



# **BOYTRANS LOGISTICS**

SUSTAINABILITY  
REPORT **2024**

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# ABOUT THE REPORT

## 1. About The Report

This report covers Boytrans Logistics' environmental, social and governance (ESG) performance for the period from January 1, 2024 to December 31, 2024.

The report includes our headquarters and the logistics operations in which we operate, and we aim to expand the scope in the coming years to also include the supply chain. The report has been prepared with reference to the Global Reporting Initiative (GRI) 2021 Standards.

The indicators included in the content are detailed in the "GRI Index" section, and the reporting principles of accuracy, comparability, balance, clarity and timeliness have been applied. Boytrans commits to publishing its sustainability report annually.

This is our company's first sustainability report and will be continuously improved in future periods in line with an expanded scope, stakeholder expectations and sector developments.

The data presented in this report were obtained from internal records, official declarations and operational reporting systems.

No independent third-party assurance was conducted for 2024; however, we aim to implement assurance processes in the coming periods.

For any comments, suggestions or questions regarding the report, you can reach us at [surdurulebilirlik@boytrans.com.tr](mailto:surdurulebilirlik@boytrans.com.tr).



“ We are aware that the logistics sector plays a critical role in the transition to a low-carbon future.

## 1.1 Message from the CEO

### Dear Stakeholders,

As a member of Erciyes Anadolu Holding, Boytrans Lojistik carries into the future the business model it has built since its establishment on the principles of reliability, efficiency, and customer focus. Serving as the logistics powerhouse of our group companies, Boytrans adopts a sustainable growth approach not only through its economic achievements, but also through its social and environmental responsibilities.

This sustainability report, which we are publishing for the first time, represents an important step in Boytrans' journey to reduce its environmental impacts, create value for society, and strengthen transparent governance. We are aware that the logistics sector plays a critical role in the transition to a low-carbon future. Within this scope, we are taking concrete steps to reduce our emissions by renewing our fleet; we position increasing energy efficiency and improving our operational efficiency through digital solutions among our priorities. In addition, in line with Sustainable Development Goal SDG 9 (Industry, Innovation and Infrastructure), we focus on developing innovative and resilient logistics infrastructures.

We regard our employees as our most valuable asset. Accordingly, we position among our strategic objectives continuously enhancing our occupational health and safety culture, creating an inclusive and fair working environment, and supporting women's employment and the development of young talent.

In this framework, through our driver training programs delivered via Boytrans Akademi, we take positive action in favor of women and train female and male drivers together, strengthening equal opportunity in the sector.

By promoting responsible business practices across our supply chain, we aim to create a positive impact not only for our company, but also for our sector and society. In the coming period, we will continue to develop our sustainability strategy and report transparently, taking into account the expectations of our stakeholders.

As the Boytrans family, we reaffirm our determination to fulfill the responsibility that falls upon us for a greener, fairer, and more resilient future; and I extend my thanks to all our stakeholders who trust us on this journey.

Sincerely,  
**Özcan Özyurt**

Member of the Board of Directors and CEO, Erciyes Anadolu Holding

## 1.2 Message from the General Manager



### Dear Business Partners and Stakeholders,

For Boytrans Lojistik, 2024 has been not only a year of operational growth, but also an important starting point in our sustainability journey. This sustainability report, which we are publishing for the first time, is a reflection of our commitment to transparency and of the responsibility we feel toward future generations.

The dynamics of the logistics sector directly touch environmental and social impacts. With this awareness, we aim to increase energy efficiency, reduce carbon emissions, and ensure savings in resource use across all our processes—from our vehicle fleet to our warehouses.

By placing technology at the center of our processes, through digitalization we aim both to increase customer satisfaction and to reduce our environmental footprint.

Our employees are the most important architects of our success. Providing safe working environments, offering training and development opportunities, and creating an inclusive corporate culture are among our top priorities. At the same time, together with our business partners and suppliers, we focus on developing responsible business practices and strengthening sustainability across our value chain.

In our future roadmap, we aim not only to meet today's needs, but also to implement tomorrow's logistics solutions starting today. We will continue to share this approach transparently with you, our valued stakeholders.

Thank you for the trust you place in Boytrans' sustainability vision. We are pleased to have you by our side on the journey to build a greener and fairer future together.

Sincerely,

**Köksal Doğru**

General Manager, Boytrans Lojistik

# BOYTRANS LOGISTICS

SUSTAINABILITY  
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## ABOUT US

Boytrans Lojistik was established in 1996 to provide logistics solutions to Erciyes Anadolu Holding Group companies and has become one of the leading companies in the sector today thanks to its strong infrastructure and expanding service network. What began in the early years with 10 owned vehicles has evolved into a multi-dimensional logistics capacity supported by TRY 14,000,000 in capital, 193 employees, 3 branches, 95 tractor units, more than 160 trailers, 55 passenger cars, and one fuel station.

The Company is a strong player not only in domestic operations but also in international transportation. Through its import-export organizations across road, air, sea, and rail transport, it provides access to different regions around the world. This multimodal transportation approach makes it possible to develop cost-effective and efficient solutions tailored to customer needs.

Its customer portfolio spans many strategic sectors—primarily furniture, textiles, cables, chemicals, and iron and steel. This diversity increases the Company's operational flexibility and supports its vision of sustainable growth.

The services offered are grouped under four main headings:

**Domestic Logistics:** With a modern vehicle fleet, an experienced team, and a 24/7 vehicle tracking system, we provide our customers with reliable, fast, and cost-effective transportation services.



**International Logistics:** We provide services including selecting the optimal mode of transport for import and export operations, choosing shipping lines and forwarder companies, organizing loadings, and monitoring processes.

**Operational Vehicle Leasing:** Through a fleet of 55 passenger cars and partner leasing companies, we offer short- and long-term vehicle leasing services to group companies and other corporate customers.

**Fuel Station:** In cooperation with OPET and Aygaz, we provide high-quality services that meet the fuel needs of individual and

corporate customers. With the ultra market concept, a wide range of products and consistently clean restrooms keep customer satisfaction at the highest level. Boytrans Lojistik conducts its activities not only with a focus on economic growth but also with awareness of environmental and social responsibility. The Company aims to establish a sustainable green logistics balance and develops practices to minimize environmental harm in areas such as energy use, emissions, fuel consumption, packaging, reverse logistics, supply chain management, recycling, and noise and light pollution.

In this context, the vehicle fleet is being upgraded from Euro 5 norms to the Euro 6 standard; AdBlue technology is used to reduce carbon emissions; and care is taken to select equipment used in transportation and storage activities from recyclable materials. Boytrans Lojistik measures the adverse environmental impacts across all operations and seeks to minimize them through a continuous improvement approach. Headquartered in Kayseri and also operating in Istanbul, the Company continues its sustainable growth journey toward global standards while improving its service quality day by day with its team of 193 employees.

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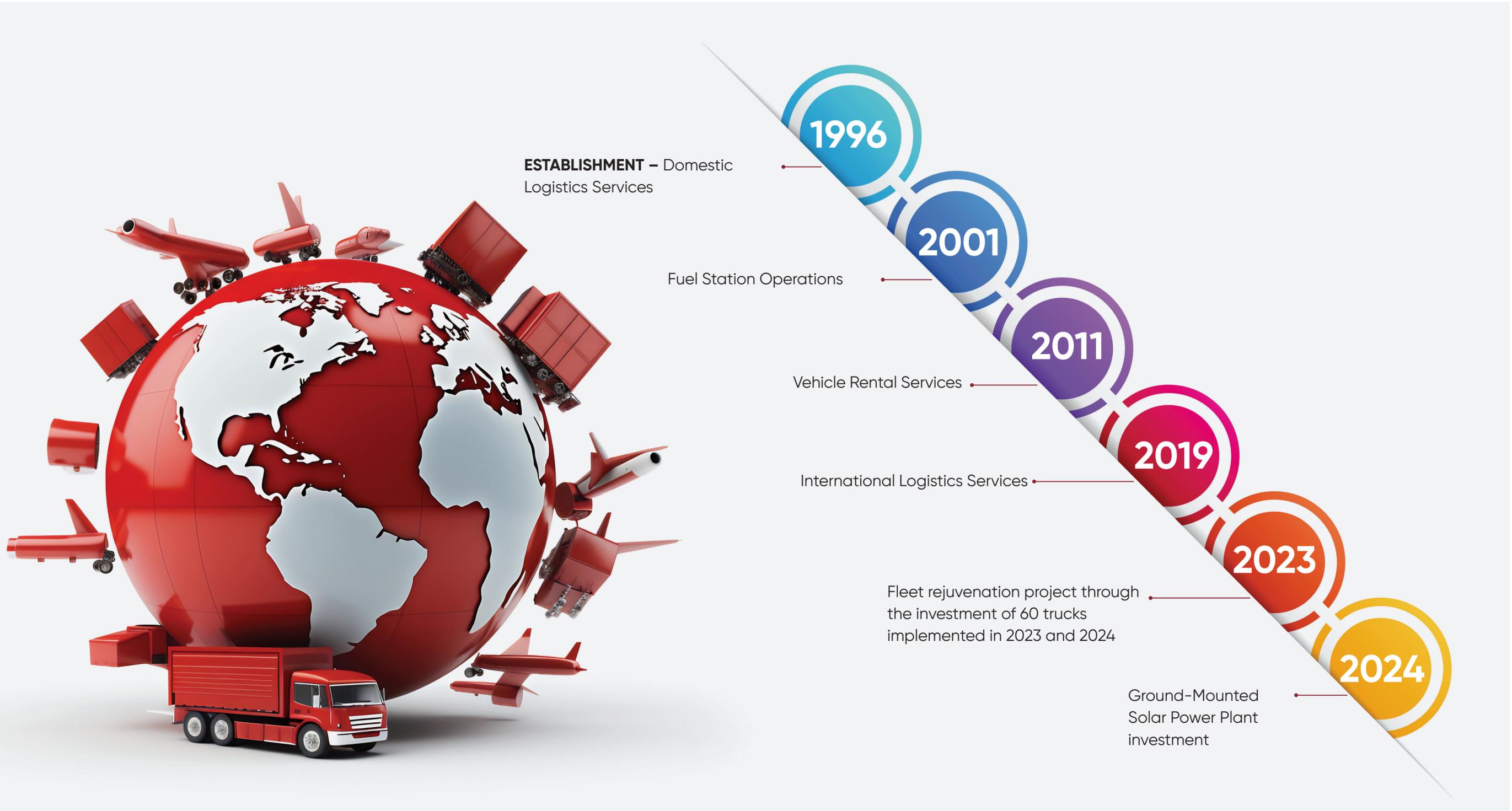
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2024 Fleet  
Capacity:

**95 tractor units, 164 trailers  
55 leased vehicles,  
2 fuel tankers, 2 vans**



2024 Total Number of  
Employees:

**17 Female - 176 Male  
Total: 193**



Number of Graduates from  
Boytrans Academy:

**4 Female  
24 Male**



2024 Domestic  
Revenue:

**TRY 1,975,238,475**



2024 International  
Revenue:

**TRY 588,835,842**



Increase in 2024  
Revenue vs. 2023:

**43.6%**



Number of Countries  
Served Internationally:

**90 countries**

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### Vision

To be a leading company in the sector by delivering services to our business partners at international standards through a trained, high-quality workforce and integrated logistics solutions, distinguished by our commitment to the environment, consistent performance, and strong sense of responsibility.



### Mission

To be a solution partner that strengthens its sector experience through an innovative and professional structure; aims to enhance its customers' competitiveness with flexible and corporate services; prioritizes the system integration of new technologies; and delivers services at high quality standards.

## 2.4 Our Mission, Vision and The Principles

### The Principles

Our core values that shape our corporate culture and guide our working environment are embraced by all our employees and stakeholders. This shared understanding that nurtures team spirit encourages us to move forward more strongly and cohesively toward our common goals. The nine core principles we have defined not only ensure that the ethical and human values of our daily lives are reflected in our business life, but also add meaning to our company's long-term success. While forming the foundational building blocks of our sustainable growth objectives, these principles serve as an inclusive roadmap that guides all our human resources practices—from recruitment processes to career development planning, and from training and competency enhancement programs to job descriptions.



#### BUILD TRUST

At Boytrans, grounded in our shared values, we feel responsible toward our environment, society, and the world while consistently delivering successful business outcomes. For this reason, we place earning trust above all else.



#### BE THE BEST

If we want to be the best, we must recognize how important it is to work with the best. Therefore, in all practices, it means being the go-to person consulted in one's area of expertise. Those who are the best possess deep expertise and perform their duties to high standards.



#### ADD VALUE

Completing our daily tasks flawlessly is not enough. Knowing and understanding how each task within our responsibilities contributes to the whole is the core source of our motivation; by seeing the big picture, we build the future.



#### WIN HEARTS

The "Win Hearts" principle means reflecting in our behavior the deep culture of tolerance of the lands we come from. We grow stronger by building long, sustainable relationships aimed at becoming "we" and succeeding together.



#### UNDERSTAND YOUR CUSTOMER

We are aware that the customer—and customer-focused thinking—is the most important criterion for sustainability. Therefore, our core principle is to understand the value we create for our customers through our work and to walk side by side with them to carry this value even further.



#### EMPOWER

Boytrans leaders apply the empowerment principle to make life easier for employees who will take our company one step further; they provide all necessary resources for their teams to do their work properly and strengthen their teams by supporting and developing them.



#### DELIVER RESULTS

At Boytrans, we draw all our dynamism from the targets we have achieved to date and from successful outcomes. The "Deliver Results" principle is the future guarantee of this dynamism.



#### SEIZE THE FUTURE

Not a day goes by without a new trend, a different design, a new way of doing business, or a new perspective entering our lives. To build our future more strongly, we cannot compromise on the principle of renewal.



#### GUIDE

Boytrans leaders serve as examples for the generations that follow them. Based on the philosophy that "to be an example, one must be a guide," they carefully observe their employees so they can become the leaders of the future and contribute to their development through coaching. For them, no task is more important than guiding their team and preparing the organization for the future.

## 2.5 Our Memberships and Awards



Boytrans Logistics positions closely monitoring developments in its sector, strengthening international collaborations, and expanding sustainable logistics practices at a global scale among its strategic priorities. In line with this approach, our company is a member of Uluslararası Nakliyeciler Derneği (UND) (International Transporters' Association), one of the sector's strongest representative bodies.

This membership enables Boytrans Logistics to closely track global developments in logistics and transportation while also contributing to the sharing of good practices. In this way, our company systematically strengthens its compliance with quality, environmental responsibility, and sustainability standards in its operations.

Through this membership, Boytrans Logistics both increases its sectoral representation strength on national and international platforms and assumes an active role in the sector's transformation by moving forward in alignment with global sustainability goals.



