



## **Limited Assurance Report** **To the Board of Directors of Agesa Hayat ve Emeklilik A.Ş.**

We have been engaged by Agesa Hayat ve Emeklilik A.Ş. (“Agesa” or the “Company”) to perform a limited assurance engagement in respect of the Selected Sustainability Information stated in the Appendix 1: Agesa 2022 Data Table (“Data Table”) for the year ended 31 December 2022 and listed below.

### **Selected Information**

The scope of the Selected Information for the year ended 31 December 2022, which is subject to our limited assurance work is summarised below:

#### ***Social Performance Indicators***

- Occupational Health and Safety Indicators
  - Number of incidents (#)
  - Number of fatalities (#)
  - Number of occupational diseases (#)
  - Injury-related absenteeism (#)
  - Total working hours (h)
  - Lost Day Rate (LDR) (%)
  - OHS Training Hours (h)
- Total number of employees (#)
- Distribution of Female Employees
  - Female employees’ rate (%)
  - Distribution of Female Managers (%)
  - Share of Women Managers in Revenue-Generating Roles (%)
  - Share of Women Employees in STEM Roles (%)
  - Total Number of Employees on Maternity Leave (#)
  - Total Number of Employees on Paternity Leave (#)
  - Total Number of Employees Returned to Work After Maternity Leave (#)
  - Total Number of Employees Returned to Work After on Paternity Leave (#)
  - Ratio of the Employees who Returned to Work After Maternal Leave (%)
- Trainings
  - Total Hours of Trainings by Gender (h)
  - Total Hours of Trainings by Age (h)
  - Total Hours of Trainings by Managerial Level (h)
  - Total Hours of Trainings by training types (h)
  - Total Training Cost (TL)
  - Average Training Costs per Person (TL)



- Total Number of Employees Hired
  - Number of Employees Hired by Gender, Age, Managerial Level (#)
- Total Number of Employees Left
  - Number of the Employees Left by Gender, Age, Managerial Level (#)
- Turnover Rates
  - Turnover Rates by Gender, Age, Managerial Level (%)
- People Reached Through Inclusion Programs in Reporting Period (#)

***Environmental Performance Indicators***

- Energy Consumption by Fuel Type
  - Total energy consumption (MWh)
  - Purchased heat/steam/cooling (kg)
  - Sold heat/steam/cooling (kg)
- Share of Renewable Energy Consumption in Total Energy Consumption
  - Renewable Energy Generation (MWh)
  - Renewable Energy Consumption (MWh)
  - Purchased Renewable Energy (MWh)
- Intensity Indicators
  - Energy intensity (MWh/ million TL)
  - Greenhouse gas emission intensity (ton CO<sub>2</sub>e/ million TL)
- Total Yearly Business Air Travel in Kilometers (km)
- Total Yearly Employee Commuting in Kilometers (km)
- Greenhouse Gas Emissions (ton CO<sub>2</sub>e)
  - Scope 1
  - Scope 2
  - Scope 3
- Water Consumption
  - Water Consumption (m<sup>3</sup>)
  - Total Amount of Discharged Water (m<sup>3</sup>)
  - Water Recycled & Reused (m<sup>3</sup>)
- Waste
  - Percentage of waste reused and recycled (%)
  - Percentage of waste reused and recycled including ash (%)
  - Hazardous Waste (ton)
  - Non-Hazardous Waste (ton)
  - Non-Hazardous Waste including ash waste (ton)
  - Total waste without ash waste (ton)
  - Total waste with ash waste (ton)
  - Plastic consumption (ton)



### **Economic Performance Indicators**

- Sustainable Business Model
  - Number of SDG-linked Products and Services (#)
  - SDG-linked Product and Service Revenue (TL)
  - R&D and Innovation Investments (TL)
  - SDG Linked R&D and Innovation Investments (TL)
  - Ratio of SDG Linked R&D and Innovation Activities (%)
- Environmental Investments and Expenditures
  - Environmental Investments by Type (TL)
  - Savings and Reduction Based on Environmental Investments (TL)
  - Environmental Expenditures by Type (TL)

Our limited assurance work was with respect to the year ended 31 December 2022 information only and we have not performed any procedures with respect to earlier periods or any other elements, other than Selected Information included in the Data Table and, therefore, do not express any conclusion thereon.

### **Criteria**

The criteria used by the Company to prepare the Selected Information is set out in section Appendix 2: Agesa 2022 Data Table - Reporting Principles” (“Reporting Principles”).

### **The Company’s Responsibility**

The Company is responsible for the content of Selected Information in the Data Table and the preparation of the Selected Information in accordance with the Reporting Principles. This responsibility includes the design, implementation and maintenance of internal control relevant to the preparation of Selected Information that is free from material misstatement, whether due to fraud or error.

### **Inherent Limitations**

Non-financial performance information is subject to more inherent limitations than financial information, given the characteristics of the subject matter and the methods used for determining such information.

The absence of a significant body of established practice on which to draw to evaluate and measure non-financial information allows for different, but acceptable, measures and measurement techniques and can affect comparability between entities. The precision of different measurement techniques may also vary. Furthermore, the nature and methods used to determine such information, as well as the measurement criteria and the precision thereof, may change over time. It is important to read the Selected Information in the context of the Reporting Principles.

In particular, the conversion of different energy measures and energy used to carbon emissions is based upon, inter alia, information and factors generated internally and/or derived by independent third parties as explained in the Reporting Principles. Our assurance work has not included examination of the derivation of those factors and other third-party information.



## **Our Independence and Quality Management**

We have complied with the independence and other ethical requirements of the Code of Ethics for Professional Accountants issued by the International Ethics Standards Board for Accountants, which is founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behavior.

