

TİRYAKİ ANADOLU SUSTAINABILITY REPORT 2023 - 2024



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TİRYAKİ ANADOLU SUSTAINABILITY REPORT 2023 - 2024





SUSTAINABILITY REPORT
2023 - 2024

contents

03-91

- Message from the Tiryaki Agro Holding CEO & Chairperson of Tiryaki Anadolu
- Message from the Vice President of Tiryaki Agro Holding & CEO of Tiryaki Anadolu
- About Tiryaki Agro Holding
- About Tiryaki Anadolu
- Our Economic Performance
- Corporate Governance
- Sustainability at Tiryaki Anadolu
- Sustainability Focus Areas
- Sustainability Strategies and Material Topics
- Sustainability Goals

91-108



Environmental Sustainability

- Energy Efficiency
- Water Conservation
- Renewable Energy
- Emission Reduction
- Regenerative Agriculture

109-114



Bioeconomy

- Sustainable Aviation Fuel (SAF)

115-124



Productivity Improvement

- Certified Seed Production, Seed Development
- Use of Advanced Technology and Digitalization
- Zero Waste Production and Post-Production
- Loss Prevention

125-167

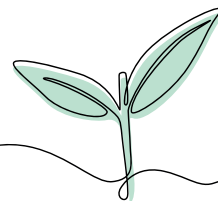


Social Impact

- Human Rights, Diversity and Inclusion
 - Working Life
 - HR Management and Policy
 - Employee Engagement and Satisfaction
 - Employee Rights, Diversity and Inclusion
 - Gender Equality
 - Talent Management, Employee Development, Education
- Human Health and Safety
- Contribution to Society

167-168

Sustainability Development Objectives



About the Report

As Tiryaki Anadolu, Türkiye's largest private sector farmer and the leading agricultural products supply chain company in our region, we believe that creating long-term and lasting value is only possible through a sustainable business model and responsible corporate culture. This approach enables us to consider environmental, social, and economic impacts at every stage of our operations. We leverage our expertise in agricultural products supply chain management to develop innovative solutions and embrace sustainability as an integral part of our strategy.

Inspired by our motto **"Kind Hearts, Fertile Lands"**, we prioritize sustainability at every stage of our business and act responsibly. By publishing our first sustainability report, we demonstrate our commitment to strengthening our impact on society and the environment through this concrete step.

In this report, we transparently share our activities, projects, and targets that reflect the needs and expectations of our stakeholders.

Our 2024 year-end report covers the period between July 1, 2023, and December 31, 2024. In preparing our sustainability report, we have taken into account global reporting standards, including the United Nations Sustainable Development Goals and Global Reporting Initiative (GRI) Standards.

At Tiryaki Anadolu, we align with the sustainability strategy of our parent company, Tiryaki Agro Holding, and advance in this direction. Guided by the Group's sustainability approach, which focuses on four areas — environmental sustainability, bioeconomy, social impact, and efficiency improvement — we carry out our activities in Türkiye and international markets in line with these principles. We implement effective initiatives in protecting natural resources, fostering social impact projects, and promoting inclusive growth, in addition to our core operations. We are also proud to contribute to global sustainability goals as a signatory to the United Nations Global Compact.

We extend our gratitude to all our colleagues and stakeholders who have supported us on this journey. The contributions of our esteemed stakeholders vital in our shared efforts to build a more sustainable future. We kindly invite you to **contact us here** to share your perspectives or to request further information.



Messages from Management



Süleyman Tiryakioğlu

Tiryaki Agro Holding CEO
Tiryaki Anadolu Chairperson

Dear Stakeholders,

As Tiryaki Agro Holding, we proudly celebrate our 60th anniversary. This milestone is not merely a success story, but also a reflection of a vision for the future, shaped together while staying true to our core values.

As we mark this anniversary, we remain steadfast in our commitment to these lands, driven by a profound sense of responsibility and an unwavering ambition to achieve more. In line with this vision, in 2023, we undertook a strategic reorganization by consolidating our operations in Türkiye under the umbrella of Tiryaki Anadolu.



*Our mission is to carry the inspiration we draw from these lands even further through innovative projects, establishing a food future that nourishes the world **in harmony with both nature and humanity.***

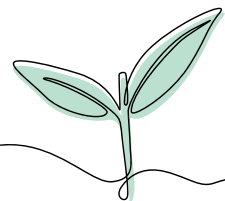
Since our inception, our operations have been rooted in fundamental values such as integrity, courtesy, responsibility, diligence, fairness, and innovation. These guiding principles have been pivotal in driving sustainable growth and securing our leadership through differentiated value across the supply chain. Aligned with these enduring values, we are determined to move forward toward even greater objectives under the Tiryaki Anadolu structure.

As the leading integrated agricultural supply chain management company in our region, we are committed to strengthening the ties that extend from local to global with a vision that transcends borders. Our mission is to carry the inspiration we draw from these lands even further through innovative projects, establishing a food future that nourishes the world in harmony with both nature and humanity.

We have made it our priority to contribute to society and the environment at every step. By sharing abundance fairly, we have assumed the responsibility of protecting nature and placing people at the center of our efforts. As a pioneer in the global transformation of the agricultural supply chain, we continue to sow hope for the future through bioeconomy, innovative business models, and sustainable projects.

Inspired by the past, we will continue to illuminate the future. As we have for the past 60 years, we will carry this success story forward hand in hand with our dedicated employees, trusted business partners, and loyal customers.

I would like extend my heartfelt thanks to everyone who has supported us in achieving this meaningful milestone.





Messages from Management



Tekin Mengüç

Tiryaki Agro Holding Vice Chairperson
Tiryaki Anadolu General Manager (CEO)

Dear Stakeholders,

As Tiryaki Anadolu, we are working with all our strength to help advance our country on a global scale.

In 2023, we consolidated the Türkiye operations of Tiryaki Agro Holding, a global agricultural supply chain management company, under the roof of Tiryaki Anadolu. This significant step marks a turning point for us and forms the foundation of our future vision.

As a company specialized in every stage of the agricultural supply chain, we offer an integrated business model from certified seed to production in the field, from production to storage, from processing to logistics, and from trade to the end consumer.

We continue to reinforce our leading position in the sector by developing innovative and sustainable solutions at every stage of agricultural production and trade.

We proudly carry out agricultural activities on more than 60,000 decares of land in Türkiye, making us the country's largest private farming enterprise, processing and trading over 1 million tons of feed and oilseeds, grains, pulses, and nuts annually.

We operate across 15 state-of-the-art facilities in 6 locations, all staffed by competent professionals. With our storage capacity of approximately 4400,000 tons, we provide safe and effective storage solutions as a part of our supply chain.

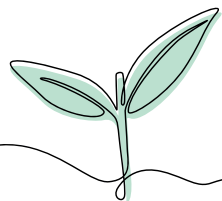
In 2023, we entered the retail sector with our Hasata brand. Hasata has proven its quality and reliability in a short time, delivering the abundance of agriculture to tables with flavors that preserve their origin and has secured an important place in the sector.

In the coming period, we aim to further grow our brand presence in basic food categories, starting with Hasata, by providing the most natural and healthy products to our consumers.

Of course, our goals extend beyond commercial success. At Tiryaki Anadolu, sustainability is at the heart of how we do business. For a sustainable world, we invest in agriculture-based chemical and energy products and aim to add value to plant waste and agricultural by-products.. Offering environmentally friendly energy solutions, protecting natural resources, and expanding regenerative agriculture practices are among our top priorities.

We are also actively engaged in sustainable agricultural practices, the effective use of agricultural technologies, smart irrigation technologies, and water efficiency. We are proud to be a signatory of the United Nations Global Compact and part of one of the world's leading corporate sustainability initiatives.

On this path, we extend our gratitude to all stakeholders in our value chain. Together, we will continue our efforts to shape the future of agriculture and create a sustainable world.



Tiryaki Agro Holding

As one of the leading global players in the agricultural supply chain, Tiryaki Agro Holding is committed to ensuring nutrition around the world and sustaining a **food future in harmony with nature and people.**



40%

Market share for products such as soybean, soybean meal, and corn in Iraq.



5 million tons

annual production capacity



Countries involved in trade

70+



2.300
employees



30 Countries
supplying agricultural products



40 Ports
operated worldwide



60 thousand decares

of land farmed as the largest private sector farmer in Türkiye



27 Advanced
Technology
Production
Facility



25%

Market share in organic agricultural products in North America, maintaining sector leadership



1 million tons

total agricultural products storage capacity



4 million tons

of agricultural products supplied

“

**Highlights of
Tiryaki Agro
Holding**

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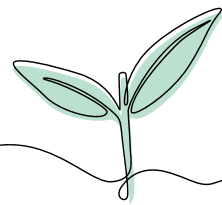
About Tiryaki Agro Holding

Our vision for global leadership in agricultural supply chain management, creating solutions for a sustainable future, encompasses a unique business model operating internationally, covering every stage from certified seed production to field cultivation, from storage to processing, from logistics to trade, and ultimately to the end consumer.

Tiryaki Agro Holding stands as one of the world's leading agricultural supply chain companies with a 60-year history.

Its core activities include the production, sourcing, processing, storage, logistics operations, sales, shipment, and distribution of both organic and conventional agricultural products such as cereals, legumes, oilseeds, and feed. Tiryaki Agro Holding also engages in seed production, retail sales of grain and legume products, as well as maritime and port management operations.

With a turnover of approximately USD 2.5 billion, Tiryaki Agro Holding remains among the world's leading players in agricultural supply chain management.



Tiryaki Agro Holding

We operate globally, with a footprint spanning four continents.

Tiryaki Agro Holding processes products sourced from approximately 30 countries - primarily Türkiye -, in **27 facilities across 10 locations on 3 continents**, and supplies more than 4 million tons of conventional and organic agricultural products to customers in 70 countries. Its facilities in Türkiye have a daily processing capacity of 15 thousand tons and a storage capacity of 1 million tons.

The Holding has rapid access to key supply markets such as Türkiye, the USA, Russia, Ukraine, Brazil, and Canada, and reaches major distribution markets including the USA, Europe, the Middle East, and East Africa through its established logistics networks. It operates in more than **40 ports on 4 continents** worldwide, including one self-owned and three privately contracted ports.



Since 2018, Tiryaki Agro Holding has reinforced its global leadership by acquiring majority shares in Sunrise Foods International, one of the world's largest companies in the distribution of organic feed and oilseeds. Sunrise Foods has a voice in the distribution of organic agricultural products certified by competent organizations from Türkiye, Africa, South America, USA, and Canada to the whole world, especially North America. Far ahead of its competitors with a 25% market share in North America's organic agricultural products segment, Sunrise Foods acquired Ozark Organics, the leading organic feed producer in the USA, in July 2024, thereby securing a significant share in the same market.

Tiryaki Agro Holding, through its subsidiary Tiryaki Denizcilik -established in 2019- provides professional maritime services not only to its group companies but also to other stakeholders across the sector. By offering fast, reliable, and cost-effective transportation solutions, Tiryaki Denizcilik has differentiated itself in the maritime industry, delivering innovative services tailored to the evolving dynamics of global trade. With a customer-centric approach and operational flexibility enabled by its ship chartering

services, the company enhances its competitive edge and reinforces its position in the sector through strategic investments in a fleet of self-owned cargo vessels. Tiryaki Agro Holding has embedded a sustainability-driven perspective into the end-to-end global supply chain management of agricultural products. This approach is built upon four strategic pillars: environmental sustainability, bioeconomy, social impact, and productivity enhancement. Through these pillars, the company continues to strengthen its value chain while contributing to a more resilient and responsible agricultural ecosystem.

Strictly adhering to environmental, social, and governance (ESG) criteria, Tiryaki Agro Holding is a signatory of the United Nations Global Compact, the world's largest corporate sustainability initiative. Tiryaki Agro Holding conducts its operations in full compliance with international standards and ethical codes prioritizing human and environmental health through a transparent and accountable management approach.

Tiryaki Agro Holding



Aiming to become a major player in the global bioeconomy within the framework of its 2030 vision, Tiryaki Agro Holding continues to invest in green transformation of agriculture, plant-based proteins, and agriculture-based energy projects, the implementation of regenerative agriculture practices across large geographies, the development of new R&D-driven products, the production of functional food and feed through advanced agricultural processing, and value-creating agricultural integrations within the agricultural supply chain.

Tiryaki Agro Holding has also launched initiatives in plant resource supply, plant protein production, and deep processing for Sustainable Aviation Fuel (SAF) production. The Group's strategic investments focus on plant-based protein production in Türkiye and neighboring geographies, soybean crushing facilities, oil facilities in Africa, and planned investments in starches and derivatives. Thanks to its strong financial structure and sustainable profit margins, the Group continues to lead the sector.

AGRICULTURE WELDING LOGISTICS PROCESSING STORAGE TRADE CONSUMER





Tiryaki Anadolu

Türkiye's Tiryaki

Tiryaki Agro Holding, which manages a global in February 2023, Tiryaki Agro Holding, which manages a global agricultural products supply chain, consolidated its Türkiye operations under Tiryaki Anadolu.

Tiryaki Anadolu **continues its operations successfully with a total of 6 flagship companies.**



Tiryaki Anadolu

Milestones

As the region's leading integrated agricultural supply chain manager, we bring Tiryaki's global vision to life locally through our reliable, innovative, and value-driven approach, creating sustainable value at every step from producer to table.

2023



Establishment of Tiryaki Anadolu

- Founded as a wholly owned subsidiary of Tiryaki Agro Holding, combining 5 core businesses:
 - **Tiryaki Tahıl ve Yem:** Grain, feed, and oilseeds
 - **Danem:** Pulses, grains, flour and oil
 - **Lidya Nuts:** Nuts, pistachios, sunflower seeds
 - **Yıldız Bitkisel Ürünler:** Certified seed, seed, industrial crops, pulses production, and farming
 - **Tiryaki LİDAŞ:** Licensed warehousing

Strong Market Entry of Hasata Brand

2024



Leading Steps

- Good faith agreement with Tüpraş for Sustainable Aviation Fuel (SAF) supply
- Hasata brand achieving second place in the packaged pulses market, supported by a strong distribution network throughout Türkiye.
- Launched a regenerative agriculture pilot study on 1,000 acres at the Muş Alparslan Facilities

Domestic Market

- 2.5 times growth in sales volume

Export Efforts

- Promotion of the Hasata brand in the Chinese market
- Entering the Chinese market with pistachios
- Growth in China, EU and US markets
- Strong entry into the Brazilian market
- Start working with a new origin peanut

Compound Feed

- New factories in Hendek in addition to existing sites in Çorum, Gaziantep, and Karaman

Feed Additive

- Domestic leadership with 40% market share
- Entering Iraq and Azerbaijan markets with premixes
- Growth in feed additive exports through new channels in Central Asia and the Middle East, particularly Azerbaijan and Iraq

Tiryaki Anadolu

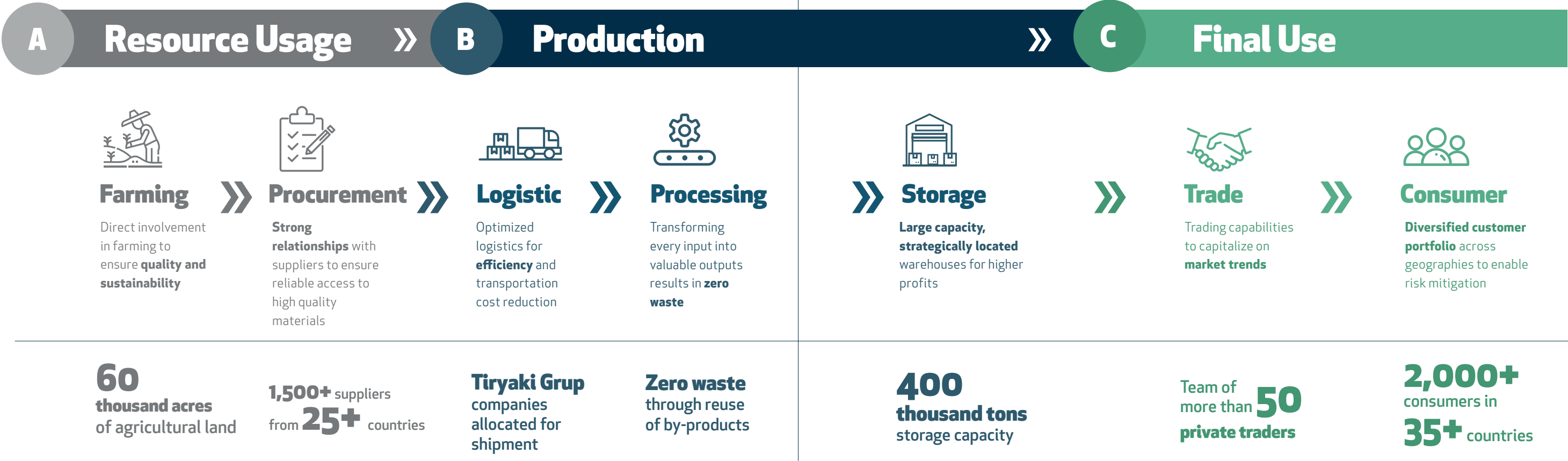
6 flagship companies
within the holding by 2024



Tiryaki Anadolu Value Chain

Unique and integrated business model from seed to table

We have built a strong and extensive sourcing network with over 1,500 suppliers operating across more than 25 countries. Over the past the last three years, we have expanded our supplier portfolio, increased our operational capacity, and established a more resilient and sustainable supply chain structure. We foster long-term, trust-based partnerships with our suppliers to ensure high quality and supply security in agricultural products.



