste management and has enabled all major storage facilities to obtain the “Basic Level Zero Waste Certificate.”



## Environment Management System

Ekol conducts regular site tours and inspections at its facilities to enhance the effectiveness of its environmental management system practices. In this way, processes are continuously reviewed and improved.

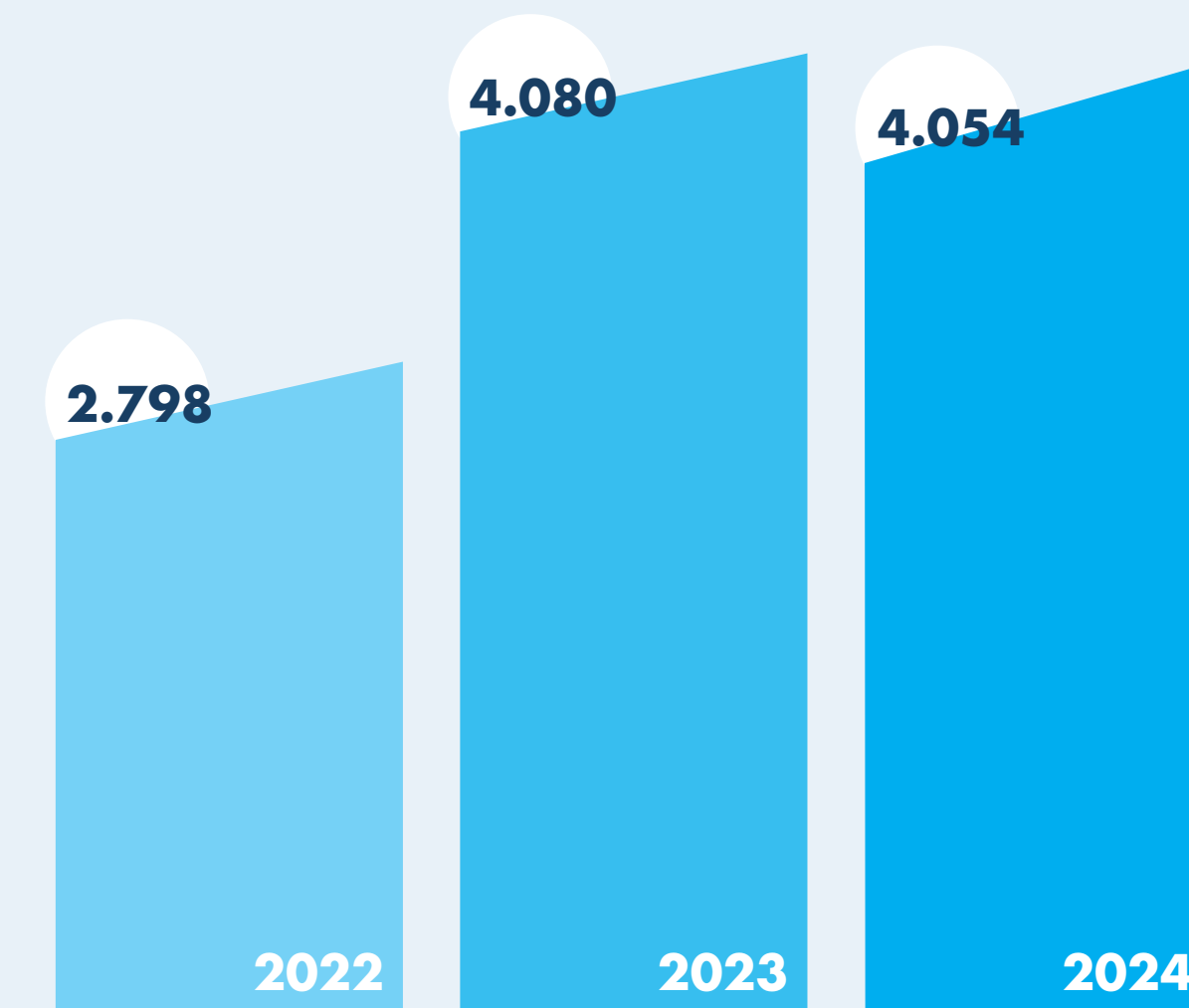
The company also promotes environmental sustainability within its supply chain by prioritizing environmental performance and sustainability criteria in supplier selection.

Ekol Logistics' approach to environmental management enables the company to play a pioneering role not only within the organization but also in the logistics sector, fostering the adoption of sustainable solutions and the reduction of environmental impacts.

Ekol Logistics positions the enhancement of sustainability and environmental awareness as a key part of its operations. In 2022, 2,798 employees participated in environmental training programs. In 2023, the scope expanded further, reaching a total of 1,153,457 person-hours of training, with 4,080 employees benefiting from the programs. In 2024, training hours increased to 1,673,816 person-hours, with 4,054 employees actively engaged in the process.

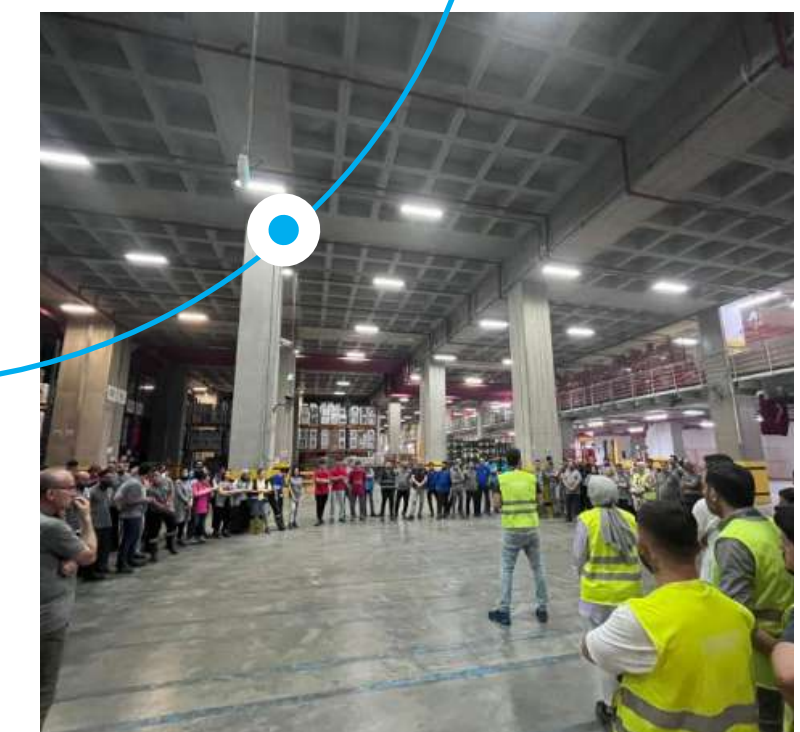
The trainings were delivered through hands-on sessions in the field for blue-collar employees and, in addition, conducted via online platforms to ensure access for all staff. These initiatives aimed to raise environmental responsibility awareness among employees, strengthen legal compliance, and promote a culture of sustainability across the organization.

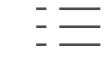
### Number of Training Participants



# 1.678.816

Person-Hours of Training





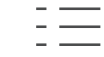
## Environmental Targets

Ekol Logistics positions environmental management as a fundamental element of its operations and sets concrete targets for a sustainable future. Following the organizational restructuring process after the sale to DFDS, environmental targets are also being reviewed and aligned with new strategic priorities.

**We demonstrate our commitment to combating climate change, our sensitivity to using resources efficiently, and our vision of building stronger collaborations with our stakeholders.**

Within this framework, concrete actions and implementation plans have been developed to achieve the defined targets. These efforts aim to continuously improve the organization's environmental performance and align it with strategic priorities.

	Carbon Emission Reduction	<p>Reduce Scope 1, 2, and 3 emissions per turnover by <b>55%</b> by 2030, compared to the 2020 baseline.</p> <p>Achieve a <b>carbon-neutral</b> logistics network by 2050.</p> <p>Modernize fleet investments with <b>eco-friendly</b> vehicles and implement alternative fuel technologies that minimize fossil fuel consumption in order to reduce carbon emissions.</p> <p>Strengthen collaboration with suppliers on Scope 3 to contribute to <b>the reduction of supply chain-related emissions.</b></p>
	Water Management and Efficiency	<p>Implement systems to <b>reduce water consumption</b> at facilities and ensure the conservation of water as a strategic resource.</p> <p>Develop <b>water management policies</b> in alignment with national water action plans.</p>
	Energy Management and Use of Renewable Energy	<p>Reduce <b>energy consumption</b> in operational processes and minimize the environmental impact of facilities through efficiency projects implemented under the Energy Management System (EnMS) and the use of renewable energy.</p> <p>Supply <b>30%</b> of facility energy consumption from renewable energy sources.</p> <p>Lower the <b>carbon intensity</b> of electricity consumption by increasing investments in solar power plants (SPP).</p> <p>Continuously improve energy performance by <b>expanding efficiency</b> initiatives under the EnMS.</p>
	Waste Management and Circular Economy	<p>Expand the implementation of the <b>"Zero Waste"</b> program across all facilities to strengthen the circular economy approach.</p> <p>Ensure the segregation of hazardous and non-hazardous waste at source to increase <b>recycling</b> rates.</p> <p>Obtain the <b>"Zero Waste Certificate"</b> for all independent locations.</p> <p>Reduce the proportion of hazardous and non-hazardous waste by at least <b>3%</b> annually.</p> <p>Decrease the use of paper and <b>single-use products</b> each year compared to the previous year.</p>
	Employee and Stakeholder Engagement	<p>Implement training programs for employees to raise environmental awareness and maintain an annual <b>environmental training</b> participation rate of 100%.</p> <p>Develop sustainability-focused collaborations with suppliers to enhance their <b>environmental performance.</b></p>



## Energy Management

Ekol Logistics views energy efficiency as one of the fundamental components of operational excellence and sustainable development. The company's energy management policy not only aims to reduce energy consumption but also seeks to increase the use of renewable energy sources, lower carbon emissions, and minimize environmental impacts.

Under the ISO 50001 Energy Management System, a systematic energy management infrastructure has been established across all facilities. Detailed measurements at each location enable the analysis of energy consumption throughout operations, the identification of improvement areas, and the implementation of projects that deliver energy savings.

Ekol also encourages employees to play an active role in improving energy efficiency. Through awareness trainings, energy saving is transformed from an individual effort into a collective organizational movement.

Since 2022, the Lotus, Lavender, Lilyum, and Orchid facilities have been certified under the ISO 50001 Energy Management System (EnMS). At other locations, building and system infrastructures are being developed in line with ISO 50001 standards, with processes managed meticulously.

Ekol leads renewable energy investments by developing efficiency-focused projects across all areas of energy use, from logistics operations to offices and warehouses. One of the most notable examples of this approach is the rooftop Solar Power Plant (SPP) investment at Lotus, Europe's largest green facility with expansive storage space. Covering approximately 40,000 m<sup>2</sup> and operational

since June 2022, the Lotus SPP was the first project of its size to install panels on a single rooftop. Today, about 65% of the facility's energy needs are met by the plant, which features an advanced monitoring platform capable of real-time fault detection at module, string, and system levels.

At the Lavender facility, SPP panels with a capacity of 1,395 kWp fully cover the location's energy needs through renewable sources. Additional SPP installations and alternative renewable energy projects are ongoing at other facilities as well. All renewable energy generated is internationally certified through I-REC (International Renewable Energy Certificates), supporting Ekol's carbon-neutral targets.

Performance results compared to planned generation demonstrate high operational efficiency:

**In 2023** actual production reached **95.44%** of the target, **In 2024**, the realization rate is **93,55%**.

These results confirm that the system operates at levels close to its planned capacity with high efficiency.

Thanks to SPP generation, the Lotus facility has reduced energy costs while contributing significantly to the reduction of carbon emissions and the achievement of sustainable energy management goals.

Additionally, the SPP installation at the Lavender facility will be completed in 2025, with the aim of fully supplying the site with renewable energy. The energy produced will be converted into green credits through I-REC certification, further reducing the company's carbon footprint and bringing Ekol closer to its carbon-neutral targets.



**Lotus SPP - 40.000 m<sup>2</sup>**  
Europe's Largest Green Facility with Storage Capacity

Meeting Energy Needs

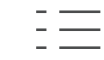
**%65**

Meeting Energy Needs

**%100**

**Lavanta SPP**  
1.395 kWp installed capacity





## Energy at Ekol – Renewable Energy and Efficiency “For a Better”

Ekol Logistics makes a strong contribution to its sustainability goals through renewable energy generation and consumption.

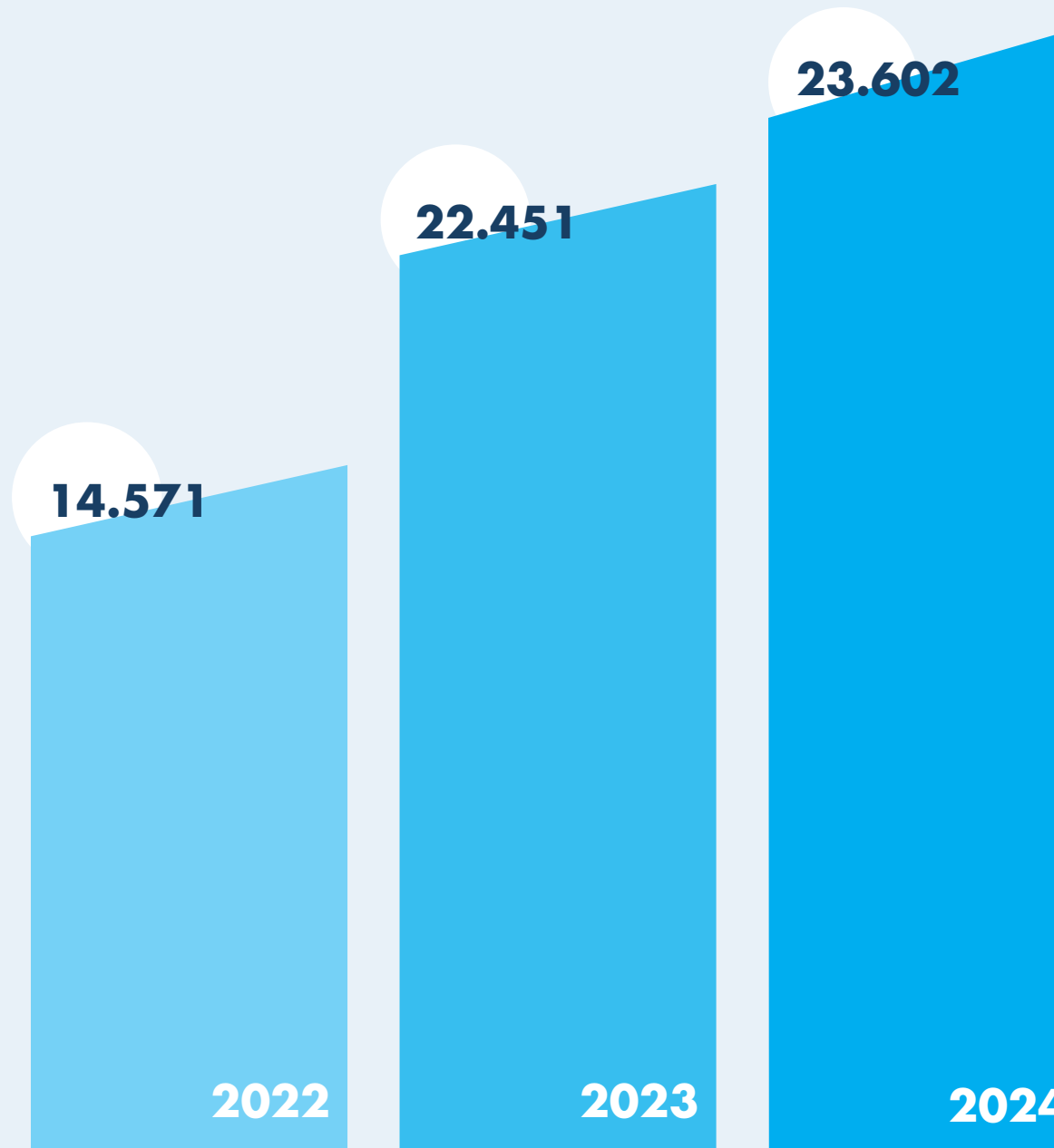
By steadily increasing renewable energy production over the years, the company has achieved significant progress toward its sustainability targets.

Between 2022 and 2024, energy generation figures showed consistent growth. From 14,571 GJ in 2022, the figure rose to 22,451 GJ in 2023, and further increased to 23,602 GJ in 2024, highlighting steady growth in energy production and transformation.

All renewable energy generated is certified with I-REC (International Renewable Energy Certificates), providing internationally recognized verification of Ekol Logistics’ contribution to environmental sustainability.

In line with its goal of meeting energy demand from renewable sources, Ekol has installed comprehensive solar power systems at its facilities. The Lotus Facility in Şekerpınar, Kocaeli, features a solar carport system covering 40,000 m<sup>2</sup>, with an installed capacity of 5,589 kWp / 4,200 kWe. With 14,250 photovoltaic panels installed on the facility’s rooftop, it produces an annual average of 6,500 MWh of energy, equivalent to the yearly consumption of approximately 2,400 households. The Lotus SPP has supplied around 65% of the facility’s total energy demand.

Renewable Energy Generation (GJ)

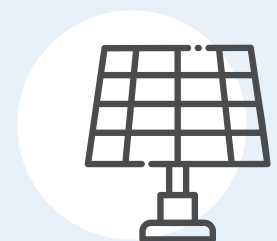


Through its strong collaboration with Henkel, Ekol Logistics has implemented an integrated project at its Lavender Facility in Ankara, presenting a concrete example of sustainable transportation. With the installation of a rooftop Solar Power System (SPP) with an annual capacity of 1,655 MWh and the inclusion of an electric tractor unit in fleet operations, the project aims to reduce fossil fuel consumption and carbon emissions in short-distance factory-to-warehouse shipments.

This project, launched as a reflection of Ekol and Henkel’s shared sustainability vision, enables the direct use of renewable energy in both warehouse and vehicle operations, offering a self-sufficient green logistics model. As such, it represents an innovative and exemplary initiative that supports Ekol’s carbon-neutral target. The project was initiated in 2024 and will be fully operational in 2025.

These investments contribute not only to reducing Ekol’s operational carbon footprint but also to increasing the share of renewable energy use in line with the company’s climate action goals.

All renewable energy production is monitored within the framework of the ISO 50001 Energy Management System and certified through I-REC (International Renewable Energy Certificates). With these initiatives, approximately 25–30% of Ekol’s total energy consumption is met from renewable sources, further advancing the company’s journey toward carbon neutrality.



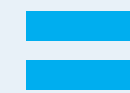
**14.450**

Photovoltaic Panels



**6.500 MWh**

Energy Generation



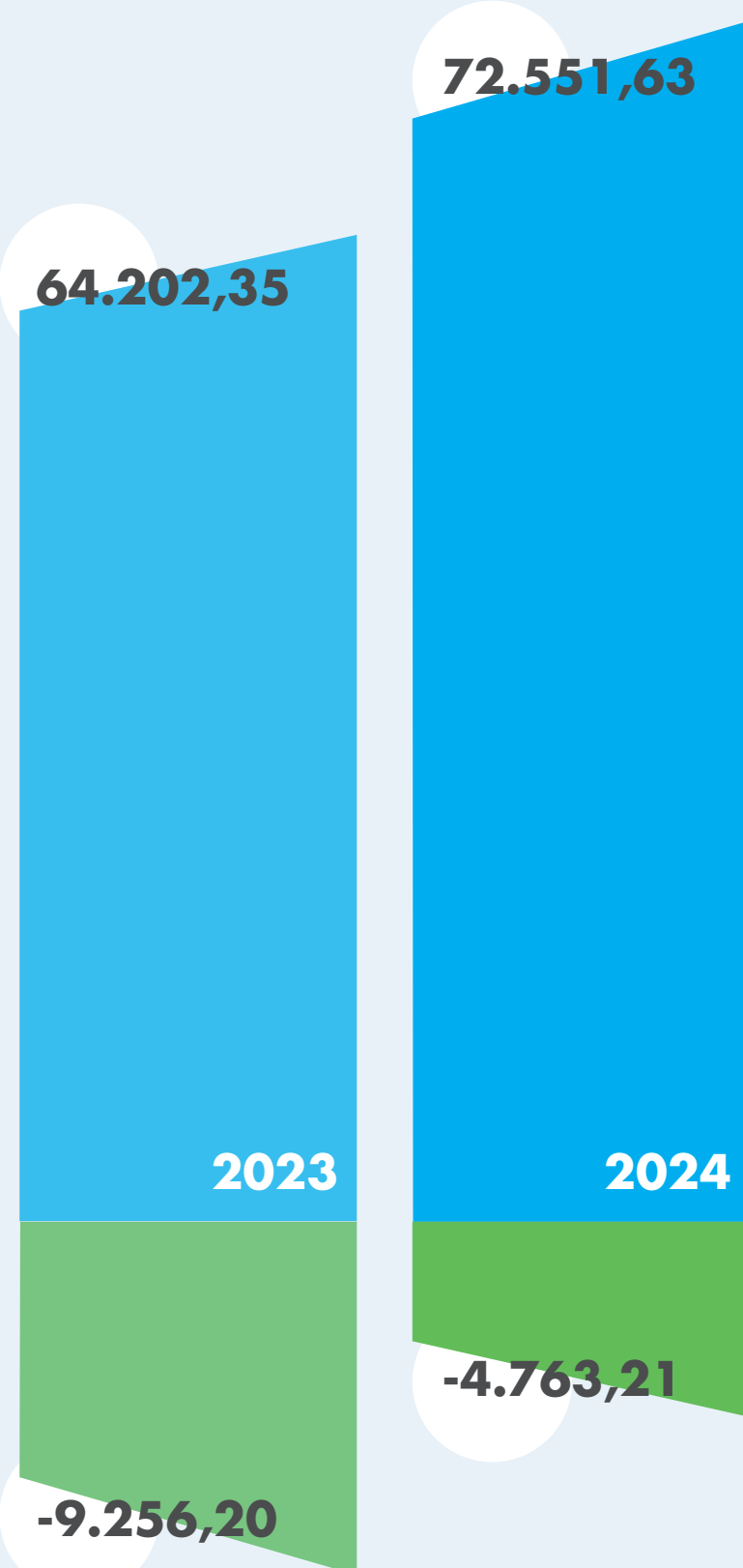
**2.400**

Annual Household Consumption



## Energy at Ekol – Renewable Energy and Efficiency “For a Better”

### Energy Intensity and Energy Savings (GJ)



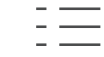
Energy efficiency initiatives have been carried out in line with the ISO 50001 Energy Management System (EnMS) certifications covering the Lavender, Orchid, Lotus, and Lilyum facilities, with these systems actively implemented across operations.

