

Sustainability Reports Published in 2025



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DOĞAN HOLDING 2024 TSRS ALIGNED SUSTAINABILITY REPORT

Doğan Holding published its first sustainability report in compliance with the Türkiye Sustainability Reporting Standards (TSRS), covering the financial reporting period from 1 January to 31 December 2024. The report has undergone an independent assurance audit.



GOVERNANCE

- Board of Directors:**
The highest decision-making body for all sustainability-related matters.
- Sustainability Committee:**
Responsible for strategy development, monitoring implementation, and performance evaluation.
- Corporate Communications and Sustainability Unit:**
Coordinates sustainability activities at the Group level.



STRATEGY

- Analysis Conducted under TSRS Standards:**
Under the TSRS framework, any impact exceeding 1% of total assets was considered financially material.
- Rationale:**
 - Portfolio acquisition and divestment activities experienced by the Holding in recent years
 - The increasing tendency of financial statement users to focus on total assets



RISK MANAGEMENT

- Climate risks and opportunities were identified based on RCP 4.5 and RCP 8.5 scenarios.
- Climate risks and opportunities disclosed and to be monitored in the report:**
 - Climate-related Physical Risk (Galata Wind): Acute wildfire risk
 - Climate-related Physical Risk (Galata Wind): Chronic risk of changes in wind regimes
 - Climate-related Physical Risk (Gümüştaş Mining): Chronic water stress
 - Opportunity - Market (Galata Wind): Carbon credit revenues (VCS/GS)



TARGETS

- Targets:**
 - Achieve carbon neutrality by 2030
 - Increase installed capacity to 1,000 MW
 - Source 100% of electricity consumption from renewable energy by 2030
 - Manage all water use in a holistic and sustainable manner through investments in reduction, treatment, and recovery programs



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DOĞAN HOLDİNG 2024 SUSTAINABILITY REPORT

Doğan Holding has been publishing sustainability reports in line with GRI (Global Reporting Initiative) Standards since 2020. The 2024 Sustainability Report covers financial and non-financial data for the period 1 January - 31 December 2024 and has been prepared for operations in Türkiye. Selected indicators have been verified in accordance with ISAE 3000 (Revised) and ISAE 3410 standards.

DOĞAN HOLDING SUSTAINABILITY APPROACH

We prioritize issues such as sustainability-focused R&D and innovation, product lifecycle management, digital transformation, and data security.

**Investing
in the
Future**

**Investing
in the
Society**

We focus on our social impacts such as employee welfare and development, occupational health and safety, customer satisfaction and supply chain management, and aim to build an inclusive and fair business environment.

**DOĞAN
IMPACT PLAN**

**Investing
in the
Planet**

We set measurable targets in the areas of decarbonization, energy and water management, waste reduction, biodiversity, and responsible resource utilization, and we manage our footprint on the planet effectively.

Within the scope of the Doğan Impact Plan, we continue to work to monitor sustainability performance across the Group, promote the dissemination of good practices and create long-term impact in all our operations.

Material Sustainability Topics

In 2023, a comprehensive stakeholder analysis was conducted in line with **the GRI methodology and the AA1000 Stakeholder Engagement Standard**. Based on stakeholder input as well as risk, opportunity, and trend analyses, material topics were dynamically updated in 2024 to reflect evolving global and local developments and stakeholder expectations. The targets set for the material topics are presented on the following page.

VERY HIGHLY MATERIAL TOPICS	HIGHLY MATERIAL TOPICS	MATERIAL TOPICS
<div>Transition to a Low Carbon Economy <i>(Climate Action / Product Carbon Footprint material topics were brought together under a single heading, and the name was changed to a more comprehensive heading.)</i></div> <div>Energy Management <i>(Energy Management and Clean Energy Opportunities material topics were gathered under a single heading.)</i></div> <div>Water Management <i>(Water Stress material topic's name was changed and turned into a more comprehensive heading.)</i></div> <div>Employee Welfare <i>(Human Capital, Diversity and Inclusion, Employee Loyalty material topics were gathered under one heading.)</i></div> <div>Employee Development <i>(Attract and Retain Talents material topic's name was updated.)</i></div> <div>Sustainability-Oriented R&D and Innovation <i>(Responsible Product and Service and Sustainability-Oriented R&D and Innovation material topics were gathered under one heading.)</i></div>	<div>Waste Management</div> <div>Risk Management <i>(Non-Financial Risk Management material topic was turned into a more comprehensive heading to include financial risk management.)</i></div> <div>Supply Chain Management <i>(Supply Chain Sustainability material topic's name was updated.)</i></div> <div>Responsible Resource Utilization <i>(Responsible Resource Utilization and Circular Production material topics were gathered under one heading.)</i></div> <div>Digital Transformation</div> <div>Business Ethics and Compliance</div>	<div>Occupational Health and Safety</div> <div>Biodiversity</div> <div>Data Security and Privacy</div> <div>Corporate Social Responsibility <i>(Social Investments and Stakeholder Engagement material topics were gathered under one heading, and the name was changed to make it a more comprehensive heading.)</i></div> <div>Customer Loyalty</div>