Supply Chain Management

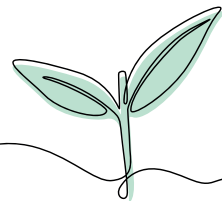
At Tiryaki Anadolu, we supply more than 60 products in cooperation with more than 1,500 suppliers. Our average supplier partnership exceeds five years. These long-term collaborations enable us to build trust-based and sustainable relationships with suppliers. At every stage of our supply chain, we prioritize quality and uphold environmentally friendly production methods and ethical standards, fully aligned with our sustainability principle.

We continue to enhance our capabilities by developing more efficient and resilient solutions every day. Our supply chain—designed to adapt swiftly to the dynamic conditions of global markets and evolving customer expectations—is further strengthened by our unwavering commitment to sustainability and innovation.

You can find detailed information about our **Supply Chain Management** [here](#).

25+
Supplier Countries

5+ years
Average Supplier Country Duration



1,500+
Total Suppliers

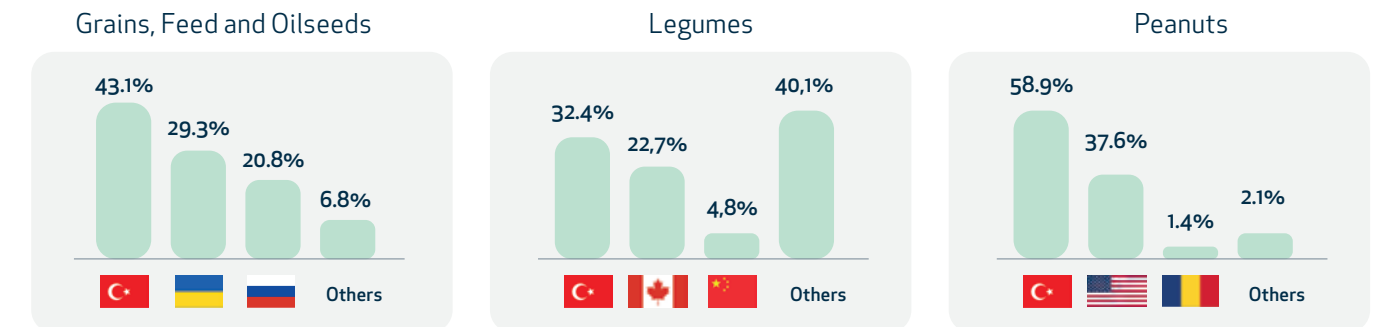
60+
Product Supply Portfolio

60,000
Acres of Agricultural Land



As Tiryaki Anadolu, we have expanded our supplier base over the past three years to increase our operational capacity and create a resilient supply chain.

Breakdown of product group purchases by country in 2023 (in USD, %)





Our Vision

To lead the agricultural products supply chain with a reliable, value-added, and innovative approach in every sector and country we operate.

Our Values

At Tiryaki Anadolu, we embrace the deep-rooted values of Tiryaki Agro Holding. With this shared understanding, we adopt eight core values that guide us in every aspect of our business.



Honesty

Integrity reinforces our commitment to transparency and trustworthiness at every step.



Kindness

We demonstrate respect and humility toward all our stakeholders in every aspect of life.



Diligence

We believe that abundance comes from starting the day early and working efficiently.



Responsibility

We always act responsibly in every area in which we operate within the sector.



Loyalty

We prioritize building trust-based relationships with our stakeholders.



Innovation

We push boundaries to bring new and different ideas to life.



Justice

We believe that abundance comes from sharing fairly, and we are committed to acting with fairness in every step we take.



Curiosity and Entrepreneurship

With the spirit of curiosity and entrepreneurship, we continuously improve ourselves in every field we are involved in.

Tiryaki Anadolu Facilities

Strategically located in advantageous geographic regions equipped with advanced technology, we transform agricultural inputs into valuable outputs. We fulfill our environmental responsibilities by efficiently reusing by-products or repurposing them at our facilities, which operate under the zero-waste principle.



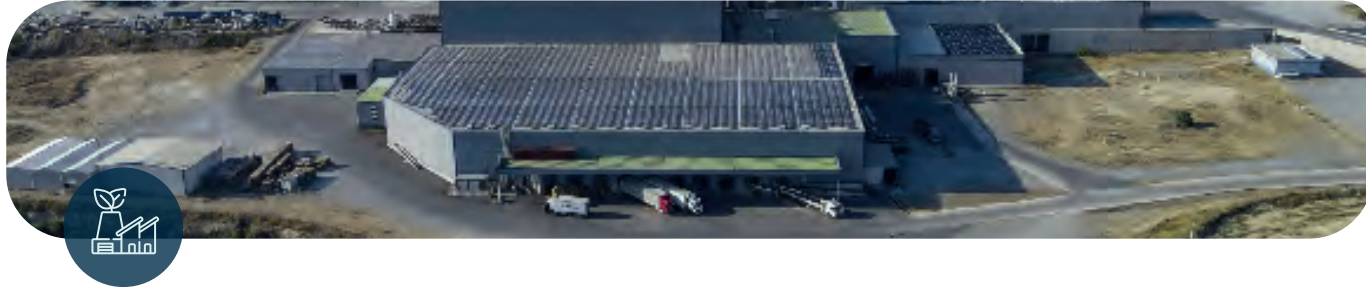
Strong Infrastructure, High Quality

Gaziantep Facility

Tiryaki Anadolu's production facility in Gaziantep is one of Türkiye's leading food production centers thanks to its modern infrastructure, advanced technology systems, and large processing capacity. Specializing in the processing and packaging of basic pulses such as organic lentils, chickpeas, and bulgur, the facility offers high-standard products to both domestic and global markets.

The Gaziantep facility also serves as the center of pistachio processing and export operations under the Lidya Nuts brand, which operates within Tiryaki Anadolu. As one of the largest pistachio suppliers in Türkiye, Lidya Nuts processes pistachios in both snack and industrial formats at this facility, delivering them to destinations worldwide, especially Europe, America, the Middle East, and China. The facility's well-equipped production lines are designed to preserve maximum freshness and nutritional value, while its processing and packaging operations are carried out in line with stringent hygiene and quality standards. The facility's large and integrated storage infrastructure enables long-term storage of products, providing speed and security advantages in logistics operations.

The Gaziantep facility produces high-quality, traceable, and reliable products that appeal to domestic consumers and export customers. While contributing to regional development, the facility also creates a competitive advantage in international markets by adopting a production culture focused on continuous improvement and quality through technology investments.



High Capacity, Sustainable Power

Mersin Facility

Tiryaki Anadolu's facility in the Mersin-Tarsus Organized Industrial Zone is one of the most advanced pulse processing centers in Türkiye, thanks to its modern infrastructure, advanced technological equipment, and high processing capacity. The facility processes, stocks, and packages both domestic and imported pulses—including chickpeas, beans, green and red lentils, peas, kidney beans, black-eyed peas, and rice—within an integrated system.

The facility's high-capacity packaging unit manages the packaging processes of all product groups, including Tiryaki Anadolu's retail brand Hasata, before they are presented to the end consumer. This ensures that quality, hygiene, and traceability standards are maintained at the highest level. The Mersin Facility also enables the long-term, safe, and qualified storage of products through its licensed warehouses, while its proximity to ports provides a strategic advantage in domestic and export operations.

Operating with an environmentally friendly production approach, the facility supports the use of sustainable energy in its operations thanks to solar energy systems installed across an area of 200,000 square meters, significantly contributing to reducing its carbon footprint. Adhering to principles of quality, efficiency, and sustainability in agricultural product processing, the Mersin facility stands out as a critical production and logistics hub within Tiryaki Anadolu's global supply chain.



Reliable Production with Automation in Rice and Paddy

Bandırma Facility

Tiryaki Anadolu's facility in Bandırma, with its modern infrastructure and large production capacity, is one of the leading facilities in the cereal and rice processing sector. Thanks to production lines equipped with fully automated systems, high-volume cereal and rice processing activities are carried out efficiently, hygienically, and with full traceability every day.

The facility's high-capacity packaging units ensure that products meet quality and packaging standards before reaching the final consumer, while its licensed storage areas optimize stock management by preserving the freshness and safety of the products.

At the Bandırma Facility, great importance is placed on quality control processes, and reliable and high-quality products are offered for both the domestic and export markets through a meticulously monitored production flow at every stage.

As one of the key production centers within Tiryaki Anadolu's integrated agriculture and food supply chain, the facility continues to create value by combining its expertise in rice and paddy with advanced technology.



High Standards in Vegetable Oil Refinery

Karacabey Facility

Tiryaki Anadolu's facility in Karacabey, Bursa, stands out with its vegetable oil refinery. Built on an area of approximately 22,000 square meters, the facility carries out high-volume vegetable oil production with a daily capacity of 185 tons.

At the Karacabey Facility, which has a total storage capacity of 4,200 tons, products are stored under safe and hygienic conditions, with quality, efficiency, and traceability meticulously overseen at every stage through modern refining technologies. The facility continues to generate value by combining its expertise in vegetable oils with advanced technology.



Strong Infrastructure, Reliable Feed Production

Karaman Facility

The Karaman Facility, operating as a feed production plant of Tiryaki Anadolu, offers reliable solutions to Türkiye's livestock sector with its modern infrastructure, high production capacity, and quality-focused approach.

Established on an area of approximately 19,900 square meters, the facility has a daily production capacity of 185 tons and a storage area of 4,200 tons, enabling the production of high-quality feed for both cattle and sheep farming.

The feeds produced at the Karaman Facility reach farmers under the Arasa, Danem, and Dare brands. These products, formulated to meet diverse nutritional needs, prioritize efficiency, animal health, and sustainable feeding practices.

At the facility, where quality control processes are emphasized at every stage of production, a production approach is adopted that considers both animal welfare and environmental sustainability principles. With continuously improving operational processes, the facility offers reliable and long-term partnerships to the sector.

Playing a strategic role within Tiryaki Anadolu's integrated agriculture and feed supply chain, the Karaman Facility continues to contribute to the development of Türkiye's livestock sector through a holistic approach that maintains the balance between agriculture and animal husbandry.



Türkiye's Largest Private Sector Agricultural Facility

Muş Alparslan Agricultural Enterprise

The Muş Alparslan Agricultural Enterprise, affiliated with Yıldız Bitkisel Ürünler under Tiryaki Anadolu companies, covers approximately 4% of the Muş Plain with its 65,000 decares of land, representing 1.7% of all cultivable land in Muş. Planting is carried out across the entire 60,000 decares of available land without construction, with 20% of the cultivable area equipped with an irrigation system. The facility, originally as Alparslan Agricultural Enterprise by the General Directorate of Agricultural Enterprises (TİGEM) was leased to Berce Beraberce Tarım Geliştiren İşletmeler A.Ş. in 2012 and subsequently to Tiryaki Agro Holding in 2017. The Muş Alparslan Agricultural Enterprise of Yıldız Bitkisel Ürünler meets a large portion of the local farmers' needs for seeds and forage crops, while 85% of the seed varieties of Yıldız Bitkisel Ürünler are produced in Muş.

Alparslan Agricultural Enterprises has positioned itself as a pioneer in the region by being the first to identify the need for alternative crop patterns in Muş and to initiate their cultivation. In doing so, the enterprise continues to serve as a guiding force for local farmers. Currently, Alparslan Agricultural Enterprises cultivates snack sunflower, oilseed sunflower, canola, and sugar beet, while also maintaining ongoing safflower production for use in the pharmaceutical and dye industries. In non-irrigated areas, red lentils are cultivated, whereas soybean trials are conducted across 500 decares of irrigated land. Given the limited availability of irrigated farmland in the region, the successful red lentil trials carried out by the enterprise are expected to serve as a model for surrounding agricultural communities. Furthermore, in response to the extended growing season driven by climate change, the enterprise is evaluating the feasibility of introducing new crops such as potatoes, melons, and watermelons. These efforts are anticipated to mark a significant advancement in the agricultural landscape of Muş. Designated as the regenerative agriculture base of Anatolia, Tiryaki Anadolu is implementing measures to reduce emissions and the carbon footprint through the use of advanced agricultural technologies on its 13,000-decare farm equipped with an intelligent irrigation system.



Tiryaki Anadolu Companies

With our six companies, we operate on a global scale. Through our integrated business model, which focuses on quality, efficiency, and sustainability, we are shaping the future of the agriculture and food sector.



Tiryaki Tahıl ve Yem

Tiryaki Tahıl ve Yem is an expert company within Tiryaki Anadolu, focusing on supply chain management for grains, feed, and oilseeds. Acting on the principles of quality, reliability, and sustainability in the agriculture and livestock sectors, the company offers a strong supply model by combining the production infrastructure in Türkiye with a global resource network.

Its extensive product portfolio includes essential agricultural products such as soybeans, soybean oil, soybean meal, sunflower seeds and oil, corn, canola, canola oil, wheat, and wheat flour. In addition, the company engages in the production, supply, and distribution activities in the categories of raw materials for feed for livestock, feed additives, and compound feed. Tiryaki Tahıl ve Yem produces a significant portion of its products at advanced technology facilities in Türkiye, while also processing raw materials sourced from approximately 30 countries abroad. These products are safely delivered to both domestic customers and more than 35 countries worldwide.

Our Feed Product Groups

- **Feed raw materials:** We supply high-nutritional-value raw materials, such as soybean meal, sunflower meal, corn, wheat, barley, canola, and other oilseeds to provide reliable and sustainable nutrition in the livestock sector.
- **Feed Additives:** We enhance feed formulations with scientifically developed additives containing vitamins, minerals, enzymes, and probiotics to support digestion, immunity, and the overall performance of animals.
- **Complete Feed Products:** Our complete feeds under the Danem, Arasa, and Dare brands, specifically developed for cattle and sheep, offer high-performance and balanced nutrition solutions.
 - Danem Yem: Rations that increase milk, meat, and reproductive performance.
 - Arasa Yem: Balanced content for healthy growth and efficiency.
 - Dare Yem: Rapid development support with an easily digestible and high-energy formula.

As Tiryaki Tahıl ve Yem, with our scientifically based feeding approaches, modern production infrastructure, and sustainable supply power, we continue to be a reliable partner in every segment of the livestock sector.





Danem Gıda

Danem Gıda, operating under the Tiryaki Anadolu umbrella, is one of Türkiye's leading food companies, offering a wide range of products in grain, legumes, flour, oil, industrial food, and out-of-home consumption categories. With its modern production infrastructure, strong supply network, and diversified sales channels, it positions itself as a reliable business partner in both domestic and international markets.

Danem Gıda's product portfolio is structured to address all the essential segments of the food industry:

All our retail channel activities are carried out under our strong brand Hasata, which directly reaches consumers. Hasata was launched in December 2022 with the motto "Flavors Preserved in Their Original Form" aiming to bring traditional tastes to Turkish tables through modern production. In a short time, Hasata has established a widespread distribution network across Türkiye and has become one of the most preferred legume brands in the industry today. Hasata products are obtained from carefully selected seeds grown under optimal agricultural conditions. Each package contains products from the same harvest period only. Using controlled atmosphere technology—a completely natural method—the products retain their freshness for an extended period while also providing natural protection against issues such as butterfly infestation. Additionally, Hasata is one of the first brands in Türkiye to use resealable packaging in the legume category, offering consumers both an enhanced user experience and supporting sustainable consumption.

Hasata: A Danem brand

**The flavors that the Turkish people
have longed for are preserved
in their original form...**



In the out-of-home consumption (HORECA) channel, Danem Gıda provides; solutions tailored to the needs of this segment, offering cereal, flour, and oil products in large volumes and professional-use formats aimed at hotels, restaurants, and the catering sector. Products developed in this area, such as D-Oleik 70+, are preferred in professional kitchens in line with quality and performance expectations. For industrial food producers, Danem Gıda supplies flour, oil, and legume products that stand out for their high processing compatibility and efficiency. Our products in this segment take their place in the market with series like T-Pro and D-Pro, specially developed for food processors and production facilities, while providing solutions of high-quality standards. In the export channel, Danem Gıda serves as a key player carrying Türkiye's rich agricultural diversity to global markets. Its products, certified with international quality certificates, reach consumers in Europe, the Middle East, America, and many other markets through both branded and private label solutions. A significant portion of its supply chain—more than half—is sourced from local producers in Türkiye, while product diversity is supported through supplies from different countries, primarily Canada. These raw materials are processed at advanced technology facilities and offered to domestic and international markets.

Danem Gıda's production philosophy is grounded not only in delivering high quality but also in upholding food safety and sustainability as core principles. All products are processed in compliance with international food safety standards through a modern production and quality control infrastructure, while innovative technologies -such as controlled atmosphere systems- are used to preserve their natural characteristics. Distinguishing itself within the industry, Danem Gıda offers more than product quality; it delivers excellence through customer satisfaction, advanced logistics capabilities, innovative packaging solutions, and a commitment to sustainable production. By blending traditional values with state-of-the-art production technologies, the company embraces the responsibility of being a leading player in Türkiye's food industry.