Our firm applies International Standard on Quality Management 1, which requires the firm to design, implement and operate a system of quality management including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

## **Our Responsibility**

Our responsibility is to form a limited assurance, based on limited assurance procedures, on whether anything has come to our attention that causes us to believe that the Selected Information has not been properly prepared in all material respects in accordance with the Reporting Principles. We conducted our limited assurance engagement in accordance with International Standard on Assurance Engagements 3000 (Revised), “*Assurance Engagements other than Audits or Reviews of Historical Financial Information*”, and, in respect of greenhouse gas emissions, International Standard on Assurance Engagements 3410, “*Assurance Engagements on Greenhouse Gas Statements*”, issued by the International Auditing and Assurance Standards Board.

A limited assurance engagement is substantially less in scope than a reasonable assurance engagement under ISAE 3000 and ISAE 3410. Consequently, the nature, timing and extent of procedures for gathering sufficient appropriate evidence are deliberately limited relative to a reasonable assurance engagement.

The procedures we performed were based on our professional judgment and included inquiries, observation of processes performed, inspection of documents, analytical procedures, evaluating the appropriateness of quantification methods and reporting policies, and agreeing or reconciling with underlying records.

Given the circumstances of the engagement, in performing the procedures listed above we:

- made inquiries of the persons responsible for the Selected Information;
- understood the process for collecting and reporting the Selected Information. This included analysing the key processes and controls for managing and reporting the Selected Information;
- evaluated the source data used to prepare the Selected Information and re-performed selected examples of calculation;
- performed limited substantive testing on a selective basis of the preparation and collation of the Selected Information prepared by the Company.; and
- undertook analytical procedures over the reported data.



### **Limited Assurance Conclusion**

Based on the procedures we have performed and the evidence we have obtained, nothing has come to our attention that causes us to believe that the Company's Selected Information for the year ended

31 December 2022 is not properly prepared, in all material respects, in accordance with the Reporting Principles.

### **Restriction of Use**

This report, including the conclusion, has been prepared for the Board of Directors of the Company as a body, to assist them in reporting Agesa Hayat ve Emeklilik A.Ş.'s performance and activities related to the Selected Information. We permit the disclosure of this report within Company's Data Table for the year ended 31 December 2022, to enable the Board of Directors to demonstrate they have discharged their governance responsibilities by commissioning an independent assurance report in connection with the Selected Information. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Board of Directors of Agesa Hayat ve Emeklilik A.Ş. as a body and Agesa Hayat ve Emeklilik A.Ş. for our work or this report save where terms are expressly agreed and with our prior consent in writing.

PwC Bağımsız Denetim ve  
Serbest Muhasebeci Mali Müşavirlik A.Ş.

A handwritten signature in blue ink, appearing to read 'T. Gül', is written over a light blue circular stamp.

Talar Gül, SMMM  
Partner

Istanbul, 25 July 2023

## Appendix -1: Agesa 2022 Data Table

Type	Indicator	Unit	Scope
Social Indicators	<b>Occupational Health and Safety</b>		
	Number of Incidents	#	7
	Number of Fatalities	#	-
	Number of Occupational Diseases	#	-
	Injury-related Absenteeism	#	0
	Total Working Hours	hour	3,948,008
	Lost Day Rate (LDR)	%	0
	OHS Training Hours	hour	3608
	<b>Total Number of Employees</b>		
	Total Number of Employees	#	1712
	<b>Distribution of Female Employees</b>		
	Female employees	#	1115
	Distribution of Female Managers	%	47

	Share of Women Managers in Revenue-Generating Roles	%	58
	Share of Women Employees in STEM Roles	%	41
	Total Number of Employees on Maternity Leave	#	45
	Total Number of Employees on Paternity Leave	#	25
	Total Number of Employees Returned to Work After Maternity Leave	#	42
	Total Number of Employees Returned to Work After on Paternity Leave	#	23
	Ratio of the Employees who Returned to Work After Maternal Leave	%	93
	<b>Trainings</b>		
	Total Hours of Trainings by Gender	hour, Male	2,872
		hour, Female	4,807
	Total Hours of Trainings by Age	hour, <30	1,915
		hour, 30-50	5,682
		hour, >50	81
Social Indicators	Total Hours of Trainings by Managerial Levels	hour, N-3	460
		hour, N-2	766
		hour, N-1	18

	Total Hours of Trainings by training types	Ethics Trainings	597
		Diversity and inclusion trainings	-
		Sustainability Trainings	3
		Anti-Bribery training	710
	Total Training Cost	TL	8,986,535
	Average Training Costs per person	TL	5,249
	<b>Total Number of Employees Hired</b>		
Social Indicators	Number of Employees Hired by Gender	# Male	166
		# Female	230
	Number of Employees Hired by Age	# <30	187
		# 30-50	208
		# >50	1
	Number of Employees Hired by Managerial Level	# N-3	4
		# N-2	10
		# N-1	1
	<b>Total Number of Employees Left</b>		
	Number of Employees Left by Gender	# Male	127
		# Female	175
Number of Employees Left by Age	# <30	106	



		# 30-50	190
		# >50	6
	Number of Employees Left by Managerial Level	# N-3	3
		# N-2	14
		# N-1	1
	<b>Turnover Rates</b>		
	Turnover Rates by Gender	% Male	21
		% Female	16
Social Indicators	Turnover Rates by Age	% <30	28
		%30-50	15
		% >50	13
	Turnover Rates by Managerial Level	% N-3	3
		% N-2	36
		% N-1	10
	<b>People Reached Through Inclusion Programs in Reporting Period</b>	#	179,083
Environmental Indicators	<b>Energy Consumption by Fuel Type</b>		
	Total energy consumption	MWh	4,692
	Natural Gas Consumption	m <sup>3</sup>	102,311