Within this framework, Ekol Logistics integrates its energy management activities with its sustainability goals, regularly monitoring both energy intensity and overall energy savings performance. The measurement and monitoring practices initiated in 2022 laid the foundation for progress in energy management, enabling year-on-year comparisons of data.

As a result of activities conducted at the four facilities included in the ISO 50001 Energy Management System (Lavender, Orchid, Lotus, and Lilyum), energy intensity was measured at 64,202.35 GJ in 2023 and increased to 72,551.63 GJ in 2024. This rise is associated with the expansion of operational capacity and growing energy demand in production processes.

Total energy savings were recorded as -9,256.20 GJ in 2023 and -4,763.21 GJ in 2024. These results highlight the performance of implemented energy efficiency projects while also emphasizing the need to consider changes in operational scope and process dynamics.





## Direct Energy Consumption

As of 2024, the scope of energy consumption data monitoring has been expanded. While data recording in previous years covered only 10 major locations, in 2024 it was broadened to include 25 locations. This expansion has created variability in year-to-year consumption data. Detailed information on these locations can be found in the section “Strong Customer Relations through Ekol’s Management Models.”

Annual consumption data for different energy sources are presented in the adjacent table.

### Energy Consumption Data

Years	Natural Gas Consumption Values		Electricity Consumption Values		Diesel Consumption Values		Propane Consumption Values		Gasoline Consumption Values	
	m <sup>3</sup>	GJ	kWh	GJ	Litre	GJ	kg	GJ	Litre	GJ
2022	523.172	17.579	22.292.598	80.253	49.952	1.783	22.134	1.047	158	5,14
2023	480.284	16.138	22.062.274	79.424	36.647	1.308	23.181	1.096	24	0,78
2024	369,02	12.399,09	25.858.891	93.091	5.429.330	193.773,56	14.945	707,89	72.670,4	2.387,14

\*When calculating diesel and gasoline data for 2024, the total of mobile and stationary combustion was included. In previous years, mobile combustion was excluded.

**All data are regularly monitored within the scope of the ISO 50001 Energy Management System and are utilized in projects focused on energy efficiency and emission reduction.**

Within the scope of the ISO 50001 Energy Management System, all energy consumption data are regularly monitored; these data form the basis for developing projects aimed at energy efficiency and emission reduction targets.





## Corporate Carbon Footprint Tracking and Management

Ekol systematically monitors its carbon footprint to minimize the environmental impacts of its logistics and warehousing operations. The corporate carbon footprint is calculated in tons of carbon dioxide equivalent (tCO<sub>2</sub>e), covering both direct and indirect greenhouse gas emissions, in alignment with the GHG Protocol and the GLEC Framework methodologies. Emission data are also verified by independent audit firms.

The following key operational areas are taken into account in carbon footprint calculations:

- Energy use and carbon management in warehousing operations,
- Electricity and heating/cooling consumption in warehouses and offices,
- Use of refrigerant gases,
- Lighting systems,
- Emissions from procured goods and services,
- Waste management and recycling processes.

In particular, the increase in LEED-certified facilities and investments in renewable energy contribute significantly to reducing the carbon footprint.

Ekol Logistics implements a comprehensive strategy to reduce carbon emissions from transportation activities. The quality of fuels used is being improved, while low-carbon transportation modes (such as intermodal, rail, and sea transport) are prioritized to decrease fossil fuel consumption. With the planned integration of electric vehicles into the fleet, emission intensity in road transport will be reduced, while emissions from service vehicles and business travel will also be monitored and addressed with improvement actions. Furthermore,

supply chain optimization and efficient route planning minimize fuel consumption and enhance operational efficiency. This holistic approach reduces the environmental impact of logistics operations and makes a substantial contribution to Ekol's carbon neutrality targets.

### → Green Fleet Practices

Ekol Logistics prioritizes green fleet investments to reduce the carbon footprint of its logistics operations and to develop sustainable transportation models. In this context, alternative fuel technologies and electric vehicles are being integrated into the fleet to reduce fossil fuel consumption.

As of 2024, projects launched in line with specific customer requests have introduced an electric tractor unit into operations, replacing fossil-fuel vehicles used for short-distance factory-to-warehouse shipments. This vehicle, powered directly by renewable energy in both warehouse and route operations, is expected to help prevent approximately 800 tons of CO<sub>2</sub> emissions annually.

Ekol's green fleet transformation is being developed in alignment with its innovative logistics solutions that enhance energy efficiency and its carbon-neutral targets. In the upcoming period, the company plans to further expand the number of electric vehicles and integrate biofuel alternatives into its fleet.

### → Intermodal Transportation and Sustainable Logistics

In line with its sustainable transportation goals, Ekol Logistics develops eco-friendly alternatives to road transport and expands the use of intermodal transportation models. Intermodal transport,

which integrates road, sea, and rail modes, significantly reduces fuel consumption and carbon emissions.

Ekol's intermodal transportation network provides a broad service infrastructure that positions the company as a pioneer of eco-friendly transportation in Europe. Through this model, up to 50% CO<sub>2</sub> emission reduction is achieved in each transport operation compared to road transport, while dependence on fossil fuels is decreased.

Beyond contributing to energy efficiency goals, intermodal solutions also help optimize operational costs and enable faster responses to customer demands. To achieve its carbon-neutral targets, Ekol has made it a strategic priority to expand intermodal capacity and develop new routes.

### → Green Building Practices

In addition to its logistics operations, Ekol places importance on managing environmental impacts in its warehouses and offices, implementing international green building certification systems to increase resource efficiency and reduce environmental impacts. The Lotus Facility, with 215,000 m<sup>2</sup> of indoor space, is among the largest storage facilities in Europe. The Cosmos Facility, with a total area of 70,000 m<sup>2</sup>, serves as one of Ekol's strategic operational hubs. Both facilities hold LEED (Leadership in Energy and Environmental Design) Green Building Certification. Following comprehensive evaluations in areas such as sustainable site management, water efficiency, energy performance, material use, and indoor air quality, these facilities were awarded the LEED Silver Certificate. Additionally, construction of the Tulip Warehouse is ongoing, and it is being designed in compliance with LEED requirements.

## Emission Management

Ekol Logistics regards the fight against climate change as a fundamental element of its environmental sustainability strategy, positioning the reduction of greenhouse gas (GHG) emissions among its top priorities. To this end, the company carries out multidimensional and systematic initiatives aimed at reducing emission sources within its operational processes.

In road transportation activities, modern vehicles equipped with Euro 6 engine technologies, known for low emission values, are preferred. Fuel consumption and emissions are minimized through the use of alternative fuels and fleet efficiency analyses. At operational facilities, energy consumption is reduced by deploying electric forklifts, high-efficiency equipment, and LED lighting systems. Under renewable energy investments, electricity produced by Solar Power Plants (SPPs) installed at various locations is integrated into site-level energy consumption, thereby reducing operational carbon emissions and lowering the carbon intensity of total energy use.

Monitoring and calculation of greenhouse gas emissions are carried out via the **AZALT Emission Management Platform**, based on ISO 14064-1 and the GHG Protocol (Corporate Standard). Calculations follow the operational control approach, covering Scope 1 (Direct emissions), Scope 2 (Indirect energy-related emissions), Scope 3 (Supply chain and service-based indirect emissions). The reliability of this data is ensured through independent third-party verification by Bureau Veritas.

Between 2022 and 2024, Ekol Logistics' greenhouse gas emissions underwent a significant transformation, with remarkable changes observed across the different scopes.

	2022 tCO <sub>2</sub> e	2023 tCO <sub>2</sub> e	2024 tCO <sub>2</sub> e
Scope 1 (Direct Emissions)	79.880,2	6.063,84	19.415,44
Scope 2 (Indirect – Electricity-Related Emissions)	11.675,22	9.426,67	8.531,88
Scope 3 (Other Indirect Emissions)	306.962,83	56.798,41	26.046,68
<b>Total</b>	398.518,25	72.288,92	53.994,00



This significant reduction is partly due to the integrated transportation and logistics operations carried out jointly by Ekol Inc., Ltd., and Transport until 2022. The interlinked nature of these activities led to higher emission values during that period. With the separation of fleet and operational processes in 2023, emission data began to be monitored independently; and by 2024, the complete separation of transportation activities narrowed the reporting scope. This eliminated the emission load stemming from the former integrated structure and resulted in a substantial decrease in total emission volume.

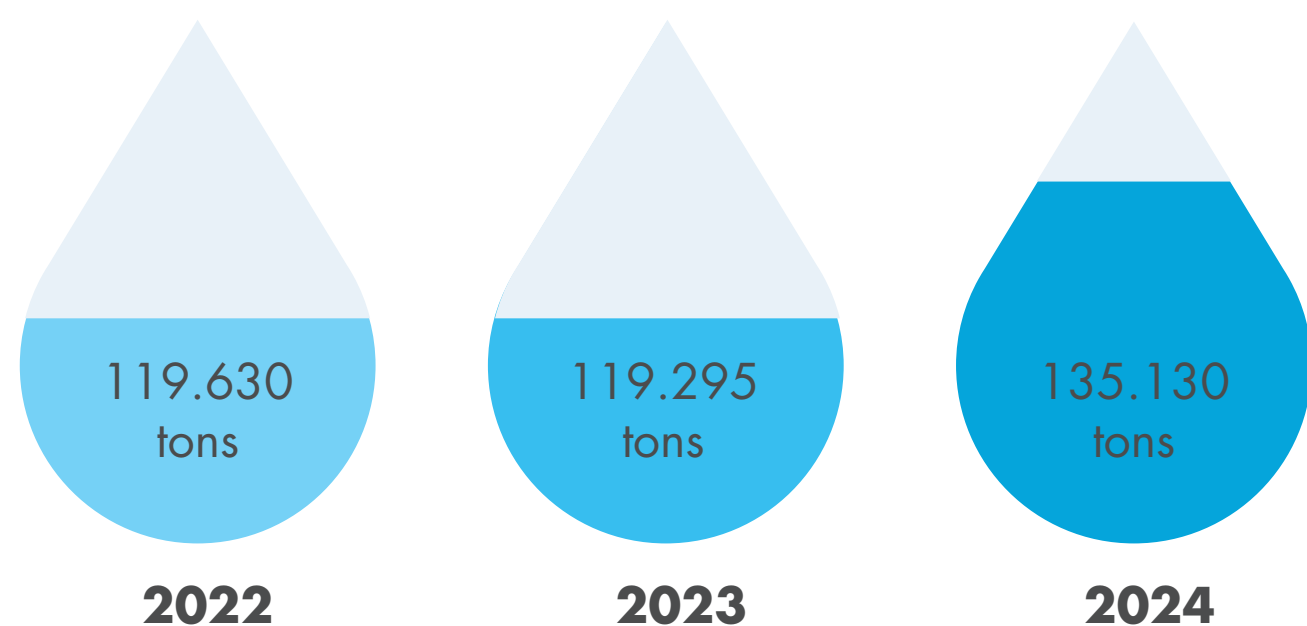
These outcomes reflect the positive impact of Ekol Inc.'s renewable energy investments, energy efficiency projects under ISO 50001 Energy Management System, and systematic improvements aimed at reducing carbon intensity across operational processes.

**As Ekol, we will continue to take proactive steps toward our Net Zero 2050 target, focusing on reducing energy intensity, optimizing the use of natural resources, and minimizing the carbon impact of our supply chain.**

## Water Management

In line with its environmental sustainability approach, Ekol Logistics develops responsible practices in water management aimed at ensuring the efficient use of natural resources and reducing environmental impacts. Since the company does not engage in production activities, only domestic wastewater is generated within operations, and water management practices are structured accordingly to minimize environmental impacts.

Across all locations, technical solutions such as sensor-activated faucets, low-flow fixtures, and recovery systems are implemented to achieve water savings. In addition, regular training and awareness programs are conducted for employees. Water is supplied from the municipal network, while wastewater is discharged into municipal sewer systems in compliance with legal regulations. In areas without sewage infrastructure—for example, at the Orchid Facility—a dedicated package treatment system has been installed. The treated domestic wastewater is then transported via vacuum trucks to the municipal wastewater center. This practice was introduced to ensure compliance with the protection requirements of the watershed in which the facility is located.



Suppliers utilize water resources at their own locations, while similar water efficiency practices are also promoted at serviced facilities.

Ekol Logistics' water consumption data have been updated in line with the expansion of location coverage and improvements in monitoring systems. In 2022 and 2023, monitoring and reporting activities covered only 10 major locations. However, as of 2024, under the new structure, national distribution locations have been included in the system, expanding the scope to 25 locations. This expansion is one of the main reasons for the observed increase in total water consumption in 2024.

All locations source their water from municipal networks, and no recycled water is used in operations.

When the water consumption data for the 2022-2024 period is analyzed, total water consumption in 2022 was 119,630 tons and 119,295 tons in 2023, and no significant change was observed between these two years. In 2024, total water consumption is calculated as 135,130.24 tons.

At Ekol, we have reached a wider operational scope in tracking and reporting water consumption data. The increase in consumption is attributed not only to the expansion of operational activities, but also to the return to physical working in offices after the pandemic and the gradual decline of the hybrid working model. With employees spending more time in offices, there has been a natural increase in water consumption.





## Waste Management

At Ekol Logistics, we regard waste management as a core component of our environmental responsibility across all areas of operation.

We manage this process in line with the principles of “Reduce–Reuse–Recycle,” ensuring that waste is segregated at source and disposed of in compliance with legal regulations. Our objective is to minimize environmental impacts while ensuring the efficient use of resources.

Most of the waste generated in warehouse areas originates from customers’ storage and handling activities. While the management of such waste is primarily the responsibility of our customers, temporary storage, segregation, and redirection processes are coordinated by Ekol, with operational safety and regulatory compliance supported through regular joint audits.

Within our facilities, hazardous, non-hazardous, and packaging waste is managed in full compliance with the regulations of the Ministry of Environment, Urbanization, and Climate Change and is delivered to licensed disposal and recycling companies. Our waste management processes are systematically monitored and improved through the integrated environmental management system.

All of our large-scale warehouses hold a Zero Waste Certificate. In this context, site inspections, employee training, and process improvement efforts continuously strengthen our zero-waste practices. Since the adoption of our zero-waste approach in 2020, we have made significant contributions, particularly in increasing recycling rates for paper and packaging waste. This approach goes beyond regulatory compliance, forming an integral part of our circular economy objectives.

At Ekol, we continue to reduce, segregate, recycle, and responsibly dispose of our waste at the source, thereby contributing to the circular economy and supporting the sustainability of natural resources.

The total amount of waste generated from our operations was recorded as 4,239.040 tons in 2023. In 2024, this figure decreased to 3,290.723 tons, marking a reduction compared to the previous year.

This decline reflects the effectiveness of our waste reduction strategies, process improvements, and recovery practices. Our company continuously monitors and enhances its waste management performance with the aim of minimizing environmental impacts.

Hazardous Waste (tons)	2022	2023	2024
Recyclable Waste	23,255	27,766	27,341
Energy Recovery	0,172	0,138	0,089
<b>Total</b>	23,427	22,904	27,430

Non-Hazardous Waste (tons)	2022	2023	2024
Recyclable Waste	3.762,000	4.239,040	3.290,623
Energy Recovery	0,039	0	0,1
<b>Total</b>	3.762,039	4.239,040	3.290,723





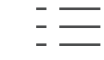
## Circular Economy

At Ekol, we develop projects that promote circular business models in line with our goal of efficient resource use and minimizing waste generation. Over the last three reporting periods, a total of three circular economy–based projects have been implemented, with one introduced each year.

As part of circular activities and industrial symbiosis initiatives, practices have been developed for the repurposing of products received from our customers that are near or past their expiration date. Methods such as using these products as animal feed or reintegrating them into reuse processes have both prevented waste generation and extended the product life cycle.

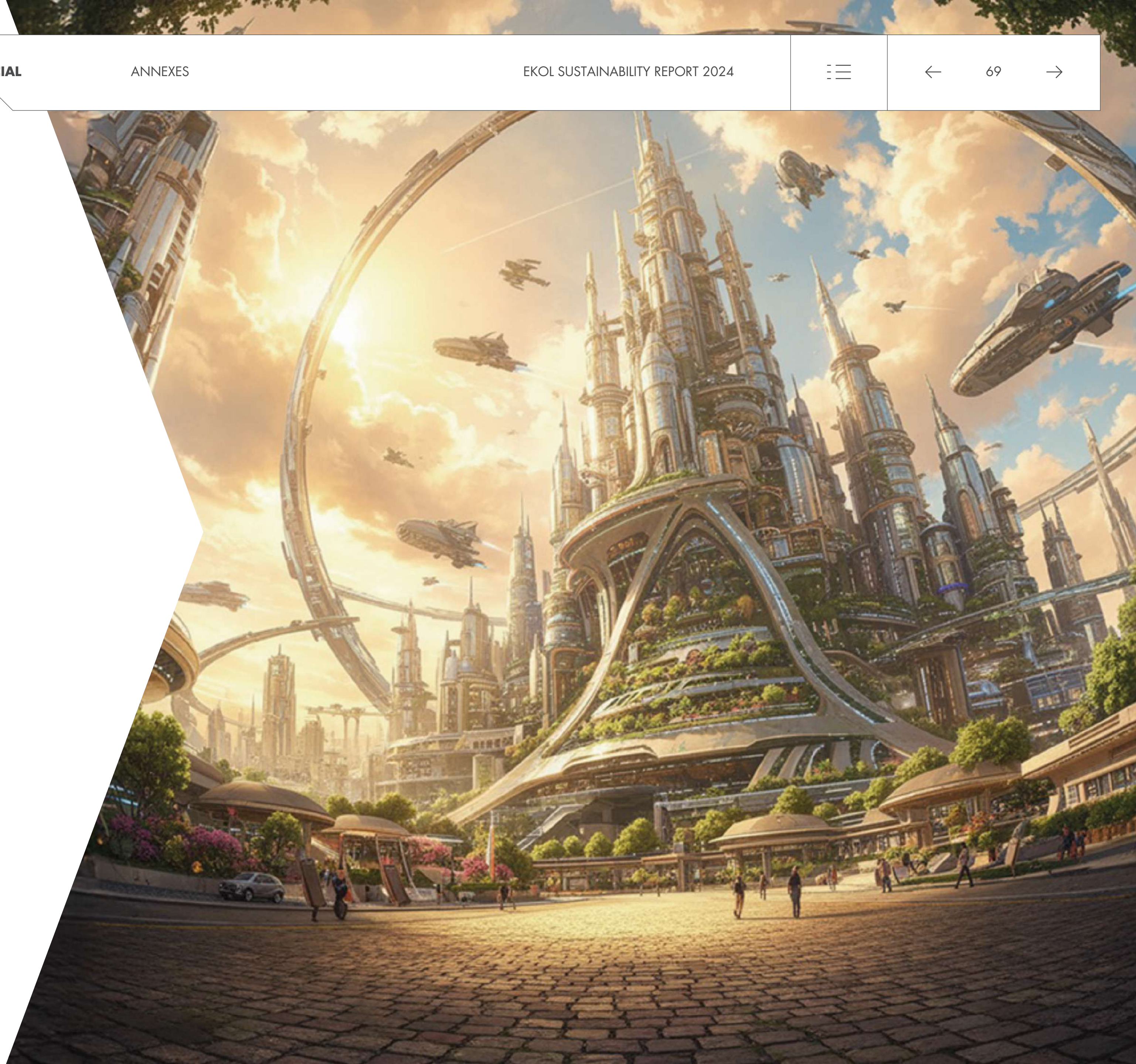
**Such practices contribute to reducing the amount of operational waste and to the wider adoption of industrial symbiosis examples, while at the same time supporting our company’s circular economy approach through concrete projects. In the coming period, the aim is to expand similar circular business model applications across different sectors and product groups.**





**SOCIAL**

**A work environment  
that is respectful of  
human rights, committed  
to ethical values, and  
inclusive...**





## SOCIAL

Ekol Logistics' social structure is built on a holistic approach that encompasses employee diversity, inclusive policies, and strong communication and interaction models developed within the company. By placing employee well-being and social benefit at the center, the company integrates its corporate values with a social responsibility mindset, thereby building strong social capital that supports sustainable growth.

Since its establishment in 1990, Ekol has made it a principle to diligently fulfill its responsibilities toward society, the environment, and its employees—reinforcing this commitment with the vision of "Making a Positive Contribution to Society's Future." Over the years, through numerous social responsibility projects, the company has aimed to create lasting and positive impacts on society.

With its broad service network across diverse sectors, Ekol supports education-focused initiatives while remaining aligned with the cultural and social values of society, thereby contributing to the development of modern and socially responsible individuals. This approach is consistent with Ekol's sustainability vision, which places social impact at its core.

