



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. (the “Company” or “Agesa”) to perform a limited assurance engagement in respect of Selected Sustainability Information (the “Selected Information”) included in the Appendix -2: Agesa 2021 Sustainability Data Table (the “2021 Sustainability Data Table”) for the year ended 31 December 2021 and listed below.

Selected Information

The scope of the Selected Information for the year ended 31 December 2021, which is subject to our limited assurance work, is summarized below:

Social Performance Indicators

- Occupational Health and Safety Indicators (Employees)
 - 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
 - Female (#)
 - Male (#)
- Distribution of Female Employees
 - Female employees’ rate (%)
 - Distribution of Female Managers (%)
 - Distribution of Female Managers in Revenue-Generating Roles (%)
 - Distribution of Female Employees in STEM Roles (%)
 - Total Number of Employees on Maternity Leave (#)
 - Total Number of Employees on Paternity Leave (#)
 - Ratio of the Employees Returning to Work After Maternity Leave (%)
- Trainings
 - Total Hours of Trainings by Gender, Age, Managerial Level (h)
 - Total Cost of Trainings (TL)
 - Training Costs per Employee (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 (%)
- Employee Satisfaction Survey Results
 - Employee Satisfaction Survey Results by Gender, Age, Managerial Level (#)
 - Results of Human Rights Assessment Studies (#)



Environmental Performance Indicators

- Energy Consumption by Fuel Type
 - Total energy consumption (MWh)
 - Renewable 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 CO₂e/ million TL)
- Total Annual Kilometers of Air Travel Made for the purpose of Business (km)
- Total Annual Kilometers of Personnel Services (km)
- Greenhouse Gas Emissions (ton CO₂e)
 - Scope 1
 - Scope 2
 - Scope 3
- Water Consumption
 - Total amount of water withdrawal (m³)
 - Total amount of discharged water (m³)
- Waste
 - Reused / recycled waste rate (%)
 - Total Hazardous Waste (ton)
 - Total Non-Hazardous Waste (ton)
 - Amount of recycled waste (ton)
 - Total plastic consumption (ton)

Economic Performance Indicators

- Sustainable Business Model
 - Number of Sustainable Products and Services (#)
 - Sum of Sustainable Product and Service Revenues (TL)
 - Ratio of Sustainable Product and Service Revenues to Total Revenue (%)
 - R&D and Innovation Investments (TL)
 - Ratio of R&D and Innovation Investment Budget to Total Revenue (%)
 - Sustainability Oriented R&D and Innovation Investments (TL)
 - Ratio of Sustainability-Oriented R&D and Innovation Investment Budget to Total Revenue (%)
 - Sustainable Investments/ Financial Savings and Environmental/Social Benefit Through Operations
- Total Environmental Investments and Expenditures
 - Environmental Investments (TL)
 - Environmental Expenditures (TL)
- Sensitive Groups Reached Through Inclusion Programs

Our assurance was with respect to the year ended 31 December 2021 information only and we have not performed any procedures with respect to earlier periods or any other elements included in Selected Information in the 2021 Sustainability 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 Appendix-1: Agesa 2021 Sustainability Data Table - Reporting Guidance (the “Reporting Guidance”).

The Company’s Responsibility

The Company is responsible for the content of Selected Information in the 2021 Sustainability Data Table and the preparation of the Selected Information in accordance with the Reporting Guidance. 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 Guidance.

In particular, the conversion of different energy measures to megawatt-hour (MWh) 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 Guidance. Our assurance work has not included examination of the derivation of those factors and other third-party information.

Our Independence and Quality Control

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 Control 1 and accordingly maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.



Our Responsibility

Our responsibility is to form a conclusion, 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 Guidance. 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*¹, 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 Company's Selected Information for the year ended 31 December 2021, is not properly prepared, in all material respects, in accordance with the Reporting Guidance.



Restriction of use

This report, including the conclusion, has been prepared for the Board of Directors of the Company as a body, to assist the Board of Directors 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 the 2021 Sustainability Data Table for the year ended 31 December 2021, to enable the Board of Directors to demonstrate they have discharged their governance responsibilities by commissioning a limited 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 'M. Cenk Uslu', is written over a light blue horizontal line.