Doğan Holding Sustainability Targets

	MATERIAL TOPIC	TARGET
INVESTING IN THE PLANET	Transition to Low-Carbon Economy	Becoming carbon neutral by 2030
		Reducing Scope 3 emissions by 40% by 2040
	Energy Management	Providing all electricity consumption from renewable sources by 2030
		Increasing installed power capacity to 1,000 MW by 2030
	Water Management	Managing our entire water utilization in an integrated and sustainable way through investments in reduction, treatment, and recycling programs
	Waste Management	Achieving the group-wide zero waste target by 2035; In line with Türkiye's Zero Waste Movement, adopting a circular economy approach across all group companies to reduce waste generation, implement reuse, recycling and recovery practices.
INVESTING IN SOCIETY	Employee Wellbeing	Increasing employee loyalty across Doğan Group
		Keeping entropy score below 13%
	Employee Development	Organizing events on 15 campuses every year to promote the Discover Doğan internship program
		Employing 35 interns every year to attract young talents to Doğan Holding.
	Supply Chain Management	Increasing the strategic supplier rate subject to supplier audits
	Corporate Social Responsibility	Increasing expenditure amount for social investments by Doğan Group
INVESTING IN THE FUTURE	Sustainability-Oriented R&D and Innovation	Increasing the resource amount from sustainable finance instruments to 40% by 2030
		Increasing the amount of turnover from sustainable products
	Risk Management	Integrating non-tangible risks into current risk understanding together with their financial impacts
	Corporate Governance	Increasing the ratio of women on the Board of Directors of the Doğan Group to at least 30% and the ratio of women in senior management to at least 40% by the end of 2025.

2024 Performance

Investing in the Future

Number of Financial Resources from Sustainable Finance Instruments

TRY 1.05 Billion

Total Income from Sustainable Products and Services

TRY 6.32 Billion

Ratio of Sustainable Product Revenue to Total Turnover
7%

Total R&D and Innovation Investments

TRY 445 Million

Rate of Sustainability-Oriented Project Investments
66%

Number of Employees Provided with Information Security Training

2,479

Rate of Female Employee at R&D Center
31%

Investing in the Planet

I-REC Renewable Energy Supply Amount

3,835 MWh

Renewable Energy Generation Amount

811,367 MWh

Scope 1 and Scope 2 Total Emissions

48,917 tCO₂e

Total Water Withdrawal Amount

725,724 m³

Total Waste Amount

76,088 ton

Hours of Training on Environment Provided to Employees

2,083 hours

Renewable Energy Installed Capacity

297 MW

Scope 3 Total Emissions

1,990 tCO₂e

Water Recycling Rate

2.8%

Waste Recycling Rate

50.6%

Investing in Society

Female Employee Rate

19.05%

Group Wide Proportion of Women on the Board of Directors

17.48%

Group Wide Proportion of Women in Senior Management

21.96%

Number of Interns Employed

35

Employee Satisfaction Score

72

Total OHS Training Hours

53.06

Proportion of Women on the Doğan Holding Board of Directors

41.67%

Proportion of Women on the Doğan Holding Senior Management

71.43%

Rate of Full-time Employees

99.7%

Rate of Solutions to Customer Complaints

99.9%

Total Training Hours

151,976 hours

Sustainable Development Goals Contributed To

THEME	SUPPORTED SDG	Relevant Section in the Report	THEME	SUPPORTED SDG	Relevant Section in the Report
Risk Management	 	Corporate Governance	Responsible Resource Utilization	 	Investing in the Planet
Business Ethics and Compliance	 	Corporate Governance	Biodiversity	 	Investing in the Planet
Sustainability-Oriented R&D and Innovation	 	Investing in the Future	Employee Wellbeing	  	Investing in Society
Digital Transformation		Investing in the Future	Employee Development	 	Investing in Society
Data Security and Privacy	 	Investing in the Future	Occupational Health and Safety	 	Investing in Society
Transition to Low-Carbon Economy	 	Investing in the Planet	Customer Loyalty	   	Investing in Society
Energy Management	   	Investing in the Planet	Supply Chain Management	 	Investing in Society
Water Management	  	Investing in the Planet	Corporate Social Responsibility	  	Sustainability Governance, Investing in Society
Waste Management		Investing in the Planet			

Standards Applied in the Sustainability Report



**WOMEN'S
EMPOWERMENT
PRINCIPLES**



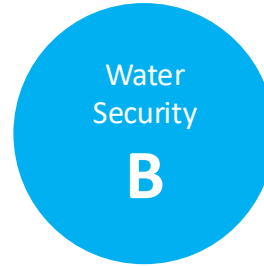
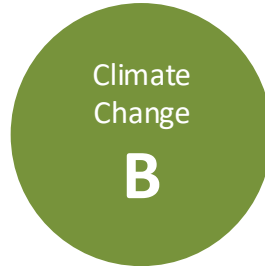
Doğan Holding 2024 Sustainability Report



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OTHER REPORTS

In 2025, the reporting processes for CDP, Refinitiv, and UN PRI (UN Principles for Responsible Investment) within the scope of the BIST Sustainability Index were completed.



HIGHLIGHTS

Climate Change

Context: A
Governance: A
Opportunity Disclosure: A
Dependencies, Impacts, Risks and Opportunities
Process: A
Risk Disclosure: A

Water Security

Opportunity Disclosure: A
Governance: A-
Risk Disclosure: A
Dependencies, Impacts, Risks and Opportunities
Process: A



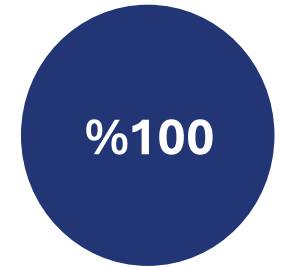
HIGHLIGHTS

Environmental Pillar Score: A

Resource Use Score: A+
Emissions Score: A+

Social Pillar Skoru: A
Community Score: A+
Workforce Score: A

Governance Pillar Score: A-
CSR Strategy Score: A+
Shareholders Score: A+



Within the scope of UN PRI, comprehensive metrics were responded to across all relevant categories regarding ESG integration in investment decision-making.