## OUR CORPORATE GOVERNANCE

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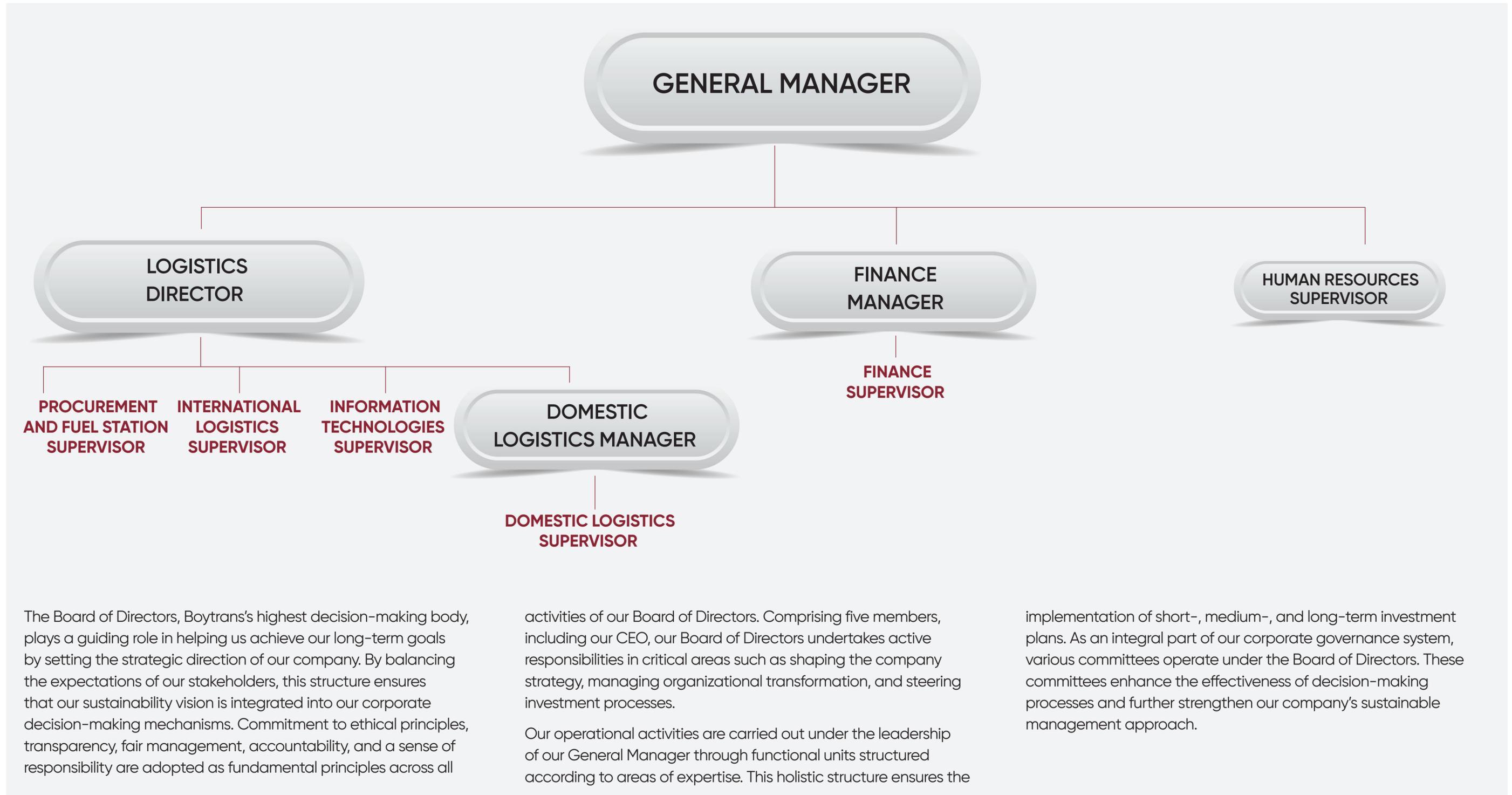
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## 3.2 Corporate Risk Management

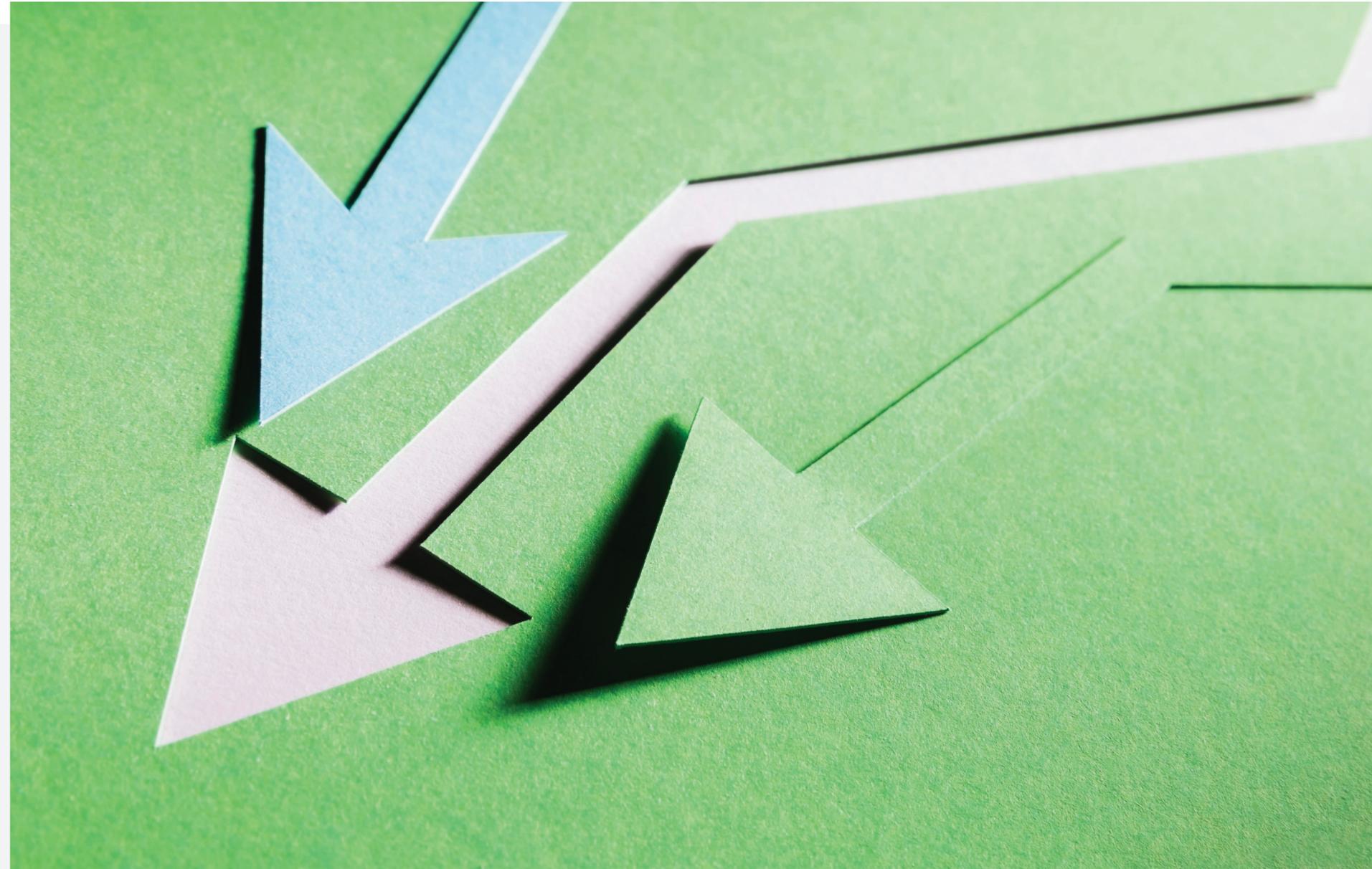
Boytrans Logistics positions enterprise risk management as an integral component of its corporate governance framework, in pursuit of long-term value creation. Our risk management approach encompasses not only financial risks but also the consideration of environmental, social, and governance (ESG) dimensions. This ensures that risks are identified at an early stage during strategic decision-making processes, enabling the effective evaluation of opportunities.

Our highest governance body, the Board of Directors, assumes primary responsibility for risk management. The Risk Management Committee and the Ethics and Compliance Committee, established within the Board of Directors, operate in alignment with our corporate sustainability goals and enhance the effectiveness of decision-making. The Chairman of the Board periodically reviews the evaluation of sustainability performance in every quarterly report, positioning it among the primary criteria for strategic decisions.

Our material topics are defined as the reduction of carbon emissions, supply chain transparency, occupational health and safety (OHS), and digital transformation. These areas are managed by the relevant departments, and progress is reported regularly to senior management.

Boytrans Logistics aims not only to mitigate risks through risk management but also to capitalize on opportunities. Developments such as electric vehicle technologies, green logistics incentives, and the surge in e-commerce volume are treated as strategic opportunities for sustainable growth. Conversely, fluctuations in fuel prices, geopolitical tensions in international trade, and global supply chain uncertainties are monitored as priority risk factors in our management approach.

Through this holistic methodology, Boytrans Logistics views enterprise risk management not merely as a protective mechanism but as a strategic lever supporting sustainable growth.



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## RISK CATEGORIES

PHYSICAL RISKS			
Category	Description	Term	Action Taken
Fluctuations in Fuel Prices	Increase in operational costs due to fluctuations in the global oil market.	Short-Medium	Fuel efficiency programs; fleet optimization; investments in alternative fuel vehicles; long-term fuel contracts.
Increase in Carbon Emissions	Acceleration of climate change due to high emissions from fleet operations and associated cost risks.	Medium	Electric/hybrid vehicle transition plan; fleet renewal; low-emission tires and driving optimization systems.
Climate-Related Extreme Weather Events	Impact of floods, storms, and extreme temperatures on logistics operations and delivery times.	Short-Medium	Emergency logistics plans; alternative route systems; expansion of insurance coverage.
Supply Chain Uncertainties	Extension of delivery times and increase in costs due to disruptions in global trade.	Medium	Multi-supplier network; flexible warehousing solutions; digital supply chain monitoring systems.

## TRANSITION RISKS

POLICY AND LEGAL			
Category	Description	Term	Action Taken
Carbon Regulations (ETS/CBAM)	Logistics operations coming under cost pressure within the scope of carbon tax, ETS, and CBAM.	Medium	Carbon footprint measurement and reporting; investment plans aimed at reducing fleet carbon intensity.
Green Logistics Incentives	Increase in incentives for electric vehicles, renewable energy, and intermodal transport.	Short-Medium	Monitoring of incentive programs; investments in electric vehicles and charging infrastructure; integration of railway/maritime logistics.
International Trade and Geopolitical Risks	Increase in border crossing issues, customs regulations, and freight costs due to geopolitical tensions.	Short-Medium	Alternative route strategies; monitoring of customs and trade legislation; regional risk assessment.
OHS and Employee Health Regulations	Tightening of legal regulations regarding driver health, rest periods, and occupational safety.	Ongoing	Digital driver tracking systems; OHS trainings; compliance checks and regular audits.

## OPPORTUNITY CATEGORIES

Physical – Chronic			
Category	Description	Term	Action Taken
Electric Vehicle Incentives	Acceleration of the transition to electric vehicles through government support and EU funds.	Short-Medium	Electric fleet investment plan; installation of charging infrastructure; green finance applications.
Green Logistics Regulations	Prioritization of logistics firms engaged in low-carbon transport.	Medium	Intermodal transport investments; carbon-certified operations; advantageous participation in public tenders.
Consumer Preferences, Technology and Market			
Increase in E-commerce Volume	Rising logistics demand driven by increasing e-commerce volume.	Short	E-commerce focused warehouse and distribution centers; last-mile logistics optimization.
Digital Transformation and Smart Logistics	Route optimization and increase in customer satisfaction via IoT, artificial intelligence, and big data.	Medium	Smart logistics platforms; digital monitoring systems; data analytics-based fleet management.
Customer Preferences – Green Logistics	Customers gravitating towards logistics services with a low carbon footprint.	Medium	Carbon-neutral delivery options; green-certified logistics packages.
New Regional and Global Markets	Growth opportunities arising from the development of new trade corridors and regional logistics hubs.	Medium-Long	New market research; regional partnerships, international warehouse investments.

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## 3.3 Information Security

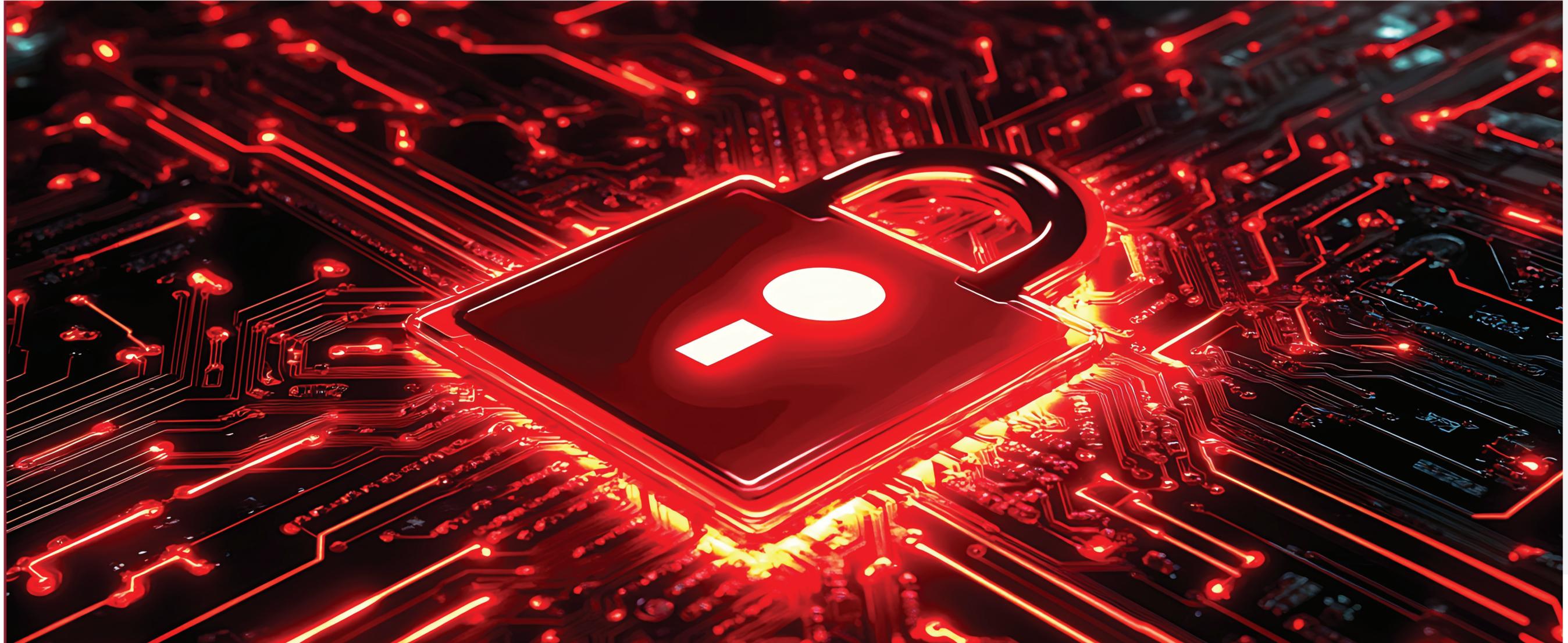
In today's rapidly accelerating digitalisation, we view information security not only as a technical necessity, but also as a strategic responsibility that reinforces the trust we build with our stakeholders. As Boytrans, we continued to manage information security in 2024 with a continuous improvement approach.

Our network management is carried out by the Erciyes Anadolu Holding Information Security Board. Within the framework of the Erciyes Anadolu Holding ISO 27001:2022 Information Security Management System, we strengthened our technical

and organisational measures to prevent unauthorised access and to protect the confidentiality, integrity, and continuity of data. In this context, internal audits were conducted during the year, and actions addressing identified improvement areas were successfully completed. The Erciyes Anadolu Holding Information Security Policy is updated taking into account technical risks, user behaviours, and regulatory changes. During 2024, our policies and procedures were re-evaluated in line with KVKK (Law on the Protection of Personal Data), the Cumhurbaşkanlığı Bilgi ve Siber Güvenlik Rehberi (Presidential Information and Cybersecurity Guide), and international

developments. To enhance our employees' information security awareness, online trainings were delivered in 2024 covering cyber threats, strong password practices, email security, data classification, portable media management, and physical security.