Our Brands

KÖY SOFRASI

Tiryaki Köy Sofrası brings the most natural and delicious legume products from the fertile lands of Anatolia to your tables. Our legumes, an essential part of healthy eating, are produced and packaged to high-quality standards with select taste grains.

Köy
Sofrası

DARE

We offer sunflower oil, an essential ingredient in our kitchens, in packages of 1l, 2l, 3l, 5l, and 18l packages under our Dare brand for the enjoyment of our consumers. Produced from sunflower seeds known for their high oil content and richness in vitamin E, our products add flavor to every dish.

Dare

DARE MASTERCHEF

Our Dare Masterchef brand, which has become a symbol of quality and trust in international markets, stands out especially in the export of soybean oil and sunflower oil.

Dare
MasterChef

Flavors That Have Preserved Their Originality



HASATA

Hasata, positioned as a consumer brand of Tiryaki Anadolu, is a natural, reliable, and authentic flavor brand that carries its journey from soil to the tables. Brought to life with Tiryaki Agro Holding's over half a century of agricultural expertise and integrated supply chain strength, Hasata met consumers in 2022 with the vision of restoring the value that legume products deserve.

Hasata products are sourced from carefully selected seeds grown in the most fertile regions of Türkiye, where the soil, air, and climate are ideal. Each package contains only the harvest from the same harvest period, ensuring high standards of cooking time, flavor, and texture. With controlled atmosphere technology and natural methods, issues such as butterfly formation are prevented, while special zipper-lock packaging preserves freshness and ease of use. Flavors featured in the product portfolio, such as Gönen Baldo Rice, Mardin Red Lentils, Yozgat Green Lentils, geographically indicated Antep Bulgur, and Derinkuyu Dried Beans, bring a genuine, nostalgic taste to the table while supporting local resources and agriculture.

Hasata is the leading brand in the retail channel of Tiryaki Anadolu, which specializes in high-quality dried legumes. Hasata has established a strong position in the market with its rapidly expanding sales network across Türkiye and stable growth performance. Through its wide access to both modern retail and traditional sales channels, Hasata effectively connects with consumers. Each product is processed and packaged to high-quality standards at every stage of production, using raw materials sourced from Türkiye's leading suppliers. By operating with the principles of operational excellence, consistent flavor, and innovative packaging, Hasata aims to deliver the same trust and satisfaction to consumers every time.

Growth Potential with Direct Consumer Service



Hasata products are sourced from leading suppliers in Türkiye to ensure the provision of high-quality ingredients.



At every stage of the production process, first-class standards are maintained with a high level of care in processing and packaging.



It operates at 53,000 sales points in Türkiye, covering modern and traditional channels.

Selected Modern Sales Channels



Retail



Online



Discount Sale



Thanks to its **superior taste**, operational excellence, and quality-focused approach, Hasata ensures a consistent flavor guarantee by providing a competitive advantage.



Hasata offers a variety of sub-products that effectively respond to **different consumer preferences** and nutritional needs within its main product groups.



Hasata's **specially packaged products with zipper locks**, consisting of products not older than one year, utilize controlled atmosphere technology to kill bacteria while ensuring that the products always maintain their freshness.



Yıldız Bitkisel Ürünler

Tiryaki Anadolu's seed, certified seed, industrial crops, and pulses production is carried out by Yıldız Bitkisel Ürünler, an expert agricultural company that makes strategic contributions to Türkiye's agriculture with its production areas in different regions and high-quality certified seed production.

Our company's main production area, Muş Alparslan Agricultural Enterprise, operates on 60,000 decares of land. In this area, certified wheat seeds, industrial crops, and legumes are cultivated, implementing an exemplary production model supported by advanced agricultural technologies and regenerative farming practices.

Additionally, Yıldız Bitkisel Ürünler carries out contract seed production in an area of 12,000 decares in Konya and 3,000 decares in Tekirdağ. The company, which stands out in wheat seed production with the Odeska Krasunia and Odeska Syrena varieties cultivated extensively throughout Türkiye, is among the largest private seed producers in our country.

Yıldız Bitkisel Ürünler is also a pioneer in sustainable agriculture. At our Muş Alparslan farm, fully automated drip and sprinkler irrigation systems are currently used across an area of 13,000 decares. With the smart irrigation system, depending on the type of plant and irrigation needs, up to 30% water savings can be achieved while reaching a yield increase of up to 70%. The goal is to establish a smart irrigation system on all arable land by 2035.

We are actively working to adopt regenerative agriculture practices such as intercropping in our production processes, sowing in stubble, cover crop applications, using organic fertilizers, and a zero-plant waste approach to preserve biodiversity, improve soil health, and promote circular agriculture.



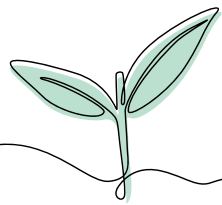


Lidya Nuts



Lidya Nuts is a specialized dry nuts company operating under the umbrella of Tiryaki Anadolu, focusing primarily on pistachios and sunflower seeds. Established in 2005 by Tiryaki Agro Holding, the company has further advanced its vision of introducing Turkish pistachios to the world as of 2023, positioning itself within Tiryaki Anadolu.

One of Türkiye's most valuable agricultural products, the Antep pistachio, was registered with a geographical indication in 2000 by the Turkish Patent and Trademark Office in the name of Gaziantep. With its unique aroma and flavor, it has gained a privileged position in both local cuisines and global markets. Archaeological findings dating back to prehistoric times indicate that pistachios have been cultivated in this region for thousands of years, making it a historical center for pistachio farming. Lidya Nuts continues its activities to strengthen Türkiye's position in global markets by processing and exporting this unique product to highest standards.



Lidya Nuts

**delivers pistachios
to the world,**
especially Europe, America, the Middle East, and China.

Lidya Nuts, located in Gaziantep, processes pistachios in both snack and industrial formats at certified, advanced technology production facilities and supplies products to business partners around the world, primarily in Europe, America, the Middle East, China, and India. Today, Lidya Nuts represents Türkiye internationally as one of the largest suppliers of pistachios.

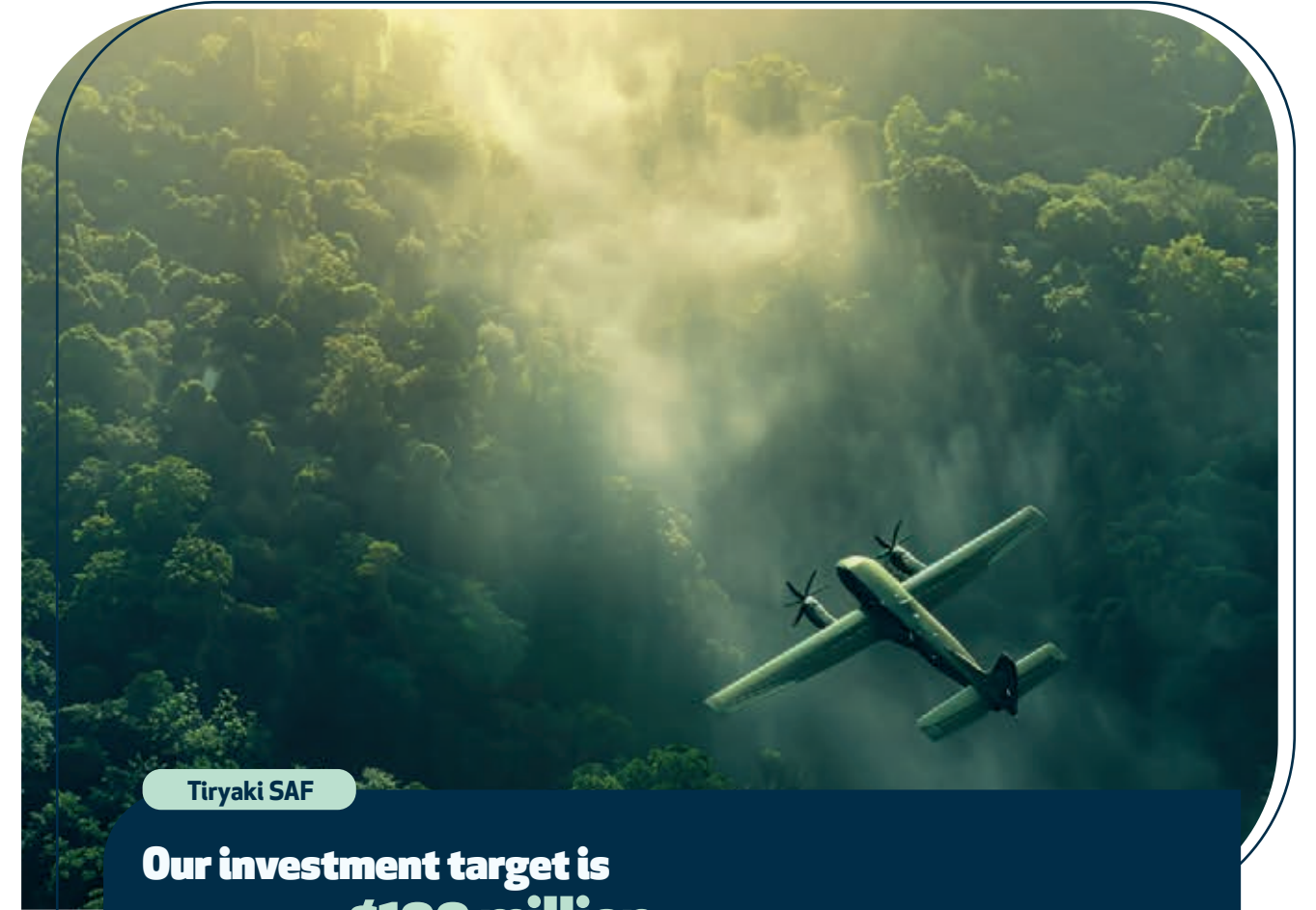
With the support of Tiryaki Agro Holding's global power, Lidya Nuts is not only exporting but also taking strategic steps to help Turkish pistachios regain their rightful place in the world. While introducing our products directly to the Chinese market with our Hasata brand, we continue to grow in the EU and US markets, making a strong entrance into new markets such as Brazil. At the same time, we are diversifying our products with new-origin varieties and continuing our investments in R&D and resource sustainability. Lidya Nuts is not just a nut producer but also a representative of geographical heritage, agricultural quality, and sustainable production practices. In our product processing and packaging operations, we work in accordance with international food safety standards and the zero waste principle, delivering the naturalness, flavor, and value of Antep pistachios to global markets.



Tiryaki SAF

As one of the most strategic initiatives under Tiryaki Anadolu's bioeconomy vision, Tiryaki SAF – Sürdürülebilir Havacılık Yakıtları Tedarik ve Üretim A.Ş. – is advancing a significant investment for the production of SAF (Sustainable Aviation Fuel) using raw materials derived from vegetable and animal waste oils. Globally recognized as a key component of the energy transition, SAF is gaining increasing importance as an environmentally friendly alternative to fossil-based fuels, offering strong potential for reducing carbon emissions.

Positioning itself as one of Türkiye's pioneers in the field, Tiryaki SAF focuses on the long-term supply of feedstock required for jet fuel production. Backed by Tiryaki Agro Holding's global supply chain expertise, the company is developing a model based on waste vegetable and animal oils. Within this framework, an investment of approximately \$100 million is planned to establish infrastructure for the cleaning and pre-processing feedstock. Aligned with circular economy principles, this system facilitates the repurposing of waste materials while contributing to environmental sustainability. Beyond energy production, the investment supports a broader transformation across the agriculture and food sectors. In the coming period, the expansion of organic farming practices, increased use of renewable energy in agriculture, strengthened efficiency policies for critical resources such as water and soil, and the more effective implementation of mechanisms like carbon trading is expected. Moreover, the integration of digital agriculture technologies—including artificial intelligence, geographic information systems, and climate and soil forecasting models—is anticipated to enhance productivity throughout production processes.



Tiryaki SAF

Our investment target is
approximately **\$100 million** to establish cleaning and pre-processing facilities by leveraging our global strength in supply chain management.

Tiryaki Lisanslı Depoculuk (LİDAŞ)

Tiryaki Lisanslı Depoculuk (LİDAŞ), one of the group companies of Tiryaki Anadolu, holds a pioneering position in the sector as Türkiye's first private licensed warehousing company. Established in 2012, LİDAŞ was founded with the aim of safely, effectively, and sustainably storing agricultural products.

LİDAŞ provides services with modern facility infrastructure designed to preserve the value and quality of seeds, feed, and other agricultural products. It operates in four strategic regions across Türkiye—Bandırma, Çorum, Mersin, and Gaziantep—with a total storage capacity exceeding 400,000 tons. Through the high-standard storage systems implemented in its facilities, the freshness, content balance, and physical integrity of the products are maintained, offering a reliable supply process for both producers and buyers. LİDAŞ not only stores products but also contributes to the transparent, traceable, and sustainable conduct of agricultural trade.

Operating in integration with Tiryaki Anadolu's strong logistics and sales network, LİDAŞ plays an important role as a logistics center for both the domestic market and international trade, thanks to its proximity to ports and strategic location advantages. This structure allows stored products to easily reach global markets, further strengthening Tiryaki Anadolu's overall agricultural supply chain capabilities. LİDAŞ continues to operate with the mission of being Türkiye's reference brand in licensed warehousing, with its reliable infrastructure, widespread capacity, and service understanding that takes into account the needs of the industry.

Tiryaki LİDAŞ

Türkiye's First Licensed Warehousing Activity



A strong infrastructure that provides easy access to international trade routes through ports enables benefiting from short distances and reducing costs.



400,000 metric tons of storage capacity



Capacity Licensed Storage



Our Economic Performance

We continuously enhance our economic performance through sustainable growth and strong financial management, while contributing to the national economy by creating value for our stakeholders.



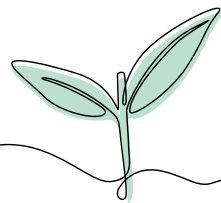
Our Economic Performance



At Tiryaki Anadolu, we continuously improve our economic performance with the goal of sustainable growth and a strong financial structure. We achieve strong results every year thanks to our sound financial management approach and efficient resource utilization.

Our ability to adapt quickly to changes in market conditions and our innovative strategies increase our competitiveness and ensures sustainable profitability. Our diversified business lines, effectiveness in global markets, and efficient business processes are among the main factors reinforcing our economic success.

As Tiryaki Anadolu, we will continue to create value for our stakeholders and contribute to the national economy by increasing our investments. In this context, our financial data for 2023 are provided in the table alongside.



		Revenues for 2023 (million USD)	EBITDA for 2023 (million USD)	Share of international revenues (%) for 2023	Total number of employees as of April 2024
 Tiryaki Tahıl ve Yem	- Agricultural product supply chain management - Main products include soybeans, soybean oil, soybean meal, sunflower seed oil, sunflower seeds, corn, canola oil, canola, canola flour, wheat, wheat flour, and feed by-products. 34% of supplies came from Ukraine and 33% from Türkiye.	373	26	17%	129
 Danem	- The main products are rice, lentils, bulgur, chickpeas and beans. 55% of supplies came from Türkiye and 15% from Canada.	243	21	36%	419
 Lidya Nut	- Peanuts and sunflower seed kernels were the main products. 59% of supplies came from Türkiye and 37% from the US.	39	6	57%	57
 Yıldız Bitkisel Ürünler	- Leading seed and agribusiness operator in the private sector - Land leased from the state (TİGEM) until 2041 - Farming on 60,000 acres of land	12	7	-	105
 LIDAŞ	Large storage capacity (~174 thousand tons), which stands out among private regional agribusiness companies.	1	-	-	33

The 6 main factors affecting Tiryaki Anadolu's strong economic performance



Mitigating the impact of cyclical economic fluctuations on the agricultural sector



Integrated business model from the field to the table



Diverse product range covering staple foods



Experienced management team with a strong and well-established corporate culture



Growth potential by providing direct services to consumers (Hasata)



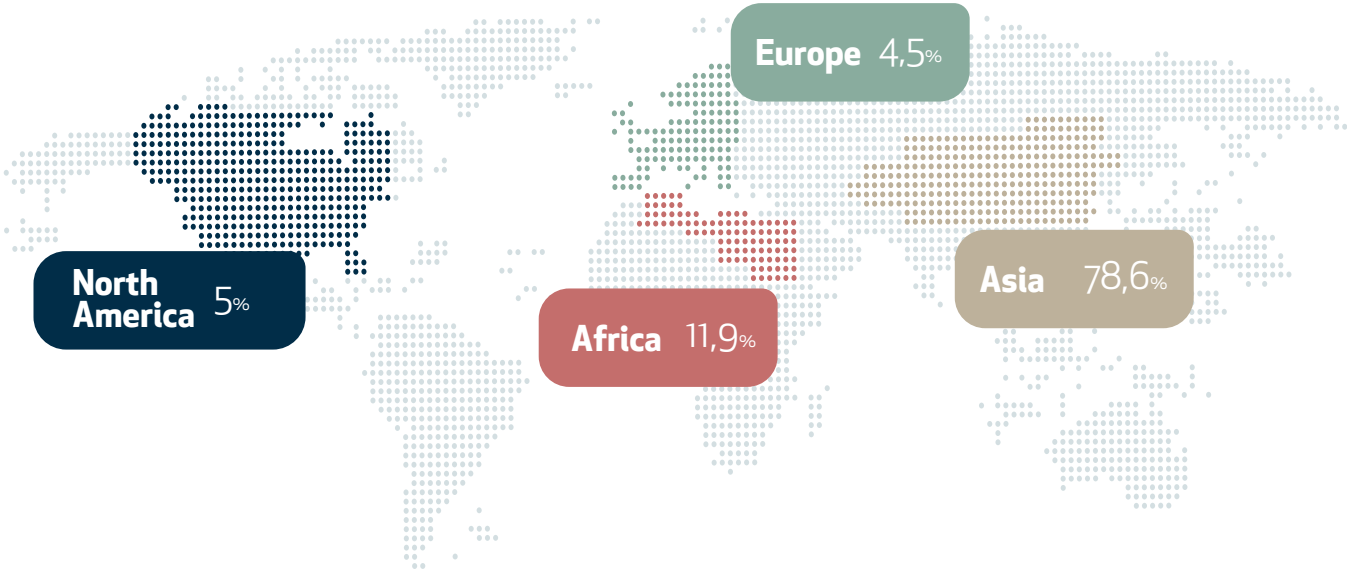
Promising growth opportunities facilitated by critical strategic initiatives

Tiryaki Anadolu opening balance sheet - September 2023

Balance sheet (thousand USD)	September 30, 2023
Cash and Cash Equivalents	6,166
Trade Receivables	56,912
Inventories	151,134
Advances Given	6,298
Other Receivables	12,012
Fixed Assets	19,653
Total Assets	252,175
Bank Loans	61,369
Intercompany	28,501
Trade Debts	83,142
Advances Received	15,720
Other Debts	12,226
Total Debt Liabilities	200,959
Total Equity	51,216
Total Liabilities and Equity	252,175

A wide customer portfolio in different geographies

Diversified customer network that enables growth in various markets and creates stable revenue streams against economic fluctuations



Transit and export operations are carried out together to facilitate the movement of goods domestically and internationally.



