



KAMUYU AYDINLATMA PLATFORMU

EBEBEK MAĞAZACILIK A.Ş. Sustainability Compliance Report 2025 - Annual Notification

Summary

Sustainability Compliance Report



**MERKEZİ KAYIT
İSTANBUL**

Türkiye Sermaye Piyasası - Merkezi
Saklanması ve Veri Depolama Kuruluşu

Related Companies

Related Funds

	Company Compliance Status				Explanation	Report Information on Publicly Disclosed Information (Page number, menu name on the website)
	Yes	Partial	No	Not Applicable		
Sustainability Compliance Report						
A. GENERAL PRINCIPLES						
A1. Strategy, Policy and Goals						
A1.1. The prioritised environmental, social and corporate governance (ESG) issues, risks and opportunities have been determined by the Company's Board of Directors.	X				The company has identified risks related to environmental, social, and corporate governance (ESG) issues. These were shared in the 2024 sustainability report . They are planned to be shared with the public in the TSRS-compliant Sustainability Report to be published in 2025.	2024 Sustainability Report, Risk Management, Pages 20-22
A1.1. The ESG policies (Environmental Policy, Energy Policy, Human Rights and Employee Policy etc.) have been created and disclosed to the public by the Company's Board of Directors.	X				Policies are published on the Company's website.	
A1.2. The short and long-term targets set within the scope of ESG policies have been disclosed to the public.	X				The targets set within the scope of ESG Policies are published on the corporate website.	
A2. Implementation/Monitoring						
A2.1. The responsible committees and/or business units for the implementation of ESG policies and the senior officials related to ESG issues in the Company and their duties have been identified and disclosed to the public.	X				Responsibilities and duties at the highest level have been defined and published on our website to ensure the implementation and strengthening of the system for achieving the objectives of the Environmental, Social, and Governance (ESG) Policies.	
A2.1. The activities carried out within the scope of policies by the responsible committee and/or unit have been reported to the Board of Directors at least once a year.	X				Activities carried out under Sustainability in 2025 were reported to the early risk detection committee and the board of directors.	
A2.2. In line with the ESG targets, the implementation and action plans have been formed and disclosed to the public.	X				A specific roadmap and targets have been established to achieve the defined ESG goals. Information has been provided within the scope of the policies. Detailed information will be included in the 2025 Sustainability Report.	
					The identified ESG targets and	

A2.3. The Key ESG Performance Indicators (KPI) and the level of reaching these indicators have been disclosed to the public on yearly basis.	X			associated risks and opportunities, along with the corresponding KPIs, have been disclosed to the public in the 2024 Sustainability Report.	It was published on pages 33-36 under the heading “ Environmental Responsibility” in the 2024 Sustainability Report.
A2.4. The activities for improving the sustainability performance of the business processes or products and services have been disclosed to the public.	X			The applications implemented, performance improvement approaches, and integration efforts are detailed in the “ Sustainability” section of our Annual Reports.	2025 Annual Report, Sustainability
A3. Reporting					
A3.1. The information about the sustainability performance, targets and actions have been given in annual reports of the Company an understandable, accurate and sufficient manner.	X			Information on this matter is included in the Annual Report.	2025 Annual Report, Sustainability
A3.2. The information about activities which are related to the United Nations (UN) 2030 Sustainable Development Goals have been disclosed to the public.	X			Our sustainability projects are developed in line with the UN Sustainable Development Goals. Information on this subject is included in the Annual Report .	2025 Annual Report, Sustainability
A3.3. The lawsuits filed and/or concluded against the Company about ESG issues which are material in terms of ESG policies and/or will significantly affect the Company's activities, have been disclosed to the public.	X			Information on this matter is included in the Annual Report.	2025 Annual Report, Sustainability
A4. Verification					
A4.1. The Company's Key ESG Performance metrics have been verified by an independent third party and publicly disclosed.			X		
B. ENVIRONMENTAL PRINCIPLES					
B1. The policies and practices, action plans, environmental management systems (known by the ISO 14001 standard) and programs have been disclosed.	X			ebebek's Environmental Policy is published on its corporate website, and the environmental practices, action plans, and management approach implemented under this policy are shared with the public through Activity Reports. The environmental management system approach is structured to be compliant with the ISO 14001 standard.	https://kurumsal.ebebek.com/en/company-policy
B2. The environmental reports prepared to provide information on environmental management have been disclosed to the public which is including the scope, reporting period, reporting date and limitations about the reporting conditions.	X			ebebek aims to provide the broadest possible transparency in reporting environmental data; in cases where access to data is not possible for technical or operational reasons, the scope of reporting, assumptions, and limitations are clearly stated.	2024 Sustainability Report, Our Environmental Responsibilities
B4. The environmental targets within the scope of performance incentive systems which included in the rewarding criteria have been disclosed to the public on the basis of stakeholders (such as members of the Board of Directors, managers and employees).			X		
				We structure our work in alignment	