In 2024, no cybersecurity incident occurred and there was no need for a data breach notification. The confidentiality and protection of customer and employee information is among our priorities, and all our processes are carried out in full compliance with legal regulations.



At Boytrans Logistics, internal audit activities are conducted to assure that our business processes comply with legal regulations, our ethical rules, and our policies and procedures. Our audit scope is not limited to financial and operational processes; it also includes topics such as occupational health and safety, environmental management, compliance with human rights, and the implementation of ethical standards.

As of 2024, internal audit work was carried out within a limited scope, and improvement plans were prepared based on the findings obtained. In the coming periods, we aim to expand the scope and conduct audits in a more systematic manner.



Boytrans Logistics conducts its corporate activities within the framework of adherence to ethical values and full compliance with legal regulations. For our company, business ethics is not merely a requirement; it is one of the fundamental pillars of our sustainable growth strategy. Our company operates within the framework of the Holding Code of Ethics prepared by the Erciyes Anadolu Holding Ethics Committee, and these rules have been developed based on national and international regulations as well as global good practice examples.

Our ethical rules are based on the principles of transparency, accountability, fairness, responsibility, and integrity, and serve as a guiding reference in all our relationships with stakeholders. Our employees, managers, suppliers, and business partners are expected to comply meticulously with these ethical rules. These rules guide our practices in areas such as preventing conflicts of interest, protecting customer rights, efficient use of resources, compliance with competition rules, occupational health and safety, recruitment, remuneration, and career development.

An Ethics Committee has been established within the company to ensure the implementation of ethical rules and to manage processes aimed at preventing violations. The Ethics Committee, composed of the General Manager, the Logistics Director, and Human Resources representatives, may seek expert opinions when necessary. The Committee serves as an advisory body on ethical matters, assesses reported cases on a

confidentiality basis, and records every stage of the process. It is ensured that individuals who report cases are not adversely affected in any way.

The main responsibilities of the Ethics Committee can be summarised as follows:

- Reviewing complaints and reports regarding alleged violations of ethical rules,
- Conducting and concluding investigations into violations,
- Developing opinions and recommendations to ensure the effective implementation of ethical rules,
- Ensuring that employees are informed about ethical rules,
- \* Communicating ethical rules to new employees and providing regular updates for current employees.
- 

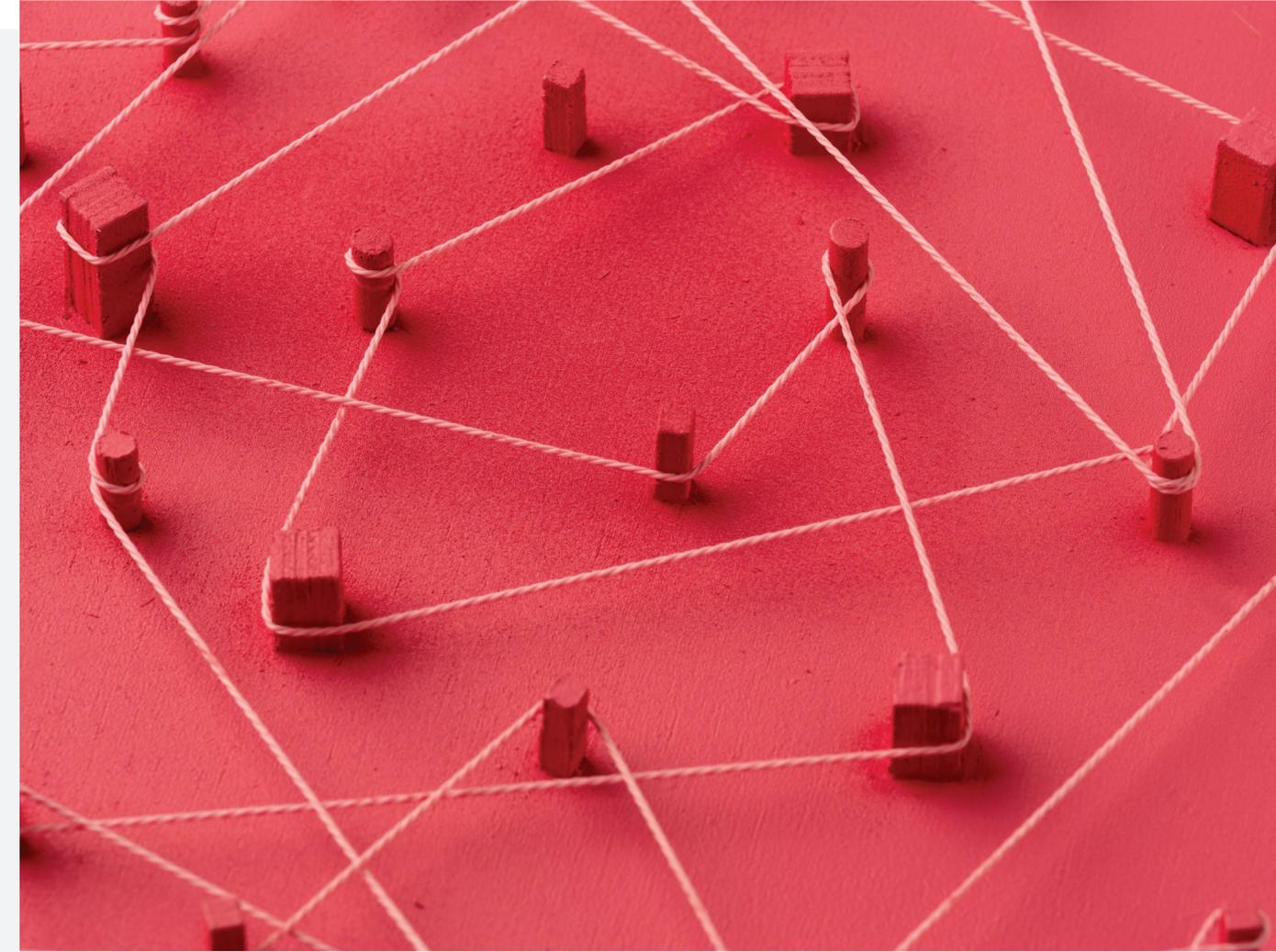
Our employees and stakeholders may submit their views and questions regarding ethical rules, or situations they consider suspicious, to the Ethics Committee or our Ethics Line. These submissions are assessed within the framework of the confidentiality principle.

**Ethics Line: [ustetik@erciyes.com.tr](mailto:ustetik@erciyes.com.tr)**

**Boytrans Lojistik Hizmetleri Ve Ticaret A.Ş.**

**Karpuzsekisi Mahallesi 8.Cad.No:62 Hacılar/  
KAYSERİ**

## 3.5 Business Ethics and Compliance



Notifications regarding violations of ethical rules related to the company ethics committee and its members may be submitted directly to the Ethics Supreme Committee via the email address [ustetik@erciyes.com.tr](mailto:ustetik@erciyes.com.tr)

Boytrans Logistics views business ethics and compliance not only as a legal requirement, but as an integral part of its corporate identity, and adopts this approach as a fundamental principle across all business processes.

## 3.6 Combating Corruption and Bribery

Boytrans Logistics adopts a zero-tolerance approach to corruption and bribery across all business processes. Our company makes it a principle to fully comply with national and international regulations in all regions where it operates, and bases all business relationships with public and private sector organisations on integrity and transparency.

Influencing business decisions through bribery, gifts, donations, aid, or any unethical offer is strictly prohibited. It is strictly forbidden for our employees and business partners to use the authority they obtain due to their duties for personal gain or to secure undue benefits directly or indirectly.

Within this framework, it is the responsibility of all our employees to avoid conflicts of interest, refrain from financial interest relationships, and conduct all business processes in line with professional standards.

The rules adopted in our company are defined in detail through the Anti-Bribery and Anti-Corruption Policy, our Ethics Policy, and our Gift Procedures. Under these regulations, any gifts, promotions, or practices that could affect impartiality or provide benefits are prohibited. If inappropriate behaviour is identified, the necessary actions are applied to the relevant employees in accordance with the Disciplinary Regulation.

Suspicious situations related to corruption and bribery can be reported by all our employees and stakeholders through our company's Ethics Line.

Compliance with our ethical rules is not only an obligation for our employees, but also a requirement for our business partners. Boytrans Logistics requires all suppliers and business partners to fully comply with legal regulations and ethical standards.

During 2024, no notifications related to corruption and bribery were submitted to our company's Ethics Line.



## 3.7 Combating Anti-Competitive Practices

Ensuring that competition is conducted within a fair, transparent, and ethical framework is of great importance not only for our company's reputation, but also for maintaining trust among our stakeholders. Accordingly, integrity and transparency are fundamental across all our commercial processes, including pricing, purchasing and sales terms, customer selection, discount practices, and similar activities.

We do not enter into unlawful agreements with competitors, do not take part in collaborations that could negatively affect competition, and never use confidential information obtained about competitors through illegal means.

In our marketing and communications activities, we act in line with advertising ethics, and do not include disparaging or misleading statements about competitors or their products in our announcements and campaigns. In this way, the protection of our company's reputation and the support of a fair competitive environment in the sector are assured.

Boytrans Logistics further reinforced its commitments in this area through the Competition Policy that entered into force in 2024. On behalf of the Board of Directors, the relevant units are responsible for preparing and updating the policy, while its implementation is the responsibility of all our managers and

employees. Any situations that may be deemed contrary to competition rules can be reported to our Ethics Committee via our company's Ethics Line. All reports are assessed on a confidentiality basis and processes are conducted diligently. In 2024, we did not receive any notifications regarding unfair competition cases.



Boytrans Logistics does not limit its understanding of sustainability to its own operations; it implements it by observing environmental, social, and governance (ESG) criteria in all links of the supply chain. Our company's supply chain covers the country's leading brands in various business areas such as domestic and international logistics, fuel, and vehicle leasing. In this context, regardless of the size of the purchase, performance criteria that will affect the last link of the chain are applied, and efforts are made to improve the entire chain.

#### **Purchasing and Supplier Evaluation Process:**

All our purchasing activities are carried out in accordance with our Purchasing Procedures. Criteria such as quality, technical competence, delivery times, occupational health and safety, environmental management, ethical compliance, and respect for human rights are taken into account in supplier selection. Supplier Performance Evaluation Procedures, operated separately in our domestic and international business areas, are applied using a scoring method, and results are regularly reported to senior management.

#### **Policies and Procedures:**

With the Sustainable Supply Chain Policy implemented in 2024, environmental and social performance metrics have been integrated into our evaluation criteria.

#### **Communication and Collaboration:**

Communication with our suppliers is maintained through weekly online meetings, monthly site visits, and regular reporting. Furthermore, we maintain a long-standing, strong partnership with Opet through our fuel station located at our headquarters in the Kayseri Organized Industrial Zone (OIZ). Opet, one of Turkey's largest fuel distribution brands operating under the umbrella of Koç Holding, contributes to our company's development not only through business processes but also with its best practices in social, environmental, and governance areas. This collaboration serves as a significant example that strengthens our sustainable supply chain approach.

#### **Risk Management and Support Mechanisms:**

In 2024, fluctuations in global freight prices, port congestions, and difficulties faced by some suppliers in raw material procurement emerged as the primary challenges. Against these challenges, an alternative supplier network has been established, and dependence on a single source for critical products has been reduced. This holistic approach enables our company to develop a robust supply chain management model that observes not only economic sustainability but also environmental responsibilities and social impacts.

## 3.8 Sustainable Supply Chain Management





## OUR SUSTAINABILITY APPROACH

## 4. Our Sustainability Approach

As Boytrans Logistics, we regard sustainability as the cornerstone of our corporate strategy. While conducting our activities, we aim not only to generate economic value but also to fulfill our environmental responsibilities and increase social benefit.

This approach is integrated into all stages of our business processes in alignment with our long-term growth goals. In the short term, we prioritize strengthening digitalization in our supply chain and expanding carbon footprint measurements. In the medium term, we aim to reduce our operational emissions by incorporating electric logistics vehicles into our fleet and to disseminate sustainability-oriented training programs for our suppliers. In the long term, we plan to improve

our waste management practices in line with the zero waste target and conduct the majority of our operations using renewable energy sources. In our sustainability journey, we attach as much importance to social responsibility as to environmental performance.

While prioritizing the creation of equal opportunity, continuous development, and a safe working environment for our employees, we contribute to regional development by collaborating with local suppliers. Thanks to this comprehensive approach, Boytrans Logistics aims to differentiate itself in the logistics sector not only through its economic achievements but also through its contributions to the environment and society.



## 4.1 Stakeholder Engagement and Our Materiality (Prioritization) Matrix

Boytrans Logistics operates with an approach of transparency, accountability, and creating sustainable value across all of its activities.

Accordingly, stakeholder engagement is positioned as a core component of both strategic decision-making processes and operational activities.

The views and expectations of our stakeholders play an important role in shaping the Company's short-, medium-, and long-term strategic plans.

At our Company, stakeholders are assessed across a wide range, including customers, suppliers, employees, labor unions, public institutions, local authorities, insurance and financial institutions, educational institutions, and non-governmental organizations.

In the process of identifying our stakeholders, their impact on our activities, level of expectations, and their relationship with our sustainability goals are taken into consideration.

Prioritization is carried out in light of annual risk assessment meetings, customer satisfaction surveys, supplier performance reports, and employee feedback.

The communication channels we establish with our stakeholders are diverse, and continuous engagement is ensured through regular surveys, digital platforms, face-to-face meetings, and formal correspondence.