Environmental Indicators	Diesel Consumption	liter	4,854
	Diesel Consumption in process	liter	-
	Coal	ton	-
	Fuel-Oil	liter	-
	Gasoline	liter	329,255
	LPG	Kg	-
	LNG	liter	-
	CNG	m <sup>3</sup>	-
	Petroleum Coke	ton	-
	Alternative Fuels	ton	-
	Electricity Consumption	MWh	411
	Purchased Heat/Steam/Cooling Gas	kg	-
	Sold Heat/Steam/Cooling Gas	kg	-
	<b>Intensity Indicators</b>		
Energy intensity	MWh/ million TL	1.26	

Environmental Indicators	Greenhouse Gas emission Intensity	t CO <sub>2</sub> -e / million TL	0.31
	<b>Share of Renewable Energy Consumption in Total Energy Consumption</b>		
	Renewable Energy Generation	MWh	-
	Renewable Energy Consumption	MWh	-
	Purchased Renewable Energy	MWh	-
	<b>Total Yearly Business Air Travel in Kilometers</b>	km	841,814
	<b>Total Yearly Employee Commuting in Kilometers</b>	km	570,240
	<b>Scope 1, 2 and 3 Emissions</b>		
	Scope 1	tCO <sub>2</sub> e	958
	Scope 2	tCO <sub>2</sub> e	181
	Scope 3	tCO <sub>2</sub> e	317

	<b>Water Consumption</b>		
	Water Consumption	m <sup>3</sup>	1,850
	Water Recycled and Reused	%	-
	Total Amount of Discharged Water	m <sup>3</sup>	1,850
	<b>Waste Management</b>		
	Percentage of waste reused and recycled	%	-
	Percentage of waste reused and recycled including ash	%	-
	Hazardous Waste	ton	-
	Non-Hazardous Waste	ton	45
	Non-Hazardous Waste including ash waste	ton	45
	Total waste without ash waste	ton	45
	Total waste with ash waste	ton	45
	Plastic consumption	ton	1
	<b>Sustainable Business Model</b>		
	Number of SDG-linked Products and Services	# Mitigation	4
		# Transition	0
		# Enabler	0
		# Positive Social Impact	9
	SDG-linked Product and Service Revenue	TL, Mitigation	591,526,476

Economic Indicators		TL, Transition	-
		TL, Enabler	-
		TL,Positive Social Impact	168,191,349
	Ratio of SDG Linked R&D and Innovation Activities (%)	%	100
	R&D and Innovation Investments	TL	740,000
	SDG-linked R&D and Innovation Investments	TL	740,000
<b>Environmental Investments and Expenditures</b>			
Economic Indicators	Savings and Reduction Based on Environmental Investments	Sm3, Environmental Benefits	-
		KWh, Environmental Benefits	-
		tCO2, Environmental Benefits	140
	TL, Social Benefits	-	
	TL, Financial Savings	₺2,944,733	
Environmental Investments by type	TL, Mitigation	434,901	

		TL, Transition	-
		TL, Enabler	-
	Environmental Expenditures by type	TL, legally required	30,992
		TL, not legally required	7,505,287

## Appendix 2: Agesa 2022 Data Table-Reporting Principles

This reporting principles (the “Principles”) provides information on the data preparation and reporting methodologies of indicators within the scope of the limited assurance in the Agesa Hayat ve Emeklilik A.Ş.’s (the “Agesa or “Company”) Appendix 1: Agesa 2022 Data Table (“Data Table”). The indicators include **social indicators**, **environmental indicators** and **economic indicators**. It is the responsibility of the Company management to ensure that appropriate procedures are in place to prepare the indicators mentioned above in line with, in all material respects, the principles.

The data included in this guideline is for the FY 22 (1 January – 31 December 2022), fiscal year ended December 31, 2022, and as detailed in the “Key Definitions and Reporting Scope”.

### General Reporting Principles

In preparing this guidance document, consideration has been given to following principles:

- Information Preparation – to highlight to users of the information the primary principles of relevance and reliability of information; and
- Information Reporting – to highlight the primary principles of comparability / consistency with other data including prior year and understandability / transparency providing clarity to users.

### Key Definitions and Reporting Scope

For the purpose of this report, the Company defines:

Type	Indicator	Scope
	<b>Occupational Health and Safety</b>	
Social Indicators	Number of Incidents (#)	This indicator indicates the total number of accidents which occurred during a work-related activity of the employee and monitored through notifications made to the Social Security Institution during the reporting period.
	Number of Fatalities (#)	This indicator reflects the number of fatal accidents resulted in deaths which occurred during a work-related activity of the employee and monitored through notifications made to the Social Security Institution during the reporting period.
	Number of Occupational Diseases (#)	This indicator reflects the total number of occupational diseases that refer to temporary or permanent illness, physical or mental disability, which occur due to the nature of the work, or the operating conditions of the business. This is followed up through notifications made to the Social Security Institution during the reporting period.
Social Indicators	Injury-related Absenteeism (#)	This indicator refers to absenteeism as a result of accidents that are machine/equipment collision, uncontrolled material movement, cutting with blades, getting stuck between machine equipment, falling/sliding/ tripping, car crashes, landings, rubbing, getting stuck between car and equipment, resulting loss of working days and followed up through notifications made to the Social Security Institution during the