<p>B5. How the prioritised environmental issues have been integrated into business objectives and strategies has been disclosed.</p>	<p>X</p>		<p>with the United Nations Sustainable Development Goals (SDGs) and integrate it into our activities according to our priority impact areas.</p>	<p>2025 Annual Report, Sustainability, Completed Projects</p>
<p>B7. The way of how environmental issues has been managed and integrated into business objectives and strategies throughout the Company's value chain, including the operational process, suppliers and customers has been disclosed.</p>	<p>X</p>		<p>Throughout the partnership value chain, the management of environmental issues covering suppliers and customers, including operational processes, and the integration of these issues into business objectives and strategies have been disclosed to the public in our 2024 Sustainability Report. Details of the implementation of the procurement system designed for the effective, efficient, and cost-saving management of operations, the digitization of invoicing processes, and the integration of online reservation processes in field operations into the systems are shared on page 30 under the heading “Responsible Supply Chain and Procurement.”</p>	<p>https://kurumsal.ebebek.com/en/sustainability-reports</p>
<p>B8. Whether the Company have been involved to environmental related organizations and non-governmental organizations' policy making processes and collaborations with these organizations has been disclosed.</p>	<p>X</p>		<p>Joint projects are carried out with non-governmental organizations in the field of the environment. While these projects are application-oriented , environmental policies are indirectly shaped in line with the outputs and gains obtained during the project processes. These efforts with CSOs provide input for determining environmental priorities and improving existing policies and practices. Information about these collaborations is disclosed to the public through sustainability reports and corporate communication channels.</p>	<p>2025 Annual Report, Sustainability, Completed Projects</p>
			<p>Information on environmental indicators, primarily greenhouse gas emissions, has been disclosed to the public in a manner that allows for periodic comparison. Scope-</p>	

<p>B9. In the light of environmental indicators (Greenhouse gas emissions (Scope-1 (Direct), Scope-2 (Energy indirect), Scope-3 (Other indirect), air quality, energy management, water and wastewater management, waste management, biodiversity impacts)), information on environmental impacts is periodically disclosed to the public in a comparable manner.</p>	X		<p>1 (Direct), Scope-2 (Energy Indirect), and Scope-3 (Other Indirect) greenhouse gas emissions have been calculated for 2022, 2023, and 2024; the relevant data is presented in a transparent and comparable manner in all our sustainability reports. Other environmental indicators are disclosed in the report in both qualitative and quantitative terms.</p>	<p>https://kurumsal.ebebek.com/en/sustainability-reports</p>
<p>B10. Details of the standard, protocol, methodology, and baseline year used to collect and calculate data has been disclosed.</p>	X		<p>The standards, protocols, methodologies, and base year information used in the collection and calculation of environmental data have been disclosed to the public. In this context, the methodologies and assumptions used for previous years and 2024, specifically regarding climate change, are shared on page 33 of our 2024 Sustainability Report under the heading "Climate Change Management."</p>	<p>2024 Sustainability Report, Climate Change Management</p>
<p>B11. The increase or decrease in Company's environmental indicators as of the reporting year has been comparatively disclosed with previous years.</p>	X		<p>The implemented applications, performance improvement approaches, and integration efforts are detailed in our 2024 Sustainability Report under the heading "Our Environmental Responsibilities" on pages 33-36.</p>	<p>2024 Sustainability Report, Our Environmental Responsibilities</p>
<p>B12. The short and long-term targets for reducing the environmental impacts have been determined and the progress compared to previous years' targets has been disclosed.</p>	X		<p>Our short, medium and long-term targets for reducing our environmental impacts and the progress on these targets have been publicly disclosed in the "Our Sustainability Approach" sections of our 2022-2024 Sustainability Reports.</p>	<p>https://kurumsal.ebebek.com/en/sustainability-reports</p>
<p>B13. A strategy to combat the climate crisis has been created and the planned actions have been publicly disclosed.</p>	X		<p>In the "Climate Change Management" section of our 2024 Sustainability Report, we shared our efforts to combat climate change with the public, categorizing them according to their environmental and social dimensions.</p>	<p>2024 Sustainability Report, Climate Change Management</p>
			<p>Programs and procedures have</p>	