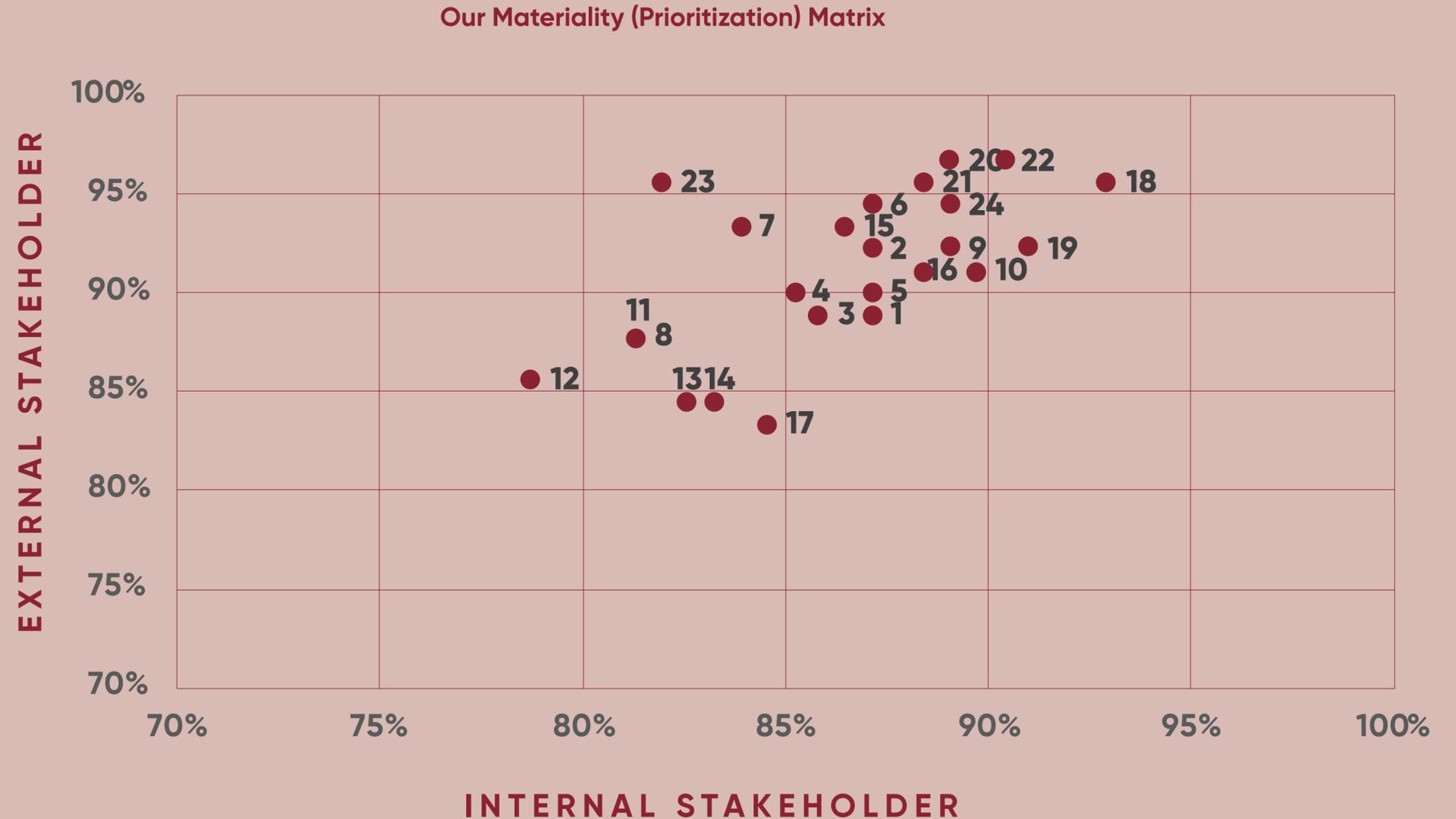
### Priority Topics and Management System

The priority topics identified by considering stakeholder expectations and sector dynamics stand out as reducing carbon emissions, transparency in the supply chain, occupational health and safety, and digital transformation. Our Company uses a prioritization matrix to visualize stakeholder priorities and their impact on business strategies. This matrix was created by taking into account both its contribution to Boytrans Logistics' strategic goals and stakeholders' levels of expectations. The matrix serves as a guiding tool in the Company's sustainability roadmap.



1. Energy Consumption
2. Renewable Energy
3. Pollution Control
4. Use of Natural Resources
5. Environmental Performance Transparency
6. Circular Economy
7. Climate Risk Management
8. Carbon Management
9. Occupational Health and Safety (OHS) Systems
10. Training and Development
11. Working Conditions
12. Equality and Inclusiveness
13. Social Performance Management
14. Child Labor and Freedoms
15. Feedback and Satisfaction
16. Supplier Relations
17. Social Contribution
18. Ethics and Compliance
19. Corporate Policy and Ethics
20. Cyber Security
21. Digitalization and Efficiency
22. Crisis Management
23. Sustainable Material Use
24. Local Development and Entrepreneurship

## 4.1 Stakeholder Engagement and Our Materiality (Prioritization) Matrix



Data obtained from internal and external stakeholders indicate that topics such as energy management, transparency of environmental performance, ethics and compliance, employee development, supplier relations, digitalization, and cyber security are among the priority issues.

For internal stakeholders, Training and Development, Ethics and Compliance, and Corporate Policy and Ethics stand out; for external stakeholders, Cyber Security, Crisis Management, Digitalization and Efficiency, and Circular Economy constitute the areas with the highest level of importance.

## 4.2 Our Sustainability Strategy

Boytrans Logistics builds its sustainability strategy on concrete goals and practices across environmental, social, and governance dimensions. The strategic planning process begins with the Strategic Planning Workshop held annually.

In this process, sector reports, customer feedback, supplier evaluation results, and global logistics trends are taken into account, and opportunities and threats are assessed through SWOT analyses by the Risk Management Committee.

The Company's short-, medium-, and long-term goals have been clearly defined. In the short term (1–2 years), increasing digitalization in the supply chain and expanding carbon footprint measurements; in the medium term (3–5 years), adding electric logistics vehicles to the fleet and implementing supplier training programs nationwide; and in the long term (5+ years), carrying out the majority of our operations using renewable energy sources are envisaged.

To reduce negative impacts in the business model, low-emission vehicles are used, fuel consumption is reduced through route optimization, and waste management policies are implemented. To increase positive impacts, purchases are made from local suppliers to contribute to the regional economy, and equal opportunity in employment is supported. Sustainability is at the center of the Company's strategic plan; carbon footprint is always considered in the approval of new investments, and environmental and social performance criteria are as important as price and quality in supplier selection. Achieving carbon-neutral targets and transitioning to alternative fuel technologies are among the priority challenges over the next five years, and it is targeted that all suppliers will submit an environmental performance report by 2030.

The human resources strategy is built on policies that support employees' individual development and aim to create a safe and peaceful working environment. Talent management, career development programs, and promotion procedures support this approach. In addition, systems that minimize occupational health and safety risks are implemented, and trainings and on-site inspections help develop a safety culture. The community contribution strategy focuses on practices aimed at bringing young talent into employment and strengthening gender equality. Within the framework of cooperation with universities, young talent programs are implemented, and women driver candidates are brought into the sector through the Driver Academy. Boytrans Logistics carries out its sustainability strategies in alignment with the globally defined Sustainable Development Goals (SDGs). In the Company's strategic planning, environmental responsibility, social inclusiveness, and corporate governance elements are addressed together; this approach directly aligns with the targets of the SDGs.



**SDG 3 Good Health and Well-Being**



**SDG 4 Quality Education**



**SDG 5 Gender Equality**



**SDG 7 Affordable and Clean Energy**



**SDG 8 Decent Work and Economic Growth**



**SDG 9 Industry, Innovation and Infrastructure**



**SDG 12 Responsible Consumption and Production**



**SDG 13 Climate Action**



**SDG 16 Peace, Justice and Strong Institutions**



**SDG 17 Partnerships for the Goals**

In line with the defined goals, Boytrans Logistics will evaluate its performance every year and will move forward decisively on the path of contributing to the SDGs by regularly updating its strategic action plans.

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ENVIRONMENTAL TOPICS AND TARGETS						
Priority	Base Year	Target Year	Target	KPI	Actions	SDG
Combatting Climate Change / Fuel and Emissions Management	2023	2025	Achieve market-based zero emissions for Scope 2. Net zero for Scope 1-2-3 emissions.	tCO <sub>2</sub> e	Record a detailed Scope 1-2-3 greenhouse gas inventory annually and implement the necessary improvements based on the results	
	2023	2053	Net zero for Scope 1-2-3 emissions			 
	2023	2030	Reduce CO <sub>2</sub> emissions intensity by 20% by the end of 2030.	tCO <sub>2</sub> e/km	Eco-driving (sürücü eğitimleri), filo bakım optimizasyonu, telemetri, hız sınırı politikası, filo yenileneme	   
Route and Load Optimizatio		2025	Reduce the empty-trip rate below 5%. (Increase the average load factor above 95%)	Empty-trip rate (%)	Load consolidation, dynamic planning, intermodal transport	  
Alternative Fuel and Fleet Transformation			In new vehicle investments, prioritize EURO VI for internal combustion vehicles and include electric vehicles, considering infrastructure adequacy.	Number of Euro VI	Total Cost of Ownership (TCO) analysis; charging/refueling infrastructure; EV manufacturer partnerships	   
Energy Efficiency and Renewable Energy	2023	2027	Reduce electricity consumption per square meter in our administrative building.	kWh/m <sup>2</sup>	uch as LED conversion and automation systems.	  
Leakage and Environmental Compliance	Every yea		Zero environmental incidents and administrative penalties every year	Number of incidents; Amount of fines	Fuel storage standard; emergency drills; audits.	   

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SOCIAL TOPICS						
Priority	Base Year	Target Year	Target	KPI	Actions	SDG
Driver Health and Safety	Every year		Zero fatal accidents; at least 12 hours of OHS training per driver per year.	Training hours/person	atigue management; telematics safety alerts; safe driving program; PPE checks	
Working Hours and Well-Being		2027	Create a more comfortable, healthy, and accessible working environment by renovating employees' rest, shower, and changing areas.	m²	In the new logistics center project, build larger areas than the current facility and create activity areas such as table tennis	
Training and Competency (Eco-Driving)		2025	Ensure 100% of drivers complete eco-driving and safe driving trainings.	Training completion (%); Fuel-saving impact (%)	E-learning; field coaching; performance feedback boards; Boytrans Academy	
Diversity and Equal Opportunity	2022	2026	Taking 2022 as the baseline, increase the share of female employees by 150% by the end of 2026; unbiased recruitment processes	Share of female employees (%)	Unbiased recruitment; mentoring; women driver program.	
Local Community and Road Safety	Every year		From 2026 onward, deliver at least one road safety awareness event annually	Number of events; Number of people reached	School/NGO partnerships; volunteering; campaigns	

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GOVERNANCE AND SUSTAINABILITY MANAGEMENT						
Priority	Base Year	Target Year	Target	KPI	Actions	SDG
ESG Governance and Responsibility	Every year		From 2026 onward, establish a Sustainability Committee and hold at least two Sustainability Committee meetings per year.	Committee in place; Number of meetings year; Senior management responsibilities	Role descriptions; internal directive; ESG reporting calendar	 
Ethics and Anti-Corruption		2025	Provide ethics rules training to all white-collar employees.	Ethics training completion (%); Number of unethical incidents	Ethics reporting hotline; ethical clauses in contracts; case review procedures.	  
Ethics and Anti-Corruption		2026	Provide ethics rules training to all employees.	Ethics training completion (%); Number of unethical incidents	Ethics reporting hotline; ethical clauses in contracts; case review procedures.	  
Supplier ESG Assessment	2023	2030	Assess at least 30% of supplier spend using ESG criteria.	Spend assessed with ESG (%); Number of audits	Supplier Sustainability Guide; risk-based screening; on-site audits.	
Data Privacy and Cyber Security	Every year		Ensure that awareness trainings on information security and personal data protection are provided to all white-collar employees.	Number of breaches; Awareness training completion (%)	Compliance with the Personal Data Protection Law (KVKK); penetration tests; access authorization matrices	    
Business Ethics and Corporate Policies		2025	Establish and publish the sustainability policy on the corporate website.	Revise all policies and procedures in line with sustainability principles.	Integrate sustainability into all existing policies and procedures.	   
/ Sustainability Governance	Every year		Carry out sustainability reporting in accordance with global/local standards.	Conduct sustainability reporting in accordance with global/local standards	Perform sustainability reporting annually in line with global/local standards.	

## 4.3 Our Sustainability Management

At Boytrans Logistics, sustainability management is one of the core elements of our corporate governance structure. The Board of Directors is the Company's highest governance body; the Chair of the Board reviews sustainability performance in each quarterly report and positions sustainability as a priority criterion in strategic decision-making. To prevent conflicts of interest, all management levels are required to sign the **"Code of Ethics and Conflict of Interest Policy"**.

Within this scope, annual independent audits are conducted, and senior management performance is evaluated using multi-dimensional criteria such as financial results, customer satisfaction, sustainability targets, and employee engagement.

Sustainability reporting at Boytrans Logistics covers domestic and international logistics operations as well as our fuel stations, and the data are consolidated and published annually.

While external assurance is not applied for reporting, the process is monitored regularly within the Company. The Company's strategic planning process begins with the annual "Strategic Planning Workshop"; during this process, industry reports, customer feedback, supplier assessment results, and global logistics trends are analysed.

SWOT analyses are conducted, and priorities aligned with stakeholder expectations and the Company's vision are selected. Measurable targets are defined in accordance with SMART criteria and, following Board approval, are translated into department-level KPIs.

Under implementation and monitoring mechanisms, strategic projects are coordinated by the relevant departments, and project progress, budget utilisation, and resource planning are tracked. The achievement status of targets is reviewed in monthly Business Area Review Meetings, and deviations and required action plans are documented. The strategic plan is renewed each year using the "dynamic update" method. Stakeholder engagement management is carried out with customers, suppliers, employees, investors, local administrations, non-governmental organisations, and industry associations. Accordingly, we use customer satisfaction surveys, daily operational discussions, internal communication bulletins, suggestion systems, and employee satisfaction surveys. Sustainability management defines the reduction of carbon emissions, transparency in the supply chain, occupational health and safety, and digital transformation as priority areas, and responsible departments are assigned for each topic.

Progress is reported to senior management through monthly reports.





## OUR ECONOMIC PERFORMANCE

## 5. Our Economic Performance

Boytrans Logistics recorded strong financial and operational growth in 2024. Through the activities carried out, the Company's total turnover reached TRY 2.56 billion. As a result, turnover increased by 43.6% compared to the previous year. In 2024, Boytrans Logistics delivered strong economic performance not only through its financial results, but also through its investments, digitalization projects, R&D activities, and sustainable business model. Throughout the year, tractor unit acquisitions, logistics infrastructure investments, and solar power plant projects increased operational capacity while also contributing to energy efficiency and carbon footprint management.

ECONOMIC VALUE GENERATED		
Years	Overseas (TRY)	Domestic (TRY)
2022	0.86 Billion	0.34 Billion
2023	1.36 Billion	0.43 Billion
2024	1.97 Billion	0.59 Billion

Within the scope of digital transformation investments, robotic process automation (RPA) applications speed up business processes, reduce the margin of error, and enable more effective use of resources. In this way, both customer satisfaction and corporate efficiency increase.

Economic performance is not limited to turnover and profitability; Boytrans Logistics makes a regular contribution to public revenues by fulfilling its tax obligations in full, while also supporting the regional economy through collaborations with domestic suppliers and employment opportunities. Important steps are being taken to align with global standards through its membership in the International Transporters Association (UND) and sustainability consulting collaborations. The growth achieved in 2024 also brings strengthening in both domestic logistics activities and foreign trade operations. In the coming period, the Company will continue its long-term value creation journey with determination by diversifying its investments, expanding digitalization across broader areas, and integrating sustainability criteria into all business processes.



## 5.1 Our Investments

While continuing its investments to increase its operational power, Boytrans Logistics is making steady progress towards creating long-term value in line with its sustainability goals. The investment strategy is based on the principles of developing logistics capacity, strengthening environmental performance, accelerating digital transformation, and providing higher added value to stakeholders.

Among the most important investments realized in this context is the purchase of 30 tractor units; this investment contributes to strengthening the logistics fleet, increasing transport capacity, and managing operational processes more efficiently. Thanks to the new tractor units added to the fleet, delivery times are shortened in both domestic and international transport activities, and customer satisfaction is increasing.

Among the investments supporting environmental sustainability, the Land Solar Power Plant (SPP) located in the Harran district of Şanlıurfa province stands out. As a result of this investment, it is foreseen that 134% of Boytrans Logistics' total annual electricity consumption will be met from renewable energy, and the benefits to be obtained from electricity generation are expected to be reflected in the financial statements as of 2025. By increasing the use of renewable energy sources, the aim is to reduce the carbon footprint, thus observing economic performance and environmental responsibility together.