		reporting period.
	Total Working Hours (h)	This indicator reflects total working hours of the employees that is tracked by Human Resources of the Company during the reporting period.
	Lost Day Rate (%)	This indicator means the rate of lost workdays due to work accidents that are machine/equipment collision, uncontrolled material movement, cutting with blades, getting stuck between machine equipment, falling/sliding/ tripping, car crashes, landings, rubbing, getting stuck between car and equipment, and monitored through notifications made to the Social Security Institution during the reporting period.
	OHS Training Hours (h)	This indicator represents the total hours of the OHS trainings, delivered to the employees and sub-contractors, that is tracked monitored through the training tracking platform of Human Resources of the Company during the reporting period.
	<b>Total Number of Employees</b>	
	Total Number of Employees (#)	This indicator means the total number of female and male employees who were monitored through Human Resources and were reported to the Social Security Institution.
	<b>Distribution of Female Employees</b>	
	Female Employees' Rate (%)	This indicator means the ratio of the total number of female employees of the Company to the total number of employees during the reporting period.
Social Indicators	Distribution of Female Managers (%)	This indicator represents the ratio of the female managers (N-1; executive level who directly reports to the CEO, N-2; middle level which is two degrees away from CEO and N-3; managerial level is three degrees away from CEO) during the reporting period.
	Share of Women Managers in Revenue-Generating Roles (%)	This indicator means the ratio of the female managers worked in the roles that have an impact on the Company revenue directly. Revenue-generating roles defined as the roles that when vacant, no revenue is generated.
	Share of Women Employees in STEM Roles (%)	This indicator represents the ratio of female employees worked in STEM (Science, Technology, Engineering, Mathematics) roles and tracked by Human Resources of the Company during the reporting period.
	Total Number of Employees on Maternity Leave (#)	This indicator means the number of female employees on maternity leave within the periods specified in the regulation and tracked by Human Resources of the Company during the reporting period.



	Total Number of Employees on Paternity Leave (#)	This indicator means the number of male employees on paternity leave within the periods specified in the regulation and tracked by Human Resources of the Company during the reporting period.
	Total Number of Employees Returned to Work After Maternity Leave (#)	This indicator means the number of female employees returned to work after maternity leave and tracked by Human Resources of the Company during the reporting period.
	Total Number of Employees Returned to Work After on Paternity Leave (#)	This indicator means the number of male employees returned to work after paternity leave and tracked by Human Resources of the Company during the reporting period.
	Ratio of the Employees who Returned to Work After Maternal Leave (%)	This indicator represents the ratio of the females left and returned to work after maternal leave during and tracked by Human Resources of the Company the reporting period.
Social Indicators	<b>Trainings</b>	
	Total Hours of Trainings by Gender (h)	This indicator reflects the total hours of training provided to employees that is monitored through the training tracking platform of Human Resources during the reporting period.
	Total Hours of Trainings by Age (h)	This indicator reflects the total hours of training provided to the employees that is monitored through the training tracking platform of Human Resources during the reporting period. It is tracked by age Companies as under 30, between 30 and 50, and over 50.
	Total Hours of Trainings by Managerial Level (h)	This indicator reflects the total hours of training provided to the managers that is monitored through the training tracking platform of Human Resources during the reporting period. It is tracked by managerial levels as N-1, N-2 and N-3.
	Total Hours of Trainings by training types (h)	This indicator reflects the total hours of training provided to the employees that is monitored through the training tracking platform of Human Resources during the reporting period. It is tracked by types (ethics, diversity and inclusion, sustainability and environment and anti-bribery and corruption).
	Total Training Cost (TL)	This indicator reflects the total costs of the trainings provided to the employees that is monitored through the training tracking platform of Human Resources during the reporting period.
	Average Training Costs per Person (TL)	This indicator reflects the average training costs per employee during the reporting period.
	<b>Total Number of Employees Hired</b>	

	Number of Employees Hired by Gender (#)	This indicator reflects the total number of female and male employees hired and declared to the Social Security Institution with the Employment Declaration during the reporting period.
	Number of Employees Hired by Age (#)	This indicator reflects the total number of employees hired and declared to the Social Security Institution with the Employment Declaration during the reporting period. It is tracked by age Companys as under 30, between 30 and 50, and over 50.
	Number of Employees Hired by Managerial Level (#)	This indicator reflects the total number of managers hired and declared to the Social Security Institution with the Employment Declaration during the reporting period. It is tracked by the managerial levels as N-1, N-2 and N-3.
<b>Total Number of Employees Left</b>		
	Number of Employees Left by Gender (#)	This indicator reflects the total number of female and male employees left and declared to the Social Security Institution of the Company with the Declaration of Leaving Employment during the reporting period.
	Number of Employees Left by Age (#)	This indicator reflects the total number of employees left and declared to the Social Security Institution of the Company with the Declaration of Leaving Employment during the reporting period. It is tracked by age Companys as under 30, between 30 and 50, and over 50.
	Number of Employees Left by Managerial Level (#)	This indicator reflects the total number of managers left and declared to the Social Security Institution of the Company with the Declaration of Leaving Employment during the reporting period. It is tracked by managerial levels N-1, N-2 and N-3 .
<b>Turnover Rates</b>		
Social Indicators	Turnover Rates by Gender (%)	This indicator means the ratio of the number of employees who quit their jobs declared by the Company to the Social Security Institution with the Declaration of Leaving Work to the total number of employees within the reporting period. It is monitored in gender breakdown.
	Turnover Rates by Age (%)	This indicator means the ratio of the number of employees who quit their jobs declared by the Company to the Social Security Institution with the Declaration of Leaving Work to the total number of employees within the reporting period. It is monitored in age breakdown as under 30, between 30 and 50 and over 50.
	Turnover Rates by Managerial Level (%)	This indicator means the ratio of the number of managers who quit their jobs declared by the Company to the Social Security Institution with the Declaration of Leaving Work to the total number of managers within