<p>B14. The programs/procedures to prevent or minimize the potential negative impact of products and/or services on the environment have been established and disclosed.</p>	<p>X</p>		<p>been established and publicly disclosed to prevent or minimize the potential negative environmental impacts of products and services. In order to reduce the environmental impacts of products sold, the collection of packaging and its management through appropriate recycling methods are ensured. In this context, environmentally friendly projects and practices such as the Packaging Recycling Bin, baby me Detergent Refill Stations, and the From Me to My Sibling Transformation Basket have been shared with the public in detail on pages 36, 37, and 38 under the 'Zero Waste and Circularity' section of our 2024 Sustainability Report.</p>	<p>2024 Sustainability Report, Zero Waste and Circularity https://kurumsal.ebek.com/storage/reports/files/Na2TK8W6B97QKb984pNxBlTmCqyttGXCBOBjm29z.pdf</p>
<p>B14. The actions to reduce greenhouse gas emissions of third parties (suppliers, subcontractors, dealers, etc.) have been carried out and disclosed.</p>		<p>X</p>		
<p>B15. The environmental benefits/gains and cost savings of initiatives/projects that aims reducing environmental impacts have been disclosed.</p>	<p>X</p>		<p>Our initiatives to reduce our environmental impacts and the achievements obtained are publicly disclosed in our sustainability reports.</p>	<p>https://kurumsal.ebek.com/en/sustainability-reports</p>
<p>B16. The data related to energy consumption (natural gas, diesel, gasoline, LPG, coal, electricity, heating, cooling, etc.) has been disclosed as Scope-1 and Scope-2.</p>	<p>X</p>		<p>Data on energy consumption (including natural gas, diesel fuel, gasoline, LPG, coal, electricity, heating, and cooling) has been calculated in accordance with relevant standards and disclosed to the public under Scope 1 and Scope 2, starting from the reporting period. These data have been reported in accordance with the standards and shared in the Energy Management section of our 2024 Sustainability Report.</p>	<p>2024 Sustainability Report, Energy Management https://kurumsal.ebek.com/storage/reports/files/Na2TK8W6B97QKb984pNxBlTmCqyttGXCBOBjm29z.pdf</p>
<p>B17. The information related to production of electricity, heat, steam and cooling as of the reporting year has been disclosed.</p>		<p>X</p>	<p>As the company did not produce electricity, heat, steam, or cooling during the reporting year, no publicly disclosed data is available for these categories.</p>	
<p>B18. The studies related to increase the use of renewable energy and transition to zero/low carbon electricity have been conducted and disclosed.</p>		<p>X</p>		
<p>B19. The renewable energy production and usage data has been publicly disclosed.</p>		<p>X</p>		