Adopting the principle of providing a work environment that is respectful of human rights, committed to ethical values, and inclusive, Ekol Logistics continuously updates its policies and enhances its practices to safeguard employee rights, strengthen equal opportunity, and promote diversity across all of its activities.



**With our holistic social sustainability approaches, we not only fulfill legal obligations but also create a fair, inclusive work environment rooted in ethical values, while integrating our responsibility toward society and stakeholders into all business processes.**



## Respect for People and Society: Social Sustainability at Ekol

Ekol Logistics prioritizes social responsibility as a core element of its sustainability strategy and embraces the principle of “respect for people and society” across all areas of operation. Employee well-being, an equitable and inclusive work environment, occupational health and safety, community engagement, and strong stakeholder collaboration form the main pillars of the company’s social sustainability vision. Through this approach, Ekol aims not only to generate economic value but also to foster sustainable transformation in the realm of social impact.

With policies that protect employee rights, promote ethical business practices, and cultivate an inclusive workplace culture, the company holds a pioneering position in the sector. Verification processes such as SEDEX SMETA and SLCP audits, conducted to ensure ethical standards in the supply chain, have been successfully completed. In line with these efforts, Ekol’s social compliance performance has been aligned with international standards.

### Studies within the Scope of Sedex SMETA

Ekol Logistics actively uses the SEDEX (Supplier Ethical Data Exchange) platform to ensure ethical trade, social compliance, and transparency across its supply chain. Within this framework, SMETA (Sedex Members Ethical Trade Audit) audits are conducted to assess the company’s compliance with international standards in areas such as working conditions, occupational health and safety, environmental performance, and business ethics.

Through these audits, Ekol ensures the prevention of forced and child labor, the enforcement of fair wage policies, compliance of working hours with legal limits, and the establishment of safe working environments. In addition, practices aimed at reducing environmental impacts are reviewed, and continuous improvement actions are identified.

By sharing ethical supply chain data with its customers and business partners through the SEDEX platform, Ekol promotes transparency. This practice not only meets the social responsibility expectations of global customers but also reinforces the company’s overall sustainability vision.



### SLCP (The Social & Labor Convergence Program)

In line with its goal of improving social and labor conditions across the supply chain, Ekol Logistics joined the SLCP (Social & Labor Convergence Program) initiative in 2020. Within this process, the company moved beyond repetitive social compliance audits by adopting a measurable, comparable, and verifiable data-driven approach. At the Lotus facility, the SLCP verification process was successfully completed, and the insights obtained have served as a foundation for Ekol’s continuous improvement efforts.

SLCP is not merely an audit-focused system but a multi-stakeholder approach grounded in sustainable development and collective responsibility. As part of this initiative, Ekol Logistics continues to reinforce its social responsibility commitments through transparent data sharing, supporting a stronger and more accountable sustainability framework.



## Value to Society, Respect for People

Since its establishment in 1990, Ekol has been committed to fully fulfilling its responsibilities toward society, the environment, and its employees. In line with its social responsibility policy, Ekol reinforces this commitment with the vision of “Making a Positive Contribution to the Future of Society.” Over the years, the company has implemented and continues to implement numerous projects, consistently acting in accordance with its principles.



## What Have We Done?

### Contribution to the Future of Society



Ekol Logistics has been actively contributing to the Koç University Anatolian Scholarship Program since 2020, with the aim of supporting young people’s access to quality education and promoting equal opportunities. This program enables economically disadvantaged yet academically successful students to continue their education, serving as a long-term investment in the country’s social development. The program continued seamlessly in 2023 and 2024, with the 2024 graduation ceremony publicly shared, and the 2025 application period launched as planned.

Since its establishment in 1990, Ekol Logistics has fulfilled its responsibilities toward society, the environment, and its stakeholders with the vision of “Contributing Positively to the Future of Society.” In line with its social responsibility policy, the company implements projects that contribute to the cultural and social values of society, supporting the growth of modern and progressive generations.



As part of its education-focused initiatives, projects have been implemented for TED Scholars and Darüşşafaka Scholars, enabling academically successful yet economically disadvantaged students to access quality education. By supporting young people throughout their educational journeys, Ekol not only contributes to their individual development but also promotes inclusivity and equal opportunities within society.



### Ekol Employees’ High School Completion Project

Ekol Logistics launched the High School Completion Project in 2013 to contribute to the education of its employees and support their personal development. The project aims to enable blue-collar employees to complete their secondary education by earning a high school diploma, thereby enhancing their professional qualifications.

The project continued actively in 2023 and 2024, with significant progress achieved. In 2023, participants benefited from both in-person and remote education programs: logistics vocational courses were delivered face-to-face, while general culture classes were offered via digital platforms. In addition, hands-on warehouse training and internship opportunities were provided to strengthen participants’ professional skills.

In 2024, new graduates successfully completed the program, and their achievement was celebrated with a graduation ceremony. Graduates received diplomas from the Vocational Open High School in Logistics, marking a valuable milestone in their careers. Furthermore, preparations for the 2025 intake have already begun, with a new application process launched to welcome future participants into the program.

## What We have Done?

### Ekol – University Collaborations

Ekol Logistics continues to collaborate with universities to support the development of young people with qualified knowledge and skills in the logistics sector. Activities carried out in 2023 and 2024 enabled students to combine their academic knowledge with practical experience, aiming to equip the sector with a well-prepared workforce.



#### Fall 2023 – Collaboration with Sakarya University

“Sustainability”-themed training programs were organized for 4th-year students of the International Trade and Finance Department. Delivered by Ekol experts, these sessions provided students with the opportunity to gain insight into sustainability practices within the industry.

#### Internships and Career Days

Within the framework of protocols signed with universities, students studying in the field of logistics were offered internship opportunities at Ekol facilities. In addition, participation in career days enabled students to gain comprehensive insights into the logistics sector and related career opportunities.

#### Facility Visits and On-Site Trainings

In 2023 and 2024, technical tours were organized at Ekol facilities for logistics clubs from various universities. Through these visits, students had the opportunity to directly observe advanced automation systems and logistics processes on-site.

#### International Collaborations

In 2023, a partnership was established with the Poznań School of Logistics in Poland. Within this scope, student exchange programs and joint training activities were carried out, broadening students’ international perspectives on logistics.

### Nature Conservation Project

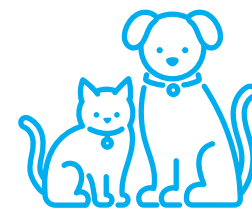
In 2024, with the support of 90 volunteers and 10 production and distribution staff, more than 1,950,000 stray animals were fed through the production of 939,241 kg of food and 32,652 kg of dry pet food. Additionally, care was provided in shelters, boarding facilities, and company sites for 67 cats, 91 dogs, 2 goats, 2 horses, and 1 donkey.

**90**

Volunteer

**10**

Staff

**1.950.000**

Happy Stray Animals

**939.271**

Food Consumption (kg)

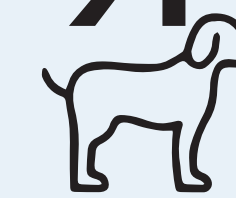
**32.652**

Dry Food (kg)

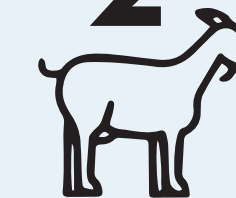
In our shelters, hostels, and facilities;

**67**

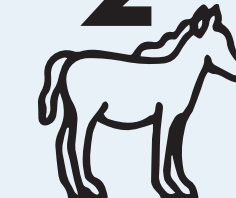
Cats

**91**

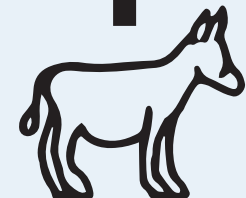
Dogs

**2**

Goats

**2**

Horses

**1**

Donkey

## 2023

### Occupational Health and Employee Support Programs

- **Healthcare Services:** The occupational health team, consisting of 53 physicians and 12 nurses, provides services to employees. Periodic health screenings and examinations are planned every three years in line with legal requirements. Additionally, the Ekol Occupational Health Committee has been established, ensuring that actions and improvements are implemented more quickly and effectively across all locations in Türkiye.
- **Training and Awareness:** Toolbox trainings are organized at facilities based on frequently observed infections and audit findings. In addition, informative videos on breast cancer and childhood allergies have been shared with employees via the Empactivo internal communication platform.
- **Social Responsibility:** To support employees' children with disabilities, supplementary health insurance has been provided in cooperation with a brokerage firm.

### Animal Welfare

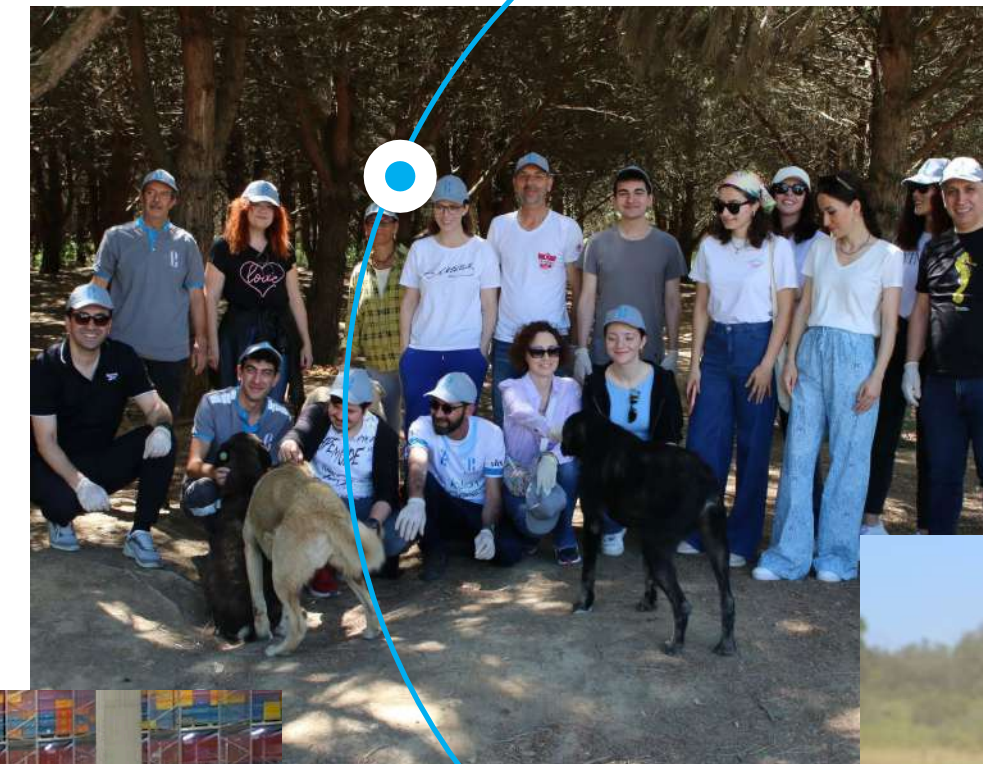
- **Veterinary Partnerships and Vaccination Campaigns:** Collaborations were established with veterinarians to protect the health of stray animals, and regular vaccination campaigns were carried out.
- **Food Donation and Volunteer Support:** 75 tons of pet food were donated monthly to shelters and stray animals. In addition, our volunteer ambassadors regularly participated in weekly care activities at shelters.

### Education and Youth Support

- **Educational Material Donation:** More than 3,000 books and stationery sets were donated to schools in disaster-affected regions to support students' education.
- **Children's Workshop:** Various workshops were organized by volunteer instructors to support the development of children in the region, aiming to enhance awareness and social skills.

### Community Engagement and Solidarity

- **Food and Hygiene Support:** 2,000 food and hygiene packages were distributed during the winter months to meet the basic needs of families in need.
- **Support for Disaster Areas:** 20 trucks of relief supplies were directly delivered to disaster-affected regions, and more than 100 logistics vehicles were mobilized to support local needs. In addition, meals were distributed to disaster victims in cooperation with suppliers.



## 2024

### “One Bite, A Thousand Loves” Expanded Phases

- **Food Production and Feeding:** 85 tons of pet food were produced monthly, ensuring the feeding of approximately 3.5 million stray animals.
- **Volunteer Participation:** Volunteer ambassadors actively contributed to operational support by participating in the preparation and packaging processes at pet food production facilities.

### Social Health Programs:

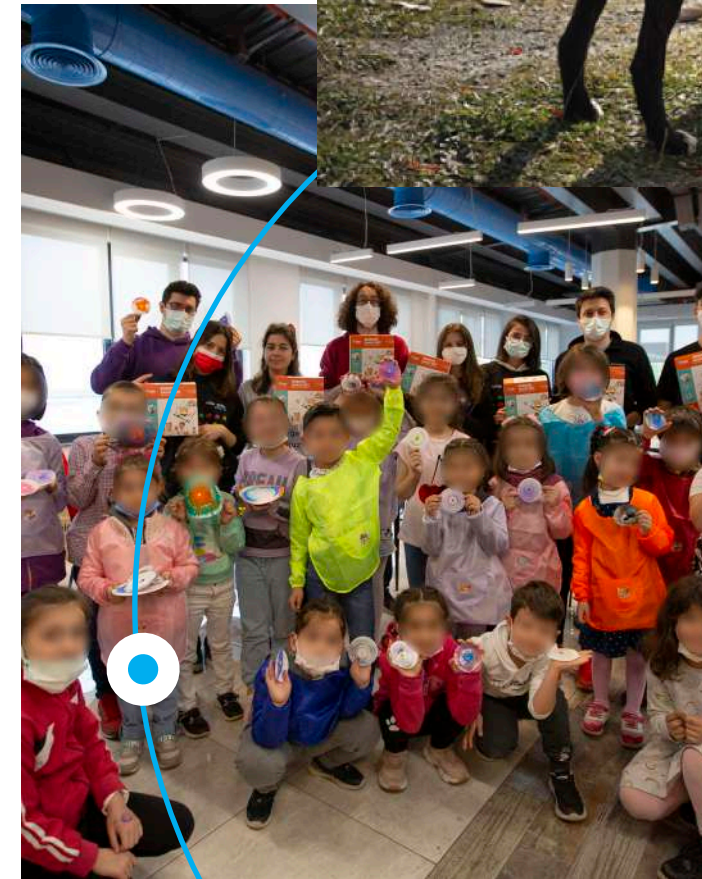
- **First Aid Training:** As part of the 2024 occupational health goals, refresher training sessions for personnel holding first aid certification will continue until the end of the year.
- **Blood Donation Campaign:** Within the scope of social responsibility efforts, a blood donation campaign was organized at the Kardelen facility in collaboration with the Turkish Red Crescent.
- **Breast Cancer Awareness Activities:** During Breast Cancer Awareness Month in October, informative events were held for employees at the Gebze and Kocaeli facilities.

### Environment and Nature Conservation

- **Tree Planting:** In 2024, 500 saplings were planted to contribute to the environment and support the preservation of the ecosystem.

### Community Solidarity:

- **National Support:** During disasters occurring in different regions of Türkiye, the company has regularly provided logistics support, material aid, and contributions to meet various needs.



### Social Impact and Contributions (2023–2024)



**65.000+**  
Directly Impacted People



**3,5 Milyon**  
Supported Stray Animals



**150+**  
Community Engagement Project



**500+**  
Employee Volunteer Participation

## What We Have Done?

### LÖSEV Logistics Support

Within the framework of its social responsibility approach, Ekol Logistics provides logistics support to LÖSEV, bringing hope to children fighting cancer. Since 2007, this collaboration has included cost and process support and continued actively throughout 2023 and 2024.

In 2024, Ekol employees participated in the “Running Steps for LÖSEV” campaign during the Istanbul Marathon, raising awareness while organizing donation campaigns to increase support. These efforts were publicly shared under the message “Our steps bring hope to LÖSEV!”

As a result, in the 2023–2024 period, Ekol Logistics further strengthened its cooperation with LÖSEV, continuing to provide sustainable contributions both operationally and socially.



### Support for Student Clubs

In 2023 and 2024, Ekol Logistics continued to support social responsibility and education-focused collaborations with university clubs, helping young people enhance their sectoral knowledge and experience.

In 2023, members of Istanbul University’s Logistics Club participated in the International Logitrans Fair at the Ekol stand, gaining the opportunity to interact directly with industry professionals and better understand the dynamics of the logistics sector.

In 2024, a technical field trip was organized for students of the International Trade and Logistics Department. Participants visited Ekol’s Orkide facility, where they observed logistics operations on-site and engaged in knowledge-sharing with expert teams. Additionally, periodic visits to different locations such as Lotus, Lilyum, Orkide, and Sakura facilities are organized with the participation of high school and university students, enabling them to experience logistics processes firsthand.

### Hezarfen Vocational and Technical Anatolian High School Project

Ekol Logistics launched the Hezarfen Vocational and Technical Anatolian High School Project in 2013 to contribute qualified workforce to the logistics sector and support the professional development of young people.

Within the scope of the project, a 40-seat computer laboratory and a practice warehouse were established at the school, creating a comprehensive education model supported by a library and training materials.

Internship and practical training programs were implemented to provide students with sectoral experience, and in 2015 the project was honored with the TEGEP Social Responsibility Jury Special Award.

In 2023 and 2024, the school’s infrastructure was updated, new internship opportunities were offered, and training sessions were provided for teachers on logistics sector practices. These efforts have facilitated young people’s access to education and employment opportunities, contributing to social development.



## What We Have Done?

### Contribution to Education and Sports: Çayırova Sports High School Project

As part of its social responsibility approach, Ekol Logistics has undertaken the construction of Çayırova Sports High School, covering both investment and building processes, to contribute to the development of education and sports. Continuing throughout 2023 and 2024, this project aims to provide young people with access to an educational environment supported by strong sports infrastructure while creating long-term social benefits for the region.

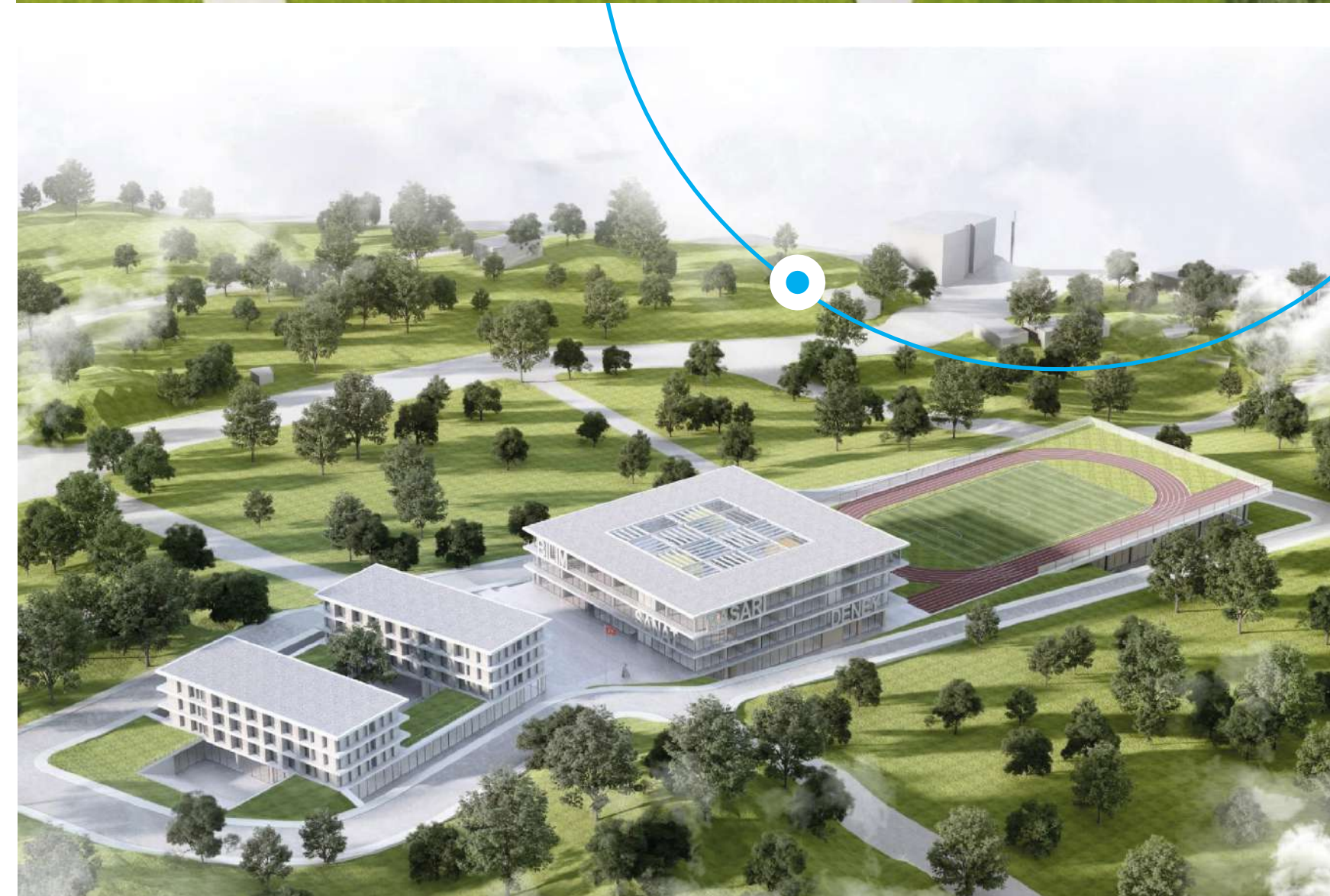
The project, with a total construction area of 21,037.86 m<sup>2</sup>, consists of three main blocks:

- Dormitory Building (7.694,98 m<sup>2</sup>)
- School Building (8.842,41 m<sup>2</sup>)
- Sports Hall (4.500,47 m<sup>2</sup>)

The Dormitory Building offers a total capacity of 252+2 persons (guests) in 86 rooms with a 3-storey dormitory. There are 14 male and 14 female bedrooms on each floor, and this structure aims to provide young people with access to a comfortable living space.