Mehmet Cenk Uslu, SMMM
Partner

Istanbul, 25 July 2022

Appendix-1: Agesa 2021 Sustainability Data Table- Reporting Guidance

This reporting guidance (the “Guidance”) provides information on the data preparation and reporting methodologies of indicators within the scope of the independent audit in the Appendix -2: Agesa 2021 Sustainability Data Table (the “2021 Sustainability Data Table”). The indicators include **social indicators**, **environmental indicators** and **economic indicators**. It is the responsibility of the Company’s management to ensure that appropriate procedures are in place to prepare the indicators mentioned above in line with, in all material respects, the Guidance.

The data included in this guideline is for the FY 21 (1 January – 31 December 2021), fiscal year ended December 31, 2021, and as detailed in the “Key Definitions and Reporting Scope” section comprises only the relevant operations of the Company that are the responsibility of the Company by excluding information about subcontractors.

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
Social Indicators	Occupational Health and Safety	
	Number of Accidents	This indicator indicates total number of work accidents occurred during the reporting period.
	Number of Fatal Accidents	This indicator reflects the number of fatal accidents resulted in one or more deaths, occurred during the reporting period.
	Number of Occupational Diseases	This indicator reflects total number of occupational diseases that refer temporary or permanent illness, physical or mental disability, which occur due to the nature of the work, or the operating conditions of the business.
	Injury-related Absenteeism	This indicator refers 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.
	Total Working Hours	This indicator reflects total working hours of the reporting period.
	Lost Workday Rate (LWR)	This indicator means the rate of lost workdays due to work accidents during the reporting period.

	OHS Trainings	This indicator represents the total hours of the OHS Trainings delivered to the employees and sub-contractors during the reporting period.
	Distribution of Female Employment	
	Total Number of Employees	This indicator means the total number of employees working in the Company during the reporting period.
	Distribution of Female Employees	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.
	Distribution of Female Managers	This indicator represents the ratio of the female managers (N-1, N-2, N-3 Levels) during the reporting period.
	Distribution of Female 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's revenue directly.
	Distribution of Female Employees in STEM Roles	This indicator represents the ratio of female employees worked in STEM (engineering, IT, etc.) roles during the reporting period.
	Total Number of Employees on Maternity Leave	This indicator means the number of employees on maternity leave during the reporting period.
	Total Number of Employees on Paternity Leave	This indicator means the number of employees on paternity leave during the reporting period.
	Distribution of the Employees Returning to Work After Maternity Leave	This indicator represents the ratio of the employees left and returned to work after maternity leave during the reporting period.
	Trainings	
	Total Hours of Trainings by Gender	This indicator reflects the total hours of training provided to female and male employees during the reporting period.
	Total Hours of Trainings by Age	This indicator reflects the total hours of training provided to the employees by age under 30, between 30 and 50, and over 50 during the reporting period.
	Total Hours of Trainings by Managerial Level	This indicator reflects the total hours of training provided to the managers with levels N-1, N-2 and N-3 during the reporting period.
	Total Hours of Trainings by Training Categories	This indicator reflects the total hours of trainings by their categories as "Ethics", "Fighting against Bribery and Corruption", "Sustainability and Environment" during the reporting period.
	Total Cost of Trainings	This indicator reflects the total costs of the trainings during the reporting period.
	Training Costs per Employee	This indicator reflects the training costs per employee during the reporting period.

	Total Number of Employees Hired	
	Number of Employees Hired by Gender	This indicator reflects the total number of female and male employees hired during the reporting period.
	Number of Employees Hired by Age	This indicator reflects the total number of employees hired by age under 30, between 30 and 50, and over 50 during the reporting period.
	Number of Employees Hired by Managerial Level	This indicator reflects the total number of managers hired with levels as N-1, N-2 and N-3 during the reporting period.
	Total Number of Employees Left	
	Number of Employees Left by Gender	This indicator reflects the total number of female and male employees left during the reporting period.
	Number of Employees Left by Age	This indicator reflects the total number of employees hired by age under 30, between 30 and 50, and over 50 during the reporting period.
	Number of Employees Left by Managerial Level	This indicator reflects the total number of managers hired with levels as N-1, N-2 and N-3 during the reporting period.
	Turnover Rates	
	Turnover Rates by Gender	This indicator means the turnover rates of female and male employees during the reporting period.
	Turnover Rates by Age	This indicator means the turnover rates of employees by age under 30, between 30 and 50, and over 50 during the reporting period.
	Turnover Rates by Managerial Level	This indicator means the turnover rates of managers with levels as N-1, N-2 and N-3 during the reporting period.
	Employee Satisfaction Survey Results	
	Employee Satisfaction Survey Results by Gender	This indicator indicates the “Employee Satisfaction Survey Results” by gender (female and male) during the reporting period.
	Employee Satisfaction Survey Results by Age	This indicator indicates the “Employee Satisfaction Survey Results” by age during the reporting period.
	Employee Satisfaction Survey Results by Managerial Level	This indicator indicates the “Employee Satisfaction Survey Results” by managerial level (N-1, N-2 and N-3) during the reporting period.
	Results of human rights assessment studies	This indicator reflects the results of “Human Rights Assessments Studies” during the reporting period.