B20. The Company conducted projects about energy efficiency and the amount of reduction on energy consumption and emission achieved through these projects have been disclosed.	X		Projects aimed at increasing energy efficiency have been implemented. Operations are managed effectively, efficiently, and with a focus on savings (switching to LED lighting in our stores and warehouses).	
B21. The water consumption, the amount, procedures and sources of recycled and discharged water from underground or above ground (if any), have been disclosed.	X		Studies on water consumption have been initiated, and water footprint calculations have been performed in accordance with the ISO 14046 standard. The study assessed whether the water used was sourced from the network or wells. However, detailed quantitative data on groundwater and surface water extraction, recycled water, and discharged water volumes for the reporting year has not yet been disclosed to the public. This information is planned to be shared in detail in the sustainability report to be prepared for 2025.	2025 Annual Report, Sustainability, Completed Projects
B22. The information related to whether Company's operations or activities are included in any carbon pricing system (Emissions Trading System, Cap & Trade or Carbon Tax).			X	No explanation has been provided regarding information on systems such as ETS and carbon tax.
B23. The information related to accumulated or purchased carbon credits within the reporting period has been disclosed.			X	No explanation has been provided regarding information on systems such as ETS and carbon tax.
B24. If carbon pricing is applied within the Company, the details have been disclosed.			X	No explanation has been provided regarding information on systems such as ETS and carbon tax.
B25. The platforms where the Company discloses its environmental information have been disclosed.	X			The relevant reports have been published on the corporate website. https://kurumsal.ebebek.com/en
C. SOCIAL PRINCIPLES				
C1. Human Rights and Employee Rights				
C1.1. The Institutional Human Rights and Employee Rights Policy has been established in the light of the Universal Declaration of Human Rights, ILO Conventions ratified by Turkey and other relevant legislation. The policy and the officials that responsible for the implementation of it have been determined and disclosed.	X			It is shared on page 50 under the heading "Employee Development and Satisfaction" in our 2024 Sustainability Report. It is also supported in the Human Resources Policy document. 2024 Sustainability Report, Employee Development and Satisfaction, Page 50 https://kurumsal.ebebek.com/storage/reports/files/Na2TK8W6B97QKb984pNxBlTmCqyttGXCB0Bjm29z.pdf
C1.2. Considering the effects of supply and value chain, fair workforce, improvement of labor standards, women's employment and inclusion issues (gender, race, religion, language, marital status, ethnic identity, sexual orientation, gender identity, family responsibilities, union activities, political opinion, disability, social and cultural differences, etc., such as non-discrimination) are included in its policy on employee rights.	X			It is shared on page 30 under the heading "Responsible Supply Chain and Procurement" in our 2024 Sustainability Report. It is supported by our policies. 2024 Sustainability Report, Responsible Supply Chain and Procurement, Page 30 https://kurumsal.ebebek.com/storage/reports/files/Na2TK8W6B97QKb984pNxBlTmCqyttGXCB0Bjm29z.pdf

<p>C1.3. The measures taken for the minority rights/equality of opportunity or the ones who are sensitive about certain economic, environmental, social factors (low income groups, women, etc.) along the supply chain have been disclosed.</p>	<p>X</p>		<p>It is shared on page 56 under the heading “Diversity and Inclusion” in our 2024 Sustainability Report. It is supported by our policies.</p>	<p>2024 Sustainability Report, Diversity and Inclusion, Page 56 https://kurumsal.ebebek.com/storage/reports/files/Na2TK8W6B97QKb984pNxBlTmCqyttGXCB0Bjm29z.pdf</p>
<p>C1.4. The developments regarding preventive and corrective practices against discrimination, inequality, human rights violations, forced and child labor have been disclosed.</p>	<p>X</p>		<p>It is shared on page 30 under the heading “Responsible Supply Chain and Procurement” in our 2024 Sustainability Report. It is supported by our policies.</p>	<p>2024 Sustainability Report, Responsible Supply Chain and Procurement, Page 30</p>
<p>C1.5. Investments in employees (education, development policies), compensation, fringe benefits, right to unionize, work/life balance solutions and talent management are included in the employee rights policy.</p>	<p>X</p>		<p>Investments in employees (training and development policies), compensation practices, recognized benefits, the right to unionize , work-life balance solutions, and talent management issues have been disclosed to the public as part of policies and practices related to employee rights. The work carried out in these areas and the details of the implementation are shared in our 2024 Sustainability Report under the heading “Employee Satisfaction and Engagement” on page 57. They are supported by our policies.</p>	<p>2024 Sustainability Report, Employee Satisfaction and Engagement https://kurumsal.ebebek.com/storage/reports/files/Na2TK8W6B97QKb984pNxBlTmCqyttGXCB0Bjm29z.pdf</p>
<p>C1.5. The mechanism for employee complaints and resolution of disputes have been established and related solution processes have been determined.</p>	<p>X</p>		<p>Information on this matter is included in the Annual Report.</p>	<p>2025 Annual Report, Corporate Governance, Our Code of Ethics</p>
<p>C1.5. The activities carried out within the reporting period which related to ensure employee satisfaction have been disclosed.</p>	<p>X</p>		<p>The initiatives and activities carried out in this context are detailed in our 2024 Sustainability Report under the heading “Employee Satisfaction and Engagement.”</p>	<p>2024 Sustainability Report, Employee Satisfaction and Engagement</p>
<p>C1.6. The occupational health and safety policies have been established and disclosed.</p>	<p>X</p>		<p>It is shared on page 58 under the heading “Occupational Health and Safety” in our 2024 Sustainability Report. It is supported by our policies.</p>	<p>2024 Sustainability Report, Occupational Health and Safety, Pages 58-59</p>
<p>C1.6. The measures taken for protecting health, preventing occupational accidents and related statistics have been disclosed.</p>	<p>X</p>		<p>Our 2024 Sustainability Report shares accident statistics on page 59 under the heading “Safe Working Environment.” This is supported by our policies on page 58.</p>	<p>2024 Sustainability Report, Occupational Health and Safety, Pages 58-59</p>
<p>C1.7. The personal data protection and data security policies have been established and disclosed.</p>	<p>X</p>		<p>It is shared on page 47 under the heading “Information Privacy and Security” in our 2024 Sustainability Report. It is supported by our policies.</p>	<p>2024 Sustainability Report, Information Privacy and Security, Page 47</p>