The School Building is designed to support the academic development of students with a total of 27 classrooms, 3 laboratories and a modern 225 m<sup>2</sup> library area.

The Sports Hall will allow young people to develop their sports skills with infrastructures such as 1,550 m<sup>2</sup> indoor sports field, 160 m<sup>2</sup> gymnastics and fitness area, 5,500 m<sup>2</sup> standard artificial turf field and running track.



As of 2024, 95% of the rough civil works, 85% of the peripheral infrastructure works and 80% of the installation works have been completed. The progress of the project is being regularly monitored and once completed, modern sports facilities will be brought to the region and contribute to the success of young athletes at national and international level.

Through this investment, Ekol Logistics aims not only to contribute to education but also to add long-term value to the region's social development. These efforts strengthen the company's commitment to sustainable social development goals and stand out as concrete steps that promote equal opportunities for young people.



## Our Journey with Our Employees “For a Better”

Ekol Logistics, in line with its “For a Better” vision, regards its employees as its most valuable asset and adopts a people-centered approach. Through its employee profile, diversity policies, development programs, and inclusive work culture, Ekol builds a strong human resource structure that supports its sustainable growth.

The company continuously enhances the competencies of its workforce with practices that encourage both professional and personal development, while ensuring a fair working environment for all through its principles of equal opportunity and inclusiveness. This approach represents an integral part of both Ekol’s operational excellence and social sustainability goals.

Between 2022 and 2024, Ekol Logistics steadily expanded its human resources, increasing the total number of employees from 3,472 to 3,924. The share of women employees remained at 26.37% in 2023 and rose to 26.89% in 2024. Considering that female employment in the logistics sector is generally limited, this ratio stands out as a reflection of Ekol’s commitment to policies that support equality of opportunity and diversity.

At the senior management level, the proportion of women was 37.84% in 2022, remained close to this level at 37.04% in 2023, and was recorded at 30.00% in 2024. This change was shaped by organizational restructuring and personnel transitions within the management team.

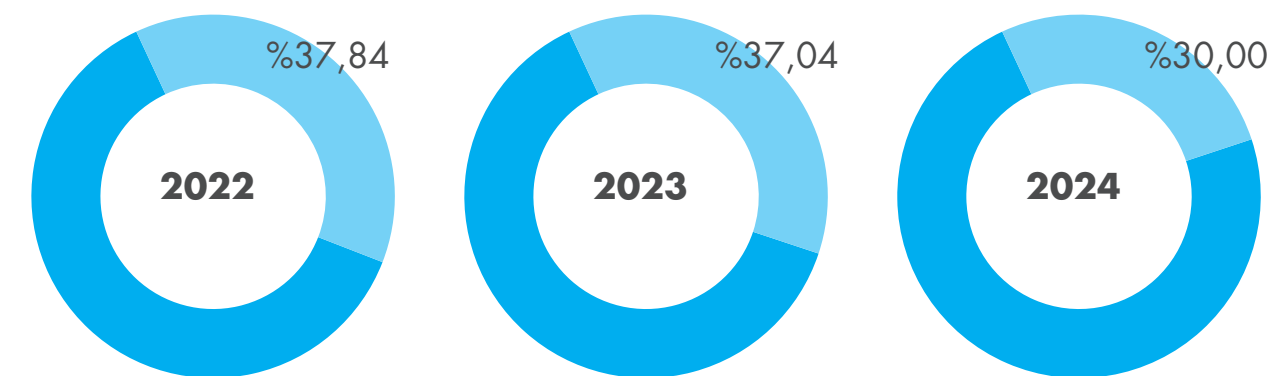
The company continues to implement equal opportunity policies aimed at improving gender balance in senior management positions.

In this context, the total number of employees in management positions is 654, while the number of field employees is 3,270.

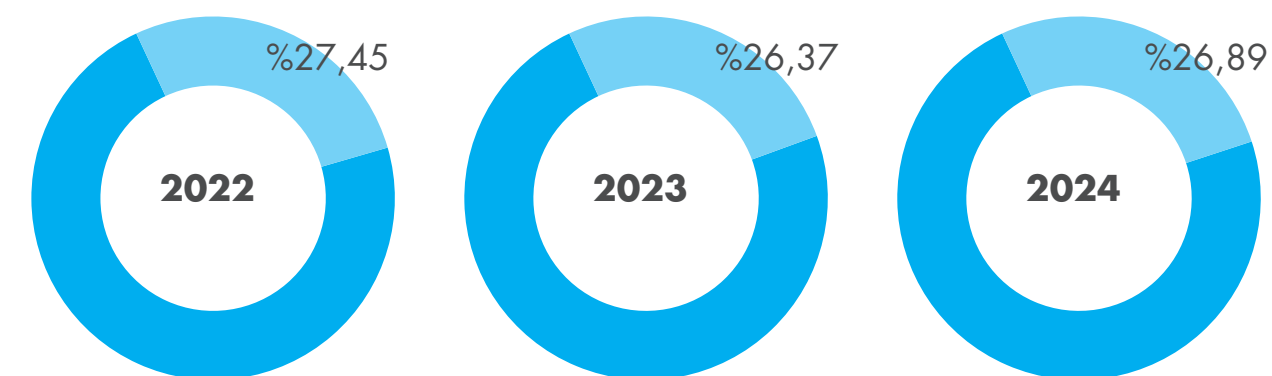
Enhancing female representation in management levels stands out as an important area of development in terms of the company’s inclusiveness and diversity objectives. Ekol continues to strengthen its sustainability approach in this field, aiming to ensure balanced and inclusive representation across all employee groups.

Number of Employees	2022	2023	2024
Number of Female Employees	953	977	1.055
Number of Male Employees	2.519	2.728	2.869
Number of White Collars	952	664	654
Number of Blue Collars	2.520	3.041	3.270
<b>Total Number of Employees</b> * Excluding Subcontractors	3.472	3.705	3.924

Percentage of Women in Senior Management Positions



Female - Male Employee Ratio



Male Employee Female Employee



## Fringe Benefits, Social Support, and Special Leave Practices

Ekol Logistics implements human resources practices focused on social support and flexibility to enhance employee well-being and strengthen work-life balance.

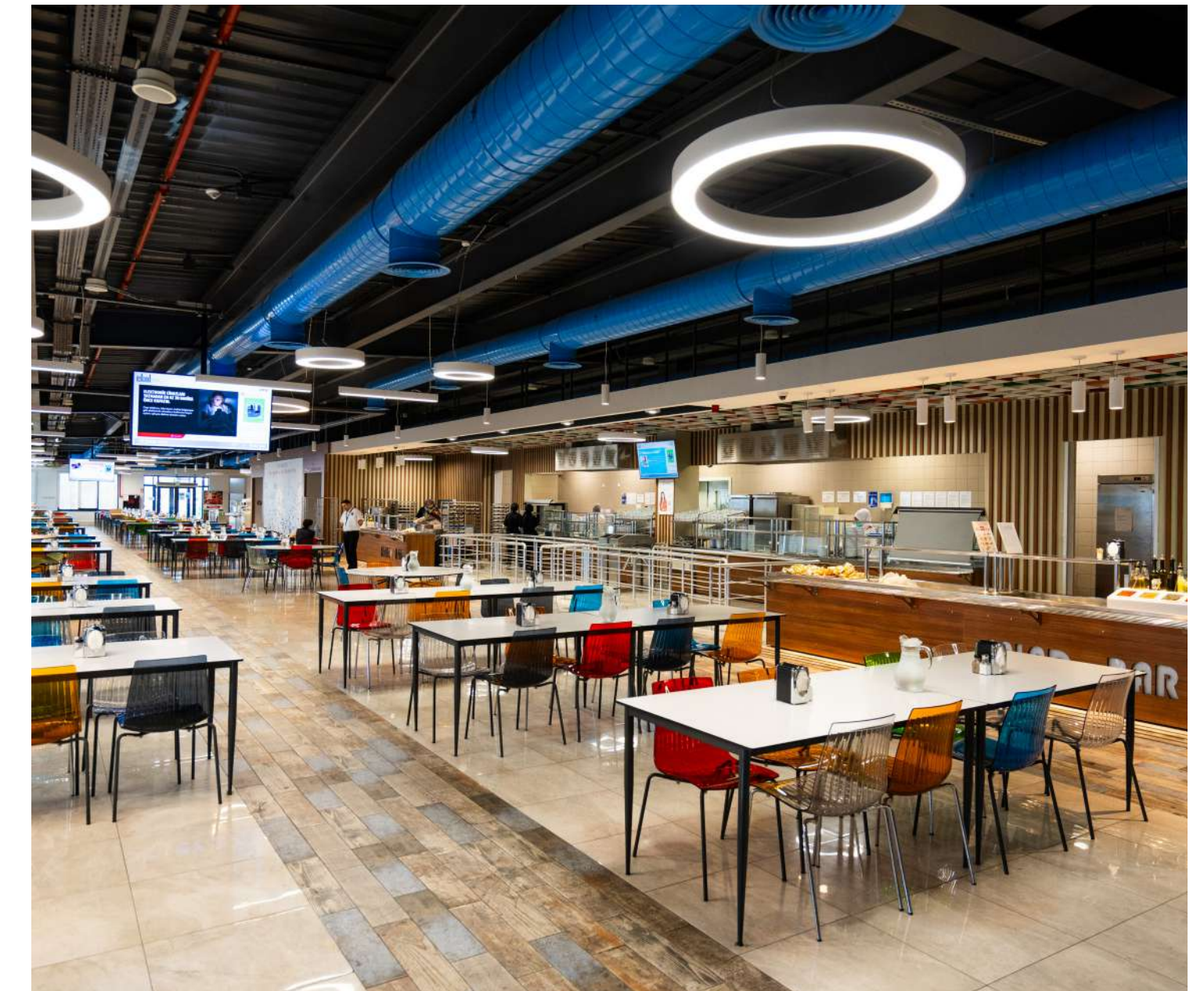
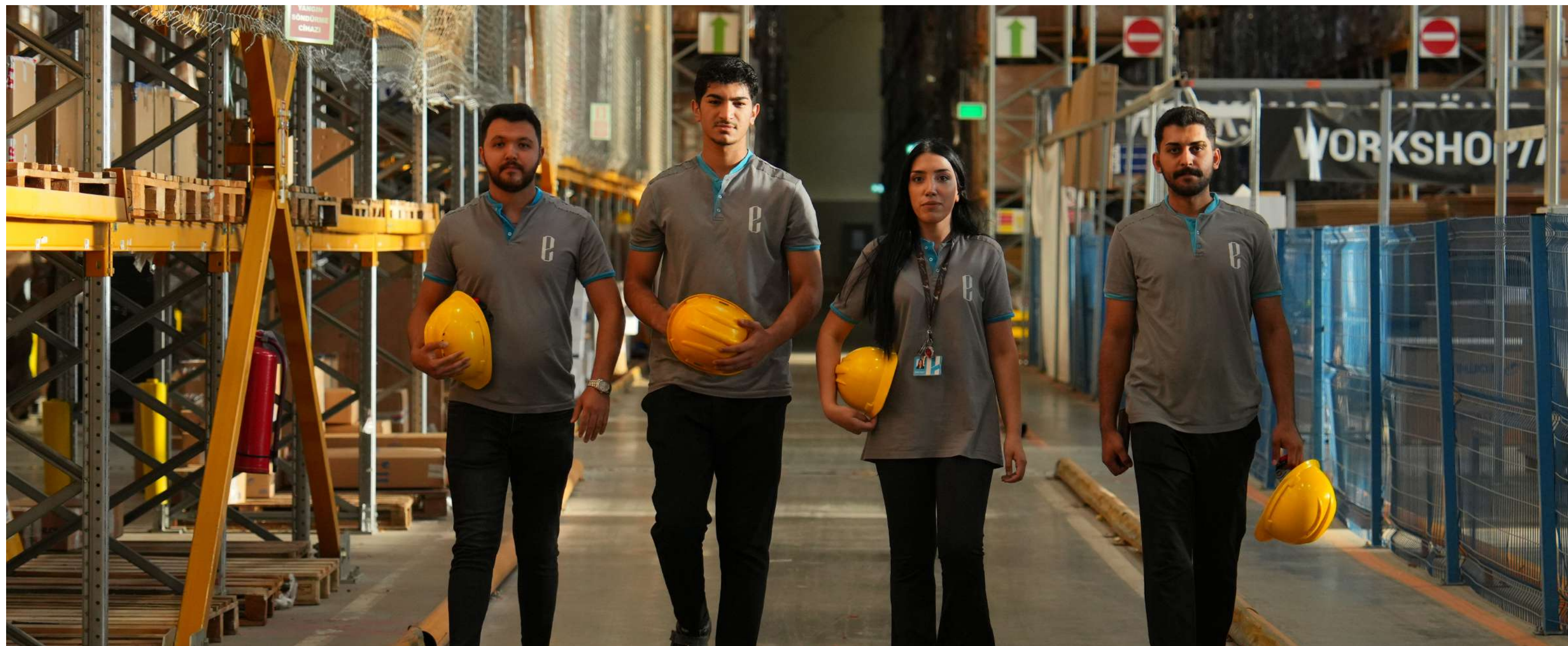
Fringe benefits, applicable to all job categories and titles, aim to increase employee satisfaction and reinforce the sense of corporate belonging.

Support mechanisms such as childbirth assistance, marriage assistance, bereavement assistance, education vouchers, Ramadan packages, graduation gifts, and vehicle allowances are provided to support employees at significant milestones in their life cycle.

The fringe benefits policy is implemented in a fair and inclusive manner for all employees, ensuring equal access regardless of position or title. Special leave arrangements such as marriage leave, birthday leave, and relocation leave go beyond meeting legal requirements, enabling employees to receive corporate support during important life transitions.

This flexibility has a direct positive impact on employee motivation and engagement.

By continuously improving social support and leave practices, we aim to create an inclusive working environment in line with our sustainable human resources management objectives.



**At Ekol, the transparent management of fringe benefits and leave policies across all positions demonstrates the company's commitment to implementing the principles of fairness and equal opportunity at the operational level.**



## Continuity and Commitment in Human Resources

Ekol Logistics implements strategic human resources policies to enhance employee engagement and ensure continuity in its workforce. In 2024, the overall employee turnover rate stood at 40.67%. While the average turnover rate for female employees was 23.64% in 2023, this figure improved slightly to 23.44% in 2024.

To maintain workforce continuity, strengthen employee engagement, and keep turnover rates under control, Ekol regularly analyzes turnover data by age group, gender, and management level. The insights gained from these analyses form the basis of action plans aimed at improving the employee experience.

In line with these findings, the company continues to focus on retaining young talent, expanding career development opportunities, promoting mentorship programs, advancing flexible working models, and strengthening internal promotion opportunities.

Internal promotion data from the same period also reflects the company's inclusive human resources approach. In 2023, of the seven positions opened, two were filled by women and five by men. In 2024, however, of the eight positions opened, seven were filled by women and one by a man. This outcome demonstrates the effective implementation of Ekol's policies that strengthen internal career opportunities and promote equal opportunity.

Ekol Logistics considers employee satisfaction as one of the fundamental elements of sustainable human resources management and regularly measures its performance in this area. Employee happiness and engagement in the workplace are directly linked to the company's long-term success goals; accordingly, the policies developed aim to create an inclusive, fair, and safe working environment.

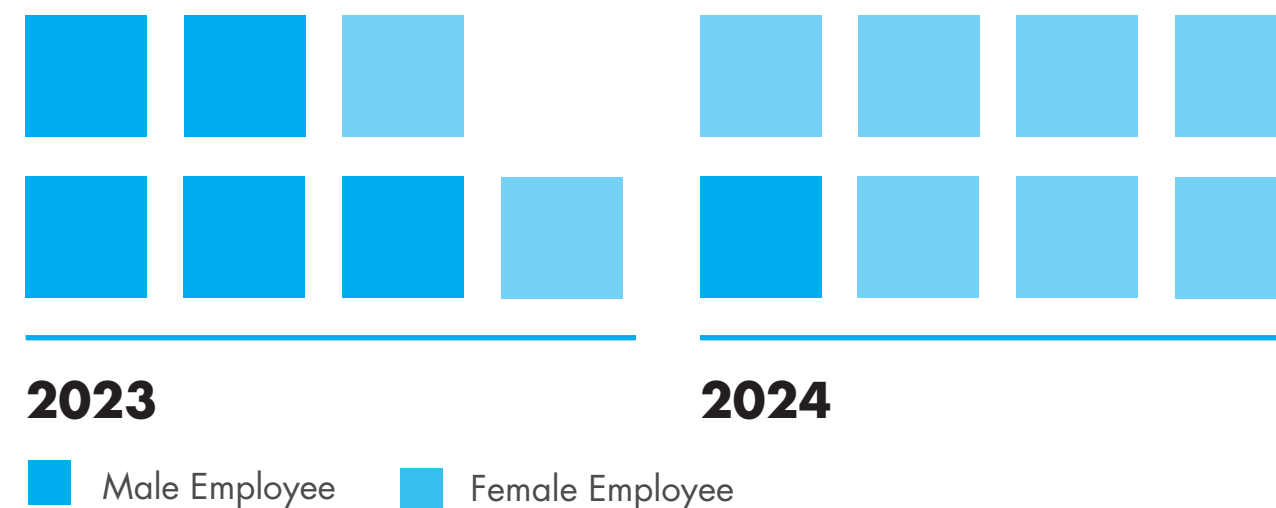
Employee Turnover Rate

**%40,67**

Female Employee Turnover Rate

**%23,44**

The company prioritizes elements such as equal opportunity, flexible working models, and a strong internal communication culture in its employee satisfaction initiatives. The activities offered under the fringe benefits policy reflect a holistic approach to addressing employees' needs throughout their life cycle. In addition, by strengthening internal communication channels and employee suggestion systems, the company encourages active participation of employees in decision-making processes. Training and development programs, career opportunities, and inclusive human resources strategies also play a key role in enhancing employee satisfaction. By adopting this systematic approach shaped around listening to its employees, Ekol Logistics aims to continuously increase satisfaction levels and maintain long-term commitment within its workforce.



## Happy Place to Work

Ekol Logistics regards employee happiness and well-being as core elements of its corporate culture and supports this approach with concrete actions. Since 2022, the company has been included in the "Happy Place to Work" list, aligning with high standards in employee satisfaction and engagement through its dedicated initiatives.

Policies that promote inclusiveness and diversity, continuous training and development opportunities, work-life balance projects, and open communication channels that enhance employee participation all contribute to strengthening the company's culture of corporate happiness.



## Steps Taken on Our Sustainability Journey

### Employee Engagement Activities

New Year events, breakfasts, and other motivation activities are planned and budgeted with the aim of strengthening employees' sense of belonging.

### Social Contribution and Awareness Initiatives

At the Kardelen facility, 54 employees volunteered to donate blood during a blood donation campaign organized in collaboration with the Turkish Red Crescent.



In October, as part of Breast Cancer Awareness Month, informative seminars were held at the Gebze Kocaeli facilities, reaching a total of 261 employees. These activities aimed to raise awareness among employees about the importance of early diagnosis and personal health consciousness.



### Employee Support Programs: Psychological Counseling Service

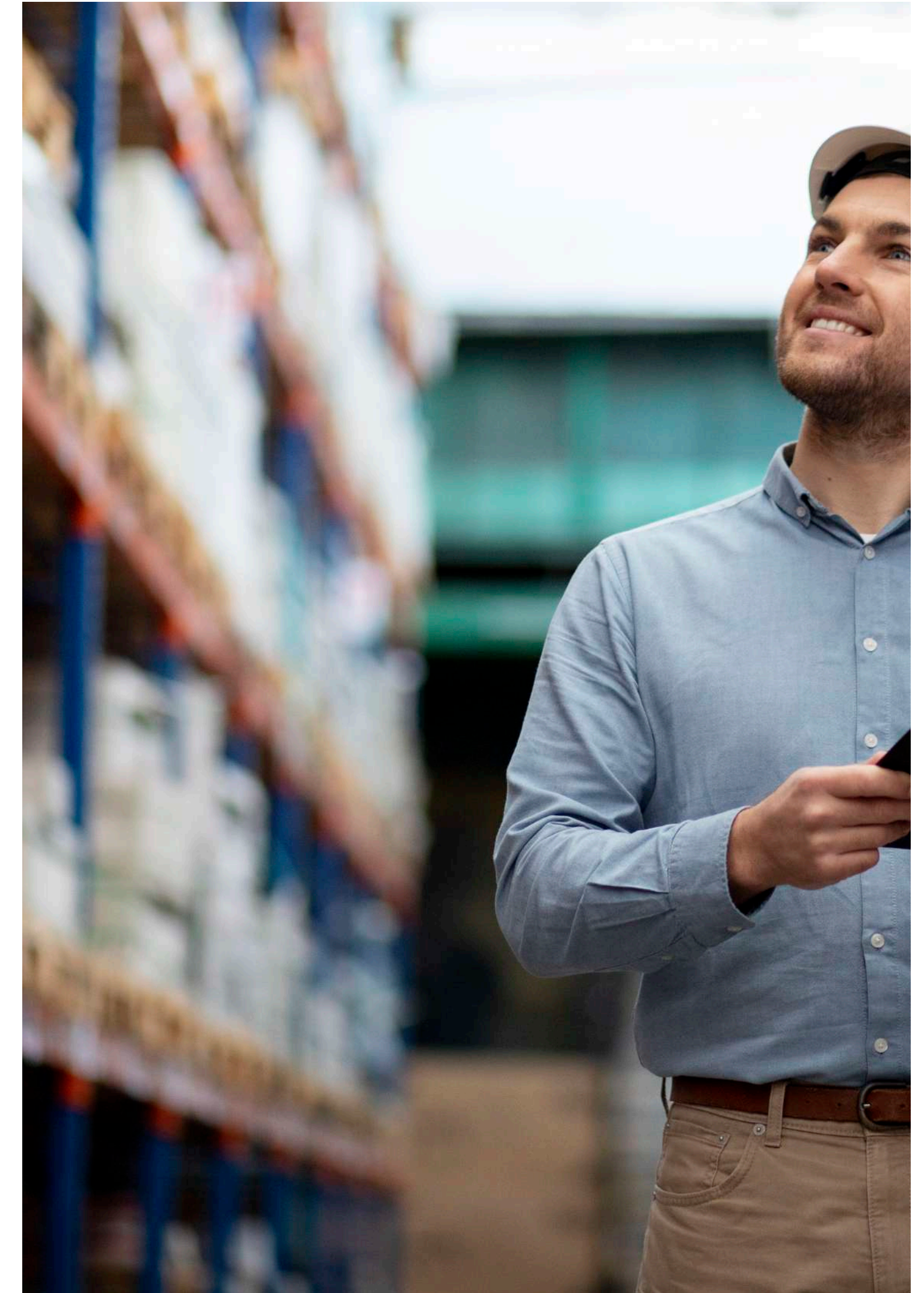
In 2024, Ekol Logistics launched a psychological counseling service to support employees' mental health and strengthen work-life balance. This program was designed to provide employees with professional support on issues such as work-related stress, personal development, and emotional well-being, through face-to-face sessions at company facilities.