It generates 25.7% of its revenues from international sales and exports to more than 40 countries.



International sales offices in Dubai provide tax benefits as well as market access and a global customer channel.



Average of 8 years of customer service experience



The customer portfolio demonstrates a diversified customer base, which reduces the risk of concentration.

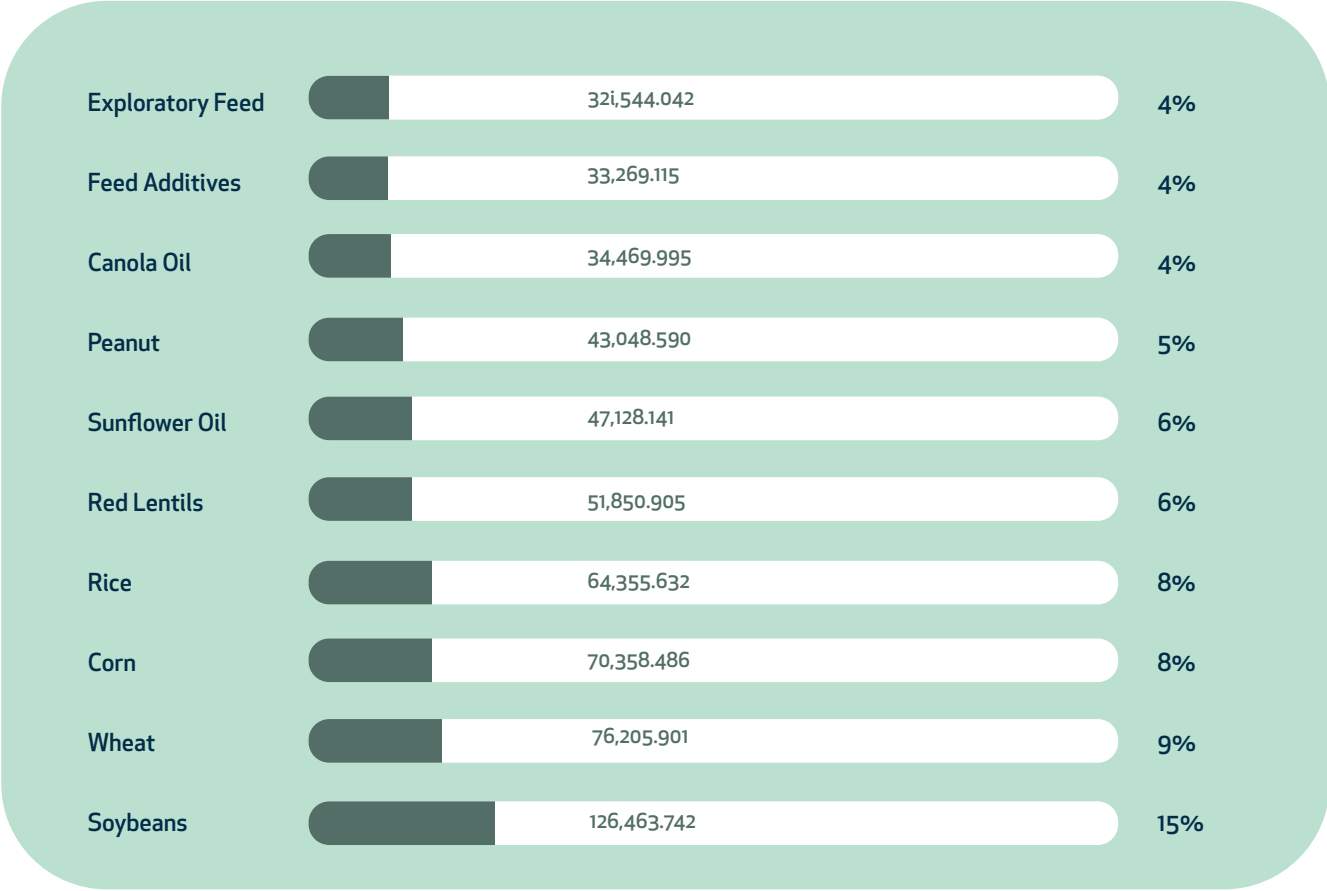
Rich Product Range in Basic Food Categories

By-Product

Grains, Feed, and Oilseeds	- Sunflower, Sunflower Oil, Soybean, Soybean Meal, Soybean Oil, Canola, Canola Oil - Wheat, Corn, Wheat Flour, Feed By-Product - Lysine Monohydrochloride, Lysine Sulfate
Legumes	- Rice - Bulgur - Bean - Lentil - Chickpea
Nuts	- Pistachio - Sunflower Seed Kernels
Farming	- Barley Seed - Wheat Seed - Sugar Beet - Sunflower

A diversified portfolio and reduced product concentration mitigate fluctuations in the market, changing consumer trends, and supply chain disruptions by distributing sales across numerous product categories.

July 1, 2023 - June 30, 2024 Period / Sales Breakdowns of the Top 10 Products (in USD, %)





Corporate Governance

At Tiryaki Anadolu, we embrace Tiryaki Agro Holding's management approach based on transparency and accountability, **aiming for sustainable success in this context.**



Corporate Governance at Tiryaki Anadolu

At Tiryaki Anadolu, we are fully committed to corporate governance principles and act in accordance with **the highest ethical standards**. We believe that transparency, accountability, and fairness are fundamental elements in ensuring the sustainable success of our company. We structure our governance processes to protect the rights of all our stakeholders, and we follow an open and effective communication strategy with internal and external stakeholders.

While our Board of Directors plays a critical role in determining Company strategies and monitoring practices, we prioritize transparency and efficiency at every stage. We support our corporate governance approach with risk management, internal audit systems, and compliance processes, and continuously strengthen them to ensure that our company achieves its goals in a sustainable manner.

We are committed to creating value, reassuring our stakeholders, and securing the long-term success of our company by rigorously applying corporate governance principles in all our business processes.

Board of Directors



Süleyman Tiryakioğlu

Tiryaki Agro Holding
CEO / Tiryaki Anadolu
Chairperson



Tekin Mengüç

Tiryaki Agro Holding Vice
Chairperson / Tiryaki Anadolu
General Manager (CEO)



Mustafa Türkay Tatar

Tiryaki Agro Holding
Board Member





Risk Management

The sustainability and long-term success of companies depend on the implementation of an effective risk management strategy. In this context, at Tiryaki Anadolu, we are aware that risks must be accurately identified, assessed, and managed. We believe that both potential risks and opportunities encountered in the business world, should be meticulously analyzed and managed. Risk management is a critical process not only for preventing potential threats but also for seizing opportunities and taking firm steps towards the future of the company.

With this understanding, we make opportunity and risk assessments regarding our current operations at regular meetings of the Executive Committee, Risk Committee, and Board of Directors. We apply the same rigorous opportunity and risk analyses when evaluating new business areas, projects, and investment opportunities. These meetings play a fundamental role in strategic decision-making and contribute to taking appropriate actions by identifying potential risks at an early stage.

In our risk management processes, we know that effective actions must be taken and implemented against potential risks in addition to analysis studies. At this point, our Risk Committee closely monitors and guides all processes. The main task of the Risk Committee is to evaluate the risk data received from each department and to implement the actions shared with the Board of Directors by communicating them to the relevant departments. The CFO leads the Risk Committee in this process.

This structure ensures that both operational and strategic risks are managed effectively, ensuring that the company achieves its goals. At the same time, the rapid identification and response to risks minimize potential losses and increase competitiveness. You can find more detailed information in this context [here](#).



Tiryaki Anadolu

At Tiryaki Anadolu, we are aware that
**risks must be accurately identified,
assessed, and managed.**



Audit and Risk Committee

At Tiryaki Anadolu, we attach great importance to the activities of the Audit and Risk Committee to ensure the sustainable success of our company and to effectively manage the risks we face. Established in accordance with our company's corporate governance principles, the Committee plays a critical role in identifying operational and strategic risks in advance, overseeing management processes, and preventing potential misconduct.

Our Audit and Risk Committee oversees the effectiveness of our operations and takes appropriate measures against risks independently of our company's general management. The Committee consists of at least two members and the majority of the members are elected from the Board of Directors members who do not hold executive functions. In addition, it is preferred that at least one Committee member has education and experience in auditing, accounting, or finance. The Committee convenes regularly every quarter and the agenda of the meetings is shaped in line with the priorities set by the Board of Directors.

While our Audit and Risk Committee determines basic parameters such as the company's risk appetite and risk tolerance, we take actions to minimize risks at every stage of management processes. In these processes, we work closely with the Internal Audit unit to identify risks at an early stage and ensure that appropriate control measures are taken. Our Audit and Risk Committee makes a critical contribution to achieving the company's corporate goals, effectively managing risks, and securing management processes. While the decisions taken by our Committee shape the strategic direction of our company, it also supports a transparent and reliable management approach towards our stakeholders. You can find more detailed information about the responsibilities of our Audit and Risk Committee [here](#).

Internal Audit and Control Mechanism

At Tiryaki Anadolu, the internal audit and control mechanism established at Tiryaki Agro Holding ensures the effectiveness of our company's management and operational processes while supporting our sustainable growth. We see this mechanism as a fundamental tool to manage our risks, improve our internal control systems, and achieve our organizational goals.



Independent Internal Audit Function

At Tiryaki Anadolu, the internal audit function operates independently from the organization's management structure. The Internal Audit Department reports directly to the Audit and Risk Committee, and this independence enhances the objectivity and reliability of audit processes.

Our Internal Audit team acts strictly in accordance with auditing principles and rules and fulfills its duties independently of any external or internal pressure.

Our Audit and Risk Committee takes all necessary measures to ensure the independence of the internal audit function. If auditors encounter any restrictions or obstacles that prevent them from successfully performing their duties, they immediately report this to the Internal Audit Manager.

This mechanism ensures that the Internal Audit team works safely and independently and that the company is audited correctly.



Management of Internal Audit Processes

At Tiryaki Anadolu, we manage our internal audit processes under Tiryaki Agro Holding to ensure alignment with our strategic goals. In line with the audit scope determined by the Internal Audit and Risk Committee, auditors examine our organizational processes, risks, and control points. We also strive to shape our audit activities in a way that contributes to our sustainability goals.

In this context, the scope of our internal audit processes is not limited to audits of our financial processes. We continue to prepare audit reports that assess the environmental and social impacts of organizational processes, with a focus on Environmental, Social, and Governance (ESG) factors and the internal audit function to ensure the long-term sustainability of our company.

At Tiryaki Anadolu, we implement the “Audit Quality Assurance and Development Program” to continuously improve and enhance the quality of our internal audit functions. Through this program, we regularly evaluate the effectiveness of our internal audit activities and identify areas in need of improvement. Our Internal Audit and Risk Committee also makes periodic assessments and takes necessary actions to ensure that these processes are functioning correctly and professionally.

Our internal audit processes ensure regular and continuous monitoring and control of our activities and develop them in line with our sustainable growth strategies. Thanks to the efforts of our internal audit function, we continue to help our company use its resources effectively, minimize risks, and achieve its organizational goals.



Principle of Independence & Neutrality



Internal Audit and Risk Management

Our Internal Audit team continues to fulfill its duties independently from all internal and external pressures. This approach enables auditors to objectively and impartially assess all of the company’s operations. At Tiryaki Anadolu, the Internal Audit team’s commitment to the principles of independence and impartiality is critical to the long-term success of the organization.



Internal Audit Quality Assurance and Development Program

Our internal audit structure continues to work in close cooperation with the organization’s risk management processes. Our audit team identifies potential risks that our organization may face and takes appropriate measures against these risks. The integration of our internal audit activities with risk management is critical to our sustainable growth.

Our continuously improving risk management strategies and internal audit processes not only increase our operational efficiency but also enable our organization to achieve a more agile and resilient structure. In this way, we are able to take quick and effective action in the face of changing conditions, and we aim for sustainable success by continuously improving the efficiency of our processes.

You can find detailed information about our internal audit regulation [here](#).



Stakeholder Relations

At Tiryaki Anadolu, strong and transparent relationships with our stakeholders are the cornerstones of our business processes to ensure sustainable success and create long-term value. Our stakeholders consist of all individuals, groups, and organizations directly or indirectly affected by our company's activities or that may affect our activities. Our stakeholders include employees, customers, investors, suppliers, government and regulatory authorities, local communities, and non-governmental organizations.

The quality of the relationships we establish with our stakeholders plays a critical role in helping our Group fulfill its responsibilities, manage its reputation, and achieve its sustainability goals. At Tiryaki Anadolu, we consider open, honest, and regular communication as one of our core principles, responding sensitively to the needs and expectations of our stakeholders. In this context, we use various channels to ensure effective communication with our stakeholders; we receive feedback and inform our stakeholders through meetings, surveys, reports, and digital platforms. In this way, we use and shape our communication mechanism more effectively.

In managing our stakeholder relations, we are not only limited to our existing stakeholders but also continue to increase our company's growth and development potential by establishing healthy and strong ties with potential stakeholders. By analyzing our stakeholders with a holistic approach, we can base our strategic decision-making processes on a healthier foundation, thereby effectively managing risks and seizing new opportunities.

At Tiryaki Anadolu, we prioritize mutual trust and transparency in our relations with our stakeholders. This approach enables us to develop long-term and sustainable collaborations with our stakeholders by meeting their expectations. We also add value to our brand by strengthening our social acceptance and contributing to the welfare of society through our social responsibility projects. We continuously improve our stakeholder relations and focus on creating long-term value by moving forward in line with our sustainability principles.

Our stakeholders	Communication Method	Frequency of Communication
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Employees	Educations Internal Information and Announcements Corporate Website Social Media One-on-One Meetings and Discussions Corporate Publication (Monthly Bulletin) General Assembly Meetings	Continuous Instant Continuous Continuous Continuous Continuous Annual
Shareholders, Investors, and Analysts	Corporate Website Activity Reports Financial Statements, Independent Audit Reports	Continuous Midterm-Year End Midterm-Year End
Customers	Educations E-mail	Periodic Continuous
Suppliers	SMS Meetings Educations E-mail	Continuous Continuous - Continuous
Farmers	SMS Meetings University-Industry Collaboration Career Fairs	Continuous Continuous Seasonal Demand is Quite
Academic Institutions	Career Interviews Educations Audit Report Activity Reports	Demand is Quite Demand is Quite Annual Annual
Public Institutions	Educations Working Groups Memberships	Annual Demand is Quite Annual
Sectoral Unions	Activity Report Meetings Press Releases Interviews	Annual Demand is Quite Continuous Demand is Quite
Media Organizations	Activity Reports Fair/Launch/Workshop	Annual Demand is Quite
Customers (Distributors & Direct Customers, Supermarkets, etc.)	E-Mail Meeting (Online & Offline)	Continuous Continuous



Ethics Management and Anti-Corruption

At Tiryaki Anadolu, we are committed to compliance with ethical principles and anti-corruption, which are the cornerstones of our sustainable growth.