		the reporting period. It is monitored in managerial level breakdown as N-1, N-2 and N-3.
	People Reached Through Inclusion Programs in Reporting Period (#)	It refers to the number of people of the vulnerable Companys (elderly, youth, women, socioeconomically disadvantaged people and disabled people, etc.) reached by the Company through inclusion programs during the reporting period.
Environmental Indicators	<b>Energy Consumption by Fuel Type</b>	
	<b>Total Energy Consumption (MWh)</b>	
	Natural Gas Consumption (m <sup>3</sup> )	This indicator reflects the total purchased natural gas (volume – m <sup>3</sup> ) consumption used for heating, cooking and other business operations that require natural gas, at the relevant locations of the Company during the reporting period. It is reported in MWh on a consolidated basis.
	Diesel Consumption (L)	This indicator reflects the total purchased diesel (volume – l) consumption used for generators and company-owned cars at the relevant locations of the Company during the reporting period. It is reported in MWh on a consolidated basis.
	Coal (Ton)	This indicator reflects the total purchased coal (by weight – tones) consumption used for heating at the relevant locations of the Company during the reporting period.
	Fuel-Oil ( m3)	This indicator reflects the total purchased fuel-oil (by weight – tones) consumption used for heating at the relevant locations of the Company during the reporting period.
	Gasoline (L)	This indicator reflects the total purchased gasoline (volume – l) consumption used for company-owned cars at the relevant locations of the Company during the reporting period. It is reported in MWh on a consolidated basis.
	LPG (kg)	This indicator reflects the total purchased LPG consumption used for company-owned cars at the relevant locations of the Company during the reporting period. It is reported in kg on a consolidated basis.
	LNG (L)	This indicator reflects the total purchased liquified natural gas (volume – l) consumption used for heating, cooking and other business operations that require natural gas, at the relevant locations of the Company during the reporting period. It is reported in liter on a consolidated basis.
	CNG (m3)	This indicator reflects the total purchased compressed natural gas (volume – l) consumption used for heating, cooking and other business operations that require natural gas, at the relevant locations of the Company during the reporting period. It is reported in m3 on a consolidated basis.
Environmental Indicators		

Environmental Indicators	Petroleum Coke (ton)	This indicator refers to the petroleum coke (by weight – tones) consumption used for business operations at the relevant locations of the Company during the reporting period. It is reported in MWh on a consolidated basis.
	Alternative Fuels (ton)	This indicator refers to the alternative fuels such as waste oil, waste tire, waste-driven fuel and waste sludge (by weight – tones) consumption used for business operations at the relevant locations of the Company during the reporting period. It is reported in ton on a consolidated basis.
	Electricity Consumption (MWh)	This indicator reflects the total purchased electricity consumption used for air conditioning, lighting, electrical equipment uses and other business operations that require electricity, at the relevant locations of the Company during the reporting period. It is reported in MWh on a consolidated basis.
	Purchased Heat/Steam/Cooling (kg)	Purchased in the reporting period means the amount of R22 and other gases such as SF6, R407C, R134A, R410A and CO <sub>2</sub> purchased by the Company and the amount of refrigerant gas consumed for cooling purposes. It is reported in kg on a consolidated basis. Gases has been calculated based on maintenance/repair forms and related invoices.
	Sold Heat/Steam/Cooling (kg)	This indicator represents the amount of steam, cooling gasses, heat, electricity sold by the Company during the reporting period. Sold energy is reported in MWh on a consolidated basis.
	<b>Share of Renewable Energy Consumption in Total Energy Consumption</b>	
	Renewable Energy Generation (MWh)	It represents the total of renewable energy sourced electricity produced by the Company during the reporting period. It is reported in MWh on a consolidated basis.
	Renewable Energy Consumption (MWh)	This represents the Company renewable energy consumption figures by the end of the reporting period. It is reported in MWh on a consolidated basis.
	Purchased Renewable Energy (MWh)	It represents the total purchased renewable energy (by I-REC, YEK-G certificates etc.) during the reporting period. It is reported in MWh on a consolidated basis.

	<b>Intensity Indicators</b>	
	Energy intensity (MWh/ Million TL)	It means energy consumption per revenue-TL within the reporting period. It is reported in MWh/TL on a consolidated basis.
	Greenhouse Gas Emission Intensity (ton CO <sub>2</sub> e/million TL)	It means greenhouse gas emissions per revenue-million TL within the reporting period. It is reported in tonCO <sub>2</sub> e/million TL on a consolidated basis.
	Total Yearly Business Air Travel in Kilometers (km)	It means the total kilometers of air travels made by the Company employees during the reporting period.
	Total Yearly Employee Commuting in Kilometers (km)	It means the total kilometers covered by the services provided for the Company employees during the reporting period.
	<b>Greenhouse Gas Emissions (ton CO<sub>2</sub>e)</b>	
	Scope 1 (tCO <sub>2</sub> e)	This indicator reflects the emissions of greenhouse gases due to the use of natural gas, diesel, gasoline consumption, SF <sub>6</sub> and refrigerant gases and fire extinguishing devices at the relevant locations of the Company during the reporting period. It is reported in tonCO <sub>2</sub> e on a consolidated basis.
	Scope 2 (tCO <sub>2</sub> e)	This indicator reflects the emissions of greenhouse gases due to the use of purchased electricity at the relevant locations of the Company during the reporting period. It is reported in tonCO <sub>2</sub> e on a consolidated basis.
	Scope 3 (tCO <sub>2</sub> e)	This indicator reflects the emissions of greenhouse gases due to business travel and employee commuting during the reporting period. It is reported in tonCO <sub>2</sub> e on a consolidated basis.
	<b>Water Consumption</b>	
	Water Consumption (m <sup>3</sup> )	This indicator reflects the total water consumption by source (volume – m <sup>3</sup> ) as mains water, fresh water, well water, third party sources, reused water at the relevant locations of the Company during the reporting period. It is reported in m <sup>3</sup> on a consolidated basis.
	Total Amount of Discharged Water (m <sup>3</sup> )	This indicator reflects the total water discharge by source (volume – m <sup>3</sup> ) at the relevant locations of the Company during the reporting period. It is reported in m <sup>3</sup> on a consolidated basis.
	Water Recycled and Reused (%)	This indicator represents the ratio of the amount of water reused-recycled to the total consumed water in the reporting period. It is reported in m <sup>3</sup> on a consolidated basis.
	<b>Waste</b>	