The service started on June 3, 2024, and a total of 373 sessions were held in its first year.

- The highest number of sessions took place at the Lotus (2024: 101) and Lilyum (2024: 102) facilities.
- Employees at the Sakura and Orkide facilities also continued to benefit regularly from the service.
- At the Kardelen facility, the service was discontinued after six sessions due to insufficient demand.

Initial session appointments are scheduled by the facility nurse, while subsequent sessions are organized by the psychologist. Employee confidentiality is strictly safeguarded, with information shared only in exceptional cases and limited to the attending physician, the Human Resources department, and facility management.

This program stands out as part of Ekol Logistics' vision to enhance employee well-being and strengthen its culture of corporate happiness.



## Learning and Development Journey at Ekol

Ekol Logistics implements a comprehensive training strategy aimed at enhancing employee competencies and supporting continuous development. Through technical, professional, and personal development programs planned for employees at every level, the company promotes both operational excellence and individual career growth. Training and development initiatives not only focus on strengthening technical skills but also contribute to building leadership capabilities, adapting to digital transformation processes, and raising sustainability awareness.

The average training hours per employee and inclusive training policies demonstrate that competency development has become an integral part of Ekol's corporate culture. This approach enhances employee engagement and motivation while directly contributing to workforce productivity in the long term.

To support the professional growth of its employees, the company regularly conducts training programs. In 2023, a total of 37,734 hours of training were delivered, while in 2024, the total training hours amounted to 34,292.48. These figures cover all employee categories and types of training. The company aims to further increase average training hours per employee and diversify training content.

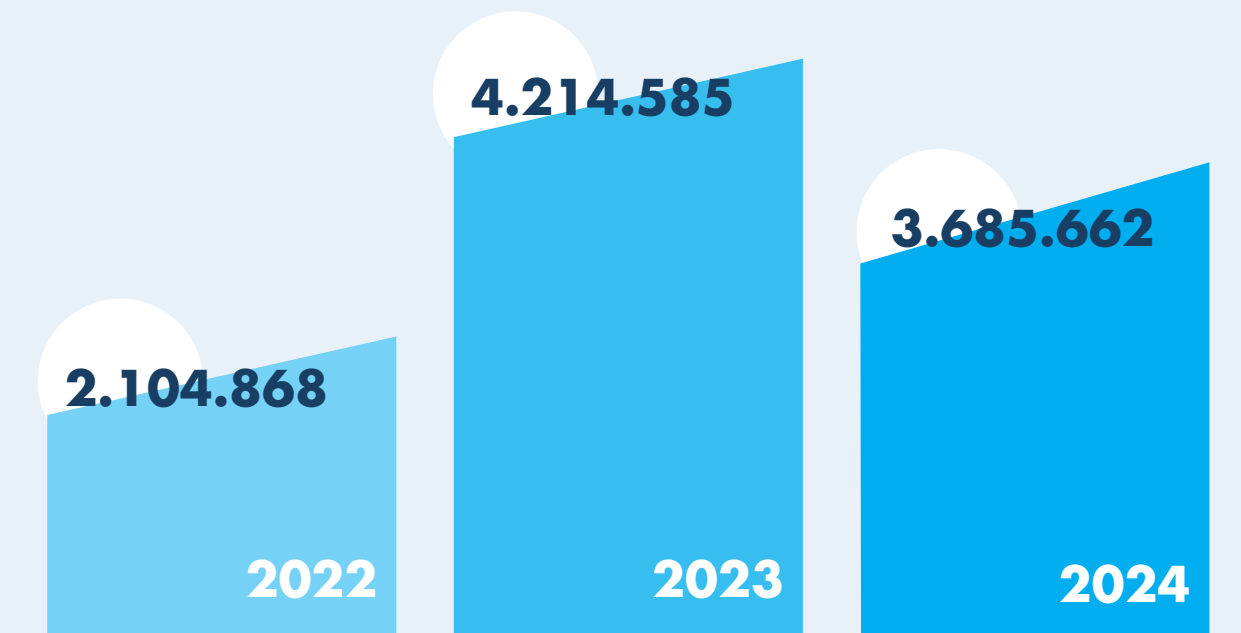
Training modules are tailored to the different needs of management and field employees and are designed to be accessible at every level. While operational trainings emphasize safe processes, energy efficiency, and environmental awareness in field operations, programs focusing on leadership, inclusiveness, and innovation are offered to management and support functions, ensuring both individual and corporate development.

Ekol Logistics invests in training and development activities each year to enhance employee competencies and strengthen the culture of continuous learning. In this context, an investment of 2,104,868 TL was made in 2022. This momentum increased further in 2023, with the investment amount rising to 4,214,585 TL. This figure, more than double that of 2022, demonstrates the company's move toward implementing its training and development policies in a more comprehensive manner. In 2024, the investment in training and development activities amounted to 3,685,662 TL.

The annual training cost per employee was 606 TL in 2022, 1,138 TL in 2023, and 939 TL in 2024. While costs rose significantly in 2023, a partial decline was observed in 2024; however, the level still remained well above that of 2022. This change indicates that investments were expanded in 2023, while in 2024, resources were used more efficiently and in a more targeted manner.

The effectiveness of training programs is regularly measured and continuously improved based on employee feedback. In this way, learning and development activities are positioned not only as an operational requirement but also as a strategic priority integrated with the company's goals of equal opportunity and inclusiveness.

### Training & Development Investment (TL)



2023 (hour)

**37.734**

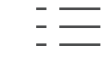
Training

2024 (hour)

**34.292**

Training





## Learning and Development Journey at Ekol

**The training policies demonstrate that Ekol has embedded competency development into its corporate culture, making a long-term contribution to employee engagement.**



## Ekol's Women Drivers on the Road

Ekol Logistics adopts an approach that encourages women's employment in the logistics sector and breaks traditional stereotypes.

In this context, special policies have been developed to ensure equal opportunities in the recruitment processes of women drivers, while training and competency development programs support their integration into the sector. In addition, safe and ergonomic working conditions have been created to provide the necessary infrastructure for women drivers' professional development.

Through the employment of women drivers, Ekol enables an inclusive transformation in the logistics sector and contributes to its sustainability goals from a social perspective with these exemplary practices.



## Learning and Development Journey in Occupational Safety at Ekol

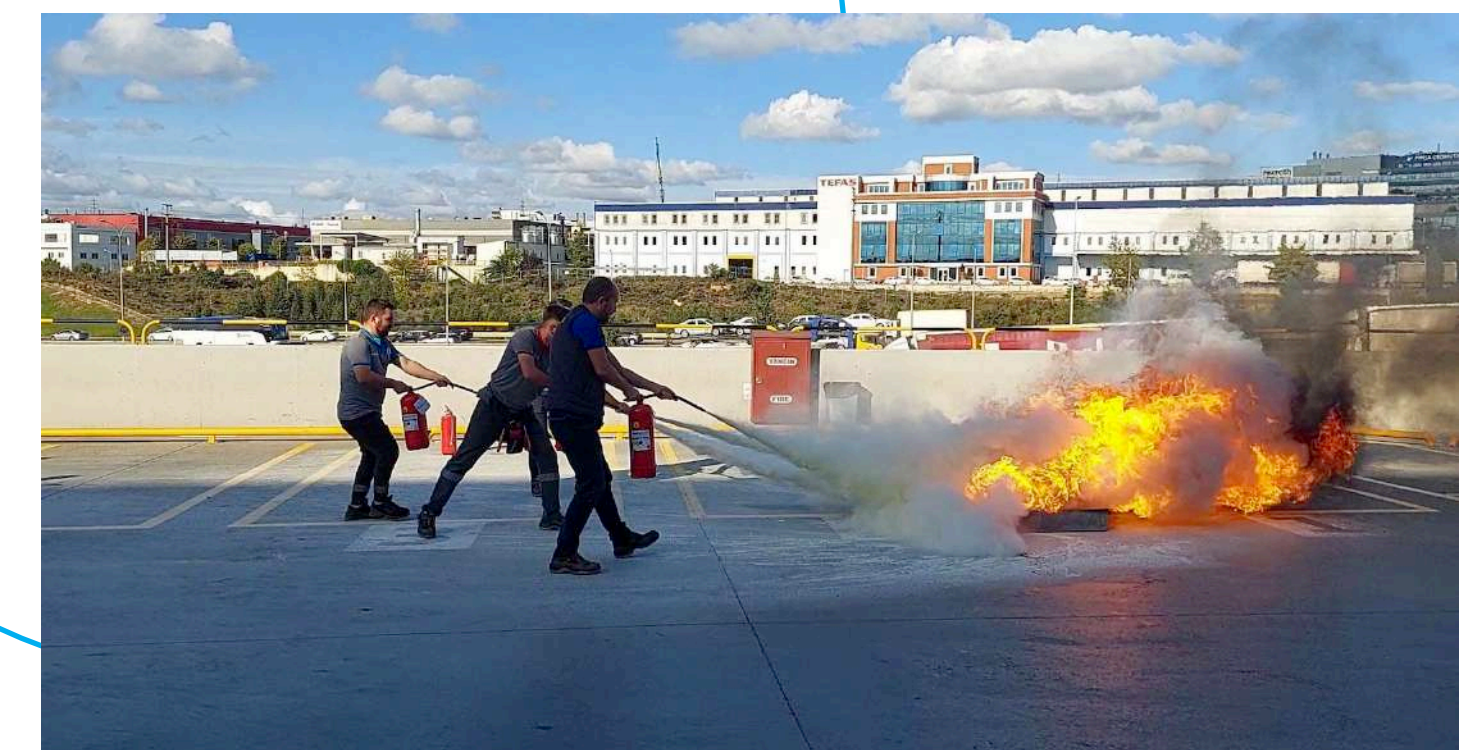
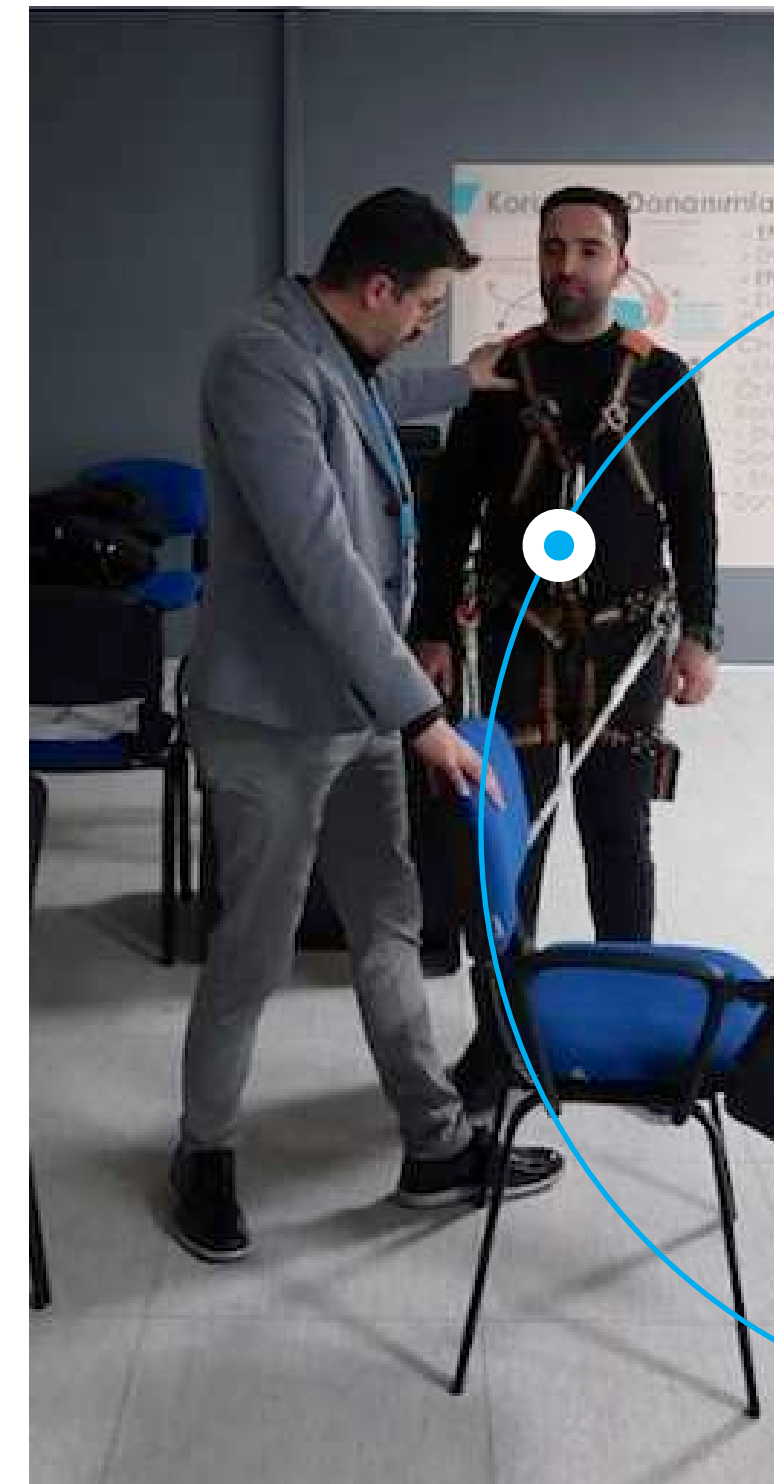
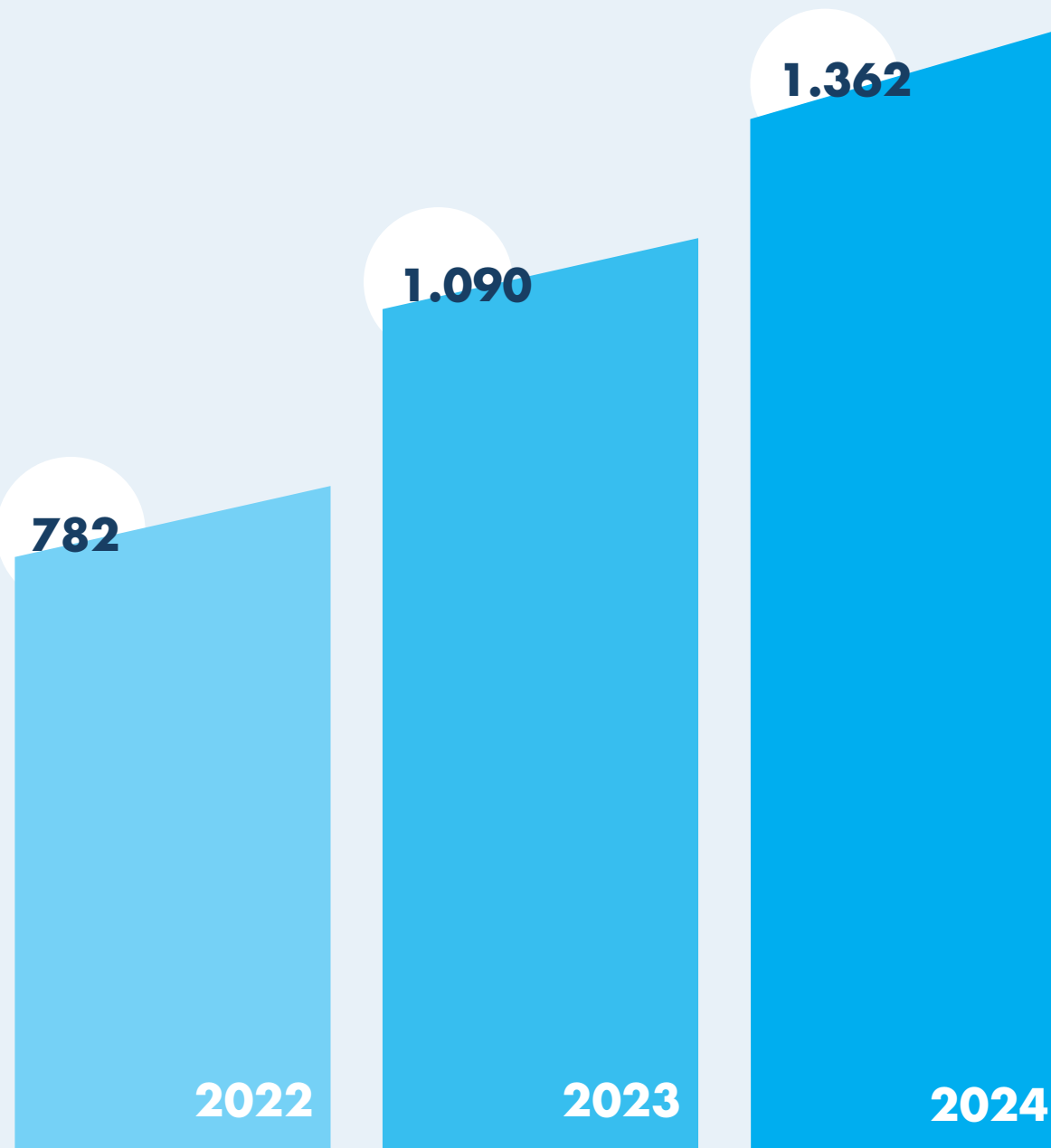
Ekol Logistics conducts regular training programs to raise employee awareness and knowledge levels regarding occupational health and safety.

Between 2022 and 2024, the number of employees participating in OHS trainings showed steady growth.

In 2022, 782 employees took part in OHS trainings, and this number rose by 39% to 1,090 in 2023. In 2024, participation further increased to 1,362 employees, marking a 25% rise compared to the previous year.

Employee participation in comprehensive OHS training contributes both to enhancing operational safety and to fostering a sustainable working environment.

Number of Employees Trained in Occupational Health and Safety (OHS)



## For a Safer, Healthier, and a Better Future

Ekol Logistics considers the protection of employee health and safety a top priority and carries out its activities within the framework of the ISO 45001 Occupational Health and Safety Management System.

This standard ensures the systematic management of risks, the creation of safe working environments, and the implementation of continuous improvement processes to prevent workplace accidents and occupational diseases.

Of the **19 facilities undergoing certification within Ekol Logistics, 42.1% (a total of 8 facilities) are certified with ISO 45001**. These facilities—Kardelen, Kozmoz, Lavanta, Orkide, Lilyum, Lotus, Nilüfer, and Sakura—apply standards that not only provide employees with a safe working environment but also represent an essential part of Ekol’s vision for sustainable workforce management.

To monitor occupational health and safety performance, the company regularly tracks key indicators such as accident frequency rate and accident severity rate.

Workplace accident records are entered into the SAP system in line with relevant regulations and are documented securely in accordance with information security standards.

Root cause analyses are meticulously conducted for each case, and comprehensive accident prevention measures are planned and implemented based on the findings. This systematic approach supports continuous improvement in occupational health and safety processes and contributes to preventing similar incidents in the future.

### Data for the 2022–2024 Period:

Ekol Logistics goes beyond legal requirements in managing occupational health and safety, adopting a proactive approach that prioritizes employees’ physical and psychological well-being. In this context, all incidents affecting employees are considered “work accidents,” even if they are not classified as such under the Social Security Institution (SGK) regulations. This comprehensive recording and reporting system enables all risks to be meticulously monitored and effectively controlled.

The company uses accident frequency rate and accident severity rate as its key performance indicators in tracking workplace accidents.

As of 2023, the total number of work accidents was recorded as 560, 54 of which resulted in more than three days of lost time. In the same period, the accident frequency rate rose to 13.4%, marking an increase of 38.44% compared to the previous year. The accident severity rate was recorded at 14.33%, representing a 1.34% increase from the previous year.

In 2024, the total number of work accidents increased to 654, 47 of which resulted in more than three days of lost time. During this period, the accident frequency rate rose to 14.82%, reflecting a 10.27% increase compared to the previous year. The accident severity rate was recorded at 15.78%, representing a 10.13% increase from the previous year.

Across all these years, no fatal work accidents occurred, demonstrating the effectiveness of the company’s preventive measures in line with its “zero fatalities” target.

**Ekol Logistics continues to carry out regular risk assessments, field inspections, employee training, and initiatives that strengthen the safety culture, with the goal of reducing workplace accidents and lowering accident frequency and severity rates.**



## Steps Taken for Sustainable Occupational Safety Management

Ekol Logistics manages and continuously improves its occupational health and safety (OHS) processes through a systematic approach. Process maps have been prepared for all OHS workflows, with risks comprehensively assessed for each.