It is our priority that all our employees who embrace the goals and values of our company carry out their activities in full compliance with our ethical principles. Within this framework, we accept compliance with legal regulations in our business processes, full implementation of business ethics rules, and acting with a sense of social responsibility as fundamental principles.

In order to build a strong ethical culture, we continue to raise awareness within the company and continuously support our employees in this regard. This approach enables us to build trust-based relationships with our stakeholders and strengthen our long-term success.

The ethical principles we have established as Tiryaki Anadolu serve as a guide for all of our employees. In line with these principles, every employee is obliged to uphold the vision, mission, and values of our company and to comply with all relevant national and international regulations in all processes.

Our employees not only protect the interests of our company but also continue to work by the principles of equality, justice, and human rights, fully complying with social and legal obligations.

At Tiryaki Anadolu, we strongly oppose discrimination, mobbing, and other negative behaviors in all our internal relationships.

Our commitment to protecting the psychological and physical well-being of our employees is an integral part of our people-centered company culture. With this approach, we aim to enhance employee satisfaction and create a sustainable work environment.

At Tiryaki Anadolu, our managers assume an important responsibility for promoting a work culture based on our ethical principles and integrating this culture into all processes of the company.

Raising awareness among employees about ethical principles and ensuring that these principles are integrated into all business processes is one of the primary duties of our managers. In this way, we ensure

that our employees at every level act in accordance with our ethical principles.

We also ensure that our ethical principles and business ethics procedures are communicated to all employees and that regular education is provided to maintain a sustainable organizational culture and management committed to ethical principles.

We support this process by creating the necessary documentation to inform our employees about ethical rules, monitor their compliance with these rules, and integrate them into business processes.

With this approach, we encourage our employees at every level to act within the framework of our ethical principles and contribute to our corporate sustainability goals.

Fighting corruption is among our priorities as Tiryaki Anadolu.

Our employees are obliged to act by the principles of transparency and honesty in their relations with both public institutions and the private sector.

As Tiryaki Anadolu, we expect our employees to manage their interests in a way that does not conflict with the company's interests as part of our fight against corruption. No employee should engage in unethical behaviors such as corruption, bribery, or self-dealing in work performed on behalf of our company or in supplier and customer relationships. We also emphasize that our company's resources and information should only be used for our business processes and must not be utilized for personal interests in any way. Our strict adherence to these principles contributes to our long-term success while maintaining the reputation of our company.

The ethical principles we have established at Tiryaki Anadolu form the foundation of our company's sustainability goals. In line with these principles, we aim to create a healthy and reliable working environment by gaining the trust of all our employees and stakeholders. Behaviors that do not comply with our ethical principles may damage our company's reputation and have legal consequences. Therefore, all our employees are responsible for fulfilling their duties by strictly adhering to our ethical rules, working principles, and values, as well as acting in a way that secures the company's future.

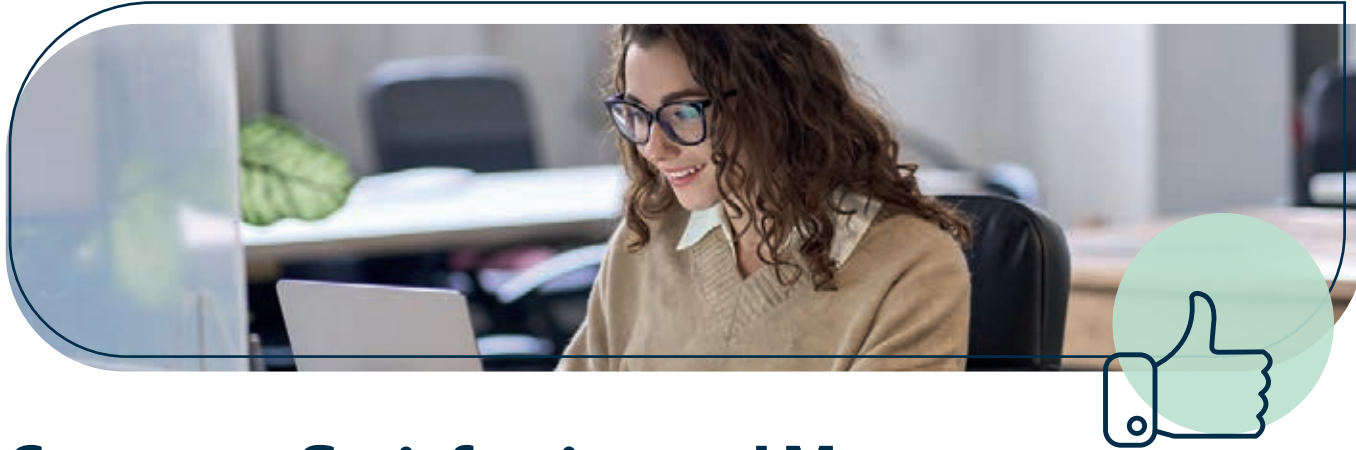
In addition to the fundamental principles of the UN Global Compact that we have signed, we place great importance on fundamental human rights, develop policies aimed at protecting the rights and freedoms of all individuals, and act with sensitivity in this regard.

As Tiryaki Anadolu, we commit to maintaining high standards in ethics management and combating corruption.



Tiryaki Anadolu

We attach great importance to universal values such as **not employing child labor** and fundamental human rights.



Customer Satisfaction and Management

At Tiryaki Anadolu, we consider customer satisfaction as one of the cornerstones of our company's success. Meeting our customers' expectations at the highest level and providing them with high-quality service is the focal point of our business processes.

Our approach to customer satisfaction is not only directly related to the quality of our products and services but also to transparency, trust, and engagement in our customer relationships. With this understanding, we continue to carry out our improvement and development processes to ensure customer satisfaction.

We consider measuring and monitoring customer satisfaction to be extremely important for the success of our company. In this context, we see the customer satisfaction surveys we conduct regularly as a critical tool to determine our customers' satisfaction levels and to better understand their expectations.

The purpose of our surveys is to identify areas that will increase customer satisfaction and elevate the customer experience to the highest level. Based on the data we have obtained, we develop strategies to improve our service quality and implementing these strategies meticulously. We are pleased to report that, according to the surveys we conducted in 2024, our customer satisfaction rate was measured at 83%.

ISO 10002 is a quality standard that ensures the effective management of all processes related to receiving and resolving customer complaints. Our possession of the ISO 10002 Customer Satisfaction Management certification demonstrates our adherence to international standards in the effective handling and resolution of customer complaints. This certification also reflects our commitment to developing a solution-oriented approach by delivering timely and accurate responses to customer feedback. Serving as a key component of our customer satisfaction strategy, the certification reinforces our customer-centric business approach and our dedication to continuous improvement.

At Tiryaki Anadolu, we aim to prioritize customer satisfaction by establishing strong, trust-based relationships with each of our customers and viewing them as our long-term business partners. In this regard, we continue to collaborate with all our teams within the company to best meet customer requests, resolve complaints quickly, and continuously improve the overall quality of service.



Customer Satisfaction

Our ISO 10002 certificate

demonstrates that we manage complaint and feedback processes according to international standards and highlights the importance we place on customer satisfaction.



Compliance with International and National Legislation

At Tiryaki Anadolu, we adopt full compliance with national and international legislation in all areas of our operations as a fundamental principle. While conducting our business processes, we strictly adhere to relevant legal regulations, ethical principles, and compliance standards. We also ensure that our employees, business partners, and other stakeholders meet the same high standards. We regularly review our compliance processes and take necessary actions. This approach helps us minimize legal risks and contributes to maintaining the long-term sustainability and reputation of our company.

In addition, we rigorously implement all necessary strategies to adopt responsible production and consumption principles and to maintain product safety at the highest level. Seeking high standards in food safety, we continuously carry out improvement efforts to comply with legal regulations and to guarantee the quality and safety of our products.

Tiryaki Anadolu

We will continue to offer our consumers
**the highest quality and
safest products.**



In terms of product safety, we have the most prestigious certifications in the industry. International certifications such as ISO 22000:2018 Food Safety Management System, HACCP, BRC, and IFS are essential tools that allow us to audit and monitor the safety of our products on a regular basis.

In our production and logistics processes, we implement strict control mechanisms to ensure food safety. In our production facilities, we take safety measures at every step and operate in accordance with the HACCP system. We also fully comply with international safety standards during the storage and transportation of products. By monitoring every stage of our supply chain, we enable a quick and effective response to potential risk situations.

With our understanding of responsible production and consumption, we prioritize environmental sustainability in our production processes. We strive to produce zero waste and use eco-friendly technologies by efficiently utilizing natural resources. Through this approach, we provide our consumers with safe and healthy products while contributing to sustainability.

These holistic approaches ensure product safety at the highest level while allowing us to produce according to legal regulations and ethical principles. In this regard, we will continue to provide our consumers with the highest quality and safe products.



Our Certificates



ISO 22000:2018 Food Safety Management System



HACCP (HaZard Analysis and Critical Control Points)



BRC (British Retail Consortium)



IFS (International Featured Standards)



ISO 27001 Management System Certificate



ISO 50001 Energy Management System



BRC Food Safety Food Safety Certificate



EU Organic Production Certificate



USDA Organic Agriculture Certificate



Türkiye Organic Agriculture Certificate



STAR-K Kosher Certificate



ISO 14001 Environmental Management System



GMP+Plus (Good Manufacturing Practice) Good Manufacturing Practice System for Feed Industry



OHSAS 45001 Occupational Health and Safety System



ISO 9001:2015 Quality Management System



FSSC 22000 Food Safety Management System

- FSSC 22000 Food Safety Management System
- Gaziantep Food Safety System Certification 22000 FSSC
- Gaziantep Halal Food Certificate
- Gaziantep Management System According to ISO 9001:2015
- Bandırma Food Safety System Certification 22000 FSSC
- Bandırma Halal Food Certificate
- Bandırma Management System According to ISO 9001:2015
- Mersin Food Safety System Certification 22000 FSSC
- Mersin Halal Food Certificate
- Mersin Management System According to ISO 9001:2015





“Everything starts with loving a seed”

At Tiryaki Anadolu, we strive to provide nutritional solutions around the world and build a food future in harmony with nature. Sustainability is inherent in our business.

We plant the seeds of tomorrow today and continue to contribute to people and the environment at every stage from seed to table in our sustainability roadmap focused on environmental sustainability, bioeconomy, productivity development, and social impact.





Our Focus Areas for Sustainability

At Tiryaki Anadolu, we are developing the sustainability activities of our subsidiaries across **4 key areas**.

Environmental Sustainability

- Water Conservation
- Energy Efficiency
- Renewable Energy
- Emission Reduction
- Regenerative Agriculture
- Organic Agriculture*

Productivity Improvement

- Certified Seed Production
- Advanced Technology and Digitalization
- Zero Waste Production

Social Impact

- Human Rights, Diversity and Inclusion
- Employee Engagement
- Health and Safety of People
- Contribution to Society

Bioeconomy

- Sustainable Aviation Fuel (SAF)
- Plant-Based Proteins**
- Deep Processing**

*Tiryaki Agro Holding's focus area is "Environmental Sustainability".

**Tiryaki Agro Holding's focus area is "Bioeconomy".

Our Sustainability Strategies and Prioritized Matters

At Tiryaki Anadolu, we embrace sustainability not just as a business approach, but as the essence of what we do. In line with the vision of Tiryaki Agro Holding, which brings our operations in Türkiye together under one roof, we are building an efficient, environmentally friendly, and long-term value-generation process for the benefit of humanity and nature.

We design our strategic decisions and all our operational processes in accordance with Environmental, Social, and Governance (ESG) principles, and we place these principles at the center of our business conduct, rather than considering them as an integral part of it.

Our Sustainability Strategy

We are constantly striving to create an efficient and sustainable value-production process for the benefit of humanity and nature.



Our activities — ranging from certified seed production to agricultural production, sourcing, logistics, and distribution — are based on an integrated business model designed in harmony with nature and humanity. We carry out our agricultural activities on the lands we operate across Türkiye within the framework of sustainability principles, processing high-quality agricultural products sourced from over 25 countries in our 15 facilities located in 6 different locations with the principle of 'zero waste'.

Through our integrated logistics infrastructure for road and sea transport, we deliver our products to domestic and international customers using environmentally friendly methods.

In line with our 2030 vision, we are focusing on agriculture-based energy projects, regenerative agriculture practices, and R&D-driven product development areas, supporting sectoral innovation while reducing our environmental impact through the investments we make in these areas.

We act with the responsibility of leaving a livable world to future generations by using natural resources efficiently. We are developing new business models based on sustainability and we truly believe that this approach will create long-term value both environmentally and economically.

Sustainability Goals

At Tiryaki Anadolu, within the framework of our 2030 strategy, we aim to lead the agricultural product supply chain that produces solutions for a sustainable future for Türkiye and the world. By putting R&D at the center of our business, we strive to become a pioneering global company that creates value in a sustainable economy, providing environmental and social benefits by guiding the agriculture sector with innovative solutions.

Our goal is to be a leading agricultural products supply chain company that provides mass and innovative solutions by achieving operational excellence. By leveraging technology and maximizing efficiency, we will support sustainable growth. Within the framework of four key areas we focus on in sustainability, we define our priorities, ultimate goals, and key performance indicators, and carry out our work under the coordination of our leaders in Environmental Sustainability, Bioeconomy, Efficiency Improvement, and Social Impact as defined by our Sustainability Committee.

We aspire to be a company that is sensitive to both nature and humanity, writes its own sustainability story, and is the preferred choice of all stakeholders. By fulfilling our environmental and social responsibilities, we aim to leave a more livable world for future generations. Our objective is to source, produce, and deliver traditional and organic agricultural products in a manner that is both environmentally and socially responsible. To this end, we are committed to promoting sustainable agricultural practices that conserve biodiversity and ensure the efficient use of natural resources.

To enhance our contribution to the fight against global climate change, we aim to focus on new development areas such as renewable energy, energy efficiency, and circular economy. We aim to contribute to a climate-neutral future by reducing our carbon footprint. Establishing strong and sustainable relationships with society is one of our core values. We aim to continue our development based on ethics and trust with all our stakeholders. We will support sustainable development by contributing to the advancement of society through social responsibility projects. Within the framework of our strategic vision and goals, we have established Key Performance Indicators (KPIs).

Focus Area	Priority Topics	Final Goal	KPI's	Responsible
Environmental Sustainability	Water Conservation	Reduce water footprint	Total water consumption	Environmental Sustainability WG Leaders
Environmental Sustainability	Water Conservation	Reduce water footprint	Water intensity (total consumption/total production)	Environmental Sustainability WG Leaders
Environmental Sustainability	Water Conservation	Reduce water footprint	Projects aimed at the conservation of water resources	Environmental Sustainability WG Leaders
Environmental Sustainability	Water Conservation	Reduce water footprint	The total amount of water that is recycled, reclaimed, and reused	Environmental Sustainability WG Leaders
Environmental Sustainability	Water Conservation	Reduce water footprint	The amount of water extracted from areas under water stress	Environmental Sustainability WG Leaders
Environmental Sustainability	Water Conservation	Reduce water footprint	Water conservation investments (₺)	Environmental Sustainability WG Leaders
Environmental Sustainability	Energy Efficiency	The efficient use of energy and the reduction of energy consumption	Total energy consumption (by energy types)	Environmental Sustainability WG Leaders
Environmental Sustainability	Energy Efficiency	The efficient use of energy and the reduction of energy consumption	Total energy consumption density (total consumption/total production)	Environmental Sustainability WG Leaders
Environmental Sustainability	Energy Efficiency	The efficient use of energy and the reduction of energy consumption	Total energy consumption density (total consumption/total production)	Environmental Sustainability WG Leaders
Environmental Sustainability	Energy Efficiency	The efficient use of energy and the reduction of energy consumption	Annual total energy savings	Environmental Sustainability WG Leaders
Environmental Sustainability	Energy Efficiency	The efficient use of energy and the reduction of energy consumption	Energy efficiency investments (₺)	Environmental Sustainability WG Leaders
Environmental Sustainability	Renewable Energy	Increase the share of renewable energy use in energy consumption	The share of renewable energy sources in total energy consumption	Environmental Sustainability WG Leaders
Environmental Sustainability	Emission Reduction	Reduction of carbon footprint	Greenhouse gas emissions	Environmental Sustainability WG Leaders

Focus Area	Priority Topics	Final Goal	KPI's	Responsible
Environmental Sustainability	Emission Reduction	Reduction of carbon footprint	Greenhouse gas emission intensity	Social Impact WG Leaders
Environmental Sustainability	Regenerative Agriculture	Transitioning to regenerative agriculture in Tiryaki lands	The amount of land used for regenerative agriculture	Social Impact WG Leaders
Environmental Sustainability	Regenerative Agriculture	To be a reference company in regenerative agriculture in Türkiye	The creation of a reference document on regenerative agriculture in Türkiye	Social Impact WG Leaders
Environmental Sustainability	Regenerative Agriculture	The promotion of regenerative agriculture together with our suppliers	The amount of land used for regenerative agriculture	Social Impact WG Leaders
Bio-economy	SAF	Support for reducing the overall carbon footprint	-	Social Impact WG Leaders
Productivity Improvement	Certified Seed Production	Certified seed production is to be carried out	-	Social Impact WG Leaders
Productivity Improvement	Technology and Digitalization	Support for regenerative agriculture in the Tiryaki lands	-	Social Impact WG Leaders
Productivity Improvement	Technology and Digitalization	Real-time tracking of product development together with our suppliers	-	Social Impact WG Leaders
Productivity Improvement	Zero Waste Production	Zero waste in production	Number of zero waste-certified facilities	Social Impact WG Leaders
Productivity Improvement	Zero Waste Production	Zero waste in production	Annual hazardous/non-hazardous waste amount	Social Impact WG Leaders
Productivity Improvement	Zero Waste Production	Zero waste in production	Recycling rate	Social Impact WG Leaders
Social Impact	Diversity and Inclusion	Increasing female employment in all our activities and levels	Employment of women by function and department	Social Impact WG Leaders
Social Impact	Diversity and Inclusion	Increasing female employment in all our activities and levels	The creation, monitoring, and implementation of gender equality policies	How are we managing?