	Energy Consumption by Fuel Type	
Environmental Indicators	Natural Gas Consumption (m ³)	This indicator reflects the total purchased natural gas (volume – m ³) 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 (tonnes)	This indicator reflects the total purchased coal (by weight – tonnes) consumption used for heating at the relevant locations of the Companies during the reporting period.
	Fuel-Oil (tonnes)	This indicator reflects the total purchased fuel-oil (by weight – tonnes) consumption used for heating at the relevant locations of the Companies during the reporting period.
	Gasoline Consumption (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 (L)	This indicator reflects the total purchased LPG consumption used for company-owned cars at the relevant locations of the Companies during the reporting period. It is reported in MWh 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 MWh on a consolidated basis.
	CNG (L)	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 MWh on a consolidated basis.
	Environmental Indicators	Petroleum Coke (tonnes)
Alternative Fuels (tonnes)		This indicator refers the alternative fuels such as waste oil, waste tire, waste-driven fuel and waste sludge (by weight – tonnes) consumption used for business operations at the relevant locations of the Companies during the reporting period. It is reported in MWh on a consolidated basis.
Electricity Consumption (kWh)		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.

Environmental Indicators	Renewable Energy Consumption (MWh)	This represents the Company's renewable energy consumption figures by the end of the reporting period.
	Purchased Heat/Steam/Cooling Gas (kg)	Purchased in the reporting period means the amount of R22 purchased by the Company and the amount of refrigerant gas consumed for cooling purposes.
	Sold Heat/Steam/Cooling Gas/ Electricity	This indicator represents the amount of steam, cooling gases, heat, electricity sold by the Company during the reporting period. Sold energy is reported in MWh on a consolidated basis.
	Greenhouse Gas and Energy Density (t CO₂-e / TL revenues)	It means greenhouse gas emissions per TL within the reporting period.
	Share of Renewable Energy Consumption in Total Energy Consumption	It represents the ratio of the Company's electricity consumption from renewable energy sources purchased during the reporting period to the total electricity consumption.
	Renewable Energy Generation (MWh)	It represents the total of renewable energy sourced electricity produced by the Company during the reporting period.
	Renewable Energy Consumption (MWh)	This represents the Company's renewable energy consumption figures by the end of the reporting period.
	Purchased Renewable Energy (MWh)	It represents the total purchased renewable energy (by I-REC, YEK-G certificates etc.) during the reporting period.
	Total Annual Kilometers of Air Travel Made for the purpose of Business (km)	It means the total kilometers of air travels made by the Company employees during the reporting period.
	Total Annual Kilometers of Personnel Services (km)	It means the total kilometers covered by the services provided for the Company employees during the reporting period.
	Scope 1, 2 and 3 Emissions	
	Direct (Scope 1) Greenhouse Gas Emissions (tCO ₂ e)	This indicator reflects the emissions of greenhouse gases due to the use of natural gas, diesel, gasoline consumption, SF ₆ and refrigerant gases and fire extinguishing devices at the relevant locations of the Company during the reporting period.