The company analyzes legal OHS risks on both activity and site levels, covering not only its own employees but also suppliers. Separate risk assessment reports are created for each location, addressing both routine and non-routine risks under distinct categories. Field observations and regular audits are conducted to continuously monitor process effectiveness and quality.

Ekol adopts a proactive approach that goes beyond legal requirements, focusing on the physical and psychological well-being of employees. To ensure effective collection of employee feedback, the "4400 Mobile White Line" communication hotline and the OHS Feedback Platform have been introduced. Employees can directly report observed risks, hazards, or required preventive measures to the OHS unit either by scanning a QR code to access the platform or by calling the hotline. This system aims to strengthen preventive safety culture while also increasing employee participation. Awareness efforts through TV screens, the Digital OHS Site, and facility OHS information boards further encourage feedback practices.

To ensure top management ownership of OHS processes, an OHS Coordination Board was established with the participation of critical function leaders. Although regular meetings were temporarily paused due to structural changes, urgent issues continue to be addressed through dedicated sessions.

Regular meetings on project modifications, new installations, and

approval processes—attended by employer representatives—cover topics such as compliance with legal requirements, system participation, and emergency management.

In 2024, all 78 internal audits planned under the ISO 45001 Occupational Health and Safety Management System were successfully completed.

As part of emergency preparedness, drills were conducted at Orkide, Kozmoz, Lavanta, Kardelen, Lotus, Lilyum, Nilüfer, and Sakura facilities with the participation of 3,533 employees. These drills aimed to improve readiness levels and test the effectiveness of emergency procedures.

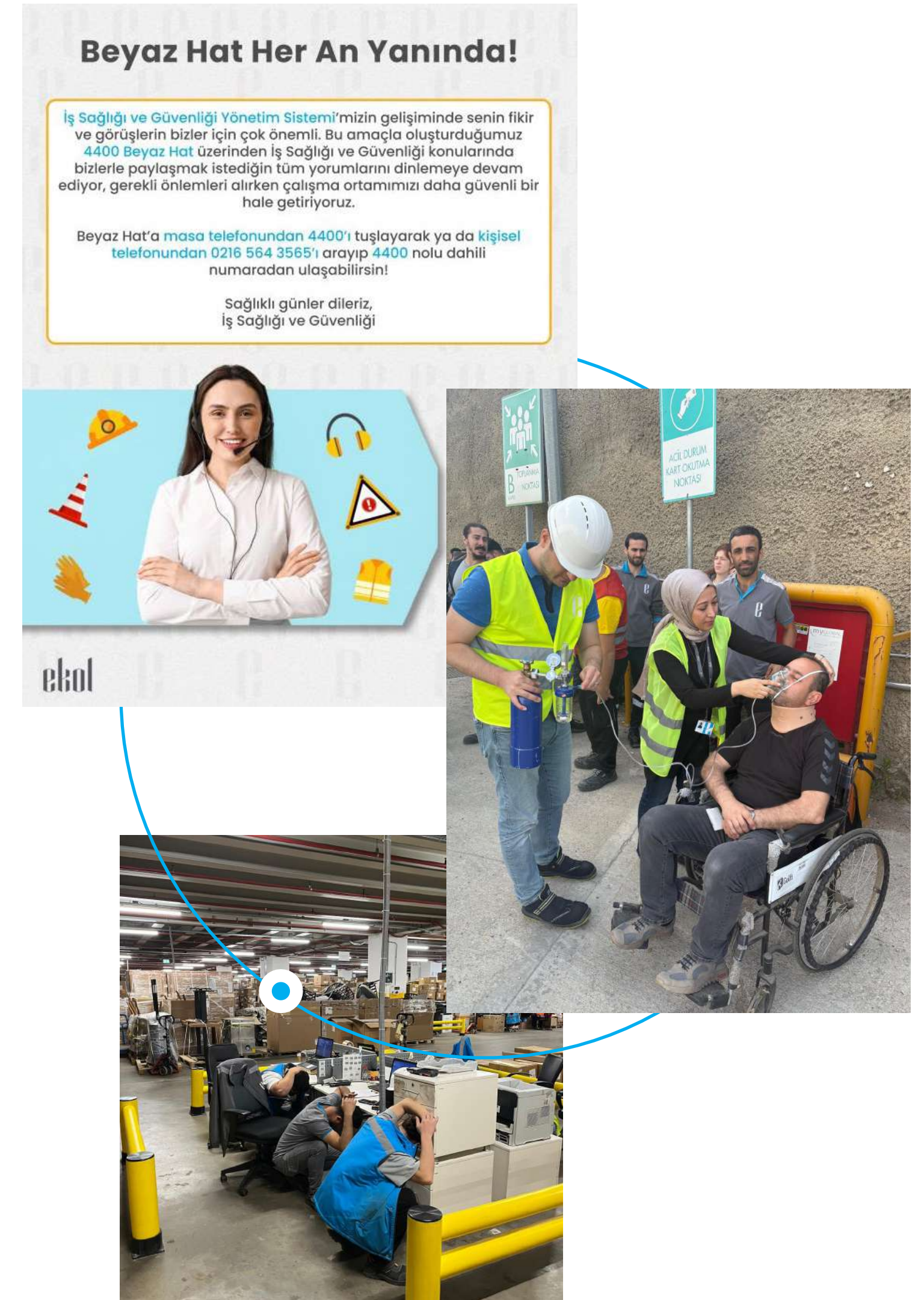
Throughout the year, various Toolbox trainings were organized to increase OHS awareness. Topics included winter tire and seatbelt use in vehicles, awareness of COPD and sleep apnea, fire safety, and the monkeypox virus. These trainings, addressing risks employees may face in daily operations, have contributed significantly to strengthening the company's safety culture.



OHS Feedback Platform



4400 Mobile White Line



## Steps Taken for Sustainable Occupational Safety Management

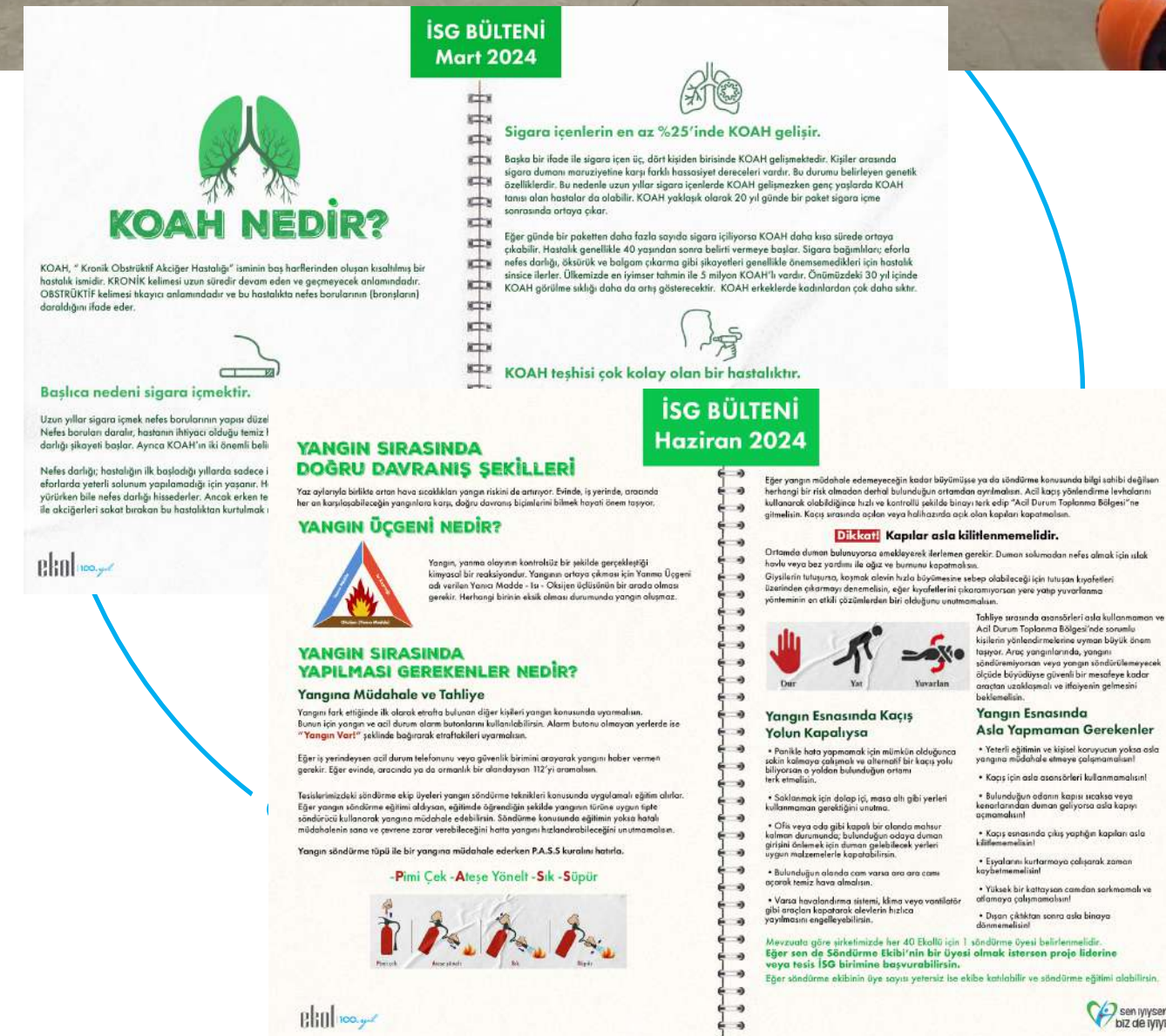
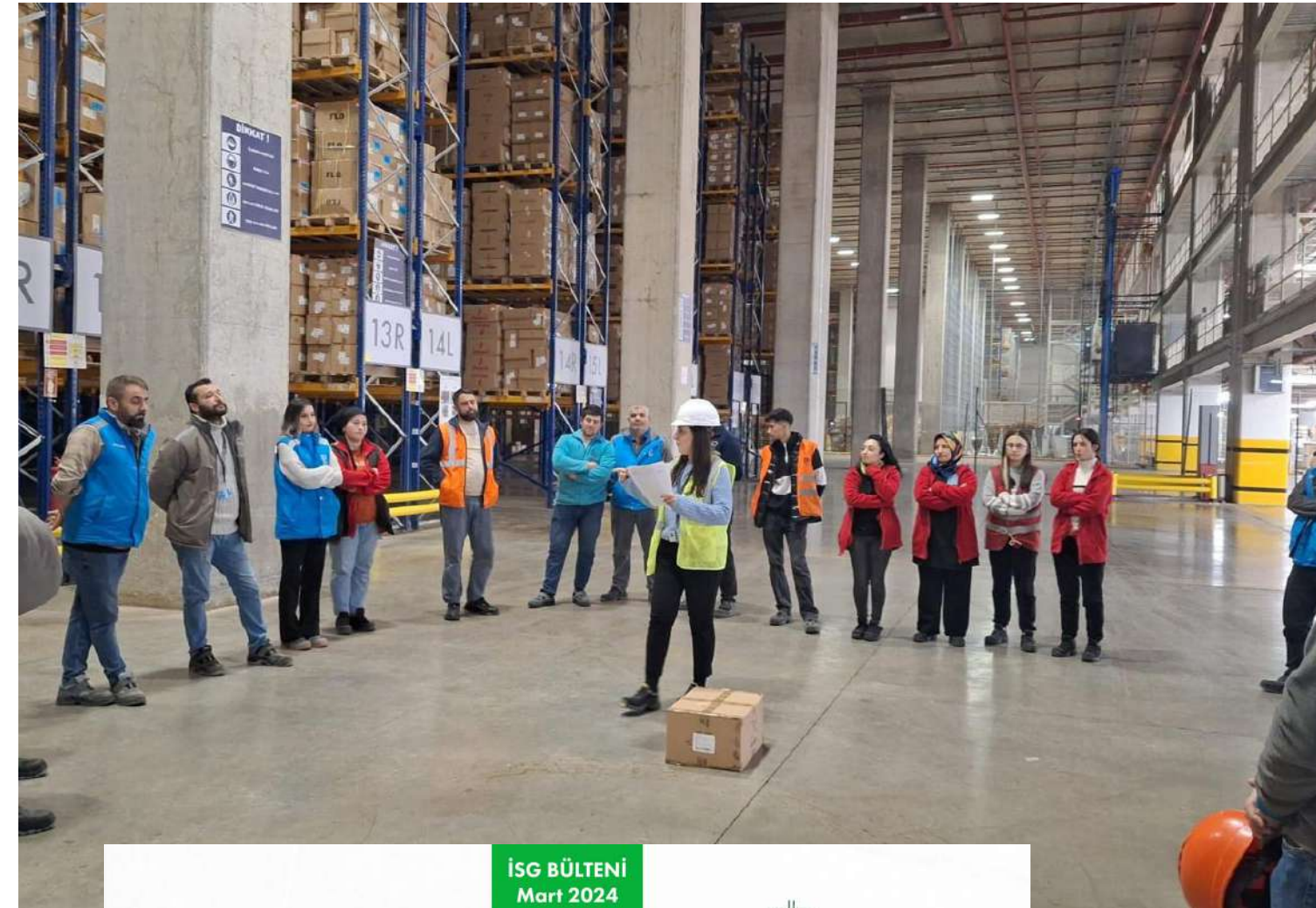
For 2025, a comprehensive development plan has been prepared to expand the OHS culture across the organization, ensure system sustainability, and increase employee participation.

The plan includes:

- Continuing awareness initiatives through OHS Week events and monthly OHS Bulletins,
- Transitioning written work permit processes to digital platforms,
- Integrating OHS KPIs into the blue-collar performance system and assigning OHS targets to operational leaders,
- Developing technological solutions for areas where forklift and pedestrian traffic intersect,
- Establishing facility-based OHS budgets and ensuring regular tetanus vaccinations for high-risk groups.

In addition, the transition to the LOTO (Lockout-Tagout-Train-Control-Commission) system and prototype studies to prevent accidents on ramps have been included in the 2025 budget plan. Refresher training for first aid-certified personnel will also be conducted throughout the year to ensure emergency response capacity remains up to date.

**At Ekol, we embrace a preventive approach to occupational health and safety, place employee participation at the center, and aim to minimize risks through systematic practices.**



## Fleet Management with Continuous Monitoring and Smart Maintenance

Ekol Logistics' Continuous Monitoring and Smart Maintenance system enhances employee safety and comfort while strengthening operational efficiency. Regular vehicle maintenance and real-time performance tracking reduce the risk of breakdowns and ensure a planned and uninterrupted working environment.

Smart monitoring systems track fleet performance and optimize routes, reducing fuel consumption and environmental impact, while preventive maintenance supports cost savings and operational continuity. These practices form an important part of Ekol's sustainable logistics vision.

## Technological Support in Case of Malfunctions and Accidents

Ekol Logistics leverages advanced technologies to safeguard the security of employees, suppliers, and stakeholders. IoT sensors and remote monitoring systems integrated into the fleet detect malfunctions in advance, reduce accident risks, and provide instant notifications.

Digital accident reporting platforms and mobile applications allow field teams to quickly report incidents, while collected data is analyzed to take preventive measures. In this way, occupational health and safety are improved, and operational disruptions are minimized.



## MEMBERSHIPS

Ekol Logistics actively participates in various national and international platforms to contribute to sustainability goals and sectoral developments.

Organizations in which the company holds membership and engages in collaboration include:

Bursa Industrialists and  
Businesspeople Association  
(BUSİAD)



Bonded Warehouse  
Operators Associationı  
(GAİD)



Healthcare Products  
Association  
(SURDER)



Supply Chain  
Management  
Association(TEDAR)



Foreign Economic  
Relations Board  
(DEİK)



Logistics Association  
(LOJİDER)



Association of International  
Forwarding and Logistics  
Service Providers  
(UTİKAD)



UN Global Compact



Yanıdayız Association



Business Council for  
Sustainable Development  
(SKD Türkiye)



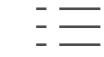
Quality Association  
(KALDER)



## AWARDS

Name of the Award	Award Year	Awarding Institution
Public Benefit and Awareness Category – Silver Award	2024	Telly Awards
Innovation in Social Media Use – Gold Award	2024	The Stevie Awards
Innovation in Purpose-Driven Videos – Gold Award	2024	The Stevie Awards
Innovation in Training Videos – Silver Award	2023	The Stevie Awards
Best Employer Brand of the Year	2023	Mavi Elma
Corporate Media & TV Awards - Best Second Film	2023	Cannes
Best Workplace	2022	Happy Place to Work
Blue-Collar Development Program Category	2022	TEGEP
Onboarding / Orientation Program Category	2022	TEGEP
Service Export Champion	2022	HİB
Integrated Marketing Awards – Most Reputable Company	2021	The One Awards
The World Post & Parcel Awards - "Cross Border Growth" Category	2021	COG -LO Project
Carbon Management Award	2019	Sustainable Business Awards





## ANNEX-1: REPORTING GUIDELINE

This Reporting Guideline (“Guideline”) has been prepared to explain the data collection, calculation, and reporting methodologies regarding independently audited environmental and social indicators within the scope of Ekol Logistics Inc.’s (“Ekol Logistics” or the “Company”) Sustainability Report, which covers 2023 and 2024 data on a comparative basis, taking 2022 as the baseline year.

The purpose of the Guideline is to ensure that all indicators disclosed in the report are prepared in a materially accurate, reliable, and consistent manner, by transparently presenting the procedures implemented by the Company’s management.

The economic performance data included in the **Governance** section of the Guideline covers the fiscal years from January 1 – December 31, 2023 and January 1 – December 31, 2024.

For the same periods, the data presented in the **Environment** section on energy, emissions, water, and waste management, as well as the data presented in the **Social** section on workforce profile, workforce continuity and engagement, training practices, and occupational health and safety indicators, refer exclusively to the operations of Ekol Logistics Inc.

Before the DFDS transfer, a total of 25 facilities were operated under Ekol Logistics. These facilities were as follows:

- **Headquarters and Logistics Facilities:**

Lilyum Warehouse, Melissa Warehouse, Açelya Warehouse, Orkide Warehouse, Yonca Warehouse, Kardelen Warehouse, Lavanta Warehouse, Sancaktepe Office, Sakura Warehouse, Lotus Warehouse

- **National Distribution Warehouses:**

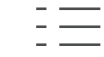
Aksaray Reyhan, Afyon, Adana, Amasya, Antalya, Balıkesir, Denizli, Diyarbakır, Erzurum, Eskişehir, Gaziantep, İzmir, Muğla, Sakarya, Samsun

Within this Guideline, certain indicators for the years 2023 and 2024 have been calculated to cover all of the facilities listed above.

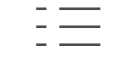
However, some indicators have been prepared using data from a more limited number of facilities. These scope differences have been clearly defined in the table notes.

**ANNEX-1: REPORTING GUIDELINE**

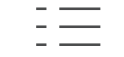
Indicator Type	Indicator	Indicator Scope	Formula
<b>GOVERNANCE</b>	Total Sales – Export	Refers to the export sales amount in the reporting period.	Turnover calculation for export categories at Ekol Logistics Inc.
	Total Sales	Refers to the domestic sales amount in the reporting period.	Turnover calculation of service categories at Ekol Inc. in TL.
	Total Revenue by Service Breakdown	Represents the breakdown of realized sales in the reporting period by activity performed.	Revenues of service categories at Ekol Inc. are included in the calculation.
	Total Budget Allocated to R&D	Refers to the budget amount allocated to R&D in the reporting period.	Annual total R&D budget.
	Resources Allocated to R&D / Annual Turnover	Refers to the annual turnover value of R&D-related activities in the reporting period.	Annual turnover value of R&D-related activities.
	Share of Total Budget Allocated to R&D in Total Turnover	Refers to the ratio of the total budget allocated to R&D in the reporting period to the total annual turnover in the same period. In other words, it shows how much of the company's revenues are allocated to R&D.	$(\text{Total budget allocated to R\&D} \div \text{Total turnover}) \times 100.$
	Number of Full-Time Employees in R&D and Innovation	This indicator shows the number of female/male employees working within R&D during the reporting period.	Headcount of employees registered within R&D.
	Domestic Patent Applications	Covers R&D activities.	Total number of patent applications filed in Türkiye within the given year.
	International Patent Applications	Covers R&D activities.	Total number of patent applications filed outside Türkiye within the given year.
	Domestic Utility Model Applications	Covers R&D activities.	Total number of utility model applications filed in the given year.
	Cost Benefit Achieved from Processes Improved Through R&D/Innovation/Digitalization	Covers all annual cost savings achieved through process automation, optimization, mobile applications, and equipment improvements stemming from R&D, innovation, and digitalization projects (warehouse/UD, KL, KT, customs, e-commerce, healthcare operations, road and fulfillment, etc.).	Ar-Ge, inovasyon ve dijitalleşme projeleri sonucunda iyileştirilen süreçlerden elde edilen yıllık toplam maliyet tasarrufunun parasal değer olarak hesaplanmasıdır.

**ANNEX-1: REPORTING GUIDELINE**

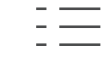
Indicator Type	Indicator	Indicator Scope	Formula
<b>ENVIRONMENT</b>	Energy Consumption Values	Refers to the amount of fuel consumed at facilities during the reporting period.	Total energy consumed at the facilities is calculated in each energy type's own unit and converted into GJ (Gigajoules).
	Water Consumption	Refers to the amount of water consumed at facilities during the reporting period.	Tesislerde tüketilen toplam su miktarı (m3).
	Greenhouse Gas Emissions (Scope 1 – direct)	Refers to the greenhouse gas emissions caused by the Company's transportation, storage and office activities, and customs operations during the reporting period.	For detailed information, see the Emissions Management section.
	Greenhouse Gas Emissions (Scope 2 – indirect)	Refers to the greenhouse gas emissions arising from electricity consumed by the Company during the reporting period.	For detailed information, see the Emissions Management section.
	Greenhouse Gas Emissions (Scope 3 – indirect)	Refers to greenhouse gas emissions from employee commuting, customer and employee business travel, emissions from the sourcing of purchased energy, emissions from the production of purchased goods/raw materials, emissions from outsourced transportation-related activities, and emissions from the transport and disposal of waste generated by operations.	For detailed information, see the Emissions Management section.
	Waste Data	Refers to the amount of waste generated at facilities during the reporting period.	Total hazardous/non-hazardous waste generated (kg).
	Material Consumption Tracking	Refers to the quantities of paper and plastic consumed and the number of printer outputs during the reporting period.	Usage and consumption values of the relevant data.