Focus Area	Priority Topics	Final Goal	KPI's	Responsible
Social Impact	Diversity and Inclusion	Increasing female employment in all our activities and levels	Feedback mechanisms created for women and vulnerable groups	Social Impact WG Leaders
Social Impact	Human Health and Safety	Zero accidents across the entire value chain	OHS educations	Social Impact WG Leaders
Social Impact	Human Health and Safety	Zero accidents across the entire value chain	OHS investments (₺)	Social Impact WG Leaders
Social Impact	Human Health and Safety	Zero accidents across the entire value chain	Accident frequency and accident severity rates	Social Impact WG Leaders
Social Impact	Employee Engagement	To become the first preferred company in the industry	Employee engagement rate	Social Impact WG Leaders
Social Impact	Employee Engagement	To become the first preferred company in the industry	Measures taken to improve the working conditions of employees	Social Impact WG Leaders
Social Impact	Employee Engagement	To become the first preferred company in the industry	How is the work-life balance of employees maintained?	Social Impact WG Leaders
Social Impact	Employee Engagement	To become the first preferred company in the industry	How are the employees' complaints being evaluated?	Social Impact WG Leaders
Social Impact	Employee Engagement	To become the first preferred company in the industry	Benefits provided to employees	Social Impact WG Leaders
Social Impact	Contribution to Society	To support the development of farmers	Providing activity to farmers through the Farmer Education Program	Social Impact WG Leaders
Social Impact	Support for Education	Providing scholarships and development programs to university students	-	Social Impact WG Leaders
Social Impact	Support to Suppliers	The sustainability performance of all suppliers is digitally monitored.	-	Social Impact WG Leaders
Risk Category	Risks	Disclosure of risks	The Term of the Risk	How are we managing?



Environmental Sustainability

- Energy Efficiency
- Water Conservation
- Renewable Energy
- Emission Reduction
- Regenerative Agriculture



WE ARE SENSITIVE TO THE ENVIRONMENT IN EVERY LINK OF THE VALUE CHAIN

At Tiryaki Anadolu, we see environmental sustainability as an integral part of all our business processes. We prioritize energy efficiency, water conservation, renewable energy usage, and reducing our carbon footprint at every stage of our operations.

As one of Türkiye's largest private-sector farmers, we adopt production models compatible with nature. Our goal is to maintain the balance of the ecosystem and increase biodiversity.

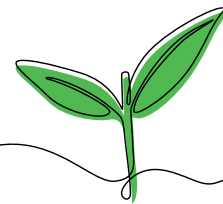
Our Environmental Sustainability Approach



From past to present, food is our most basic need. At Tiryaki, we have adopted the goal of making this irreplaceable need accessible to everyone, and ensuring its sustainability as our mission. We can define food production, in its simplest form, as the transfer of nature's energy to human beings by blending it with water. For this reason, we know that sustainability in food production can only be possible by establishing the sustainability of environmental resources and energy. This makes it necessary to balance our exchange with all natural resources, especially soil.

At Tiryaki, we have a production approach based on protecting our climate advantage, the quality of our air, the availability of water, and the richness of our soil through practices that cover our entire value chain. This production approach, which aims to give back to nature what we take from it and which we briefly define as regenerative agriculture, also forms the basis of our environmental sustainability approach.

While monitoring the use of resources in our entire value chain with our environmental and energy management systems, we also develop special practices to protect this most valuable asset in our geography where water stress is experienced. In addition to our energy efficiency efforts, we follow renewable energy technologies and constantly improve our energy composition.



Respect for Nature

We act not only as users of the land but with the understanding of restoring its quality.

In addition to these fundamental practices that must be implemented in almost every field by all individuals and institutions, we are conducting significant work specifically in our sector, primarily to improve plant nutrition and plant protection practices. With these efforts, we demonstrate that precision agriculture practices, using nature-compatible organic materials and advanced equipment, do not contradict production efficiency and preserve and enhance our agricultural wealth.

All of these efforts gain value with our internal and external stakeholders who have expertise-level knowledge in both their respective fields and in surrounding areas.



In our environmental management system, we base our practices on international environmental management standards. We rigorously implement the ISO 14001 Environmental Management System and ISO 50001 Energy Management System standards to minimize our environmental impacts and integrate the awareness of conserving natural resources into all our business processes. Through these systems, we reduce our negative impacts on the environment and increase our energy efficiency.

We believe that sustainable environmental management can only be achieved not just through corporate efforts but also with the contributions of all our stakeholders. In this regard, we aim to minimize our environmental impact and conserve natural resources in collaboration with all our stakeholders.

Environmental Policy

- ✓ Comply with environmental laws and regulations,
- ✓ **Minimize waste generation to reduce negative impacts on the environment,**
- ✓ Encourage reuse and recycling,
- ✓ **Adopt an understanding of environmental protection and instill this awareness in all our employees to create sustainable environmental consciousness,**
- ✓ Establish necessary procedures and instructions to effectively implement environmental protection measures in emergencies,
- ✓ **Encourage our employees, suppliers, and stakeholders to participate in relevant environmental education,**
- ✓ Increase efficiency while reducing raw material and energy consumption by making technological and procedural improvements in production processes.

At Tiryaki Anadolu, we are committed to continuously improving the ISO 14001 Environmental Management System to identify, define, and create objectives, targets, and programs related to significant environmental factors in our activities.

Our goals and objectives against environmental factors;

- ✓ To minimize air, water, and soil pollution,
- ✓ To control the environmental impacts arising from the operations carried out by our activities and our business partners at our organization and to minimize their effects.

Energy Efficiency

Sustainable energy policies, widely accepted in a significant part of the world, bring critical responsibilities to companies in terms of environmental sensitivity and sustainability, while also providing them with operational advantages. According to the 2023 Global Energy Efficiency Report published by the International Energy Agency (IEA), the increase in energy efficiency and investments in this area have become one of the key components of economic growth worldwide.

At Tiryaki Anadolu, we structure our energy management with these global strategies by adopting sustainability as one of our fundamental business principles. We carry out our energy management within the framework of the ISO 50001 Energy Management System, regularly monitoring and analyzing energy consumption in our processes. By making efficiency-increasing investments in high-consumption areas, we reduce operational costs while minimizing environmental impacts.

Coefficients and Türkiye Facility Usage Data 2023

Scope	Source	Usage (Unit Quantity)
Scope 1	Coal	7,851,986 kg
Scope 1	Natural gas	1,486,658 m ³
Scope 2	Electricity	20,301,666 kWh

Coefficients and Türkiye Facility Usage Data 2024

Scope	Source	Coefficient (ton CO _{2e} /unit)	Usage (Unit Quantity)	Emission (ton CO _{2e})
Scope 1	Coal	2.180574615	115,992,737 kg	6,697,370.65
Scope 1	Natural gas	3.899500287	4,641,892,88 m ³	70,023,839.31
Scope 2	Electricity	0.605912	24,346,570.15 kWh	23,541,738.03





Water Conservation

According to the Ministry of Environment and Urbanization, the total available freshwater in Türkiye is 112 billion m³. The available freshwater amount per capita in our country, which is approximately 1566 m³ per year, is well below the global average of 7500 m³, placing Türkiye among the 'water-stressed countries'.

In countries like Türkiye, which experience water stress, the protection of watersheds and water resources is critically important to ensure environmental sustainability. While 77% of freshwater sources in Türkiye are used in agriculture, only about 30% of arable land has an irrigation system. Approximately 67% of the existing irrigation systems are uncontrolled surface (flood or wild). In uncontrolled surface irrigation systems, water loss is between 35% and 60%.



Smart Irrigation

In our country, where water resources are rapidly depleting, we are fulfilling our responsibility by establishing efficient irrigation systems. Our subsidiary, Muş Alparslan Agricultural Enterprise, part of Yıldız Bitkisel Ürünler, has one of the most extensive advanced technology irrigation systems established by the private sector in Türkiye.

Until 2020, the Alparslan Agricultural Enterprises in the Muş Plain did not have modern irrigation systems. In 2020, we established one of the largest advanced technological irrigation systems built by the private sector in Türkiye.

With this investment we integrated smart agricultural technologies such as soil moisture monitoring, water distribution according to needs, and digital monitoring. Thus, we significantly reduced water consumption and developed a production model that adapts to the effects of climate change.



Renewable Energy

Today, the effective use of renewable energy sources plays a critical role in sustainable development. Within the scope of environmental sustainability, renewable energy sources offer an alternative to the limited and environmentally harmful nature of fossil fuels. The report titled 'Renewables 2023' published by the International Energy Agency (IEA) in 2023 states that renewable energy sources such as solar, wind, hydropower, and biomass not only have the potential to protect the natural environment and support the health of ecosystems but also have the power to reduce energy dependence and promote economic development.

In this context, investments in renewable energy allow us to fulfill our environmental responsibility while enhancing social welfare and leaving a cleaner and more livable environment for future generations.

At Tiryaki Anadolu, we aim to reduce costs and minimize environmental impacts through our investments in renewable energy projects.

Thanks to our renewable energy investments, we prevent approximately 17,450 tons of CO₂ emissions per year with solar power plants with a capacity of 20.6 MWdc. In the 2026–2027, we aim to meet all our electricity consumption from renewable sources by planning an additional 31.3 MWdc of solar and 4.2 MW of wind energy investments. Additionally, we plan to replace 50% of the coal and natural gas used in steam production with biomass by 2030 and to transition to 100% biomass and green ammonia usage by 2035.



Emission Reduction

Climate change is a global crisis that causes economic and social consequences beyond its environmental effects. According to the 4th Assessment Report of the Intergovernmental Panel on Climate Change (IPCC), the CO₂ concentration in the atmosphere was 280 ppm before the Industrial Revolution, and this level had never exceeded 300 ppm in any period of world history. However, as stated in the IPCC's 6th Assessment Report, as of June 2022, the carbon dioxide concentration measured at the Mauna Loa Observatory of the U.S. National Oceanic and Atmospheric Administration (NOAA) reached 420.99 ppm.

The increase in the amount of greenhouse gases released into the atmosphere is raising the average temperature level of the Earth, leading to climate change, and even accelerating the process of change. The IPCC's 6th Assessment Report also indicates that to limit global warming to 1.5°C, emissions must be reduced by 45% by 2030 and reach net zero levels

by 2050. In light of these data, emission reduction emerges not only as an environmental obligation but also as an existential matter for humanity and a necessity to mitigate risks arising from climate change.

We implement a comprehensive emission management strategy to reduce our carbon footprint at all stages of our supply chain. We regularly monitor our greenhouse gas emissions by the ISO 14064-1 Standard and transition to low-carbon practices in our operations through resource-based analyses.

Our energy efficiency and renewable energy investments are among the concrete steps we are taking towards this goal. Our energy transition, which aims to completely phase out fossil fuels by 2035, contributes to the transition to a low-carbon economy.

Carbon Emission Reduction Activities at Alparslan Agricultural Enterprise

At Alparslan Agricultural Enterprise, our efforts are ongoing to reduce emissions and minimize the carbon footprint with the help of advanced agricultural technologies.

The regenerative agriculture pilot program we initiated on an area of 100 hectares will significantly contribute to soil health, water conservation, increasing biodiversity, reducing greenhouse gases, and enhancing climate resilience.

Energy-efficient electric pumps and a smart irrigation system that deliver water to plants precisely when and where they need, it will significantly reduce the use of fossil fuel vehicles, engines, and machinery.

We are also developing a Farm Management System for Alparslan Agricultural Enterprise. This system will facilitate the optimal execution of all processes of the enterprise, from planting seeds to harvesting and marketing; it will help implement measures to prevent losses, leaks, and waste in the processes; it will enhance efficiency in the processes and will make it easier to take steps to reduce the carbon footprint.

At the Alparslan Agricultural Enterprise, we have also taken action to acquire a machinery fleet that will reduce our carbon footprint. In this context, we plan to achieve a minimum of 30% reduction in the usage of pesticides and chemical fertilizers with the self-propelled spot sprayer technology, which is planned to be integrated into our walking sprayer.



Regenerative Agriculture

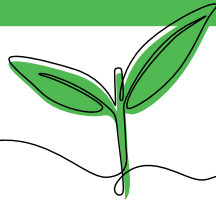
One of the cornerstones of our environmental sustainability approach is regenerative agricultural practices. We have positioned our Muş Alparslan Agricultural Enterprise as a base for this. At the enterprise, we are maintaining the mineral balance of the soil and increasing biodiversity through the rotation method.

For example, instead of growing nutrient-extractive plants like canola or sunflower consecutively in the same field, we are improving soil health by cultivating legumes that nourish the soil. By promoting these practices, we aim to develop an innovative and sustainable agricultural approach that will serve as a model not only in Muş but across Türkiye.

Regenerative agriculture is an innovative approach that maintains agricultural production in harmony with nature, supporting soil health and ecosystems. This method:

- Strengthens the biological structure of the soil by protecting live roots and microorganisms.
- Minimizes the use of pesticides and synthetic fertilizers by promoting methods such as direct seeding on stubble, while preventing harm to pollinators.
- Contributes to the increase of biodiversity by encouraging the use of different crop patterns and cover crops.
- Aims to improve water and nutrient cycles through smart irrigation systems.
- Reduces erosion and enhances the soil's water retention capacity while increasing the organic matter content in the soil, thereby increasing carbon sequestration.

In this way, agricultural activities provide significant contributions to the fight against climate change.



We have identified Muş Alparslan Agricultural Enterprise as the regenerative agriculture base of Tiryaki Anadolu. Tiryaki's agronomists, along with an international team of experts, have launched a pilot study on an area of 100 hectares. Soil types, soil analysis, chemicals used, water resources, physical conditions of the land, and all existing practices have been identified and recorded. With the activation of the smart irrigation system across the entire 13,000-decare agricultural area, we are determined to implement various regenerative agriculture practices.

As Tiryaki Anadolu, we aim to expand regenerative agriculture practices as part of the sustainable agriculture transition plan, we started in Muş. By implementing minimum tillage (No-till), we will preserve the fertile part of the soil and combat wind erosion. Alongside main products such as certified seeds, silage corn, and sugar beets in Muş, we plan to include cover crops made up of legumes in the rotation to achieve a yield of 250 plants per hectare to enhance soil fertility. These cover crops will protect the soil, increase biomass, and raise organic matter.

Period	Target	Action	Expected Benefits
Short Term	Soil coverage after October	Sowing cover crops (chickpeas, vetch)	Reduction of soil erosion and increase in nitrogen
Medium Term	Reduction of tillage	Adoption of strip tillage techniques	Improvement in soil fertility
Long Term	Increase in crop diversity	Integration of products such as clover and sugar beet	A more sustainable agricultural system



At Muş Alparslan Agricultural Enterprise, we aim to reduce our carbon footprint with a target of reducing CO₂ emissions by 1000 kg per hectare annually. Our strategies, designed considering the geography, climate, and agricultural culture of Muş, aim to reduce environmental impact and increase economic efficiency. The implementation of these strategies will be an important step in achieving our sustainable agriculture goals and becoming an innovative example in the industry.

We are determined to lead efforts to contribute to the conservation and improvement of agricultural ecosystems by enhancing the natural cycles of the soil. In this way, we will be able to leave healthy and sustainable agricultural areas for future generations.

With the diversification of regenerative agriculture practices and their implementation in broader areas, we will provide a model example not only for Muş but for all of Türkiye. Supporting farmers plays a crucial role in regenerative agriculture. The Food and Agriculture Organization (FAO) of the United Nations emphasizes that farmers are in a central position in the dissemination of regenerative agriculture. Increasing farmers' access to knowledge, skills, and resources is critical for adopting sustainable agricultural practices.

The report published by FAO titled 'Climate Smart Agriculture: Sourcebook' states that supporting farmer education programs, extension services, and farmer organizations contributes to the successful implementation of regenerative agriculture. As Tiryaki Anadolu, we will strive to promote the practices of regenerative agriculture through the farmer education sessions we will organize with this awareness.