	Energy-related Indirect (Scope 2) Greenhouse Gas Emissions (tCO ₂ 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.
	Other Indirect (Scope 3) Greenhouse Gas Emissions (tCO ₂ e)	This indicator reflects the emissions of greenhouse gases due to non-company and non-directly controlled sources such as waste disposal, business travel and purchased goods and services, which are not considered under Scope 1 and Scope 2 during the reporting period.
	Water Consumption	
	Total Water Withdrawal (m ³)	This indicator reflects the total water withdrawal by source (volume – m ³) as mains water, fresh water, well water, third party sources, reused water at the relevant locations of the Company during the reporting period.
	Total Water Discharge (m ³)	This indicator reflects the total water discharge by source (volume – m ³) at the relevant locations of the Company during the reporting period.
	Waste Management	
	Reused / recycled waste rate (%)	It represents the ratio of the amount of waste recycled in the reporting period to the total amount of hazardous and non-hazardous waste.
	Total Hazardous Waste	It means the amount of hazardous waste where the Company's operations take place during the reporting period.
	Total Non-Hazardous Waste	It means the amount of non-hazardous waste where the Company's operations take place during the reporting period.
	Amount of recycled waste (ton)	It means the amount of waste recycled at the locations where the Company's operations take place during the reporting period.
	Total plastic consumption (ton)	It means the total plastic consumption in the reporting period.
Economic Indicators	Sustainable Business Model	
	Number of Sustainable 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	Sum of Sustainable Product and Service Revenues (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.
	Ratio of Sustainable Product and Service Revenues to Total Revenue (%)	It refers to the ratio of the income obtained by the Company from the sustainable products and services realized in the reporting period to the total income..
	R&D and Innovation Investments (TL)	It refers to the R&D and innovation investments of the Company made during the reporting period.
	Ratio of R&D and Innovation Investment Budget to Total Revenue (%)	It refers to the ratio of R&D and innovation investments in the Company's investment budget to total revenue realized during the reporting period.
	Sustainability Oriented 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.
	Ratio of Sustainability-Oriented R&D and Innovation Investment Budget to Total Revenue (%)	It refers to the ratio of sustainability-oriented R&D and innovation investments in the Company's investment budget to total revenue realized during the reporting period.
	Sustainable Investments/ Financial Savings and Environmental/Social Benefit Through Operations	It refers to the financial savings and environmental/social benefits through sustainable investments and/or operations during the reporting period.
	Environmental Investments & Expenditures	

Economic Indicators	Environmental Investments (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.
	Environmental Expenditures (TL)	It refers to expenditures that are legally required and not legally required in the reporting period.
	Sensitive Groups Reached Through Inclusion Programs	It refers to the number of people of the sensitive groups (youth, women and disabled people, etc.) reached by the Company through inclusion programs during the reporting period.

Data Preparation

Social Indicators

Occupational Health and Safety (OHS) Indicators

The number of accidents and the number of fatal cases are followed by the tables that list the SGK declarations.

No occupational disease and fatal accident were encountered during the relevant period.

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

Formulas:

Lost Working Days 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 companies have as of the end of the reporting year and that are based on the information included in human resources systems published as of 31 December 2021.

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

Formulas:

Ratio of Female Employees = Number of Female Employees / Total Number of Overlaps

Environmental Indicators

Energy Consumption by Fuel Type

Within the scope of energy consumption data for Company natural gas, diesel, gasoline and electricity primary fuel sources are reported.

Electricity consumption is obtained with the meter, invoice of the service providers. Diesel consumption for generator is obtained with invoice of the service providers. For company-owned cars gasoline and diesel consumption followed by system of service provider.

Natural gas consumption is obtained by dividing the unit price over the TL amount of the invoices of the service providers. The unit price is determined by İGDAŞ for each month for 2021.

Company use the following conversion factors in their energy consumption calculations:

- Since the electricity supply unit is billed in kWh, a conversion factor of 1 kWh=0.0036 GJ is used for conversion to GJ;
- Since the natural gas supply unit is billed in m³, a conversion factor [1m³ * (34.52) MJ/m³]/1000 is used;
- Since the diesel supply unit is billed in liters, the conversion factor [1l * (35,42) MJ/l] /1000 is used for conversion to GJ;
- Since the gasoline supply unit is billed in liters, the conversion factor [1l * (31,98) MJ/l] /1000 is used for conversion to GJ;
- Since the unit of all fuel consumption is reported as MWh, a conversion factor of 1GJ=0.277777 MWh is used for conversion to GJ.

Greenhouse Gas and Energy Intensity (tCO₂-e / TL)

Greenhouse gas intensity was calculated by dividing the sum of scope 1, 2 and 3 emissions by the total TL revenues in the reporting period.

Total TL income refers to the total income figures of the companies as of the end of the reporting year and stated in the independently audited activity and financial reports published as of 31 December 2021.