Operasyonel verimliliğin artırılmasına yönelik The Adapazarı Truck Park Project, implemented within the scope of investments aimed at increasing operational efficiency, enables more effective

management of logistics processes. Thanks to the project, drivers' rest periods are managed in a planned manner, the number of trips increases, and delivery times are shortened. Implementation results indicate an increase in the number of trips and turnover; thus, it is observed that the investment creates positive effects in terms of cost-effectiveness, driver satisfaction, and customer experience, as well as operational capacity. In the field of digital transformation, significant momentum has been achieved as of 2024. With the commissioning of the Robotic Process Automation (RPA) system, manual processes requiring high workload, such as invoice processing and accounting of bank transactions, are automated; error rates are reduced, and the speed of business processes is increased. With ongoing digitalization projects, the aim is for decision-making mechanisms to operate in a more transparent, fast, and data-driven manner.

The investments realized are progressing in full compliance with Boytrans Logistics' strategic priorities. Expanding the logistics fleet, energy efficiency practices, digitalization investments, and innovative solutions in operational processes both strengthen the company's short-term performance and contribute to its long-term sustainability strategies. Boytrans Logistics maintains a period where investments are diversified, environmental and digital transformation gains speed, and economic growth is built on solid foundations. The work carried out not only increases the company's competitiveness but also makes significant contributions to the development of the sustainable logistics understanding in the sector.



## 5.2 R&D and Innovation

Boytrans Logistics continued its R&D and innovation activities in 2024 in line with the goals of improving logistics processes, digitalization, reducing environmental impacts, and increasing operational efficiency.

Within the scope of digital transformation efforts, which are among the company's strategic priorities, the Robotic Process Automation (RPA) system was commissioned, and manual processes, especially invoice processing and accounting of bank transactions, were automated.

In this way, while operational speed and accuracy increased, workforce efficiency also rose. Within the framework of the sustainability vision, innovative solutions are being developed for reducing carbon emissions and managing environmental impacts. Preparations for incorporating electric logistics vehicles into the fleet have been determined among the medium-term goals.

R&D studies focus on process optimization and the development of technological infrastructure for the more effective management of logistics operations. With data analytics and AI-based solutions, the aim is to plan logistics networks more efficiently, reduce resource usage, and increase service quality. The company also strengthens sustainability reporting processes through corporate carbon and water footprint consultancy, ensuring measurable development in this field.

These studies reveal that Boytrans positions innovation not only as technological progress but also as a tool for managing environmental and social responsibilities.

R&D and innovation activities carried out in 2024 contribute to Boytrans Logistics developing an efficiency and sustainability-oriented business model that responds to stakeholder expectations while increasing its competitiveness.



Boytrans Logistics intensified its digital transformation efforts in 2024 aimed at increasing corporate efficiency, accelerating operational processes, and strengthening service quality. In this context, Robotic Process Automation (RPA) was commissioned to reduce repetitive manual workloads, and operational processes such as invoice processing and accounting of bank transactions were automated. Additionally, work accident notifications to the SSI (Social Security Institution) system have started to be made automatically via robots, and SSI records are checked daily to ensure the three-day legal period is not exceeded. It is planned to develop the same system to also automate employment entry declarations, medical reports, and absenteeism notifications.

Digitalization activities have not been limited to internal operations; innovative solutions are also adopted in customer-oriented business processes. Accordingly, a web-based portal project for logistics planning has been prepared, and a system where offers can be collected, requests tracked, and documents shared has been designed. This project, which will be accessible to internal and external stakeholders, has reached the approval stage and will be commissioned following approval. Thus, digital solutions integrated with the principles of transparency, speed,

and accuracy will directly contribute to customer satisfaction.

Digital technologies are also used within the scope of energy efficiency and environmental responsibility. The energy monitoring system installed at the fuel station ensures regular tracking of consumption, offering the opportunity for control and optimization in resource usage. Additionally, the Mobiliz vehicle tracking system is used in company-owned vehicles to increase the efficiency of operational processes, thereby achieving more effective fleet management.

In parallel with global logistics trends, Boytrans Logistics integrates digitalization with sustainability goals. In this framework, regulations aimed at reducing the carbon footprint and preparations for the transition to alternative fuel technologies are supported by digital solutions; data analytics and digital tracking systems have started to be used for more effective planning of logistics networks. Digital transformation activities carried out in 2024 contribute to the company's long-term strategic goals while increasing its competitiveness. Thanks to digital solutions, effective use of resources is ensured, communication with stakeholders becomes faster and more reliable, and Boytrans Logistics' strong position in the sector is consolidated.

## 5.2.1 Digital Transformation



## 5.3 Product Responsibility and Customer Satisfaction



Boytrans Logistics adopts quality, safety, and customer satisfaction as priority values in all services it provides.

In 2024, no cases violating customer privacy occurred, and there was no data loss or leakage.

In this context, no complaints were received from external stakeholders or regulatory bodies.

Customer satisfaction management is carried out by reporting requests from customers at regular intervals and evaluating them in relevant meetings.

Necessary actions are taken in line with incoming requests, and processes are improved.

The 2024 customer satisfaction score was measured as 97.81%, which has been a concrete indicator of Boytrans' customer-oriented approach.

The security of customer data is managed by the Domestic Logistics and Information Technologies departments; it is audited within the framework of access, usage, and confidentiality principles. Thus, the protection of customer data is addressed as a corporate responsibility. Complaint mechanisms have been developed to effectively evaluate stakeholder feedback.

Processes for listening to complaints, determining solutions, and establishing fast and effective communication are operated; additionally, notifications via social media and intermediary platforms are also evaluated to strengthen customer relations.

Boytrans Logistics does not limit its customer-oriented approach solely to service quality; it also supports it with the suggestions and feedback of its employees.

The Improvement Suggestion Request System implemented in this context contributes to the development and implementation of ideas aimed at increasing service quality.

These works carried out in the fields of customer privacy, satisfaction management, and product responsibility in 2024 show that Boytrans Logistics positions customer satisfaction and trust as a fundamental element in its sustainable growth strategies.

## 5.4 Our Tax Approach

Boytrans Logistics conducts all its activities with the principles of transparency, accountability, and full compliance with legislation, and manages its tax approach in line with these fundamental values. Fulfilling tax obligations on time and in full is an integral part of the company's financial sustainability policies. This understanding is not only a legal responsibility but also a reflection of the awareness of contributing to public revenues and supporting social development.

In 2024, the company's financial performance gained strong momentum, directly contributing to its tax approach. Boytrans generated a revenue of 2.56 billion TL during the year. A revenue increase of 43.6% was recorded compared to the previous year. As a result of this financial growth, the company's tax obligations are met regularly.

Transparency, auditability, and full compliance with national legislation are essential in tax management processes. In this context, internal audit mechanisms are implemented in integration with ethical principles and human rights standards; compliance of all stakeholders, from employees to suppliers, is monitored. Additionally, feedback received from stakeholders through complaint and notification mechanisms is regularly evaluated, and continuous improvements are made in processes. Boytrans Logistics also attaches importance to tax compliance in its supply chain. Full compliance with legal obligations is expected from all business partners in purchasing

and contract processes; this compliance is checked through regular audits. This approach ensures that tax and legislative obligations are correctly fulfilled not only in internal processes but also throughout the entire value chain. For Boytrans, the tax approach consists of more than just fulfilling fiscal responsibilities. While contributing to the public with regular tax payments, the company also places supporting the local economy, creating employment, and encouraging sustainable development at the center of its strategic priorities.

The economic value created is transformed into social benefit at both regional and national levels; these contributions are viewed as part of the long-term growth vision.

Boytrans Logistics' tax approach is shaped by a consciousness of social responsibility beyond legal compliance.

The company utilizes its financial strength and sustainable growth strategies to contribute to public revenues, support the local economy, and strengthen social welfare.

In this framework, tax policy is positioned not only as a corporate obligation but also as a guarantee of trust-based relationships with stakeholders, transparency, and contribution to sustainable development.



## 5.5 Contribution to the Local Economy

### Our Contribution to the Local Economy in 2024

Throughout 2024, Boytrans Logistics' purchasing policy clearly demonstrated its strong commitment to local markets. All of the purchases exceeding 2 billion TL realized during the year were made from domestic suppliers, thus significantly contributing to supporting regional employment and increasing economic activity..

### Supplier Network

The entirety of the 4,394 suppliers in Boytrans' broad supplier portfolio consists of local businesses operating in Türkiye.

This structure is a concrete reflection of the strong ties established with the regional commercial ecosystem and long-term collaborations.

All these data reveal the continuity of our strategy to prioritize local sources in purchasing processes and the magnitude of the direct contribution we provide to the economic cycle, protection of employment, and regional development.

Boytrans Logistics will determinedly continue to support the local economy and strengthen regional development in line with its sustainable goals in the coming period.

Approximate value of payments to suppliers	Unit	2022	2023	2024
Domestic Purchasing Amount	TRY	1.092.131.759	1.531.257.791	2.148.126.967
Number of Domestic Suppliers	Count	3.976	5.450	4.394

### Logistics Contributions

With a daily domestic trip capacity of 400 trucks, Boytrans Logistics continues its operations in every region of Türkiye and has reached a prominent position on a regional scale thanks to the customers it serves. The rate of meeting transport requests on the day reaching 99% contributes directly to the continuity of local trade. Additionally, access to global markets is provided through international road, sea, rail, and air transport, supporting the national economy in export and import processes.

### Supplier Relations

The country's leading brands in logistics, fuel, and vehicle leasing business areas are present in Boytrans' supply chain.

Regardless of the size of the purchase, the company applies performance criteria across the entire supply chain and focuses on improving the chain.

With the Logistics Portal project initiated in 2024, order, invoice, and delivery processes started to be managed in a digital environment, thus increasing the operational efficiency of suppliers and strengthening regional collaborations.

### Contribution to the Energy Sector

The fuel station located in the Kayseri Organized Industrial Zone is among the leading stations in Türkiye in terms of liter sales volume.

This station plays an important role in meeting the energy needs of the regional economy.

Additionally, the long-standing cooperation with Opet contributes to the development of best practices in social, environmental, and governance areas.

Furthermore, the Land Solar Power Plant investment realized in the Harran district of Şanlıurfa province is one of the projects that stand out in Boytrans' contributions to the energy sector.

With this investment, not only has support been provided for renewable energy production; but local employment in the region has also been strengthened, and a contribution has been made to energy supply security.

Thus, the company integrates sustainable energy transformation with local development, increasing economic and environmental benefits simultaneously.

### Social Contribution

Contribution to the local economy is not limited to creating financial value.

Boytrans launched the Young Talent Program within the framework of collaborations with universities and ensured that male and female students took part in the company on a project basis during the summer term.

Additionally, four-month training programs are organized through the Boytrans Driver Academy to close the qualified workforce gap in the sector, and the participation of female drivers in the logistics sector is encouraged.



## OUR ENVIRONMENTAL PERFORMANCE

## 6.1 Our Environmental Management

Boytrans Logistics considers environmental sustainability as a fundamental element of its corporate governance approach. The company's environmental management approach is built on minimizing the environmental impacts of activities, ensuring efficient use of natural resources, and reducing potential negative effects on the ecosystem.

Environmental management processes have spread to all business units under the leadership of senior management. Environmental risks are evaluated regularly, and preventive and corrective action plans are implemented. In this context, energy efficiency, reduction of greenhouse gas emissions, waste control, and protection of water resources are among the main focus areas.

With the "Zero Waste Certificate" received in 2021, waste management is carried out within a systematic framework; wastes are classified according to their types and directed to authorized facilities. Thus, both the reintroduction of resources into the circular economy and the reduction of environmental impacts are ensured.



Boytrans Logistics acts with the understanding of continuously improving its environmental performance; it carries out works to expand carbon footprint measurement in the short term and to incorporate electric logistics vehicles into the fleet in the medium term.

This comprehensive environmental management approach reveals that Boytrans Logistics not only fulfills its legal obligations but also adopts the responsibility of leaving a more livable environment to future generations.

**You can access our Environmental Policy here.**



## 6.2 Our Energy Management

Boytrans Logistics addresses energy management as an integral part of its sustainability strategy and views increasing energy efficiency in all its operations as one of its fundamental priorities. Energy and emissions management activities are carried out in line with the KAIZEN philosophy to strengthen both operational efficiency and environmental responsibility.

### Renewable Energy

One of the most important steps in the company's energy management was the Land Solar Power Plant (SPP), which started in 2024. This project, with a production forecast of 411,465 kWh/year when commissioned, will have the capacity to meet 134% of Boytrans' electricity consumption, and surplus energy will be sold to the national grid to generate additional income. This investment is evaluated as a strategic turning point in the transition to renewable energy, as well as strengthening energy independence.

The SPP investment also provides multi-faceted contributions in terms of energy supply security, local employment, and reduction of environmental impacts. Thus, Boytrans not only meets its own operational needs but also offers direct support to sustainable energy production.

### Fuel Efficiency

Boytrans Logistics considers fuel efficiency as a critical area, particularly within the scope of energy management. In this context, a 10% decrease in fuel consumption per kilometer was achieved thanks to driver training, performance bonuses, and tractor unit investments.

The "Project for Reducing Fuel Consumption of Logistics Vehicles," implemented in 2024, has been one of the most concrete efforts realized by Boytrans within the scope of energy management.

Within the scope of the project, the liter consumption per kilometer of vehicles is monitored daily, comprehensive training programs are organized for drivers, and performance bonuses are commissioned to encourage low fuel consumption. Awareness is created to turn fuel saving into an indicator of expertise among drivers, and correct tractor unit investments aimed at rejuvenating the fleet are carried out.

The results of the project reveal significant gains from both environmental and economic perspectives. The fuel consumption value, which was 0.30 lt/km, was targeted to be reduced to 0.27 lt/km, and a fuel consumption value of 0.26 lt/km has been reached.

These results show that reducing fuel consumption directly contributes to lowering carbon emissions and controlling costs. These comprehensive approaches show that Boytrans positions energy management not only as a tool for operational efficiency and cost reduction but also as a

strategic element in combating climate change, achieving carbon-neutral goals, and renewable energy transformation.

The following table shows our total energy consumption and main energy sources for the last three years.

OUR ENERGY CONSUMPTION				
Total Energy Consumption	Unit	2022	2023	2024
Energy Consumption	TOE	2.484	2.284	2.764
<b>1. Non-Renewable Direct Energy</b>				
Gasoline	liter	10.551	11.253	17.226
Diesel	liter	2.851.489	2.610.482	3.173.668
Natural Gas	Sm <sup>3</sup>	43.683	47.824	45.691
<b>2. Renewable Direct Energy</b>				
Biomass (Wood chips, Wood, Pellet, etc.)	ton	0	0	0
<b>3. Non-Renewable Indirect Energy</b>				
Electricity	kWh	302.403	298.142	309.172
<b>4. Energy Procured from Renewable Energy Sources</b>				
SPP (Consumed)	kWh	0	0	0
<b>TOTAL ELECTRICITY CONSUMPTION</b>	<b>kWh</b>	<b>302.403</b>	<b>298.142</b>	<b>309.172</b>

## 6.3 Our Greenhouse Gas Management

Boytrans Logistics positions greenhouse gas management as a priority area in combating climate change. Since 2021, the company has been calculating its carbon emissions in accordance with the ISO 14064 standard and having them verified by accredited verification bodies. Due to the change in calculation methodology, the base year for greenhouse gas emissions has been accepted as 2023. Thus, the transparency and accuracy of emission data are guaranteed.

Results regarding realized emissions are shared in the table below.