	Percentage of waste reused and recycled (%)	It represents the ratio of the amount of waste recycled in the reporting period to the total amount of hazardous and non-hazardous waste.
	Percentage of waste reused and recycled including ash (%)	It represents the ratio of the amount of waste recycled in the reporting period to the total amount of hazardous and non-hazardous waste including ash.
	Hazardous Waste (ton)	It means the amount of hazardous waste where the Company operations take place during the reporting period. It is reported in ton on a consolidated basis.
	Non-Hazardous Waste (ton)	It means the amount of non-hazardous waste where the Company operations take place during the reporting period.
	Non-Hazardous Waste including ash waste (ton)	It means the amount of non-hazardous waste including ash waste where the Company operations take place during the reporting period.
	Total waste without ash waste (ton)	It means the total amount of hazardous and non-hazardous waste excluding ash waste where the Company operations take place during the reporting period.
	Total waste with ash waste (ton)	It means the total amount of hazardous and non-hazardous waste including ash waste where the Company operations take place during the reporting period.
	Plastic consumption (ton)	Total plastic consumption is followed up with invoices; represents the consumption amount of plastic products, pet bottles, bags and plastic packaging.
Economic Indicators	<b>Sustainable Business Model</b>	
	Number of SDG-linked Products and Services (#)	It refers to the number of mitigation (Products that directly reduce resource use or carbon emissions. Includes activities that are considered unquestionably sustainable.), transition (Products and services that are not considered entirely environmentally friendly in nature, but can be considered as a transition to more sustainable technologies, such as cement and rubber products produced using alternative raw materials and/or fuels.) and enabler (Products that are not considered as direct source/carbon emission reduction activities, but facilitate the dissemination of related technologies.) products and services offered by the Company during the reporting period that provide environmental and social benefits.

Economic Indicators	SDG-linked Product and Service Revenue (TL)	It refers to the income obtained from the products and services offered by the Company during the reporting period, which provide environmental and social benefits, and have a mitigation, transitional and facilitating nature. It is reported as TL on a consolidated basis.
	R&D and Innovation Investments (TL)	It refers to the R&D and innovation investments of the Company made during the reporting period. It is reported as TL on a consolidated basis.
	SDG-Linked R&D and Innovation Investments (TL)	It refers to the sustainability-oriented R&D and innovation investments of the Company made during the reporting period. It is reported as TL on a consolidated basis.
	Ratio of SDG-Linked R&D and Innovation Activities (%)	It refers to the ratio of sustainability linked R&D and innovation investments in the Company investment budget to total R&D and innovation investment during the reporting period.
	<b>Environmental Investments and Expenditures</b>	
	Environmental Investments by Type (TL)	It refers to the mitigation (Products that directly reduce resource use or carbon emissions. Includes activities that are considered unquestionably sustainable.), transition (Products and services that are not considered entirely environmentally friendly in nature, but can be considered as a transition to more sustainable technologies, such as cement and rubber products produced using alternative raw materials and/or fuels.) and enabler (Products that are not considered as direct source/carbon emission reduction activities, but facilitate the dissemination of related technologies.) environmental investments carried out by the Company during the reporting period that provide environmental and social benefits. It is reported as TL on a consolidated basis.
	Savings and Reduction Based on Environmental Investments (TL)	It refers to the financial savings and environmental/social benefits through SDG-linked investments and/or operations during the reporting period. It is reported as TL on a consolidated basis.

	Environmental Expenditures by Type (TL)	It refers to expenditures that are legally required and not legally required in the reporting period. It is reported as TL on a consolidated basis.
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## Data Preparation

### Social Indicators

#### *Occupational Health and Safety (OHS) Indicators*

The number of accidents and the number of fatal cases is followed by the tables that list the Social Security Institution declarations.

The following definitions and formulas are used in the calculation of occupational health and safety indicators.

#### *Formulas:*

Lost Day Rate = Accidental Absence / Total Working Hours \* 200,000

#### *Distribution of Female Employees Data*

The total number of employees represents the total number of employees that the Company have as of the end of the reporting year and that are based on the information included in the annual reports or human resources systems published as of 31 December 2022.

The following definitions and formulas are used in the calculation of female employee distribution indicators.

#### *Formulas:*

Female Employees's Rate = Number of Female Employees / Total Number of Employees

#### *Distribution of Female Managers*

Managerial levels in the scope are defined as N-1, N-2 and N-3. N-1 level is an executive level who directly reports to the CEO. N-2 level is defined as the middle level which is two degrees away from CEO. Similarly, N-3 is a managerial level is three degrees away from CEO.

#### *Formulas:*

Ratio of female managers (N-1) = number of N-1 level female managers / total number of N-1 level managers

Ratio of female managers (N-2) = number of N-2 level female managers / total number of N-2 level managers

Ratio of female managers (N-3) = number of N-3 level female managers / total number of N-3 level managers

#### *Distribution of Female Managers in Revenue-Generating Roles*

Revenue-generating roles defined as the roles that when vacant, no revenue is generated.

#### *Formulas:*



Share of Women Managers in Revenue-Generating Roles = number of female managers in revenue-generating roles / total number of managers in revenue-generating roles

#### Distribution of Female Employees in STEM Roles

STEM roles are directly related to Science, Technology, Engineering and Mathematics.

#### *Formulas:*

Share of Women Employees in STEM Roles = Number of female employees in STEM roles / total number of employees in STEM roles

#### Parental Leaves

Parental leaves include maternity and paternity leaves during the reporting period.