Field	Current Situation	Transition Goals
Product Rotation	2 main products (wheat, sunflower)	Rotation with at least 5 products
Soil Health	Soil organic matter ratio at 3-4% level	5%+ organic matter after 5 years with an annual increase of 1%
Synthetic Fertilizer	High rate of synthetic fertilizer usage	Transition to organic fertilizers with a 50% reduction within 5 years
Chemical Use	Intensive chemical usage	50% reduction within 5 years
Carbon Footprint	3800 kg CO ₂ e/ha	2500 kg CO ₂ e/ha (first year), 2100 kg CO ₂ e/ha (after 5 years)
Biodiversity	Current diversity is limited	10% natural habitat (hedge plants, groves)
Water Management	Pivot irrigation is insufficient	40% increase in water efficiency, 20% reduction in evaporation
Equipment Efficiency	Difficulties in spare parts supply	Stocking of critical parts, monitoring of failure frequency
Employee Incentives	Resistance to change	Increase efficiency with a seasonal bonus system



Bioeconomy

- Sustainable Aviation Fuel (SAF)





Our Bioeconomy Approach

At Tiryaki Anadolu, we focus on developing innovative and environmentally friendly solutions to combat global climate change. In this context, we adopt the bioeconomy strategy as one of our fundamental sustainability priorities. We can also think of all the plants and agricultural products on our planet as energy reserves. We are carrying out significant work to utilize these natural and eco-friendly energy reserves to meet our other energy needs and to use them sustainably.



Bioeconomy

We aim to be a pioneer in a transformation that reduces the carbon footprint in civil aviation and supports renewable energy.

We are processing raw materials obtained from biological sources in the energy, chemical, and agricultural sectors, developing products that could serve as alternatives to fossil resources, and contributing to green transformation. Within this approach, we are particularly focusing on energy production from biomass and the development of Sustainable Aviation Fuel (SAF).

We are also continuing our R&D studies on converting plant-based materials and waste oils into fuel, thereby supporting both the efficient use of biological resources and the spread of low-carbon solutions. Through the bioeconomy projects we carry out in this context, we are leading an innovative transformation process that adds value not only to environmental sustainability but also to economic development.

Considering the strategic value of SAF in terms of environmental and economic sustainability, we have set an important investment target in this area. We started raw material procurement for trial production by signing a cooperation agreement with one of Türkiye's leading refinery companies. After the completion of the investment, we aim to provide long-term raw material supply to the leading organization in the energy sector with which we have made a cooperation agreement.

Sustainable Aviation Fuel (SAF)

According to the International Air Transport Association (IATA), Sustainable Aviation Fuel (SAF) is a liquid fuel produced from renewable and sustainable sources that offers significant potential for reducing carbon emissions compared to fossil fuels. SAF, obtained from various sources such as waste oils, vegetable oils, and other plant-based raw materials, can be blended with conventional jet fuels for direct flights. SAF not only reduces carbon emissions but also significantly decreases harmful compounds such as particulate matter and sulfur in aircraft exhaust gases. Through these features, SAF plays a pioneering role in the transition to sustainable energy.

According to the International Energy Agency (IEA), in 2023, aviation accounted for 2.5% of global energy-related CO₂ emissions, and this rate has increased following the Covid-19 pandemic.

The use of SAF has the potential to reduce carbon emissions by up to 80% throughout its life cycle compared to traditional fossil-based jet fuels. In this respect, SAF makes a significant contribution to the fight against global climate change.

The International Air Transport Association (IATA) has set a net-zero carbon emission target for the aviation sector by 2050. In this regard, accelerating the production of SAF and increasing its usage have been included as key policies. Thus, the aim is to reach a SAF usage rate of up to 50% in the aviation sector by 2050.

SAF not only contributes to environmental sustainability but also supports economic sustainability. Local resources, such as biomass provided by agriculture and waste management sectors for SAF production, increase energy security while also creating new job opportunities in the sector. The expectation of increasing global SAF production capacity strengthens the hope of reduced costs and SAF becoming a more accessible fuel.



Milestone agreement

As Tiryaki Anadolu, we have set an important investment goal to ensure the long-term supply of raw materials necessary for SAF production in Türkiye, considering SAF's contributions to environmental and economic sustainability. In this context, we signed an agreement with one of Türkiye's leading energy organizations and started supplying raw materials for trial productions.

After the investment for SAF production is completed, we aim to ensure a long-term supply of raw materials. We are also conducting R&D studies on plant-based ingredients and the conversion of waste oils into fuel.



Productivity Improvement

- Certified Seed Production, Seed Development
- Use of Advanced Technology and Digitalization
- Zero Waste Production and Prevention of Post-Production Losses



Our Productivity and Development Approach



Today - including livestock, when a calculation is made based on calories - only 24% of our global plant product production reaches from farm to fork. As an addict, we have a production approach that does not accept this situation and is based on efficiency throughout the entire value chain.

At Tiryaki Anadolu, we see efficiency not only as an economic gain but also as a strategic priority in terms of environmental sustainability and social contribution. We focus on using our resources in the most efficient way by investing in advanced technologies, low-energy consumption systems, and expert teams at every stage of our supply chain.

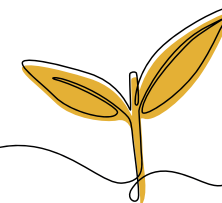
In agriculture, we support farmer productivity and food security by developing certified and locally suitable seed varieties. Through R&D collaborations, we offer innovative solutions such as drought-resistant wheat and herbicide-tolerant lentils. At our Muş Alparslan Agricultural Enterprise, we are implementing digital agriculture with smart irrigation systems, sensors, and drone-supported applications. In the industrial field, we are digitizing our operations with our 'Private Cloud Transformation' project, enhancing process efficiency by utilizing cloud technologies and artificial intelligence. In our retail brand Hasata, we enhance both consumer experience and environmental awareness with innovative packaging solutions. We embrace the zero-waste principle in our production processes, utilize food process waste for animal feed production, and reintegrate all our waste back into the economy through recycling. With this holistic approach aimed at increasing efficiency in every field, we are progressing towards creating a sustainable and innovative business model.

Certified Seed Production, Seed Development

At Tiryaki Anadolu, we are on a long-term journey aimed at increasing sustainability, efficiency, and the well-being of farmers in agriculture. We will continue steadfastly to protect natural resources, provide innovative solutions to farmers' needs, and strengthen our regional leadership in agricultural production.

Certified seed production is one of the most critical elements for increasing agricultural productivity and supporting sustainable agricultural practices. We know that quality and well-selected seeds contribute to farmers achieving higher yields, thus making a significant difference in both food security and environmental sustainability. Especially developing seed varieties suitable for local climate conditions stands out as one of the cornerstones of climate-resilient agriculture. In this context, as Tiryaki Anadolu, we approach our certified seed production and development processes with great sensitivity. The certified wheat seed production we carry out on 60,000 decares at Muş Alparslan Farm, reaching 13,500 tons annually, supports farmers not only in our region but across Türkiye. With our successful seed varieties such as Odeska Krasunia and Odeska Syrena, we contribute to agricultural production nationwide by increasing the productivity of farmers.

We prioritize R&D and innovation in our seed production processes. While traditional breeding processes usually take 12 years, we aim to reduce this time to 2 years with innovative methods such as rapid mutation techniques. Through seed variety development projects and adaptive seed studies conducted in collaboration with universities, we are developing high-quality wheat varieties that are resistant to challenging conditions such as drought. Moreover, we provide cost advantages to farmers with innovative solutions such as herbicide-resistant lentils.





Our R&D studies continue to develop certified clover, red lentil, and canola seeds in accordance with the demands coming from the market.



Registered
3 lentil varieties



Registered
2 canola varieties



3 new seed varieties
in the registration stage



1 clover variety
in the certification process

The use of certified seeds not only increases product quality but also provides new opportunities for farmers. In this context, the support we offer to farmers is not limited to seed supply. With the education programs we will launch under the Tiryaki Farmer Academy, we aim to enhance farmers' knowledge of modern agricultural techniques. Initially, we plan to reach farmers by organizing online education in Tekirdağ and face-to-face education in Muş. Our goal is to raise awareness about the use of certified seeds and to promote sustainable agricultural practices.

We play an active role in measuring the advantages that certified seeds provide to farmers. Our field observations show that the use of certified seeds results in productivity increases of up to 20%. Our efforts continue to systematically document this data and support it with technological infrastructures.

Use of Advanced Technology and Digitalization

In today's world, technology shapes every aspect of our lives as a rapidly developing and evolving field. We emphasize the effective use of digital technologies to keep up with the changes brought about by digitalization in many areas — from our business methods to production processes, customer relations, and internal communication — in order to gain a competitive advantage and create a more efficient business culture.

At Tiryaki Anadolu, we are striving to integrate technology into our company in the most efficient way, aware of the opportunities presented by digital transformation in the business world. At the Muş Alparslan Agricultural Enterprise, we are using drones, sensors, and a smart irrigation system. We have also taken action to establish an advanced farm management system and an autonomous spraying system.

To perfect our supply chain processes, we are investing in digital transformation, cloud technology, and artificial intelligence. Through our project, 'Private Cloud Transformation: Next-Generation Infrastructure for Central Management and Security,' we received the 'Best Private Cloud' award at the Future of AI & Cloud Summit. In this context, we recognize that digitalization is not only a strong tool for improving our operational processes but also contributes to the development of our employees. In an era where digital technologies accelerate the flow of information and make business processes more transparent, fast, and efficient, we continuously monitor this change and integrate it into our applications.

However, as part of our digitalization process, we are creating various digital platforms to ensure effective communication among our employees and to accelerate information sharing. Through these platforms, we can communicate with our employees in different locations at the same time and continue education and development processes in a digital environment. Digitalization also offers important opportunities to make our workforce stronger, more efficient, and more cohesive.

Our R&D Studies and Innovation Investments

Agriculture is at the center of food production, one of humanity's most basic needs, and therefore stands out with its strategic value in terms of sustainability. Global challenges such as population growth and climate change make it imperative to make agricultural production more efficient and sustainable. Agricultural research and development (R&D) and innovation are the keys to achieving these goals.

Tiryaki Agro Holding is engaged in a wide range of activities from adding value to biological waste to sustainable agriculture, from green energy to marine-based products, from animal feed products to plant-based products, and from green processing technologies to product development. At Tiryaki Anadolu, we benefit from R&D and innovation activities carried out at the business areas of our companies as part of Tiryaki Agro Holding.

As Tiryaki Anadolu, we focus on innovation and R&D efforts for sustainable growth and efficiency in the agriculture and food sector. In today's world of increasing global competition, we are optimizing supply chain processes and supporting sustainable production methods by developing advanced technological solutions. Our R&D investments play a strategic role not only in enhancing product quality but also in increasing efficiency, ensuring food security, and building resilience against global issues such as climate change. With digitization, AI-supported analyses, and smart farming applications, we offer innovative solutions to farmers and business partners.



Innovative Steps in Feed Additives

MCP Project: We are continuing our R&D studies for the production of Monocalcium Phosphate (MCP) and Dicalcium Phosphate (DCP) and their sale in the Türkiye market as of 2024.

Premix Project: The project, which is designed for the production of premixes containing a mixture of vitamins, minerals, amino acids, and special products for use in feed production by establishing a premix facility, started in 2024 with sales targeted at the Middle Eastern market.

Our R&D and innovation efforts stood out in 2023-2024 with the benefits they provided to the final consumer. With our innovative approach, our retail brand Hasata succeeded in addressing consumer expectations in the market it operates in. We designed Hasata's legume packaging as the first lockable flatbottom for legumes in Türkiye, making it suitable for easy open-close use and providing convenience in storage while standing upright. In this way, our Hasata products offered the possibility of reuse thanks to their packaging. On the other hand, we provided a natural solution to migration with controlled atmosphere technology.

In line with our sustainability principles, we adopt circular economy models for the efficient use of resources. By working on issues such as waste management, energy savings, and reducing carbon footprint, we are developing environmentally friendly production processes. We continue our commitment to innovation to shape the future of the agriculture and food sector, and by expanding our R&D investments, we remain a leader in the industry.

Zero Waste Production and Prevention of Post-Production Losses

Zero waste production is critically important for ensuring environmental sustainability and the efficient use of natural resources today. Global climate change and increasing population pressure are leading to the rapid depletion of natural resources. This situation brings the necessity for businesses to reduce their environmental impacts and achieve sustainability goals. The zero-waste philosophy not only prevents waste generation but also provides economic gains by increasing the efficiency of production processes.

At Tiryaki Anadolu, we act with this awareness and adopt the zero-waste principle in all our processes. By implementing loss prevention measures after production, we ensure that our resources are used more efficiently by preventing waste. We evaluate our raw materials with zero loss by using our food process by-products in the feed production process. Moreover, we recycle all our plastic and paper waste through certified recycling producers and collectors. In our production processes, we separate waste at the source using effective waste management systems and integrate them into recycling processes.

We meticulously carry out our quality control processes to reduce post-production losses. With these processes, we ensure that the products comply with standards at every stage and detect potential losses in advance.



Productivity Improvement

**We act with
the zero-waste
goal** and turn every
waste into an opportunity.



Social Impact

- Human Rights, Diversity, and Inclusion
 - Work Life
 - HR Management and Policy
 - Employee Commitment and Satisfaction
 - Employee Rights, Diversity and Inclusion
 - Gender Equality
 - Talent Management, Employee Development, Education
- Human Health and Safety
- Contribution to Society



Our Social Impact Approach

At Tiryaki Anadolu, we believe that sustainability has a strong dimension that is not only environmental but also human-centered. With this approach, we aim to increase our social impact in many areas such as human resources, occupational health and safety, social investments, and farmer support programs.

At Tiryaki Anadolu, we know that we will be 'stronger together' with all our stakeholders in the social field, and we believe that we will reach 'stronger tomorrows' through the practices we have implemented together.

We consider our human resources management as one of our strategic priorities. We are building a structure that prioritizes the development, well-being, and engagement of our employees. Through our policies based on ethical principles, diversity, and inclusivity, we create equal opportunities for all our employees and do not allow discrimination. To increase employee satisfaction, we regularly conduct surveys and turn the feedback we receive into action.



With the Future Leaders program, we carry out to integrate young talents into the organization and to spread a culture of leadership, we have incorporated nearly 30 young talents to date. In addition, we support the continuous development of our employees working in 8 regions through our Digital Academy platform, offering professional and personal education opportunities with over 100 contents. The health and safety of our employees is a fundamental responsibility for us. We review our occupational health and safety processes at regular intervals. With volunteer-based initiatives such as T-Safe Search and Rescue, we strengthen solidarity both within the organization and in the community.

We play an active role in education, environment, and social support to contribute to social development. In addition to the support, we provide to civil society organizations such as Darüşşafaka, Mor Çatı, TEMA, Kifder, we contribute to the educational lives of hundreds of young people each year through the Koç University Anatolian Scholarship program and scholarship programs carried out in collaboration with Türk Kızılayı. We consider supporting farmers to ensure sustainability in agriculture among our priorities. Our Alparslan Agricultural Enterprise in Muş directly or indirectly employs a third of the local population. In this enterprise, women's participation in the workforce reaches 50%. With the programs we have developed for farmers, we plan to provide practical education to 600 farmers, conduct 250 on-site visits, set targets for productivity increase, and develop joint programs with the Provincial Directorates of Agriculture between 2025-2027. With every step we take to increase our social impact, we remain committed to building a sustainable and fair future that includes our employees, the community, and our stakeholders.

Human Rights, Diversity and Inclusion

Working Life

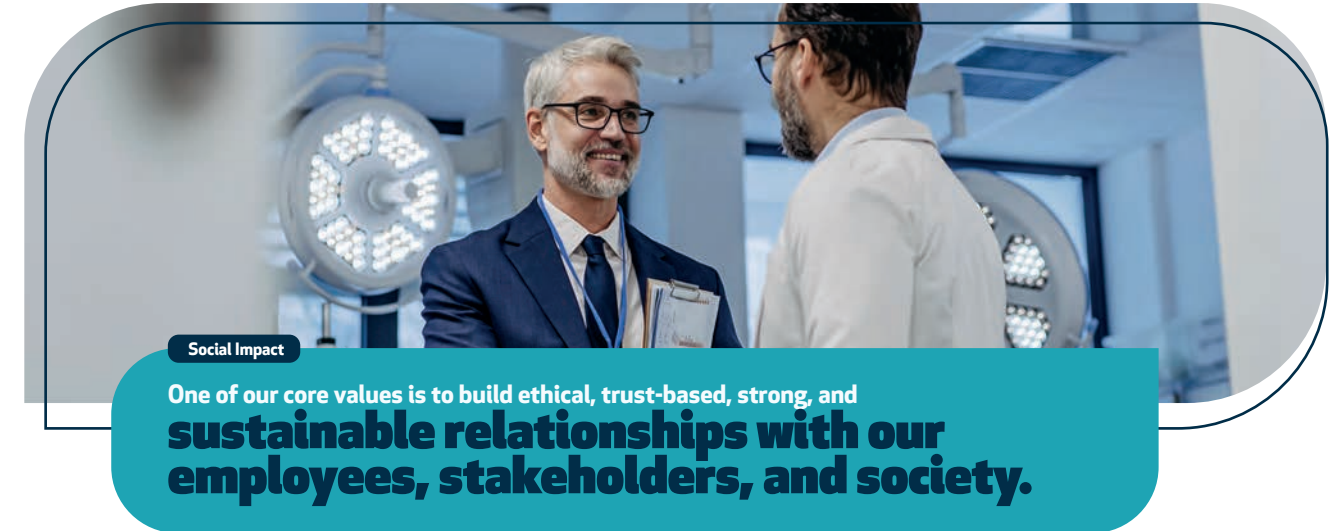
At Tiryaki Anadolu, we are aware of the importance of creating a sustainable working environment in our industry. We prioritize the health, safety, and continuous development of our employees. In this section, we aim to openly and transparently share our policies shaped by our human-centered approach, career development opportunities, and our practices aimed at increasing employee satisfaction, while highlighting the steps we are taking for a sustainable future.