Years/Categories	2023	2024
Category 1	8.141	9.869
Category 2	131	137
Category 3	479	345
Category 4	13.040	8.976
Category 5	27.318	26.798
Category 6	1.793	2.099
<b>Total</b>	<b>50.903</b>	<b>48.224</b>

Comprehensive studies are being carried out to achieve emission reduction targets. The Land Solar Power Plant (SPP) investment realized in 2024 contributes to reducing greenhouse gas emissions by supplying surplus production to the grid, beyond meeting electricity needs by increasing renewable energy capacity. In fleet management, EURO 6 engine vehicles are preferred to reduce emissions, AdBlue technology is actively used, and fuel saving is encouraged through regular driver training. Additionally, thanks to practices supported by performance bonuses, fuel consumption per kilometer is reduced, thereby lowering both costs and carbon emissions.

Boytrans Logistics regularly evaluates risks and opportunities related to climate change.

In this process, operational risks, supply chain risks, regulatory obligations, and market expectations are analyzed; while renewable energy use, development of green logistics solutions, and strengthening brand reputation stand out among opportunities.

As a result of these evaluations, strategies for reducing the carbon footprint are determined, and concrete action plans are created.

One of the projects implemented within the scope of greenhouse gas management was the "Project for Reducing Fuel Consumption of Logistics Vehicles". With the project, consumption values per kilometer were reduced, and the average fuel consumption, which was 0.30 lt/km, was lowered to 0.26 lt/km. This project contributes directly to the reduction of emissions.

Boytrans executes its greenhouse gas management strategies with an understanding of continuous improvement; it keeps comprehensive measurement of carbon emissions in the short term, the use of electric logistics vehicles in the medium term, and the carbon-neutral target in the long term on its agenda. Thus, the company continues to provide concrete and measurable contributions in the fight against climate change.



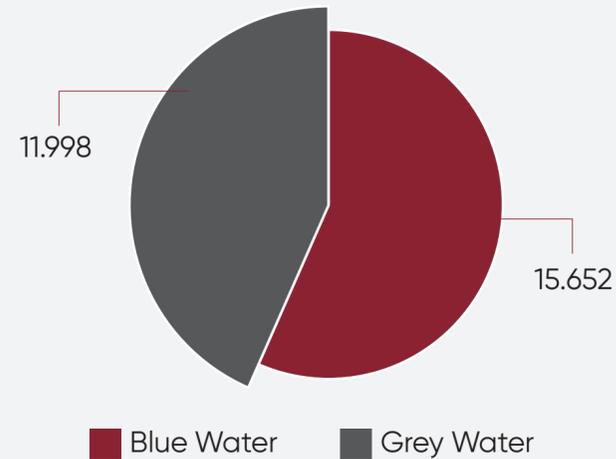
## 6.4 Water Efficiency and Wastewater Management

Boytrans Logistics considers efficient water use and wastewater management as part of its environmental management approach. The company's activities have limited water consumption compared to manufacturing enterprises. Therefore, improvements made within the scope of water management are generally shaped by individual user suggestions and operational controls.

As of 2024, the company started performing Water Footprint calculations in accordance with the ISO 14046 standard, and this data has been verified by accredited institutions. Thus, the measurement and reporting of water consumption are carried out within a systematic framework.

The table below shows the breakdown of water withdrawal by facility.

Years	2024 Withdrawn Water Volume (m <sup>3</sup> )	2024 Discharged Water Volume (m <sup>3</sup> )
Boytrans Logistics Facility	15.643	15.643



2024 Withdrawn Water Footprint		
Blue Water Footprint	15.652	(m <sup>3</sup> /year)
Grey Water Footprint	11.998	(m <sup>3</sup> /year)
<b>Total Water Footprint</b>	<b>27.650</b>	<b>(m<sup>3</sup>/year)</b>

Freshwater usage in operations is largely limited to vehicle washing processes. These processes are monitored with the correct equipment to prevent unnecessary consumption. There is no production process where water consumption is directly involved; therefore, the overall consumption amount remains at low levels. The "Truck Washing Planning" Project implemented in 2024 has been a significant step towards ensuring controlled and planned use of water.

Within the scope of the project, regular washing schedules were created, and the cleaning of tractor and trailer sections of the vehicles was ensured at planned intervals. Thus, unnecessary use of both water and detergent has been prevented. In the coming period, it is aimed to ensure optimum use of resources by carrying out washing processes periodically and in a controlled manner. Boytrans Logistics bases its water management approach not only on operational improvements but on the principle of continuous development in line with long-term goals.

Accordingly, processes are regularly monitored to manage water more effectively, prevent unnecessary consumption, and dispose of wastewater in accordance with environmental standards.



## 6.5 Circularity and Waste Management

### Waste Management Strategy

Boytrans Logistics aims to create a sustainable logistics ecosystem by integrating the principle of circularity into business processes, ensuring efficient use of resources, and reducing waste. With the Zero Waste Certificate issued by the Ministry of Environment, Urbanization and Climate Change in 2021, it has been documented that legal requirements in waste management are fulfilled and processes are managed within the framework of a corporate system.

Boytrans Logistics achieved significant success regarding tire efficiency in Türkiye in the years 2021-2022. This result not only created an operational cost advantage but also demonstrated a strong impact in terms of waste management and environmental sustainability. Extending the life of tires and using them with maximum efficiency directly contributes to reducing the amount of waste tires. Thus, both raw material and energy consumption decrease, and the environmental burden in recycling and disposal processes is alleviated. This success of Boytrans represents a strong example of the principle of preventing waste generation at the source.

TOTAL WASTE				
By Type	Unit	2022	2023	2024
Hazardous Wastes	Ton	1,96	3,42	2,38
Non-Hazardous Wastes	Ton	1,48	-	0,34
Total Waste	Ton	3,44	3,42	2,72
By Disposal Method	Unit	2022	2023	2024
Energy Recovery	Ton	-	-	-
Recovery	Ton	~3,44	~3,42	~2,72
Landfill	Ton	-	-	-
Incineration	Ton	-	-	-
Other Disposal Method	Ton	-	-	-
<b>Total Disposed Waste</b>	<b>Ton</b>	<b>~3,44</b>	<b>~3,42</b>	<b>~2,72</b>

\*Approximate values were entered as waste disposal amounts could not be clearly determined.

This approach is compatible with circular economy and resource efficiency goals; it concretely reveals the company's commitments to reducing waste, supporting recovery, and protecting natural resources within the scope of environmental management strategies.

Within the scope of waste management, hazardous and non-hazardous wastes are collected in separate areas, classified, and sent to licensed disposal facilities. These practices disseminate segregation at the source and ensure an increase in recycling rates.



## 6.5 Circularity and Waste Management

### Circularity Practices

The circular economy approach is supported by extending the life of materials used and reuse strategies.

The service life of materials is increased through the selection of long-lasting and durable equipment, and regular maintenance and repair activities.

Additionally, wastes are converted back into raw materials through recycling collaborations, thereby strengthening resource efficiency.

Protection of natural resources is supported by optimizing energy, water, and material consumption.

In this way, it becomes possible to reduce environmental impacts and contribute to the economic cycle.

### Implemented Projects

The "Establishment of Segregated Waste Depot" Project implemented in 2024 has been a significant step towards more effective management of waste at the source.

Thanks to the depot established behind the logistics fleet vehicle washing area, hazardous and non-hazardous wastes are collected without mixing.

Within the scope of the project, a grated floor system was installed for oil-releasing materials, and training was provided to employees involved in waste-generating processes.

The target of the project for the upcoming period is the sustainable operation of the existing system.

### General Approach

Boytrans Logistics views waste management not only within the framework of legal compliance but also as a strategic element for strengthening the economic cycle, recovering resources, and increasing sustainability awareness in the supply chain.

TOTAL WASTE					
By Type		Unit	2022	2023	2024
Hazardous Wastes	Liquid Waste (Fuel bottom residue)	Lt	130	700	80
	Contaminated Waste	Kg	0	40	350
	Waste Oil	Ton	1.83	2.68	1.95
	Waste Battery	Pcs	-	-	-
	Waste Filter	Ton	-	-	-
	Waste Battery (Small)	Pcs	-	-	-
Non-Hazardous Wastes	Waste Glass	Ton	-	-	-
	Waste Paper	Ton	-	-	-
	Domestic Waste	Ton	-	-	-
	Electronic Waste	Ton	-	-	-
	Waste Plastic	Ton	-	-	-
	Waste Metal	Ton	-	-	-
	Tire	Ton	1.48		0.34
<b>According to the Disposal Method</b>		<b>Unit</b>	<b>2022</b>	<b>2023</b>	<b>2024</b>
Recovery		Ton	~3.44	~3.42	~2.72



## OUR SOCIAL PERFORMANCE

# 7.1 Our Social Performance Management

Boytrans Logistics has structured its social performance management around protecting employee rights, equal opportunity, occupational health and safety, talent development, and strengthening stakeholder relations. The management system is operated in coordination with the Human Resources, Corporate Governance, Ethics & Compliance, Procurement, and OHS units, and performance results are monitored by senior management at regular intervals.

### Employee Rights and Benefits

While safeguarding the legal rights of all employees, Boytrans improves working conditions through social support. As of 2024, 193 employees benefited from healthcare services, and disability and incapacity insurance was provided to the same number of employees. In addition, 9 employees benefited from parental leave, and 9 employees became eligible for retirement. Although benefits such as life insurance, share ownership, and similar perks are not provided, the scope of social support is updated according to needs. This approach aims to enhance employee well-being and ensure sustainable employment.

Benefits – Report, by significant locations of operation, the benefits that are standard for the organization’s full-time employees but not provided to temporary or part-time employees.	Unit	2022	2023	2024
Life insurance	People	0	0	0
Healthcare services	People	151	156	193
Disability and incapacity insurance	People	151	156	193
Parental leave	People	8	8	9
Retirement eligibility	People	3	35	9
Share ownership	People	0	0	0

### Training and Development

Boytrans supports employees’ development through a continuous learning model. In 2024, a total of 6,417.5 hours of training were delivered. Of this total, 4,018.5 hours were vocational development, 83 hours were personal development, and 2,316 hours were Occupational Health and Safety (OHS) trainings. Trainings were planned for senior, mid-level, and operational employees, and

6,238.5 hours of training were provided to blue-collar employees. These results provided tangible contributions both to improving employee competencies and supporting a safe working environment.

All Trainings (By Type)	Unit	2022	2023	2024
Vocational Development	Hours	204	355	4.018,5
Personal Development	Hours	0	48	83
OHS	Hours	1.812	1872	2.316
Other (Leadership)	Hours	0	0	0
<b>Total Training Hours</b>	<b>Hours</b>	<b>2.016</b>	<b>2.275</b>	<b>6.417,5</b>

### Occupational Health and Safety

Boytrans OHS management approach is built on proactive risk analysis, regular trainings, and employee participation. Through the programs implemented in 2024, all employees received OHS awareness training, and occupational accident reporting processes were digitalized, enabling automated notifications to the Social Security Institution (SGK) system with daily checks. This practice ensures uninterrupted compliance with legal requirements and maintains a high level of employee safety.

### Social Performance Projects

The “Project to Reduce Fuel Consumption of Logistics Vehicles,” launched in 2024, created significant social benefits not only in terms of energy efficiency, but also in terms of employee development and motivation. Special training programs were organized for drivers, performance bonuses were implemented, and rest lounges were modernized. These practices make an important contribution both to improved efficiency and to better working conditions for employees.

### Community Contribution and Diversity

To increase social benefit, Boytrans Logistics aims to bring young talent into the sector, encourage women’s participation in the workforce, and create an inclusive working environment. The employee experience is continuously improved through suggestion systems and feedback mechanisms, and transparent communication policies ensure active participation of all stakeholders in the process.

## 7.2 Talent Management and Career Development

Boytrans Logistics regards human capital as its most important asset and considers employee development to be one of the core elements of its corporate sustainability strategy. The Human Resources policy is based on individual development planning, alignment with corporate culture, and cultivating a qualified workforce..

**You can access our Human Resources Policy here.**

### **Career Management and Mobility**

Within the Company, the career path refers to opportunities for employees to progress in title within certain periods by developing their knowledge, skills, and competencies. Career mobility covers horizontal or vertical position changes within the organization. Through the promotion procedure, open positions are primarily intended to be filled by existing employees, thereby ensuring that employees' knowledge and experience are retained within the organization.

### **Development Programs**

Boytrans implements development programs aimed at building predefined competencies in order to prepare employees for higher titles and responsibilities. Through these programs, employees prepare to advance in their careers while also supporting the organization's long-term human capital planning. Participants are prioritized for potential needs that may arise in relevant positions, and corporate support is provided for their personal development.



## 7.2 Talent Management and Career Development

### Training Investments

In 2024, a total of 6,417.5 hours of training were delivered to improve employees' competencies. Of these trainings, 4,018.5 hours were delivered under vocational development, 83 hours under personal development, and 2,316 hours under occupational health and safety. In terms of distribution, 6,238.5 hours of training were provided to blue-collar employees and 179 hours to white-collar employees. 744 hours of training were provided to female employees and 5,673.5 hours to male employees.

16 hours of training were planned for senior executives and 10 hours for mid-level managers; 6,391.5 hours of training were delivered for other employees. These results indicate that training activities were conducted in an inclusive manner, supporting all employee groups.

### Young Talent and Driver Academy Programs

To strengthen qualified human capital in the sector, Boytrans runs the Young Talent Program, offering university students the opportunity to gain project-based experience. In addition, the Driver Academy Program is implemented to meet the need for qualified drivers in the logistics sector and to bring new workforce into the sector.

The program consists of comprehensive four-month theoretical and practical trainings and covers topics such as traffic rules, advanced driving techniques, occupational health and safety, environmental awareness, and a customer-oriented service approach. As of 2024, 4 women and 24 men drivers graduated from the program. One of the most notable aspects of the program is encouraging women drivers' participation in the sector through positive discrimination.

In this way, both employment diversity was strengthened and women's representation in the logistics sector was increased.

TRAINING INVESTMENTS (All Trainings)				
By Employee Category	Unit	2022	2023	2024
Senior Executives	Person-hours	0,00	1,50	16,00
Senior Executives	Person	0,00	2,00	2,00
Mid-level Managers	Person-hours	0,00	31,00	10,00
Mid-level Managers	Person	0,00	3,00	3,00
Other Employees	Person-hours	228,00	563,00	6.391,50
Other Employees	Person	46,00	73,00	109,00
<b>TOTAL</b>		<b>228,00</b>	<b>595,50</b>	<b>6.417,50</b>
By Employment Type	Unit	2022	2023	2024
Blue-colla	Person-hours	222,00	285,00	6.238,50
Blue-colla	Person	45,00	47,00	83,00
White-collar	Person-hours	6,00	310,50	179,00
White-collar	Person	1,00	31,00	31,00
Subcontractor Employees	Person-hours	0,00	0,00	0,00
Subcontractor Employees	Person	0,00	0,00	0,00
<b>TOTAL</b>		<b>228,00</b>	<b>595,50</b>	<b>6.417,50</b>
By Gender	Unit	2022	2023	2024
Men	Person-hours	228,00	499,00	5.673,50
Men	Person	46,00	67,00	101,00
Women	Person-hours	0,00	96,50	744,00
Women	Person	0,00	11,00	13,00
<b>TOTAL</b>		<b>228,00</b>	<b>595,50</b>	<b>6.417,50</b>

## 7.3 Diversity, Equity and Inclusion

Boytrans Logistics places diversity and equality at the center of its human resources strategy and provides an inclusive working environment in which all employees are assessed within the framework of equal opportunity. The Company does not tolerate discrimination in recruitment, promotion, training, remuneration, or social benefits processes, and bases its decision-making mechanisms on the principles of merit, competence, and performance.