#### *Formulas:*

Ratio of the Employees who Returned to Work After Maternal Leave = Number of employees returned from maternity leaves / Number of employees left due to maternity leave

#### Trainings:

It represents the trainings provided to the employees during the reporting period. Total training hours is divided into four sub-categories. Total training hours by gender (female and male), by age (under 30, between 30 and 50, over 50), by managerial levels (N-1, N-2 and N-3), by training types (ethics, diversity and inclusion, sustainability and environment and anti-bribery and corruption).

Total cost of the trainings represents the total cost of all the trainings provided by the Company to their employees.

#### *Formulas:*

Average Training Costs per Employee = Total cost of all the trainings / the number of employees

#### Total Number of Employees Hired

The number of employees hired during the reporting period is divided into three categories as gender (female and male), age (under 30, between 30 and 50, over 50) and managerial level (N-1, N-2 and N-3).

#### Total Number of Employees Left

The number of employees left during the reporting period is divided into three categories as gender (female and male), age (under 30, between 30 and 50, over 50) and managerial level (N-1, N-2 and N-3).

#### Turnover Rates

#### *Formulas:*

Turnover rates by gender:

- Number of female employees left / total number of female employees
- Number of male employees left / total number of male employees

Turnover rates by age:

- Number of employees under 30 left / total number of employees under 30
- Number of employees between 30 and 50 left / total number of employees between 30 and 50
- Number of employees over 50 left / total number of employees over 50

Turnover rates by managerial level:

- Number of managers (N-1) left / total number of managers (N-1)
- Number of managers (N-2) left / total number of managers (N-2)
- Number of managers (N-3) left / total number of managers (N-3)

#### *People Reached Through Inclusion Programs in Reporting Period*

It refers to the number of people of the sensitive Companies (old, youth, women and disabled people, etc.) reached by the Company through inclusion programs.

- **Agesa:**

Sensitive Companies reached in 2022 include aid to people over the age of 65. These people are reached within the scope of “Her Yaşta Fonu” projects that are realized in cooperation with the Non-Governmental Organization. Another sensitive Company is young people. The number of people represents the support for the education of 9 female students made to the Turkish Education Foundation AgeSA Scholarship Fund. Another Company is children who are reached through ecology workshops. 3 female employees are also included in the sensitive Company reached through a project called “Deniz Yıldızları ” and consists of employed female workers in call centers. Another Company is visually impaired people. Within the framework of its cooperation with BlindLook, AgeSA provides voice guidance services to its visually impaired customers in their digital applications, enabling them to perform all insurance transactions on their own without assistance. In the 2022 reporting period, 1951 visually impaired users entered through digital channels

#### **Environmental Indicators**

##### *Energy Consumption by Fuel Type*

- Within the scope of energy consumption data for, Agesa , natural gas, diesel, fuel-oil, gasoline, LPG, CNG, coal, petroleum-coke, alternative fuels and electricity have been reported. The data is obtained with the meter, invoice, receipt, and maintenance-repair forms of the service providers.
- Agesa uses the following conversion factors in their energy consumption calculations:
  - Since the electricity supply unit is billed in kWh, a conversion factor of  $1 \text{ kWh} = 0.0036 \text{ GJ}$  is used for conversion to GJ;
  - Since the natural gas supply unit is billed in  $\text{m}^3$ , a conversion factor  $[1 \text{ m}^3 * (34.52) \text{ MJ/m}^3] / 1000$  is used;
  - Since the diesel supply unit is billed in liters, the conversion factor  $[1 \text{ l} * (35.42) \text{ MJ/l}] / 1000$  is used for conversion to GJ;
  - Since the gasoline supply unit is billed in liters, the conversion factor  $[1 \text{ l} * (31.98) \text{ MJ/l}] / 1000$  is used for conversion to GJ;
  - Since the unit of all fuel consumption is reported as MWh, a conversion factor of  $1 \text{ GJ} = 0.277777 \text{ MWh}$  is used for conversion to GJ.
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##### *Purchased Heat/Steam/Cooling*

The amount of refrigerant consumed for cooling purposes is reported within the scope of purchased heat/steam/cooling indicator. For this indicator, the total consumption amount of R22 gases and other gases such as SF6, R407C, R134A, R410A and CO<sub>2</sub> gases has been calculated based on maintenance/repair forms and related invoices.

### *Greenhouse Gas Intensity and Energy Intensity (tCO<sub>2</sub>-e / TL)*

Greenhouse gas intensity was calculated by dividing the sum of scope 1 and 2 emissions by the total TL revenues in the reporting period.

Energy intensity was calculated by dividing the total energy consumption by the total TL revenues in the reporting period.

Total TL income refers to the combined revenue of the Company in the Agesa Annual Report.

#### *Formulas:*

Greenhouse Gas and Energy Intensity = t CO<sub>2</sub>-e / Revenues in TL

Energy Intensity = Total energy consumption / Revenues in TL

#### *Share of Renewable Energy Consumption in Total Energy Consumption*

Renewable energy consumption refers to the renewable energy sourced electricity consumption purchased by the Company.

Renewable energy generation, on the other hand, refers to the total electricity produced by the Company from renewable energy sources. It is followed by reports received on the system.

#### *Formulas:*

Share of Renewable Energy Consumption in Total Energy Consumption = Renewable Energy Consumption/Total Energy Consumption

#### *Total Yearly Business Air Travel in Kilometers*

It represents the total kilometers of air travels made by the Company employees during the reporting period. Company are followed up with the information provided by the tourism agency they work for.

#### *Total Yearly Employee Commuting in Kilometers*

It represents the total kilometers covered by the services provided for the Company employees during the reporting period. These data are followed in line with the information shared by the tourism agency with which the Company works.

#### *Scope 1, 2 and 3 Emissions*

- **Agesa:**

Scope 1 and Scope 2 emissions have been calculated in accordance with ISO 14064-1, with the principle of operational control within the framework of the "Greenhouse Gas Protocol: Corporate Accounting and Reporting Standard".