Formulas:

Greenhouse Gas and Energy Intensity = tCO₂-e / Revenues in TL

Total Annual Kilometers of Air Travels for the purpose of Business

It represents the total kilometers of air travels made by the Company's employees during the reporting period. Companies are followed up with the information

Scope 1, 2 and 3 Emissions

Scope 1, Scope 2 and Scope 3 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, CO₂ equivalent factors consisting of CO₂, CH₄, N₂O, HFCs (SF₆ and refrigerant gas) CO₂ equivalent emission factors were used. The emission factors used are detailed in the table below. Global Warming Potential (GWP) coefficients are from 5th Assessment Report of the Intergovernmental Panel on Climate Change (IPCC) and Greenhouse Gas Protocol (<https://www.gov.uk/government/publications/greenhouse-gasreporting-conversion-factors-2020>) and the resultant ton CO₂-e value is calculated by multiplying with the appropriate coefficients.

Emission Factors – Scope 1	Total Carbon Factor (ton CO₂-e)
Natural Gas (m ³)	0,00194
Diesel (l)	0,00267
Gasoline (l)	0,00227
Emission Factors – Scope 2	Ton CO₂-e/MWh
Turkey Electricity (from grid)	0,455

Emission Factors – Scope 3	kgCO₂-e/km
Business Travels (Domestic Flights) (km)	0,00013
Business Travels (International Flights - Europe) (km)	0,00008
Business Travels (International Flights – Overseas) (km)	0,00010

Water Management

Consumption data for the total water withdrawal and water discharge indicators are obtained by invoice of service provider. Within the scope of this criterion, the total consumption used as mains water is evaluated as discharged water.

Waste Management

Total plastic consumption is followed up with invoices; represents the consumption amount of plastic products, pet bottles, bags and plastic packaging.

Economic Indicators

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

Sustainable Product and Services

The number of sustainable products and services consists of 19 products and services that are considered as products that create positive social impact and transition. The 19 products are Long Term Life Insurance, Private Life Insurance, Good Odds Insurance, Continuing Education Insurance, VIP Life, My Credit is Safe, SME Life, Easy Life, 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 sustainable products revenue is calculated as 5% of each related products' revenue indicated by the Agesa Global.

Environmental Investments and Expenditures

Environmental expenditures it includes non-mandatory environmental expenditures. The total amount reported in this indicator is composed of expenditures made within the approved budget of the Company and monitored through invoices.

Sensitive Groups Reached Through Inclusion Programs

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

Sensitive groups reached in 2021 include aid to citizens over the age of 65. The number of people represent is phone call of the Psychosocial Support Team with 600 elderly citizens who had to stay at home due to the restrictions imposed within the scope of Covid-19 and therefore became lonely. Other sensitive group is young people. The number of people represents the support for the education of 12 female students made to the Turkish Education Foundation AgeSA Scholarship Fund.

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.

Appendix -2: Agesa 2021 Sustainability Data Table

Type	Indicator	Unit	Scope
Social Indicators	Occupational Health and Safety		
	Number of Accidents	#	5
	Number of Fatal Accidents	#	-
	Number of Occupational Diseases	#	-
	Injury-related Absenteeism	day	54
	Total Working Hours	hour	1,431,352.00
	Lost Workday Rate (LWR)	%	7.55
	OHS Trainings	hour	3,640.00
	Distribution of Female Employment		
	Total Number of Employees	#	1,575
	Distribution of Female Employees	%	66.35
	Distribution of Female Managers	%	48.90
	Distribution of Female Managers in Revenue-Generating Roles	%	61.90

	Distribution of Female Employees in STEM Roles	%	42
	Total Number of Employees on Maternity Leave	#	53
	Total Number of Employees on Paternity Leave	#	25
	Distribution of the Employees Returning to Work After Maternity Leave	%	94.34
	Trainings		
	Total Hours of Trainings by Gender	hour, Male	1,637
		hour, Female	2,665
	Total Hours of Trainings by Age	hour, <30	1,650
		hour, 30-50	2,613
		hour, >50	37
Social Indicators	Total Hours of Trainings by Managerial Level	N-3	87
		N-2	106
		N-1	4
	Total Hours of Trainings by Training Categories	Ethichs training	263
		Anti-Bribery and corruption training	399
		Sustainability and Environment	-
	Total Cost of Trainings	TL	4,013,526
	Training Costs per Employee	TL	2,548
Total Number of Employees Hired			