WORKFORCE				
By Management Category	Unit	2022	2023	2024
Senior Management	Women	0	0	0
	Rate	0	0	0
	Men	0	1	1
	Rate	0	1%	1%
Mid-level	Women	0	0	0
	Rate	0	0	0
	Men	1	3	2
	Rate	1%	2%	1%
Other	Women	8	13	17
	Rate	5%	8%	9%
	Men	142	139	173
	Rate	94%	89%	90%
<b>TOTAL</b>		<b>151</b>	<b>156</b>	<b>193</b>

### Women's Employment and Equal Opportunity

In 2024, Boytrans strengthened its policies to increase women's employment through significant steps. While women constitute 9% of the total workforce, the women's employment rate rose to 9% in 2024, up from 5% in 2022 and 8% in 2023. In the same period, the number of female employees increased from 8 to 17. By employment distribution, 9 female employees work in white-collar positions and 8 female employees work in blue-collar positions. Supporting women's employment has not been limited to existing employees; women drivers' representation in the logistics sector has been increased through the Driver Academy Program. In this context, women driver

candidates without a driver's license received four months of theoretical and practical training, and 4 women drivers graduated and were brought into active employment.

Through this practice, Boytrans contributed to gender equality by encouraging women's participation in sectoral roles.

WORKFORCE				
By Employment Type	Unit	2022	2023	2024
White-collar – Women	People	6	9	9
White-collar – Men	People	21	26	24
Blue-collar – Women	People	2	4	8
Blue-collar – Men	People	122	117	152
<b>TOTAL</b>		<b>151</b>	<b>156</b>	<b>193</b>
By Contract Type	Unit	2022	2023	2024
Indefinite-term – Women	People	8	13	17
Indefinite-term – Men	People	143	143	176
Fixed-term – Women	People	0	0	0
Fixed-term – Men	People	0	0	0
<b>TOTAL</b>		<b>151</b>	<b>156</b>	<b>193</b>
By Gender	Unit	2022	2023	2024
Men	People	143	143	176
	Rate	95%	92%	91%
Women	People	8	13	17
	Rate	5%	8%	9%
<b>TOTAL</b>		<b>151</b>	<b>156</b>	<b>193</b>

## 7.3 Diversity, Equity and Inclusion

By Age	Unit	2022	2023	2024
Ages 18–30	Women	3	5	5
	Rate	2%	3%	3%
	Men	17	31	39
	Rate	11%	20%	20%
Ages 31–40	Women	3	6	8
	Rate	2%	4%	4%
	Men	55	48	62
	Rate	36%	31%	32%
Ages 41 - 50	Women	2	2	4
	Rate	1%	1%	2%
	Men	61	54	60
	Rate	40%	35%	31%
Ages 51 - 60	Women	0	0	0
	Rate	0	0	0
	Men	10	10	15
	Rate	7%	6%	8%
Over 60	Women	0	0	0
	Rate	0	0	0
	Men	0	0	0
	Rate	0	0	0
<b>TOTAL</b>		<b>151</b>	<b>156</b>	<b>193</b>
Working Hours	Unit	2022	2023	2024
Part-time	Women	0	0	0
	Men	0	0	0
Full-time	Women	8	13	17
	Men	143	143	176

### Human Rights and Ethical Compliance

All of the Company's activities are carried out within the scope of the Human Rights and Ethical Principles Policy. This policy includes clear standards on preventing discrimination, equal opportunity, prohibition of forced labor and child labor, protection of union rights, and occupational health and safety. All employees participate in Human Rights and Ethical Compliance Training held at least once a year, with a participation rate of 100%. In addition, this training is mandatory for all newly hired personnel.

### Inclusive Working Environment

Boytrans Logistics implements practices that support diversity in recruitment and career development processes in order to strengthen inclusion. Through the Young Talent Program conducted within the framework of partnerships with universities, equal opportunities were offered to young female and male candidates, enabling female and male students to prepare for professional life through project-based assignments. This practice contributed to increasing workforce diversity and promoting awareness of equal opportunity.

### Rights Violation Reporting Mechanism

Employees, suppliers, and other stakeholders can report potential rights violations or discrimination anonymously or directly to the Human Resources Department. All reports are received and assessed securely via the Confidential Whistleblowing Form in force within the Company and the Ethics Hotline Reporting Channel accessible through the website. In line with the non-retaliation principle, no adverse action is taken against employees for any report made in good faith.

### The Role of Diversity in Sustainability

Boytrans Logistics embraces the understanding that achieving social development and sustainability goals depends on a working environment where different perspectives, experiences, and talents can coexist. In this context, the principles of diversity, equality, and inclusion have been integrated into all operational decision-making processes as well as human capital policies.

By Employment Type	Unit	2022	2023	2024
Foreign	Women	0	0	0
	Rate	0	0	0
	Men	0	0	0
	Rate	0	0	0
Persons with disabilities	Women	0	0	0
	Rate	0	0	0
	Men	4	4	5
	Rate	3%	3%	3%

## 7.4 Occupational Health and Safety

Boytrans Logistics considers the health and safety of its employees to be an integral part of its sustainable way of doing business. The Company's occupational health and safety (OHS) policy focuses on identifying risks in advance, ensuring a safe working environment, responding effectively to emergencies, and increasing employee awareness.

### OHS Management System and Standards

The Company fully complies with TS ISO standards and applicable legislation in its activities. OHS Certification, TSE standards, and ISO 9001 quality management systems are implemented within Boytrans. OHS performance is monitored regularly under the coordination of the Human Resources Department, and improvement efforts are reported to senior management.

### Trainings and Awareness Activities

OHS trainings are conducted systematically to increase employees' knowledge and awareness levels. In 2024, a total of 2,316 person-hours of training were delivered, corresponding to 12 hours per employee. Training content covers basic OHS, occupational health, first aid, fire safety, and emergency response.

OHS TRAININGS (Participants)			
	2022	2023	2024
Number of Company Employees	151	156	193
Number of Subcontractor Employees	0	0	0
<b>Total Number of Participants</b>	<b>151</b>	<b>156</b>	<b>193</b>

OHS TRAININGS			
Company Information	2022	2023	2024
Company Employees (Person-hours)	1812	1872	2316
Subcontractor Employees (Person-hours)	0	0	0
<b>Total OHS Trainings (Person-hours)</b>	<b>1812</b>	<b>1872</b>	<b>2316</b>



The Company has 5 OHS committees. As of 2024, these committees have 10 members, 2 of whom are employee representatives. Through regular meetings, the committees review on-site practices, determine necessary measures, and monitor the implementation of decisions taken.

	2022	2023	2024
Number of Established OHS Committees	5	5	5
Total Members in Established OHS Committees	10	9	10
Number of Employee Representatives in Established OHS Committees	2	1	2

## 7.4 Occupational Health and Safety

### OHS Performance and Accident Rates

Boytrans monitors its performance with measurable indicators to prevent occupational accidents and strengthen a safe working culture. According to 2024 data, 20 lost-time workplace accidents occurred and 23 lost days were recorded.

In 2024, the Company's Accident Frequency Rate (KSO) was 55.64 and the Accident Severity Rate (KAO) was 92.83. Near-miss incident reports are recorded and analyzed systematically, and action plans are implemented to prevent recurrence of similar situations. No fatalities or occupational disease cases were recorded in 2024.

OCCUPATIONAL HEALTH AND SAFETY					
Occupational Accidents	Group	Unit	2022	2023	2024
Near Miss	Company	No./Year	0	0	0
	Subcontracto	No./Year	0	0	0
Number of Lost-time Accidents	Company	No./Year	11	12	20
	Subcontracto	No./Year	0	0	0
Lost Days	Company	No./Year	11	34	23
	Subcontracto	No./Year	0	0	0
Number of Non-lost-time Accidents	Company	No./Year	11	12	20
	Subcontracto	No./Year	0	0	0
AFR – Accident Frequency Rate (Lost Time Injury Rate, LTIR) (Number of accidents × 1,000,000) / Total working hours	Company	Rate	26,90	28,49	55,64
	Subcontracto	Rate	0,00	0,00	0,00
Fatalities	Company	No./Year	0	0	0
	Subcontracto	No./Year	0	0	0
ASR – Accident Severity Rate; Subcontractor	Company	Rate	85,54	144,23	92,83
	Subcontracto	Rate	0,00	0,00	0,00
Occupational disease rate (ODR) Number of occupational diseases × 1,000,000 / Total working hours	Company	Oran	0,00	0,00	0,00
	Subcontracto	Oran	0,00	0,00	0,00

### 2024 OHS Field Audit Project

The "Occupational Health and Safety Field Audit Project," implemented in 2024, was launched to develop a sustainable safety culture. The project includes field audits conducted by five-person commissions consisting of blue-collar employees under the leadership of an OHS specialist. The audits carried out across all processes aimed to increase safety awareness, identify potential risks in advance, and ensure safe working conditions through the provision of equipment. Within the scope of the project, field audits are conducted monthly, observations are reported, and shared with relevant units. As a result of the audits, tangible gains were achieved in reducing preventable workplace accidents and increasing employee participation.

### Continuous Improvement

Boytrans Logistics manages OHS not only as a legal requirement, but also as an indicator of corporate responsibility. In line with its zero-accident target, the Company will continue systematic measurement, training, and audit practices, and will sustain a work culture centered on employee safety through continuous improvement.

Boytrans Logistics considers employee satisfaction to be one of the core elements of its sustainable growth strategy and implements systematic practices to support employees' motivation, engagement, and development. The Human Resources unit plans all processes aimed at strengthening the employee experience and regularly reports performance results to senior management.

**Employment and Turnover Rates**

As of 2024, a total of 193 employees work at Boytrans. During the year, 68 new employees were hired and 31 employees left the Company. Of the new hires, 3% were white-collar and 97% were blue-collar employees. By gender distribution, 90% of hires in 2024 were men and 10% were women. The decrease in employee turnover demonstrates the Company's success in maintaining workforce continuity.

**Employee Rights and Social Support**

Boytrans conducts all activities in compliance with national legislation in order to safeguard employee rights. As of 2024, 65% of the Company's employees are covered by a collective bargaining agreement (CBA). This practice includes assurances related to fair remuneration, working hours, benefits, and social rights.



**7.5 Employee Satisfaction**

WORKFORCE				
Employment and Turnover (Türkiye)	Unit	2022	2023	2024
New hires	People	34	52	68
White-collar	People	1	6	2
Blue-collar	People	33	46	66
Departures – Total	People	44	53	31
White-collar	People	7	4	4
Blue-collar	People	37	49	27
<b>TOTAL</b>		<b>151</b>	<b>156</b>	<b>193</b>
By gender	Unit	2022	2023	2024
Men – Hired	People	34	48	61
	Rate	100%	92%	90%
Men – Left	People	41	53	28
	Rate	93%	100%	90%
Women – Hired	People	0	4	7
	Rate	0%	8%	10%
Women – Left	People	3	0	3
	Rate	7%	0%	10%
<b>TOTAL</b>		<b>151</b>	<b>156</b>	<b>193</b>

Contracts	Unit	2022	2023	2024
Percentage of employees covered by a collective bargaining agreement (CBA)	Rate	63,6%	59%	65%

## 7.5 Employee Satisfaction

Female and male employees benefit equally from social protections such as parental leave, health insurance, disability insurance, and pension rights. In 2024, 8 male and 1 female employees took parental leave; all of these employees returned to work after their leave.

Employees Using Parental Leave	Total	2022		2023		2024	
		Kadın	Erkek	Kadın	Erkek	Kadın	Erkek
Employees eligible for parental leave	Number	0	8	1	7	1	8
Employees Using Parental Leave	Number	0	8	1	7	1	8
Employees who returned to work after parental leave	Number	0	8	1	7	1	8
Employees who returned after parental leave and then worked at least 12 more months	Number	0	6	1	4	1	8

WOMEN				
Employees Using Parental Leave	Total	2022	2023	2024
Employees Using Parental Leave	Number	0	1	1
Employees who returned to work after parental leave	Number	0	1	1
Employees who returned to work after parental leave	Number	0	1	1
Employees who returned after parental leave and then worked at least 12 more months	Number	0	1	1

MEN				
Employees Using Parental Leave	Total	2022	2023	2024
Employees eligible for parental leave	Number	8	7	8
Employees Using Parental Leave	Number	8	7	8
Employees who returned to work after parental leave	Number	8	7	8
Employees who returned after parental leave and then worked at least 12 more months	Number	6	4	8

### Participation, Suggestion, and Grievance Mechanisms

Employee feedback is considered an important tool for monitoring satisfaction and conducting improvement processes. The Improvement Suggestion and Request System implemented within the Company encourages employees' active participation in processes. This system enables employees to submit their suggestions, requests, and complaints directly or in writing. All submissions are recorded and evaluated by the Human Resources Department, and outcomes are communicated to the relevant individuals.

### Training, Development, and a Culture of Engagement

Boytrans conducts regular training and awareness programs to strengthen employee engagement. Training activities are planned with a focus on personal and professional development, supporting employees' continuous learning habits. In addition, mentoring practices carried out by managers and the Human Resources unit accelerate new employees' adaptation to the organization.

### Practices Supporting Employee Satisfaction

The Company organized various social activities throughout the year to increase employee satisfaction. Birthday celebrations, holiday events, breakfast gatherings, service anniversary plaques, Passolig support for Kayserispor matches, and social events for employees' children were among the practices that strengthened internal solidarity and a sense of belonging. Boytrans Logistics conducts internal assessments and feedback surveys to measure employee satisfaction, and carries out continuous improvement activities in motivation, training, and occupational safety based on the results.

## 7.6 Community Social Responsibility

Boytrans Logistics considers its approach to social responsibility to be one of the core elements of its corporate sustainability vision. The Company aims to contribute to economic, social, and cultural development in the regions where it operates, and carries out concrete practices in areas such as youth employment, women's participation in the workforce, and supporting local development.

### Young Talent Program in Cooperation with Universities

In 2024, Boytrans launched the "Young Talent Program" within the framework of its cooperation with universities. The aim of the program is to support university students' preparation for professional life and to bring qualified talent into the sector. Within the program, which ran for 2.5 months, young participants were offered project-based working opportunities, and the "Design of Road Forwarding Operational Processes" project was developed. A mentor was assigned to each participant, and their development processes were carried out under the coordination of Human Resources. At the end of the program, the students gained professional development opportunities by experiencing sector dynamics. Boytrans aims to turn this practice into a community contribution project that will be repeated every year.

### Boytrans Driver Academy

Launched in 2024, the "Boytrans Driver Academy" aims to address the shortage of qualified drivers in the logistics sector and support gender equality. The program consists of four months of theoretical and practical training and is repeated periodically throughout the year. The trainings cover topics such as advanced driving techniques, safe transportation, occupational health and safety, traffic awareness, and customer relations. Within the program, special training opportunities were provided for women driver candidates who do not have a driver's license, and women's participation in the logistics sector was encouraged. In 2024, 4 women and 24 men drivers graduated from the program. Through this practice, Boytrans increased women's access to professional opportunities and made a tangible contribution to diversity goals in the sector.

### Training, Internship, and Local Contribution Practices

Boytrans offers internship opportunities for high school and university students to contribute to young people's professional development. Equal conditions are provided to all interns without discrimination between female and male students. During internship periods, students are expected to improve in work discipline, teamwork, and operational skills. The Company also supports local employment in the regions where it operates and leads projects that strengthen social solidarity. The employment of female fuel sales attendants and encouraging young people's participation in working life are among the prominent practices in this scope.