In the calculations, CO<sub>2</sub> equivalent factors consisting of CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O, HFCs (SF<sub>6</sub> and refrigerant gas) CO<sub>2</sub> equivalent emission factors were used. The emission sources are detailed in the table below. Global Warming Potential (GWP) coefficients are from 5th Assessment Report of the Intergovernmental Panel on Climate Change (IPCC) ([https://www.ipcc.ch/site/assets/uploads/2018/02/SYR\\_AR5\\_FINAL\\_full.pdf](https://www.ipcc.ch/site/assets/uploads/2018/02/SYR_AR5_FINAL_full.pdf)) and Greenhouse Gas Protocol (<https://www.gov.uk/government/publications/greenhouse-gas-reporting-conversion-factors-2022>) and the resultant ton CO<sub>2</sub>-e value is calculated by multiplying with the appropriate coefficients.

<b>Emission sources – Scope 1</b>	<b>Emission Calculation Methodology</b>
Stationary	IPCC 2006 guidelines, fuel NCV and density values are from regulations published by Energy Ministry. IPCC GWP coefficients are from 5 <sup>th</sup> assessment Report.
Mobile	IPCC 2006 guidelines, fuel NCV and density values are from regulations published by Energy Ministry. IPCC GWP coefficients are from 5 <sup>th</sup> assessment Report.
Fugitive	IPCC 2006 guidelines. IPCC GWP coefficients are from 5 <sup>th</sup> assessment Report.
Processes	IPCC guidelines, Global Cement and Concrete Association – Cement CO <sub>2</sub> and Energy Protocol V3.1, Cement Sustainability Initiative.
<b>Emission Factors – Scope 2</b>	<b>Ton CO<sub>2</sub>-e/MWh</b>
Turkey Electricity (from grid)	IEA Emissions Factors 2022, TEIAS 2022 published data for electricity generation.

<b>Emission Factors – Scope 3</b>	<b>kgCO<sub>2</sub>-e/km</b>
Business Travels (Domestic Flights) (km)	DEFRA 2022 GHG conversion factors.
Business Travels (International Flights - Europe) (km)	
Business Travels (International Flights – Overseas) (km)	

### *Water Consumption*

Consumption data for the total water withdrawal and discharges are obtained from meters, invoices, field consumption reports, and assumptions based on the Turkish Statistical Institute.

### *Waste*

Hazardous wastes are defined as wastes containing substances that are dangerous for human health and the environment and that have the potential to be harmful, while non-hazardous wastes are defined as wastes that do not cause any harm to human health and the environment. The total amount of hazardous waste and non-hazardous waste is tracked through the waste declaration forms shared by the suppliers.

The amount of recycled waste refers to the amount of waste that goes to the Company's landfill/solid waste site or is recycled by itself or another organization, recovered for energy purposes and reused. It is followed through the waste declaration forms shared by the providers.

*Formulas:*

Reused / recycled waste ratio = Amount of Recycled Waste / (Total Hazardous Waste + Total Non-Hazardous Waste)

## **Economic Indicators**

The following definitions and formulas are used in the calculation of economic indicators.

### *Sustainable Business Model*

Products and services identified as sustainable are;

- Products and services that provide benefits related to the direct reduction of environmental resources / carbon emissions (mitigation),
- Products and services related to the reduction of environmental resource use / carbon emissions in technologies and activities that are not considered sustainable in nature (transition),
- Products and services that are not considered as direct source / carbon emission reduction activities, but facilitate the dissemination of related technologies (enabler)
- Companyed as products and services that create positive social impact.

Revenues from products and services were obtained through product-based sales lists, and total revenue from related product types was reported within the scope of this indicator.

Within the scope of the ratio of SDG-linked product and service revenues to total revenues, total TL revenues represent the total revenues of the Company as of the end of the reporting year, which are stated in the annual reports published as of 31 December 2022 or in the financial reports subject to independent audit.

The total amount reported within the scope of R&D and innovation investment consists of the investments made within the approved budget of the Company. Amounts reported under R&D and innovation investments represent the total revenue figures of the Company stated in the annual reports published as of 31 December 2022 or in the financial reports subject to independent audit. The total amount reported within the scope of sustainability-oriented R&D and innovation investment represents the sustainability-oriented investments included in the Company approved R&D and innovation investment budget.

- **Agesa:**  
The number of SDG-linked products and services consist of 13 products and services that are considered as products that create positive social impact and mitigation. The 13 products are Long Good Odds Insurance, VIP Life, My Credit is Safe, Advantage Plus Personal Accident Insurance, Akbank Personal Accident Insurance, Express Personal Accident Insurance, Take Care Insurance, Saving Future Plan, Saving VIP Plan & Prestigious Retirement Investment Plan, Sabancı Employee Assurance Plan, Retirement Investment Plan, Rapid Retirement Plan, Retirement Income Plan, Automatic Enrollment Plans. The SDG-linked products revenue is calculated as 5% of each related products' revenue indicated by the Agesa Global.

*Formulas:*

Ratio of SDG-linked Product and Service Revenues to Total Revenue = SDG-linked Product and Service Revenues / Total Revenue

Ratio of All R&D and Innovation Investment Budget to Total Revenue = R&D and Innovation Investment Budget/ Total Revenue

Ratio of SDG-linked R&D and Innovation Investment Budget to Total Revenue = SDG-linked R&D and Innovation Investment Budget/ Total Revenue

### *Savings and Reduction Based on Environmental Investments*

#### *Environmental Investments and Expenditures*

- **Agesa:**  
The total amount reported in this indicator is composed of expenditures and investments made within the approved budget of the Company and monitored through invoices.

#### **Restatement**

The measuring and reporting of sustainability-related data inevitably involves a degree of estimation. Restatements are considered where there is a change in the data of greater than 5 percent at the Company level.