**ANNEX-1: REPORTING GUIDELINE**

Indicator Type	Indicator	Indicator Scope	Formula
<b>SOCIAL</b>	Total Number of Employees	Refers to the number of employees during the reporting period.	Total number of employees (female/male).
	Total Employee Ratio	Refers to the female/male employee ratio during the reporting period.	Percentage values of female/male within total employees.
	Number of Employees by Age	Refers to the number of employees by age ranges during the reporting period.	Number of employees.
	Number of Managers by Age (those with managerial title) and by Managerial Level	Refers to the number of employees by their positions during the reporting period.	Number of employees.
	Employees by Management Category	Refers to the number of employees in the management category during the reporting period.	Number of employees.
	Number of Hires (white-collar/blue-collar, total hires)	Refers to the number of people hired during the reporting period.	Number of employees.
	Number of Hires by Age	Refers to the distribution by age of those hired during the reporting period.	Number of employees.
	Number of Hires by Managerial Level	Refers to the number of hires in managerial levels during the reporting period.	Number of employees.
	Number of Employees by Tenure	Refers to the distribution by tenure during the reporting period.	Number of employees.
	Number of Departures (blue/white collar)	Refers to the distribution of the number of departures (blue/white collar) during the reporting period.	Number of employees.
	Employee Turnover Rate	Refers to the turnover rate of employees who left during the reporting period.	Number of employees who left during the period ÷ average number of employees.
	Training Hours by Gender	Refers to the distribution of training hours by female/male during the reporting period.	Training hours.
	Training Hours by Age	Refers to the distribution of training hours by age during the reporting period.	Training hours.
	Training Hours by Managerial Level	Refers to training hours by managerial level during the reporting period.	Training hours.
	Training Costs	Refers to the costs of the trainings carried out during the reporting period.	Costs incurred for training.
Trainings by Topic	Refers to the names of the trainings carried out during the reporting period.	Training titles.	

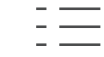
**ANNEX-1: PERFORMANCE DATA – GOVERNANCE**

Performance Definition	Indicator Definition	Unit	2022	2023	2024	Scope
Financial Indicators	Total Sales – Export	EUR	365.504.884	-	-	Data prior to DFDS transfer
Financial Indicators	Total Sales	TRY	2.432.532.556	5.038.939.560	9.818.984.272	Includes turnover of service categories remaining under Ekol Inc.
Financial Indicators	Total Revenue by Service Breakdown	USD	Ekol 360 1.196.687	Ekol 360 4.378.673	Ekol 360 8.146.151	Includes turnover of service categories remaining under Ekol Inc.
			Bonded Warehouse Services 9.455.537	Bonded Warehouse Services 14.110.468	Bonded Warehouse Services 16.799.189	
			Warehouse Management 79.424.746	Warehouse Management 122.390.437	Warehouse Management 185.897.971	
			National Distribution 56.893.193	National Distribution 71.302.379	National Distribution 91.186.350	
R&D Resources	Total Budget Allocated to R&D	TL	58.841.784,18	83.402.308,00	144.322.262,90	Covers R&D activities
R&D Resources	Annual Turnover	TL	11.553.560.934,43	9.083.510.806,59	10.208.694.868,17	Covers R&D activities
R&D Resources	Share of R&D Budget in Total Turnover	%	0.50	0.91	1,41	Covers R&D activities
R&D Resources	Number of Full-Time Employees in R&D and Innovation	persons	126	79	116	Covers R&D activities
R&D Employee Count	Female	persons	30	28	32	Covers R&D activities
R&D Employee Count	Male	persons	96	51	84	Covers R&D activities
Patent Applications & Utility Models	Domestic Patent Applications	R&D & Innovation	2	3	15	Covers R&D activities



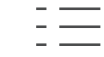
## ANNEX-1: PERFORMANCE DATA – GOVERNANCE

Performance Definition	Indicator Definition	Unit	2022	2023	2024	Scope
Patent Applications & Utility Models	International Patent Applications	R&D & Innovation	-	2	-	Covers R&D activities
Patent Applications & Utility Models	Domestic Utility Model Applications	R&D & Innovation	1	-	-	Covers R&D activities
Cost Benefit from Processes Improved Through R&D/Innovation/Digitalization	Textile Retail Order Distribution Automation System Integrated with Transport Management System Communication Infrastructure	Warehouse / UD	22.416.975			Covers R&D activities
Cost Benefit from Processes Improved Through R&D/Innovation/Digitalization	New Light System Developed with NFC (Near Field Communication) and Ultrasonic Sensors	KL - Warehouse	13.821.898			Covers R&D activities
Cost Benefit from Processes Improved Through R&D/Innovation/Digitalization	Order Picking and Packing System for Direct Marketing Operations	Herbalife	1.517.354			Covers R&D activities
Cost Benefit from Processes Improved Through R&D/Innovation/Digitalization	System for the E-Commerce Sector	E-commerce	4.319.550			Covers R&D activities
Cost Benefit from Processes Improved Through R&D/Innovation/Digitalization	Shipment Sorting System for Cargo Centers	Kolay Gelsin	41.983.929			Covers R&D activities
Cost Benefit from Processes Improved Through R&D/Innovation/Digitalization	Android-Based Mobile Application for Carrying Out Stock Movements and Tracking Cargo Information in Bonded Warehouses	Bonded Warehouse	2.933.900			Covers R&D activities
Cost Benefit from Processes Improved Through R&D/Innovation/Digitalization	Export Planning Screen Enriched with Mapping, Smart, Modern, and Optimization-Supported in line with Planning 4.0 Organization Structure	KT	56.735.386			Covers R&D activities
Cost Benefit from Processes Improved Through R&D/Innovation/Digitalization	Infrastructure for Electronic Commerce Customs Declaration	Customs	31.958.050			Covers R&D activities
Cost Benefit from Processes Improved Through R&D/Innovation/Digitalization	Android-Based Application for PDAs and Handheld Terminals Used in Distribution	UD	7.875.814			Covers R&D activities

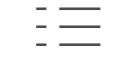


## ANNEX-1: PERFORMANCE DATA – GOVERNANCE

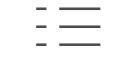
Performance Definition	Indicator Definition	Unit	2022	2023	2024	Scope
Cost Benefit from Processes Improved through R&D/Innovation/Digitalization	System for Transfer Center and Transportation Operations for Textile Retail Transport between the UK and EU Post-Brexit	KT	13.474.654			Includes R&D Activities
Cost Benefit from Processes Improved through R&D/Innovation/Digitalization	System for Integration of Terminal and Yard Management, In-Plant Vehicle Tracking, and Transfer Center Ramp Management	KT	15.602.231			Includes R&D Activities
Cost Benefit from Processes Improved through R&D/Innovation/Digitalization	Order Picking, Grouping and Operator Information System	Depo	41.465.694			Includes R&D Activities
Cost Benefit from Processes Improved through R&D/Innovation/Digitalization	Optimization-Based Cost Calculator for Creating Tariffs between Country Administrations in Road Transport	KT	35.459.616			Includes R&D Activities
Cost Benefit from Processes Improved through R&D/Innovation/Digitalization	Automation System for Order Preparation and Loading Operations with Unmanned Storage and Recall System Special to the Pharmaceutical Sector	Healthcare Warehouse	7.192.630			Includes R&D Activities
Cost Benefit from Processes Improved through R&D/Innovation/Digitalization	Supplier Management, Tracking and Automatic Work Order Creation System Infrastructure for International Road Haulage Tractor Service	KT	14.893.039			Includes R&D Activities
Cost Benefit from Processes Improved through R&D/Innovation/Digitalization	Robotics-Supported Unmanned Warehouse and Operation System	Warehouse	27.643.796			Includes R&D Activities
Cost Benefit from Processes Improved through R&D/Innovation/Digitalization	Fulfillment	Ekol 360		6.163.241		Includes R&D Activities
Cost Benefit from Processes Improved through R&D/Innovation/Digitalization	Mobile Application for Drivers to be Used for Work Order Tracking, Communication, Expense and Performance Management	Road		36.845.883		Includes R&D Activities
Cost Benefit from Processes Improved through R&D/Innovation/Digitalization	Establishment of Cluster-Gateway-Zone Structure, Vehicle Tracking and Assignment Interfaces for Operation Module in the New Fleet Management Application	Road		29.309.225		Includes R&D Activities

**ANNEX-1: PERFORMANCE DATA – GOVERNANCE**

Performance Definition	Indicator Definition	Unit	2022	2023	2024	Scope
Cost Benefit from Processes Improved through R&D/Innovation/Digitalization	Next Generation Put To Led Modular Frame	Tchibo		1.863.390		Includes R&D Activities
Cost Benefit from Processes Improved through R&D/Innovation/Digitalization	Automatic Boxing System for Vehicle Load Maximization and Cost Optimization by Solving Shipment Planning with Artificial Intelligence Algorithm	Domestic Distr.		15.053.901		Includes R&D Activities
Cost Benefit from Processes Improved through R&D/Innovation/Digitalization	A Hanging Container and New Rod Created in Line with the Needs of the Ready-Made Clothing and Apparel Sector	Road		19.260.348		Includes R&D Activities
Cost Benefit from Processes Improved through R&D/Innovation/Digitalization	Load Planning, Three-Dimensional Placement and Vehicle Routing System	Road		15.073.316		Includes R&D Activities
Cost Benefit from Processes Improved through R&D/Innovation/Digitalization	Warehouse Management System with Packaging Time Estimation Algorithms in Order Preparation Process	Contract Logistics		31.933.976		Includes R&D Activities
Cost Benefit from Processes Improved through R&D/Innovation/Digitalization	Optimization-Supported, Intelligent, Modern Import Planning Screens Enriched with Mapping	Road		8.374.064		Includes R&D Activities
Cost Benefit from Processes Improved through R&D/Innovation/Digitalization	Traction Battery Charging Station	Project Based		82.369.125		Includes R&D Activities
Cost Benefit from Processes Improved through R&D/Innovation/Digitalization	Trigger Transfer Unit	Mavi Ecom		1.750.962		Includes R&D Activities
Cost Benefit from Processes Improved through R&D/Innovation/Digitalization	Fixed Docking Technology that Minimizes Barcode Reading Errors	Kolay Gelsin		19.780.000		Includes R&D Activities
Cost Benefit from Processes Improved through R&D/Innovation/Digitalization	A Reservation and Planning Platform for Positioning Vehicles to Ramps	Beymen, Mediamarkt			6.191.903,90	Includes R&D Activities
Cost Benefit from Processes Improved through R&D/Innovation/Digitalization	Mobile Application Showing Optimization-Supported Nearest Fuel Purchase Points	KT			86.185.450,00	Includes R&D Activities

**ANNEX-1: PERFORMANCE DATA – GOVERNANCE**

Performance Definition	Indicator Definition	Unit	2022	2023	2024	Scope
Cost Benefit from Processes Improved through R&D/Innovation/Digitalization	Module Capable of Calculating Workforce and Time Based on Workload in Operations	KL			59.972.266,25	Includes R&D Activities
Cost Benefit from Processes Improved through R&D/Innovation/Digitalization	Operational Complaint and Request Management System	Healthcare Operations, Dyson			7.330.080,00	Includes R&D Activities
Cost Benefit from Processes Improved through R&D/Innovation/Digitalization	Fast and Precise Pallet Changing System for Operational Efficiency	Henkel			7.993.449,75	Includes R&D Activities
Cost Benefit from Processes Improved through R&D/Innovation/Digitalization	Put to Light Systems in E-Commerce Logistics Warehouses	Boyner, Mavi, Filo, Beymen, Natural Kozmetik			45.076.841,06	Includes R&D Activities
Cost Benefit from Processes Improved through R&D/Innovation/Digitalization	Double Rack Hanging Storage System Developed Specifically for Ready-Made Clothing and Apparel Sector	Boyner			5.892.842,83	Includes R&D Activities
Cost Benefit from Processes Improved through R&D/Innovation/Digitalization	Gear System without Orings as a New Solution to Oring Breakage Problem in Guiding Conveyor System Used in Product Separation on Conveyor Line	Kolay Gelsin			27.780.509,60	Includes R&D Activities
Cost Benefit from Processes Improved through R&D/Innovation/Digitalization	Ergonomic Product Picking Cart to be Used in Operational Activities	Boyner			5.834.207,57	Includes R&D Activities
Cost Benefit from Processes Improved through R&D/Innovation/Digitalization	Servo-Motorized Box Conveyor Transfer Unit for Product Routing in Storage and Logistics Processes	Mavi			14.225.151,20	Includes R&D Activities
Cost Benefit from Processes Improved through R&D/Innovation/Digitalization	Static Dimension and Weight Measurement (Volumetric Measurement) System for Operational Efficiency	Kolay Gelsin			28.059.710,70	Includes R&D Activities
Cost Benefit from Processes Improved through R&D/Innovation/Digitalization	Accordion Conveyor for Warehouses and Distribution Centers	Ukraine and Poland			9.769.848,32	Includes R&D Activities

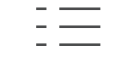


## ANNEX-1: PERFORMANCE DATA – ENVIRONMENT

Performance Definition	Indicator Definition	Unit	2022	2023	2024	Scope
Non-Renewable Direct Energy Consumption Data	Natural Gas	M3	523.172	480.284	369,02	Data from 25 facilities calculated/recorded
Non-Renewable Direct Energy Consumption Data	Natural Gas	GJ	17.579	16.138	12.399,09	Data from 25 facilities calculated/recorded
Non-Renewable Direct Energy Consumption Data	Electricity Consumption	kwh	22.292.598	22.062.274	25.858.891	Data from 25 facilities calculated/recorded
Non-Renewable Direct Energy Consumption Data	Electricity Consumption	GJ	80.253	79.424	93.091	Data from 25 facilities calculated/recorded
Non-Renewable Direct Energy Consumption Data	Diesel/Fuel Oil (Stationary Combustion)	LT	49.952	36.647	34.093	Data from 25 facilities calculated/recorded
Non-Renewable Direct Energy Consumption Data	Diesel/Fuel Oil (Stationary Combustion)	GJ	1.783	1.308	1.216	Data from 25 facilities calculated/recorded
Non-Renewable Direct Energy Consumption Data	Diesel/Fuel Oil (Stationary Combustion)	LT	-	-	5.395.237	Data from 25 facilities calculated/recorded
Non-Renewable Direct Energy Consumption Data	Diesel/Fuel Oil	GJ	-	-	192.557,56	Data from 25 facilities calculated/recorded
Non-Renewable Direct Energy Consumption Data	Total Diesel/Fuel Oil	GJ	1.783	1.308	193.773,56	Data from 25 facilities calculated/recorded
Non-Renewable Direct Energy Consumption Data	Gasoline (Stationary Combustion)	LT	158	24	-	Data from 25 facilities calculated/recorded
Non-Renewable Direct Energy Consumption Data	Gasoline (Stationary Combustion)	GJ	5,14	0,78	-	Data from 25 facilities calculated/recorded
Non-Renewable Direct Energy Consumption Data	Gasoline (Mobile Combustion)	LT	-	-	72.670,4	Data from 25 facilities calculated/recorded
Non-Renewable Direct Energy Consumption Data	Gasoline (Mobile Combustion)	GJ	-	-	2.387,14	Data from 25 facilities calculated/recorded
Non-Renewable Direct Energy Consumption Data	Total Gasoline	GJ	5,14	0.78	2.387,14	Data from 25 facilities calculated/recorded
Non-Renewable Direct Energy Consumption Data	Propane	KG	22.134	23.181	14.945	Data from 25 facilities calculated/recorded

**ANNEX-1: PERFORMANCE DATA – ENVIRONMENT**

Performance Definition	Indicator Definition	Unit	2022	2023	2024	Scope
Non-Renewable Direct Energy Consumption Data	Propane	GJ	1.047	1.096	707,89	Data from 25 facilities calculated/recorded
Non-Renewable Direct Energy Consumption Data	Refrigerant Gas Leaks	kg		408	978	Data from 25 facilities calculated/recorded
Non-Renewable Direct Energy Consumption Data	Fire Extinguisher Leakage Amount	kg		255	1400	Data from 25 facilities calculated/recorded
Other Energy KPIs	Energy Intensity	GJ	Installation	64.202,35	72.551,63	Data from 4 facilities calculated/recorded (Lavanta, Lilyum, Lotus, Orkide)
Other Energy KPIs	Total Energy Savings	GJ	Installation	-9.256,20	-4.763,21	Data from 4 facilities calculated/recorded (Lavanta, Lilyum, Lotus, Orkide)
Water Consumption	Total Water Consumption	ton	119.629,76	119.295,14	135.130,24	Data from 25 facilities calculated/recorded
GHG Emissions	Scope 1 (Direct) Greenhouse Gas Emissions	tCO2e	79.880,20	6.063,84	19.415,44	Data from 25 facilities calculated/recorded
GHG Emissions	Scope 2 (Indirect) Greenhouse Gas Emissions	tCO2e	11.675,22	9.426,67	8.531,88	Data from 25 facilities calculated/recorded
GHG Emissions	Scope 3 (Indirect) Greenhouse Gas Emissions	tCO2e	306.962,83	56.798,41	26.046,68	Data from 25 facilities calculated/recorded
GHG Emissions	Total Emissions All Categories	tCO2e	398.518,25	72.288,93	53.994,00	Data from 25 facilities calculated/recorded
Waste Data	Total Hazardous Waste Amount	ton	23,427	22,904	27,430	Data from 25 facilities calculated/recorded
Waste Data	Total Non-Hazardous Waste Amount	ton	3.762,039	4.239,04	3.290,723	Data from 25 facilities calculated/recorded
Waste Data	Total Waste	ton	3.785,293	4.261,944	3.318,153	Data from 25 facilities calculated/recorded
Material Consumption Tracking	Total Paper Consumption	pieces	16.463.950	13.060.500	11.437.500	Data from 25 facilities calculated/recorded
Material Consumption Tracking	Total Plastic Stretch Consumption	kg	123.755	100.697	116.087	Data from 25 facilities calculated/recorded
Material Consumption Tracking	Printer Output Count	pieces	25.697.802	21.800.161	10.640.480	Data from 25 facilities calculated/recorded

**ANNEX-1: PERFORMANCE DATA – SOCIAL**

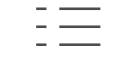
Performance Definition	Indicator Definition	Unit	2022		2023		2024	
			Female	Male	Female	Male	Female	Male
Employees	Total Number of Employees	persons	953	2.519	977	2.728	1.055	2.869
	Total Employee Ratio	%	27,45	72,55	26,37	73,63	26,89	73,11
	Number of White-Collar Employees	persons	405	547	260	404	226	428
	Number of Blue-Collar Employees	persons	548	1.972	717	2.324	829	2.441
Employees by Age	Employees aged 18-30	persons	468	888	534	1.027	558	1.096
		%	13,48	25,58	14,41	27,72	14,22	27,93
	Employees aged 31-40 (inclusive)	persons	298	882	243	871	255	879
		%	8,58	25,4	6,56	23,51	6,5	22,4
	Employees aged 41-50 (inclusive)	persons	152	577	173	621	196	634
		%	4,38	16,62	4,67	16,76	4,99	16,16
	Employees aged 51-60 (inclusive)	persons	30	156	22	189	40	235
		%	0,86	4,49	0,59	5,1	1,02	5,99
	Employees aged 61 and above	persons	5	16	5	20	6	25
		%	0,14	0,46	0,13	0,54	0,15	0,64

**ANNEX-1: PERFORMANCE DATA – SOCIAL**

Performance Definition	Indicator Definition	Unit	2022		2023		2024	
			Female	Male	Female	Male	Female	Male
Managers by Age	Managers under 30	persons	3	10	2	6	2	5
	Managers aged 30-50 (inclusive)	persons	138	38	81	174	58	163
	Managers over 50	persons	15	220	7	32	5	39
	All Employees with Managerial Titles	persons	156	268	90	212	65	207
Managers by Management Level	First-Level Managers	persons	73	110	52	98	39	100
	Mid-Level Managers	persons	69	135	28	97	20	93
	Senior Managers	persons	14	23	10	17	6	14
Employees by Management Category	Mid-Level	persons	69	135	28	97	20	93
		%	33,82	66,18	22,4	77,6	17,70	82,30
	Senior Level	persons	14	23	10	17	6	14
		%	37,84	62,16	37,04	62,96	30,00	70,00
	Total	persons	83	158	38	114	26	107
Recruitment	White-Collar	persons	84	120	76	109	52	80
Recruitment	Blue-Collar	persons	165	376	320	910	309	707
Recruitment	Total Number of Recruits	persons	249	496	396	1.019	361	787