Social Indicators	Number of Employees Hired by Gender	# Male	135	
		# Female	235	
	Number of Employees Hired by Age	# <30	192	
		# 30-50	176	
		# >50	2	
	Number of Employees Hired by Managerial Level	# N-3	2	
		# N-2	3	
		# N-1	-	
	Total Number of Employees Left			
	Number of Employees Left by Gender	# Male	122	
		# Female	171	
	Number of Employees Left by Age	# <30	130	
		# 30-50	161	
		# >50	2	
	Number of Employees Left by Managerial Level	# N-3	4	
		# N-2	4	
		# N-1	2	
	Turnover Rates			
	Turnover Rates by Gender	% Male	23.02	

		% Female	16.36	
Social Indicators	Turnover Rates by Age	% <30	36.21	
		% 30-50	13.64	
		% >50	5.56	
	Turnover Rates by Managerial Level	% N-3	6.56	
		% N-2	3.33	
		% N-1	22.22	
	Employee Satisfaction Survey Results			
	Employee Satisfaction Survey Results by Gender	% Male	81	
		% Female	83	
	Employee Satisfaction Survey Results by Age	% <30	*	
		% 30-50	*	
		% >50	*	
	Employee Satisfaction Survey Results by Managerial Level	% N-3	85	
		% N-2	80	
		% N-1	100	
Results of human rights assessment studies		*		
Environmental Indicators	Energy Consumption by Fuel Type			
	Natural Gas Consumption	m ³	6,716.00	
	Diesel Consumption	liter	19,056.00	
	Coal	tones	-	

Environmental Indicators	Fuel-Oil	m ³	-
	Gasoline Consumption	liter	198,218.00
	LPG	Kg	-
	LNG	liter	-
	CNG	liter	-
	Petroleum Coke	tones	-
	Alternative Fuels	tones	-
	Electricity Consumption	kWh	842,554.64
	Renewable Energy Consumption	MWh	-
	Purchased Heat/Steam/Cooling Gas	kg	-
	Sold Heat/Steam/Cooling Gas/ Electricity	kg	-
	Greenhouse Gas and Energy Density	t CO ₂ -e / TL revenues	0.00000044
	Share of Renewable Energy Consumption in Total Energy Consumption	%	-
	Renewable Energy Generation	MWh	-

Environmental Indicators	Renewable Energy Consumption	MWh	-
	Purchased Renewable Energy	MWh	-
	Total Annual Kilometers of Air Travel Made for the purpose of Business	km	122,965
	Total Annual Kilometers od Personnel Services	km	322,000
	Scope 1, 2 and 3 Emissions		
	Direct (Scope 1) Greenhouse Gas Emissions	tCO ₂ e	513.41
	Energy-related Indirect (Scope 2) Greenhouse Gas Emissions	tCO ₂ e	384.97
	Other Indirect (Scope 3) Greenhouse Gas Emissions	tCO ₂ e	196.92
	Water Consumption		
	Mains water	m ³	727.00
	Surface water	m ³	-
	Groundwater	m ³	-
	Rain Water	m ³	-
	Total Waste Water	m ³	727.00

	Total Water Discharge	m ³	727.00
	Waste Management		
	Reused / recycled waste rate	%	7.87
	Total Hazardous Waste	tonnes	-
	Total Non-Hazardous Waste	tonnes	69.09
	Amount of recycled waste	tonnes	5.44
	Total plastic consumption	tonnes	1
	Sustainable Business Model		
Economic Indicators	Number of Sustainable Products and Services	# Mitigation	-
		# Transition	10
		# Enabler	-
		# Positive Social Impact	9
	Sum of Sustainable Product and Service Revenues	TL, Mitigation	-
		TL, Transition	44,171,727.00
		TL, Enabler	-
		TL, Positive Social Impact	471,331,213

Economic Indicators	Ratio of Sustainable Product and Service Revenues to Total Revenue (%)	%	25.52
	R&D and Innovation Investments	TL	-
	Ratio of R&D and Innovation Investment Budget to Total Revenue (%)	%	-
	Sustainability Oriented R&D and Innovation Investments	TL	-
	Ratio of Sustainability-Oriented R&D and Innovation Investment Budget to Total Revenue (%)	%	-
	Sustainable Investments/ Financial Savings and Environmental/Social Benefit Through Operations	-	-
	Environmental Investments & Expenditures		
	Environmental Investments	TL	240,707
	Environmental Expenditures	TL	42,813

*Agesa does not have the details.