C1.8. The ethics policy have been established and disclosed.	X			Information on this subject is published in the Annual Report and on the ebebek corporate website.	
C1.9. The studies related to social investment, social responsibility, finansal inclusivity and access to finance have been explained.	X			It is shared on page 29 under the heading "Financial Performance" in our 2024 Sustainability Report.	2024 Sustainability Report, Financial Performance, Page 29
C1.10. The informative meetings and training programs related to ESG policies and practices have been organized for employees.	X			Information on this matter is included in the Annual Report.	2025 Annual Report, Corporate Governance, Our Human Resources Practices
C2. Stakeholders, International Standards and Initiatives					
C2.1. The customer satisfaction policy regarding the management and resolution of customer complaints has been prepared and disclosed.	X			Information on this subject is published in the Annual Report and on the ebebek corporate website.	https://kurumsal.ebebek.com/en/company-policy
C2.2. The information about the communication with stakeholders (which stakeholder, subject and frequency) have been disclosed.	X			Prioritization studies are conducted every two years with the participation of internal and external stakeholders; however, these details regarding the subject matter and frequency of communication with stakeholders have not been publicly disclosed in reports. Nevertheless, information and communication topics for internal stakeholders have been explained and detailed in our reports under the heading of environmental responsibility.	2024 Sustainability Report, Our Environmental Responsibilities
C2.3. The international reporting standards that adopted in reporting have been explained.	X			Information on this matter is included in the Annual Report.	2025 Annual Report, Sustainability, Our Completed Projects
C2.4. The principles adopted regarding sustainability, the signatory or member international organizations, committees and principles have been disclosed.	X			Information on this matter is included in the Annual Report.	2025 Annual Report, Corporate Governance, Our Committees Under the Board of Directors
C2.5. The improvements have been made and studies have been carried out in order to be included in the Borsa Istanbul sustainability indices and/or international index providers.	X			Information on this matter is included in the Annual Report.	2025 Annual Report, Sustainability
D. CORPORATE GOVERNANCE PRINCIPLES					
D1. The opinions of stakeholders have been sought in the determination of measures and strategies related to sustainability field.	X			ebebek's sustainability priorities have been determined by taking into account the views of various stakeholders. Details will be provided in the Sustainability Report.	2025 Annual Report, Sustainability
D2. The social responsibility projects, awareness activities and trainings have been carried out to raise awareness about sustainability and its importance.	X			ebebek designs its activities to create value in social issues as well, ensuring sustainability in all its dimensions. Details are available in the Annual Report and Sustainability Report.	2025 Annual Report, Sustainability, Completed Projects