**ANNEX-1: PERFORMANCE DATA – SOCIAL**

Performance Definition	Indicator Definition	Unit	2022		2023		2024		
			Female	Male	Female	Male	Female	Male	
Recruitment by Age	Employees aged 18-30 (inclusive)	persons	180	368	266	552	238	538	
		%	32,85	67,15	32,52	67,48	30,67	69,33	
	Employees aged 31-40 (inclusive)	persons	42	86	50	107	59	115	
		%	32,81	67,19	31,85	68,15	33,91	66,09	
	Employees aged 41-50 (inclusive)	persons	24	24	74	265	48	106	
		%	50,00	50,00	21,83	78,17	31,17	68,13	
	Employees aged 51-60 (inclusive)	persons	2	18	6	95	16	28	
		%	10,00	90,00	5,94	94,06	36,36	63,64	
	Employees aged 61 and above	persons	1	0	0	0	0	0	
		%	100,00	0,00	0,00	0,00	0,00	0,00	
	Total New Recruits During the Year	persons	249	496	396	1.019	361	787	
	Recruitment by Management Level	First-Level Managers	persons	11	18	6	20	6	13
		Mid-Level Managers	persons	7	13	9	26	2	10
			%	35,00	65,00	25,71	74,29	16,67	83,33
Senior Managers		persons	0	1	3	6	0	0	
		%	0,00	100,00	33,33	66,67	0,00	0,00	
Total Newly Recruited Employees During the Year	persons	18	32	18	52	8	23		



## ANNEX-1: PERFORMANCE DATA – SOCIAL

Performance Definition	Indicator Definition	Unit	2022		2023		2024	
			Female	Male	Female	Male	Female	Male
Employees by Seniority	0-5 years	persons	705	1.424	802	1.781	876	1.931
	5-10 years	persons	166	637	127	579	125	526
	10+ years	persons	82	458	48	368	54	412
	Total Employees	persons	953	2.519	977	2.728	1.055	2.869
	Average Seniority	years	3,8	5,8	2,9	4,5	2,9	4,5
Number of Employees Leaving	White-Collar	persons	89	136	90	190	85	117
	Blue-Collar	persons	132	393	281	915	317	1.077
	Total	persons	221	529	371	1.105	402	1.194
Employee Turnover	Positions Filled with Internal Candidates	pieces	7	5	2	5	7	1
	Total Number of Open Positions	pieces	282		200		71	
	Turnover Rate of Employees Aged 18-30	%	3,23	3,63	4,38	3,38	0,34	3,1
	Turnover Rate of Employees Aged 31-40	%	2,05	0,5	1,53	0,36	1,2	0,3
	Turnover Rate of Employees Aged 41-50	%	0,00	0,19	0,00	1,12	0,52	0,00
	Turnover Rate of Employees Aged 51-60	%	5,56	0,00	0,00	1,07	0,00	0,00
	Turnover Rate of Employees Aged 61+	%	0,00	0,00	0,00	0,00	0,00	0,00
	Turnover Rate of Female Employees	%	2,44	1,43	2,9	1,79	2,1	x



## ANNEX-1: PERFORMANCE DATA – SOCIAL

Performance Definition	Indicator Definition	Unit	2022		2023		2024	
			Female	Male	Female	Male	Female	Male
Training Hours by Gender	Total Training Hours by Gender	hours	216	895	8.478	29,256	9.374,38	24.918,1
	Annual Average Training Hours per Employee by Gender	hours	0,52	0,82	0,77	0,86	0,75	0,69
Training Hours by Age	Total Training Hours (Employees aged 18-30)	hours	77,39	175,55	4.159	10.266	4.902,93	9.998,11
	Total Training Hours (Employees aged 31-40)	hours	59,31	278,38	2.283	9.718	2.294,16	7.936,60
	Total Training Hours (Employees aged 41-50)	hours	41	194,27	1.722	6.737	1.842,94	5.217,81
	Total Training Hours (Employees aged 51-60)	hours	6.17	65.46	248	2.203	315,38	1.686,86
	Total Training Hours (Employees aged 61 and above)	hours	0.17	10.23	58	332	19	79
	Annual Average Training Hours per Employee by Age	hours	-	-	-	-	-	-
Training Hours by Management Level	Total Training Hours for First-Level Managers	hours	22,45	57	17	153	652	5.419
	Total Training Hours for Mid-Level Managers	hours	10,53	24,21	3	11	20	347
	Total Training Hours for Senior Managers	hours	2,35	6,34	1	2	10	34
Training Costs	Total Investment in Training	TL	2.104.868		4.214.585		3.685.662	
	Annual Training Cost per Employee	TL	606		1.138		939	



## ANNEX-1: PERFORMANCE DATA – SOCIAL

Performance Definition	Indicator Definition	Unit	2022		2023		2024	
			Female	Male	Female	Male	Female	Male
Trainings by Topic	Ethical Principles	person*hour	Yok	Yok	114	1.967	58.392	59.339,2
		number	133	287	381	1.586	447	1.429
	Working Standards	person*hour	Yok	Yok	Yok	Yok	Yok	Yok
		number	Yok	Yok	Yok	Yok	Yok	Yok
	Anti-Bribery and Corruption	person*hour	Yok	Yok	Yok	Yok	531	5.215
		number	Yok	Yok	Yok	Yok	114	368
	Equality, Equal Opportunity, Inclusiveness	person*hour	Yok	Yok	Yok	Yok	Yok	Yok
		number	Yok	Yok	Yok	Yok	Yok	Yok
	Sustainability and Environment	person*hour	0.36	0.31	1.153.457	0	1.673.816	0
		number	2.798		4.080		4.054	



## ANNEX-2: INDEPENDENT ASSURANCE REPORT

### INDEPENDENT ASSURANCE STATEMENT

#### To Ekol Lojistik A.Ş.

#### Introduction and Purpose of the Engagement:

Bureau Veritas Turkey has been commissioned by EKOL Lojistik A.Ş. to conduct an independent assurance engagement on the "Selected Information" listed below, which are included in the annex section of the 2024 Sustainability Report.

This limited assurance statement is valid for the "selected information" included within the scope of the engagement described below.

#### Scope of the Engagement:

The scope of the engagement is limited to the assurance of the "Selected Information" contained in the 2024 Sustainability Report relating to the reporting period of January 1, 2024 – December 31, 2024.

Subject to the limitations and exclusions listed in the subsequent sections, our review has included the following:

Selected Indicator	Page Numbers
Ratio of Female Employees	30, 78, 101, 102
Ratio of Female Employees in Management Positions	78, 101, 102
Training Hours (All Employees)	82
Employee Turnover Rate	80, 104
Ratio of ISO 45001 Certified Facilities	85
Ratio of ISO 14001 Certified Facilities	57
Fatality Data	85



Lost-Time Injury Frequency Rate (LTIFR) and Injury Severity Rate	85
Water Consumption	66, 100
Waste Management	67, 100
Scope 1, Scope 2, Scope 3 Emission Data	65, 100
Energy Consumption	63, 99
Amount of Renewable Energy Generation	Page: 61

#### Evaluation Standard

The assurance process has been carried out in accordance with the requirements of ISAE 3000 International Standard on Assurance Engagements – "Assurance Engagements Other than Audits or Reviews of Historical Financial Information" and ISAE 3410 International Standard on Assurance Engagements – "Assurance Engagements on Greenhouse Gas Statements."

#### Reporting Principles:

The following principles have been taken as a basis in the preparation of this report:

- The adequacy and robustness of the basic reporting systems and processes used to collect, analyze and review the reported information;
- Evaluation of the report according to the main principles of ISAE 3000 International Standard on Assurance Engagements (Revised)
  - Professional Skepticism
  - Professional Judgment
  - Assurance Skills and Techniques
- Evaluation of the report according to the principles of appropriateness, completeness, reliability, neutrality, and understandability as defined in the ISAE 3000 International Standard on Assurance Engagements.



## ANNEX-2: INDEPENDENT ASSURANCE REPORT

### Boundaries and Exclusions:

The “Selected Information” included in this engagement covers all operational areas of EKOL LOJİSTİK A.Ş. The sites included within the verification scope are defined as: Adana Branch, Aksaray Branch, Amasya Branch, Antalya Branch, Balıkesir Branch, Boyner, Denizli Branch, Diyarbakır Branch, Gaziantep Branch, GÜL, İzmir Branch, Kardelen, Açelya, Kozmoz, Lavanta, Lilyum, Lotus, Manisa Branch, Melissa, Orkide, Pınarbaşı, Sakarya Branch, Sakura, Samsun Branch, Sancaktepe Office, Yonca, Papatya, Zambak.

The data shared within this scope is limited to the “Selected Information” included in the Annex section of the 2024 Sustainability Report.

The reliability of the reported data depends on the accuracy of data collection and monitoring arrangements at the location level, which are considered as part of this assurance.

The following are excluded from the scope of our engagement

- Information related to activities outside the defined reporting period or scope,
- Forward-looking statements (opinions, beliefs, objectives or future intentions of EKOL LOJİSTİK A.Ş.) and future commitment declarations,
- Historical text not related to unchanged or ongoing activities from previous years,
- Financial Data,
- The appropriateness of commitments and targets selected by EKOL LOJİSTİK A.Ş.

This assurance report is based on a risk-based selection of the “Selected Information” included in the Annex section of the 2024 Sustainability Report and the related limitations required by this selection.

This independent statement should not be relied upon to detect all errors, omissions, or misstatements that may exist in the report.

### Responsibilities:

The preparation and presentation of the “Selected Information” contained in the 2024 Sustainability Report is solely the responsibility of the management of EKOL LOJİSTİK A.Ş.

Bureau Veritas Turkey has not been involved in the preparation of the relevant report, and its responsibility is defined as follows:

- To provide limited assurance in accordance with ISAE 3000 on the accuracy, reliability, and neutrality of the information contained in the 2024 Sustainability Report;
- To form an independent conclusion based on the assurance procedures performed and the evidence obtained;
- To present our detailed findings and recommendations in an internal report to the management of EKOL LOJİSTİK A.Ş.

### Methodology:

As part of the independent assurance, the following activities were undertaken:

1. Interviews with personnel related to the scope of work included;
2. Process analysis concerning the collection and reporting of the included information;
3. Review of documentary evidence produced by EKOL LOJİSTİK A.Ş.;
4. Re-performance of calculation samples based on evidence documents used for the preparation of the included information;
5. On-site Audit,
6. Application of analytical procedures on the final reported data.

The engagement is based on best practices in independent assurance and has been conducted in accordance with Bureau Veritas Certification standard procedures and the requirements of ISAE 3000 and ISAE 3410 International Standards on Assurance Engagements.

The engagement was planned and conducted to provide limited independent assurance.

### Limited Assurance Conclusion

Based on the evidence obtained, nothing has come to our attention that causes us to believe that the Selected Information included in the Company’s 2024 Sustainability Report for the year ended December 31, 2024, has not been prepared, in all material respects, in accordance with the Reporting Principles and Tables section.

Prepared to provide assistance, this report is included in the Integrated Annual Report 2024 for the year





## ANNEX-2: INDEPENDENT ASSURANCE REPORT

ended 31 December 2024, with the purpose of demonstrating that the Board of Directors has fulfilled its responsibility regarding the Selected Information by commissioning a limited independent assurance report.

### Statement of Independence, Impartiality, and Competence

Bureau Veritas is an independent professional services company with nearly 190 years of experience in providing independent assurance services, specializing in quality, health, safety, social, and environmental management.

Bureau Veritas applies its Code of Ethics across the organization to maintain high ethical standards in its employees' daily activities. It exercises particular caution to prevent conflicts of interest. No member of the assurance team has any business relationship with the senior management or other executives of EKOL LOGISTICS INC. beyond what is required by this engagement. This verification was conducted independently and without any conflict of interest.

The assurance team has extensive experience in carrying out assurance engagements on information, systems, and processes related to selected topics and possesses an excellent understanding of Bureau Veritas' standard methodology for Limited Assurance.

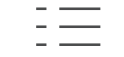
### BUREAU VERITAS CERTIFICATION

**S.Özge Gökmen Şahinkaya**  
Lead Verifier Responsible

**İbrahim Tagay**  
Certification Manager

**İstanbul, 02.09.2025**





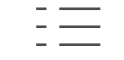
### ANNEX-3: STAKEHOLDER ENGAGEMENT LIST

Stakeholders	Communication Methods
Employees	E-mail, SMS, facility screens, recognition and appreciation platform, social clubs, employee satisfaction surveys, orientation and development programs, social responsibility projects, social media career accounts
Customers	Company announcements, congratulatory and special day messages, invitations, monthly business bulletins, satisfaction surveys, Setrow e-marketing mail service, social media communication channels
Suppliers	Company announcements, congratulatory and special day messages, invitations, satisfaction surveys, Setrow e-marketing mail service, social media communication channels
Government, Public Institutions and Local Authorities	E-mail, face-to-face meetings, congratulatory messages, invitations, Setrow e-marketing mail service, social media communication channels
Non-Governmental Organizations and Advocacy Groups	E-mail, face-to-face meetings, congratulatory messages, invitations, Setrow e-marketing mail service, social media communication channels
Media	Press releases, written and oral interviews, press invitations, events, e-mail
Community	News in the press, social media communication channels

**ANNEX-4: CARBON FOOTPRINT DETAILS (LOCATION-BASED)**

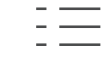
Location	Category 1 (tCO2e)	Category 2 (tCO2e)	Category 3 (tCO2e)	Category 4 (tCO2e)	Total (tCO2e)
Lilyum Warehouse	200,12	1045,24	1051,22	3,31	2299,88
Melissa Warehouse	239,06	112,18	64,85	0,39	416,49
Açelya Warehouse	3,07	85,65	182,53	0,18	271,44
Orkide Warehouse	98,12	870,19	1241,9	7,24	2217,45
Yonca Warehouse	51,26	1148,14	2812,53	7,76	4019,7
Kardelen Warehouse	134,25	766,29	223,63	3,09	1127,26
Lavanta Warehouse	453,81	635,74	286,15	6,24	1381,95
Sancaktepe Office	187,13	75,83	58,47	0,21	321,63
Sakura Warehouse	70,63	1580,89	928,63	3,62	2583,77
Lotus Depo	3817,97	1987,05	3138,92	9,14	7086,85

Location	Category 1 (tCO2e)	Category 2 (tCO2e)	Category 3 (tCO2e)	Category 4 (tCO2e)	Total (tCO2e)
Aksaray Reyhan National Distribution Warehouse	-	31,82	2,59	0,06	34,47
Afyon National Distribution Warehouse	0,36	19,50	1,67	0,04	21,58
Adana National Distribution Warehouse	0,65	22,31	1,97	0,12	25,05
Amasya National Distribution Warehouse	-	6,52	0,53	0,02	7,08
Antalya National Distribution Warehouse	-	13,25	1,08	0,05	14,38
Balıkesir National Distribution Warehouse	-	14,78	1,20	0,03	16,01
Denizli National Distribution Warehouse	-	0,35	0,03	0,04	0,42
Diyarbakır National Distribution Warehouse	1,53	10,95	1,24	0,01	13,74
Erzurum National Distribution Warehouse	-	12,00	0,98	0,03	13,01
Eskişehir National Distribution Warehouse	-	7,22	0,59	0,03	7,84
Gaziantep National Distribution Warehouse	4,78	15,56	2,35	0,1	22,79
İzmir National Distribution Warehouse	2,29	23,84	2,46	0,04	28,64
Muğla National Distribution Warehouse	-	8,09	0,66	0,03	8,77
Sakarya National Distribution Warehouse	4,34	28,78	3,33	0,2	36,65
Samsun National Distribution Warehouse	5,38	9,70	13,33	0,03	17,12

**GRI CONTENT INDEX**

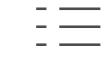
<b>Purpose of Use</b>	Ekol Lojistik A.Ş. has prepared the report for the period 01.01.2024–31.12.2024 in accordance with the GRI Standards.
<b>GRI 1</b>	GRI 1: Foundation 2021
<b>Applicable GRI Sector Standard</b>	No applicable sector standard exists.

<b>GRI Standard / Other Source</b>	<b>Title</b>	<b>References</b>
GRI 2: General Disclosures 2021	2-1 Organizational Details	About Ekol Logistics
	2-2 Entities included in the organization's sustainability reporting	About the Report
	2-3 Reporting period, frequency, and contact point	About the Report
	2-4 Restatements of Information	About the Report
	2-5 External Assurance	About the Report
	2-6 Activities, value chain and other business relationships	Our Activities, Our Supply Chain
	2-7 Employees	Human Resources
	2-8 Workers who are not employees	Annexes
	2-9 Governance structure and composition	Governance
	2-10 Nomination and selection of the highest governance body	Governance
	2-11 Chair of the highest governance body	Governance
	2-12 Role of the highest governance body in overseeing the management of impacts	Governance
	2-13 Delegation of responsibility for managing impacts	Governance
	2-14 Role of the highest governance body in sustainability reporting	Governance
	2-15 Conflicts of Interest	Governance
	2-16 Communication of critical concerns	Governance, Risk Management
	2-17 Collective knowledge of the highest governance body	Corporate Governance
	2-18 Evaluation of the performance of the highest governance body	Corporate Governance

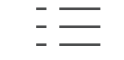


### GRI CONTENT INDEX - CONTINUED

GRI Standard / Other Source	Title	References
GRI 2: General Disclosures 2021	2-19 Remuneration policies	Annual Report
	2-20 Process to determine remuneration	Annual Report
	2-21 Annual total compensation ratio	Not specified
	2-22 Statement on sustainable development strategy	Our Priority Issues and SDG Mapping
	2-23 Policies	Risk Management
	2-24 Embedding policy commitments	Risk Management
	2-25 Processes to remediate negative impacts	Governance
	2-26 Mechanisms for seeking advice and raising concerns	Governance
	2-27 Compliance with laws and regulations	Governance
	2-28 Memberships	Our Collaborations and Awards
	2-29 Approach to stakeholder engagement	Stakeholder Engagement and Prioritization Study
	2-30 Collective bargaining agreements	Not available
<b>Material Topics</b>		
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Our Materiality Approach, Stakeholder Communication
	3-3 Management of material topics	Our Materiality Approach, Stakeholder Communication
<b>Decent Work, Labor Rights and Fair Remuneration</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics	Our Materiality Approach, Stakeholder Communication
GRI 401: Employment (2016)	401-1: New employee hires and employee turnover	Annexes
	401-2: Benefits provided to full-time employees	Fringe Benefits, Social Support and Special Leave Practices
<b>Transparency, Accountability of Managers &amp; Prevention of Unethical Conduct</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics	Our Materiality Approach, Stakeholder Communication
2-9 Governance structure and composition	2-9 Governance structure and composition	Governance

**GRI CONTENT INDEX - CONTINUED**

GRI Standard / Other Source	Title	References
<b>Environmental Impact Reduction (Energy Efficiency, Carbon Reduction, Waste Management) – Zero Emission Transportation Practices</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics	Our Materiality Approach, Stakeholder Communication
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Emissions Management, Annexes
	302-4 Reduction of energy consumption	Emissions Management, Annexes
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Emissions Management, Annexes
	305-2 Indirect (Scope 2) GHG emissions	Emissions Management, Annexes
<b>Environmental Impact Reduction (Energy Efficiency, Carbon Reduction, Waste Management) – Waste Management</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics	Our Materiality Approach, Stakeholder Communication
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Waste Management
	306-2 Management of significant waste-related impacts	Waste Management
	306-3 Waste generated	Waste Management
	306-4 Waste diverted from disposal	Waste Management, Annexes
	306-5 Waste directed to disposal	Waste Management, Annexes
	301-2 Recycled input materials used	Waste Management, Annexes
	301-3 Reclaimed products and their packaging materials	Waste Management, Annexes
<b>Technology-Based Business Models Solving Customer Problems</b>		
GRI 201: Economic Performance 2016	3-3 Management of material topics	Our Materiality Approach, Stakeholder Communication
	201-4: Financial assistance received from government	Start-up Collaborations and Open Innovation Approach at Ekol Logistics
<b>Ekol Training and Development Journey &amp; Employee Satisfaction</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics	Our Materiality Approach, Stakeholder Communication
GRI 404: Training and Education 2016	401-2 Benefits provided to full-time employees not provided to temporary or part-time employees	Annexes
	404-1 Average annual training hours per employee	Annexes



## GRI CONTENT INDEX - CONTINUED

GRI Standard / Other Source	Title	References
<b>Diversity and Inclusion</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics	Our Materiality Approach, Stakeholder Communication
GRI 405: Diversity and Equal Opportunity (2016)	405-1: Diversity of governance bodies and employees	Annexes



For more detailed information about the Ekol Logistics Sustainability Report and our sustainability activities, and to share your opinions and suggestions:

[ssm@ekol.com](mailto:ssm@ekol.com)

### Ekol Logistics Inc.

#### Headquarters

Eyüp Sultan Mah., Mehmet Akif Cad. No:3/A  
34885 Sancaktepe/İstanbul

444 3565

[info@ekol.com](mailto:info@ekol.com)

[www.ekol.com](http://www.ekol.com)

 [ekollogistics](https://twitter.com/ekollogistics)

 [ekollogistics](https://facebook.com/ekollogistics)

 [Ekol Lojistik](https://linkedin.com/company/ekol-logistik)

 [ekollogistics](https://instagram.com/ekollogistics)



**LEGAL DISCLAIMER:** Ekol Logistics 2024 Sustainability Report (The Report) is for informational purposes only, and the content and information contained herein have been prepared using information and sources believed to be accurate and reliable at the time of preparation. The information and content in the Report cannot be interpreted as any representation, warranty, and/or commitment, nor is it guaranteed that the information and content are complete and unchangeable. The Company, its managers, employees, and all other individuals and institutions contributing to the preparation of the Report cannot be held responsible for any damages that may arise from the use of the information contained herein. All rights of the Report are reserved by Ekol Logistics.

#### Sustainability and Reporting Consultancy

Sachi Consultancy

[info@sachiconsultancy.com](mailto:info@sachiconsultancy.com)

[www.sachiconsultancy.com](http://www.sachiconsultancy.com)

#### Report Design

omg! iletişim

[info@omgiletisim.com](mailto:info@omgiletisim.com)

[www.omgiletisim.com](http://www.omgiletisim.com)