### Sustainable Development Approach

Boytrans addresses sustainable development not only through economic growth, but also through its social and environmental dimensions. The Human Resources Department, acting in coordination with senior management, ensures the continuity of projects that create social benefit. In this context, activities are carried out to increase employee engagement, strengthen equal opportunity, and develop an ethical work culture. In line with its long-term sustainability goals, the Company considers the development of human resources to be the strongest component of social development.

### Stakeholder Engagement and Feedback Mechanisms

Boytrans Logistics attaches importance to stakeholder engagement in its community contribution efforts and ensures continuous improvement through feedback mechanisms. Through the Improvement Suggestion and Request System, employees, suppliers, and other stakeholders can contribute directly to processes.





## ANNEXES

## 8.1 Environmental Performance Indicators

### Our Energy Management

OUR ENERGY CONSUMPTION				
Total Energy Consumption	Unit	2022	2023	2024
Energy Consumption	TOE	2.484	2.284	2.764
<b>1. Non-Renewable Direct Energy</b>				
Gasoline	liter	10.551	11.253	17.226
Diesel	liter	2.851.489	2.610.482	3.173.668
Natural Gas	Sm <sup>3</sup>	43.683	47.824	45.691
<b>2. Renewable Direct Energy</b>				
Biomass (Wood chips, Wood, Pellet, etc.)	ton	0	0	0
<b>3. Non-Renewable Indirect Energy</b>				
Electricity	kWh	302.403	298.142	309.172
<b>4. Energy Procured from Renewable Energy Sources</b>				
SPP (Consumed)	kWh	0	0	0
<b>TOTAL ELECTRICITY CONSUMPTION</b>	<b>kWh</b>	<b>302.403</b>	<b>298.142</b>	<b>309.172</b>

### Water Efficiency and Wastewater Management

Years	2024 Withdrawn Water Volume (m <sup>3</sup> )	2024 Discharged Water Volume (m <sup>3</sup> )
Boytrans Logistics Facility	15.643	15.643

2024 Withdrawn Water Footprint		
<b>Blue Water Footprint</b>	15.652	(m <sup>3</sup> /yil)
<b>Grey Water Footprint</b>	11.998	(m <sup>3</sup> /yil)
<b>Total Water Footprint</b>	27.650	(m <sup>3</sup> /yil)

## 8.1 Environmental Performance Indicators

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### Circularity and Waste Management

TOTAL WASTE				
By Type	Unit	2022	2023	2024
Hazardous Wastes	Ton	1,96	3,42	2,38
Non-Hazardous Wastes	Ton	1,48	-	0,34
Total Waste	Ton	3,44	3,42	2,72
By Disposal Method	Unit	2022	2023	2024
Energy Recovery	Ton	-	-	-
Recovery	Ton	~3,44	~3,42	~2,72
Landfill	Ton	-	-	-
Incineration	Ton	-	-	-
Other Disposal Method	Ton	-	-	-
<b>Total Disposed Waste</b>	<b>Ton</b>	<b>~3,44</b>	<b>~3,42</b>	<b>~2,72</b>

### Our Greenhouse Gas Management

Years/Categories	2023	2024
Category 1	8.141	9.869
Category 2	131	137
Category 3	479	345
Category 4	13.040	8.976
Category 5	27.318	26.798
Category 6	1.793	2.099
<b>Total</b>	<b>50.903</b>	<b>48.224</b>

TOTAL WASTE					
By Type		Unit	2022	2023	2024
Hazardous Wastes	Liquid Waste (Fuel bottom residue)	Lt	130	700	80
	Contaminated Waste	Kg	0	40	350
	Waste Oil	Ton	1.83	2.68	1.95
	Waste Battery	Pcs	-	-	-
	Waste Filter	Ton	-	-	-
	Waste Battery (Small)	Pcs	-	-	-
Non-Hazardous Wastes	Waste Glass	Ton	-	-	-
	Waste Paper	Ton	-	-	-
	Domestic Waste	Ton	-	-	-
	Electronic Waste	Ton	-	-	-
	Waste Plastic	Ton	-	-	-
	Waste Metal	Ton	-	-	-
	Tire	Ton	1.48	-	0.34
According to the Disposal Method		Unit	2022	2023	2024
Recovery		Ton	~3.44	~3.42	~2.72

## 8.2 Social Performance Indicators

### Our Social Performance Management

Benefits – Report, by significant locations of operation, the benefits that are standard for the organization’s full-time employees but not provided to temporary or part-time employees.	Unit	2022	2023	2024
Life insurance	People	0	0	0
Healthcare services	People	151	156	193
Disability and incapacity insurance	People	151	156	193
Parental leave	People	8	8	9
Retirement eligibility	People	3	35	9
Share ownership	People	0	0	0

All Trainings (By Type)	Unit	2022	2023	2024
Vocational Development	Hours	204	355	4.018,5
Personal Development	Hours	0	48	83
OHS	Hours	1.812	1872	2.316
Other (Leadership)	Hours	0	0	0
<b>Total Training Hours</b>	<b>Saat</b>	<b>2.016</b>	<b>2.275</b>	<b>6.417,5</b>

By Employment Type	Unit	2022	2023	2024
Foreign	Women	0	0	0
	Rate	0	0	0
	Men	0	0	0
	Rate	0	0	0
Persons with disabilities	Women	0	0	0
	Rate	0	0	0
	Men	4	4	5
	Rate	3%	3%	3%

### Talent Management and Career Development

TRAINING INVESTMENTS (All Trainings)				
By Employee Category	Unit	2022	2023	2024
Senior Executives	Person-hours	0,00	1,50	16,00
Senior Executives	Person	0,00	2,00	2,00
Mid-level Managers	Person-hours	0,00	31,00	10,00
Mid-level Managers	Person	0,00	3,00	3,00
Other Employees	Person-hours	228,00	563,00	6.391,50
Other Employees	Person	46,00	73,00	109,00
<b>TOTAL</b>		<b>228,00</b>	<b>595,50</b>	<b>6.417,50</b>
By Employment Type	Unit	2022	2023	2024
Blue-colla	Person-hours	222,00	285,00	6.238,50
Blue-colla	Person	45,00	47,00	83,00
White-collar	Person-hours	6,00	310,50	179,00
White-collar	Person	1,00	31,00	31,00
Subcontractor Employees	Person-hours	0,00	0,00	0,00
Subcontractor Employees	Person	0,00	0,00	0,00
<b>TOTAL</b>		<b>228,00</b>	<b>595,50</b>	<b>6.417,50</b>
By Gender	Unit	2022	2023	2024
Men	Person-hours	228,00	499,00	5.673,50
Men	Person	46,00	67,00	101,00
Women	Person-hours	0,00	96,50	744,00
Women	Person	0,00	11,00	13,00
<b>TOTAL</b>		<b>228,00</b>	<b>595,50</b>	<b>6.417,50</b>

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**Diversity, Equity, and Inclusion**

WORKFORCE				
By Management Category	Unit	2022	2023	2024
Senior Management	Women	0	0	0
	Rate	0	0	0
	Men	0	1	1
	Rate	0	1%	1%
Mid-level	Women	0	0	0
	Rate	0	0	0
	Men	1	3	2
	Rate	1%	2%	1%
Other	Women	8	13	17
	Rate	5%	8%	9%
	Men	142	139	173
	Rate	94%	89%	90%
<b>TOTAL</b>		<b>151</b>	<b>156</b>	<b>193</b>

WORKFORCE				
By Employment Type	Unit	2022	2023	2024
White-collar – Women	People	6	9	9
White-collar – Men	People	21	26	24
Blue-collar – Women	People	2	4	8
Blue-collar – Men	People	122	117	152
<b>TOTAL</b>		<b>151</b>	<b>156</b>	<b>193</b>
By Contract Type	Unit	2022	2023	2024
Indefinite-term – Women	People	8	13	17
Indefinite-term – Men	People	143	143	176
Fixed-term – Women	People	0	0	0
Fixed-term – Men	People	0	0	0
<b>TOTAL</b>		<b>151</b>	<b>156</b>	<b>193</b>
By Gender	Unit	2022	2023	2024
Men	People	143	143	176
	Rate	95%	92%	91%
Women	People	8	13	17
	Rate	5%	8%	9%
<b>TOTAL</b>		<b>151</b>	<b>156</b>	<b>193</b>

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## 8.2 Social Performance Indicators

By Age	Unit	2022	2023	2024
Ages 18–30	Women	3	5	5
	Rate	2%	3%	3%
	Men	17	31	39
	Rate	11%	20%	20%
Ages 31–40	Women	3	6	8
	Rate	2%	4%	4%
	Men	55	48	62
	Rate	36%	31%	32%
Ages 41 - 50	Women	2	2	4
	Rate	1%	1%	2%
	Men	61	54	60
	Rate	40%	35%	31%
Ages 51 - 60	Women	0	0	0
	Rate	0	0	0
	Men	10	10	15
	Rate	7%	6%	8%
Over 60	Women	0	0	0
	Rate	0	0	0
	Men	0	0	0
	Rate	0	0	0
<b>TOTAL</b>		<b>151</b>	<b>156</b>	<b>193</b>

### Occupational Health and Safety

OHS TRAININGS (Participants)			
	2022	2023	2024
Number of Company Employees	151	156	193
Number of Subcontractor Employees	0	0	0
<b>Total Number of Participants</b>	<b>151</b>	<b>156</b>	<b>193</b>

OHS TRAININGS			
Company Information	2022	2023	2024
Company Employees (Person-hours)	1812	1872	2316
Subcontractor Employees (Person-hours)	0	0	0
<b>Total OHS Trainings (Person-hours)</b>	<b>1812</b>	<b>1872</b>	<b>2316</b>

	2022	2023	2024
Number of Established OHS Committees	5	5	5
Total Members in Established OHS Committees	10	9	10
Number of Employee Representatives in Established OHS Committees	2	1	2

## 8.2 Social Performance Indicators

OCCUPATIONAL HEALTH AND SAFETY					
Occupational Accidents	Group	Unit	2022	2023	2024
Near Miss	Company	No./Year	0	0	0
	Subcontracto	No./Year	0	0	0
Number of Lost-time Accidents	Company	No./Year	11	12	20
	Subcontracto	No./Year	0	0	0
Lost Days	Company	No./Year	11	34	23
	Subcontracto	No./Year	0	0	0
Number of Non-lost-time Accidents	Company	No./Year	11	12	20
	Subcontracto	No./Year	0	0	0
AFR – Accident Frequency Rate (Lost Time Injury Rate, LTIR) (Number of accidents × 1,000,000) / Total working hours	Company	Rate	26,90	28,49	55,64
	Subcontracto	Rate	0,00	0,00	0,00
Fatalities	Company	No./Year	0	0	0
	Subcontracto	No./Year	0	0	0
ASR – Accident Severity Rate; Subcontractor	Company	Rate	85,54	144,23	92,83
	Subcontracto	Rate	0,00	0,00	0,00
Occupational disease rate (ODR) Number of occupational diseases × 1,000,000 / Total working hours	Company	Oran	0,00	0,00	0,00
	Subcontracto	Oran	0,00	0,00	0,00

Employee Satisfaction				
Contracts	Unit	2022	2023	2024
Percentage of employees covered by a collective bargaining agreement (CBA)	Rate	63,6%	59%	65%

WORKFORCE				
Employment and Turnover (Türkiye)	Unit	2022	2023	2024
New hires	People	34	52	68
White-collar	People	1	6	2
Blue-collar	People	33	46	66
Departures – Total	People	44	53	31
White-collar	People	7	4	4
Blue-collar	People	37	49	27
<b>TOTAL</b>		<b>151</b>	<b>156</b>	<b>193</b>
By gender	Unit	2022	2023	2024
Men – Hired	People	34	48	61
	Rate	100%	92%	90%
Men – Left	People	41	53	28
	Rate	93%	100%	90%
Women – Hired	People	0	4	7
	Rate	0%	8%	10%
Women – Left	People	3	0	3
	Rate	7%	0%	10%
<b>TOTAL</b>		<b>151</b>	<b>156</b>	<b>193</b>

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### Employee Satisfaction

Employees Using Parental Leave	Total	2022		2023		2024	
		Kadın	Erkek	Kadın	Erkek	Kadın	Erkek
Employees eligible for parental leave	Number	0	8	1	7	1	8
Employees Using Parental Leave	Number	0	8	1	7	1	8
Employees who returned to work after parental leave	Number	0	8	1	7	1	8
Employees who returned after parental leave and then worked at least 12 more months	Number	0	6	1	4	1	8

### WOMEN

Employees Using Parental Leave	Total	2022	2023	2024
Employees Using Parental Leave	Number	0	1	1
Employees who returned to work after parental leave	Number	0	1	1
Employees who returned to work after parental leave	Number	0	1	1
Employees who returned after parental leave and then worked at least 12 more months	Number	0	1	1

### MEN

Employees Using Parental Leave	Total	2022	2023	2024
Employees eligible for parental leave	Number	8	7	8
Employees Using Parental Leave	Number	8	7	8
Employees who returned to work after parental leave	Number	8	7	8
Employees who returned after parental leave and then worked at least 12 more months	Number	6	4	8

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### Economic Performance

ECONOMIC VALUE GENERATED		
Years	Overseas (TRY)	Domestic (TRY)
2022	0.86 Billion	0.34 Billion
2023	1.36 Billion	0.43 Billion
2024	1.97 Billion	0.59 Billion

### Contribution to the Local Economy

Approximate value of payments to suppliers	Unit	2022	2023	2024
Domestic Purchasing Amount	TRY	1.092.131.759	1.531.257.791	2.148.126.967
Number of Domestic Suppliers	Count	3.976	5.450	4.394

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Statement of use			Boytrans has prepared its report covering the period 1 January 2024–31 December 2024 with reference to the GRI 1: Foundation 2021 Standard.		
GRI 1 use			GRI 1: Foundation 2021		
GRI No	GRI Topic - Version	Sub-top-ic No	Sub-topic Name	Headings	Page No.
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	About the Report	2-3	Reporting period, frequency, and contact point	About the Report	4
	Supply Chain Management	2-6	Activities, value chain, and other business relationships	Sustainable Supply Chain Management	24
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	Diversity, Equity and Inclusion	2-8	Workers who are not employees	Diversity, Equity and Inclusion	53
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	Approach to Sustainable Development and Organization	2-13	Delegation of responsibility for managing impacts	Organization	15
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	Approach to Sustainable Development and Organization	2-22	Statement on sustainable development strategy	Sustainability Approach	26
	About Us	2-23	Policy commitments	Internal Audit	20
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	Social Performance	2-25	Processes to remediate negative impacts	Social Performance Management	50
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<b>GRI 3</b>	Material topics	3-1	Process to determine material topics	Stakeholder Engagement and Prioritization Matrix	27
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<b>GRI-201</b>	Economic Performance - 2016	201-1	Direct economic value generated and distributed	Economic Performance	35
<b>GRI-203</b>	Indirect Economic Impacts - 2016	203-1	Infrastructure investments and services supported	Investments	36
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		301-2	Recycled input materials used	Circularity and Waste Management	47
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		305-3	Scope 3 emissions: Other indirect greenhouse gas (GHG) emissions	Greenhouse Gas Management	45
		305-4	Greenhouse gas (GHG) emissions intensity	Greenhouse Gas Management	45
		305-5	Reduction of greenhouse gas (GHG) emissions	Greenhouse Gas Management	45
<b>GRI-306</b>	Waste - 2020	306-1	Waste generation and significant waste-related impacts	Circularity and Waste Management	47
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