Human Resources Management and Policy

At Tiryaki Anadolu, we have prioritized our human resources management among our strategic priorities to build a sustainable future. We believe that creating a work environment that supports the development and well-being of our employees is a critical element for our long-term success.

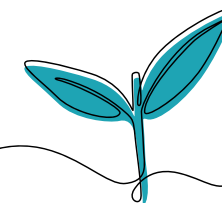
We place great importance on adhering to ethical principles in human resources management and ensuring transparency, creating a trustworthy work environment through open communication. By developing a sustainable business model with our human resources strategies, we aim to enhance the well-being of both our employees and the community.

As Tiryaki Anadolu, we pay great attention to the protection of all our employees' rights in the human resources management system that we have established. We do not allow discrimination based on language, religion, gender, race, philosophical, or political views within our institution. We aim to create a fair and ethical working environment by avoiding illegal practices. In this context, you can find detailed information about our human resources policies and our commitment to not employing child labor [here](#).



Together with Human Resources, we have integrated all our departments such as Finance, Operations, Information Technology, Legal, Internal Audit, Corporate Communication, and Sustainability into the center of our transformation process. Acknowledging that social impact is one of the most important cornerstones of sustainability, we are pleased to include our Human Resources Department in the Executive Board, thereby involving the Department in the strategic decision-making process.

In line with all these steps and activities, we are developing various supportive practices to strengthen our human resources management and to increase the satisfaction and commitment of our employees. We are determined to continuously develop new practices to ensure that our employees feel valued and to create a stronger commitment in the workplace. In this context, we continue to take stronger steps by increasing the number of our current employees every year. The number of employees from the last 3 years is presented on the following pages.



In the Directors' Meetings held at least three times a year, we thoroughly examine strategies and establish operational goals and performance indicators. Our Human Resources Department plays an active role in these processes by supporting employees' development towards strategic objectives and shaping the company culture accordingly. Our core strategy is to expand the successful practices we initiated in Türkiye on a global scale. By keeping employee satisfaction among our priorities, we regularly conduct satisfaction surveys and direct improvement efforts based on a detailed analysis the data obtained.

Finally, with the internal mentoring program we initiated last year, we are making significant contributions to the development of our employees by strengthening our company culture. As our company has grown, we have also seen an increase in our recruitment processes. Our Human Resources Department continues to add value to our company by successfully managing this intensity.



Gender Equality

Since 2022, we have been proud to shape our future with hope and the inspiring power of **women's labor by increasing the number of female employees by 70%.**

	2022		2023		2024	
Total employees	Woman	Man	Woman	Man	Woman	Man
Total number of employees	91	484	144	614	155	670
Number of white-collar employees	30	119	56	164	60	162
Number of blue-collar employees	61	365	88	450	95	508
Number of employees covered by the collective bargaining agreement	0	0	0	0	0	0

	2022		2023		2024	
Number of employees according to working hours	Full-time	Part-time	Full-time	Part-time	Full-time	Part-time
Number of white-collar employees	147	2	219	1	220	2
Number of blue-collar employees	426	0	537	1	603	0
Total	573	2	756	2	823	2

	2022		2023		2024	
Number of employees by age	Woman	Man	Woman	Man	Woman	Man
Under 30 years old	41	136	58	164	63	178
Between 30 and 50 years old (including 30 and 50 years)	47	313	80	391	85	431
Over 50 years old	3	35	6	59	7	61
Total	91	484	144	614	155	670

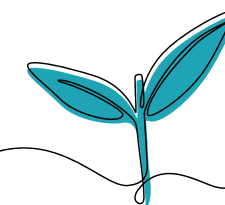
Employee Engagement and Satisfaction

At Tiryaki Anadolu, we continue to develop various supportive practices aimed at increasing the satisfaction and loyalty of our employees. We strive to offer benefits that demonstrate we value them, taking into account their needs and motivations. We see it as one of our core values to ensure that our employees — who are among our most valuable stakeholders — work continuously motivated in a high-well-being work environment. Therefore, we adopt an approach to continuously develop best practices and to advance our existing conditions.

As an institution that adopts sustainability issues as its main guide, we develop employment policies that promote diversity for an enriching work environment created by individuals from different backgrounds and strive to create an inclusive work culture.

We strive to achieve consensus by actively involving our employees in decision-making processes and contribute to increasing our internal commitment.

In this context, our private health insurance implementation for office employees enhances the health security making them feel safe at work. With the life insurance policies implemented for all our employees, we aim to secure the future of our employees and their families.





During the holiday periods, we provide our employees with market vouchers for Eid al-Fitr and Eid al-Adha, making them feel supported and valued on these special days. We also support our employees with practices such as marriage and childbirth assistance. In addition, we contribute to their healthy eating by gifting all employees a Hasata brand legume box twice a year.

Beyond these benefits, we provide monthly fuel support for our employees with manager and above titles, as well as HGS (highway toll) support for managers and above. We aim to enhance the comfort of our employees' work lives with the vehicle support package offered to employees with director and above titles.

At Tiryaki Anadolu, we aim to improve our employees' quality of life through all these applications, increase their motivation at work, and strengthen their commitment. We see the creation of a sustainable work environment with high employee satisfaction as a priority, along with the implementation of many other best practices, as a part of our strategy.

To measure the results of our efforts and better understand the needs of our employees, we regularly conduct satisfaction surveys. By analyzing the data from the surveys in detail, we guide our improvement initiatives based on these insights. Additionally, we are committed to continuously developing new initiatives to ensure that our employees feel valued. Our goal is to expand the successful practices we started in Türkiye on a global scale and to ensure that each of our employees feels a strong commitment to their workplace. In this way, we aim to increase our employees' motivation and contribute to the sustainable success of our company.



Social Impact

Our goal is to ensure that each of our employees feels **a strong sense of commitment at work.**

Employee Rights-Diversity and Inclusion

At Tiryaki Anadolu, respecting employee rights and promoting diversity is one of our core values. In line with our goal of creating an inclusive work environment, we ensure that all our employees have equal opportunities through the support we provide. In this context, we do not allow distinctions based on language, religion, race, and gender within our company. We believe individual possesses equal value, and we adopt this approach as a fundamental principle that shapes our business processes.

At the same time, we are developing various programs and initiatives to support gender equality. For more detailed information about our approach, you can refer to our Supporting Gender Equality section. We aim to contribute to social development and increase inclusivity in the business world through the support we provide to farmers and other stakeholders. You can access our good practices conducted with our valuable stakeholders, our farmers, in the Contribution to Society - We Stand by Farmers section.

At Tiryaki Anadolu, we see differences as a form of wealth and believe they enhance innovation and creativity. The diversity of our employees not only strengthens our company culture but also increases our competitiveness. Therefore, we strive to create an environment where everyone can express themselves and share their ideas freely.

As Tiryaki Anadolu, we aim to maximize the potential of each individual. In this regard, we adopt a meticulously managed recruitment process. We use competency-based methods, foreign language exams, and detailed skills inventories in the evaluation of our candidates.

After the completion of our process, we implement a comprehensive orientation program to accelerate the integration of our new employees into our corporate culture. In these programs, we ensure that our employees adapt to both their jobs and the company culture by using various methods such as face-to-face education, digital learning platforms, and mentoring. At the same time, we are developing customized education modules for production and head office employees.

	2022		2023		2024	
Distribution of Managers by Gender and Age	Woman	Man	Woman	Man	Woman	Man
Under 30 years old	0	12	1	4	0	5
30-50 years old (including 30 and 50 years)	18	66	23	75	21	85
Over 50 years old	0	5	0	11	0	12
Total	18	83	24	90	21	102
Board Structure	0	3	0	3	0	3





We reject discrimination and create an inclusive work environment to ensure that individuals with disabilities have equal opportunities in the workforce. While providing special arrangements and support for the needs of our disabled employees, we conduct regular education and information sessions to prevent disability discrimination in the workplace. We adopt a proactive approach to accessibility and accommodation so that each of our employees can utilize their skills to the fullest.

Other Inclusion Data	2022		2023		2024	
	Woman	Man	Woman	Man	Woman	Man
Number of disabled employees by gender	1	11	2	12	2	15

We Support Gender Equality

At Tiryaki Anadolu, increasing women's participation in the workforce, supporting their career development, and providing equal opportunities within the framework of gender equality is an indispensable part of our corporate strategy to contribute to the Sustainable Development Goals.

We provide various support mechanisms such as special education programs, mentoring opportunities, and leadership development activities to ensure female employees have a stronger presence in the workforce. We make them feel supported throughout their career journeys and encourage them to maximize their potential.

Our equal pay approach, which is an important indicator of our commitment to gender equality, enables us to implement a fair and equal pay policy between our female and male employees. This approach reflects our determination to eliminate gender discrimination in the workplace. The mentoring programs and leadership development opportunities we offer to encourage female leadership also facilitate the transition of our female employees into senior management positions.



Additionally, promoting diversity in our workplace and ensuring that different perspectives and experiences are valued are among our priorities. With our initiatives such as flexible working models, equal educational opportunities, and family-friendly practices, we are enabling gender equality to create a real change in the workplace.

Talent Management, Employee Development, Educations

At Tiryaki Anadolu, we attach great importance to the development of our employees. One of the most significant indicators of the value given to people is the education opportunities we provide to enhance our employees' competencies. In this context, we aim to support our employees' professional development and help them reach their career goals through the education programs we organize on various topics.

We ensure that our education programs are meticulously prepared in line with the goals of following the dynamics and innovations of our industry, developing individual skills, and strengthening teamwork. With programs shaped according to the needs of our employees, we enhance their professional skills and provide a comprehensive and informative process that also supports their personal development. In this way, we enable our employees to fully realize their potential while encouraging them to contribute to our corporate goals. For us, employee development is a strong bond where individual success transforms into corporate success.

Future Leaders

At Tiryaki Anadolu, we focus on education and development processes in line with our vision to achieve a sustainable future. We regularly assess the education needs of our employees and offer various opportunities for acquiring or developing up-to-date knowledge and skills. Our education programs contribute to enhancing both individual and organizational success while also strengthening our organizational ties.



We see the development of our employees as crucial for the sustainable growth and success of Tiryaki Anadolu. With this perspective, we continuously review and improve our educational activities. Additionally, we are committed to maximizing the potential of our employees in our future processes.



As part of our strategies to reach an external talent pool and increase brand awareness, we have included nearly 30 young talents in our teams through the Future Leaders program, which we have completed its 3rd term in 2024. Through this program, we offer selected young talents the opportunity for on-the-job training in our recruitment processes, aiming to help them get to know our company culture closely and contribute to their professional development.

We have established the Digital Academy to bring together the education needs of our employees who work in 8 different regions geographically on a common platform and to facilitate knowledge sharing. On this platform, we continue to offer comprehensive education programs with over pieces of content across 6 categories to support our employees' professional and personal development. At the same time, we are also continuing our efforts to reach global organizations with the Digital Academy.



To strengthen the leadership culture, we organized a leadership development program for all our managers and senior employees, reaching over 300 participants. Following this program, we plan to launch a long-term leadership development initiative in the first quarter of 2025, focused on our 40-member top management team, with the aim of creating a common leadership vision across our entire company.



T-Safe Search and Rescue Program

Our country frequently experiences many types of disasters. According to the Ministry of Interior's Disaster and Emergency Management Authority (AFAD), we can often face not only many natural disasters such as earthquakes, landslides, floods, and avalanches but also humanitarian crises that can be classified as human-made disasters due to our geopolitical position. According to the risk management index created to measure and rank the risks of humanitarian crises and disasters, Türkiye ranks 45th among 191 countries in the Global Risk Index. With a score of 5.0, it is categorized among the countries in the 'high risk' group.

With this awareness, as Tiryaki Anadolu, we have initiated the T-Safe Search and Rescue program based on volunteerism, aiming to be prepared for natural disasters for the safety and future of society. In the program, we provide volunteers with various education on search and rescue techniques, as well as first aid. We believe that our T-Safe team, which we will fully establish after obtaining certification, will be one of the most concrete indicators of solidarity with our employees and our community.



As Tiryaki Anadolu, in addition to the education we have prepared for the development of our employees, we also organize educations that cover the rules and management system of our Group.

Employee Education - Number of Participants

	2023	2024
Operational Level	42	2,073
Professional Level	65	2,651
Woman	12	802
Man	95	3,922

Employee Education - Total Hours

	2023	2024
Operational Level	378	2,150
Professional Level	585	8,089
Woman	108	5,930
Man	855	4,309

Education Statistics

	2022	2023	Unit
Total education hours (excluding occupational health and safety education.)	963	9,743	person * hour
Education on ethical principles	-	-	person * hour
Education on combating bribery and corruption	-	-	person * hour
Education on sustainability and environmental topics		52	person * hour

Education programs and
content for employees
and managers

Leadership Program for Work and People	8	82	8	200	-	
Excel Program	-	-	8	146	8	11
PowerPoint Program	-	-	8	16	-	
Future Leaders Program	-	-	72	7	8	-
Foreign Trade Program	-	-	8	298	-	
English Program	8	25	8	61	8	29
Competition Law Program	-	-	2	19	-	
Orientation Program	-	-	3	97	3	15
T-Safe Search and Rescue Program	-	-	-	-	90	11
Ethical Principles Education	-	-	-	-	-	



Human Health and Safety

At Tiryaki Anadolu, we always prioritize the health and safety of our employees. Providing a safe working environment is considered a fundamental responsibility that goes beyond our legal obligations. We continuously strive to ensure that our employees have the highest safety standards at the workplace, strengthening our approach in this area through innovative practices and est-in-class examples.

To effectively manage our HHS processes, we hold regular meetings with our authorities every three months. In these meetings, we assess potential risks within the scope of HHS (Human Health and Safety), review our safety procedures, and identify shortcomings. We ensure that the identified shortcomings are addressed and risks are monitored, thereby continuously improving safety measures in the workplace and aiming to minimize risks.

Human Health and Safety Statistics

Educations	2023	2024
Number of employees educated	88	240
Total HHS education hours	808	2,204

Our full-time and part-time occupational health and safety experts are working at all our locations across Türkiye. These experts regularly inspect occupational health and safety processes and continue to carry out improvement activities as needed. In addition, we comply with national and international regulations with our current ISO 45001 and ISO 9001 Quality Management certifications on our land and facilities. Furthermore, in line with our goal of continuous improvement, we regularly provide HHS education and awareness activities to our employees.

With the education we aim to increase our employees' knowledge of occupational health and safety and to raise their awareness of potential hazards. Besides our education programs, we recognize that informing all our employees about safety measures plays a crucial role in creating a safe working culture. You can access our policy created in this context from [here](#).



Zero Accident Target in the Entire Value Chain

In addition to our employees, we continuously monitor the physical and mental health of our suppliers and all stakeholders in our value chain. Our ultimate goal is to provide a safe working environment by developing proactive and preventive activities for zero accidents. In this context, we implement strategies to minimize risks through regular health screenings, comprehensive education programs, and awareness-raising activities, and we take corrective actions. We are developing innovative methods to spread our safety culture not only within our institution but across all stages of our value chain, and we are making steady progress in this regard.

We will continue to take action, recognizing that creating a safe working environment is critically important for the success of both individuals and the organization. Our HHS Performance Indicators for the last 3 years are also listed below.

Accident and Near Miss Statistics	2022	2023	2024
Number of remaining shifts	0	0	0
Number of accidents with lost days	22	38	17
Number of fatal accidents	0	0	1
Lost days	105	267	71
Accident frequency rate	0.025	0.142	0.23
Accident severity rate	148.23	1,033	88.2





Contribution to Society

As Tiryaki Anadolu, we see contributing to our stakeholders a— and thus to society — as one of our fundamental responsibilities. We not only prioritize improving our business processes but also place importance on creating long-term value in the regions where we operate. In our broad ecosystem that extends from agricultural production to the supply chain, we aim to establish a sustainable value network that includes farmers, suppliers, and business partners.

Social Impact

We know that quality seeds are **the farmers' most valuable allies** and directly affect both the quality and yield of the crop.



“Agriculture is the cornerstone of our economy and it is important to sustain it through sustainable methods. As Tiryaki Anadolu, we aim to support farmers and increase productivity in agriculture while ensuring their well-being. We also contribute by creating income sources for farmers, providing access to quality agricultural materials, and organizing education sessions.”





We Stand by Farmers

Agriculture is an important sector that forms the backbone of our economy. A strong agricultural sector is the foundation of a strong economy. It is of utmost importance that those operating in the agricultural sector continue their production sustainably, in harmony with nature, and with efficient methods. This is critical to improving the welfare of farmers and contributing to the overall well-being of our society. As Tiryaki Anadolu, Türkiye's largest private farmer, we stand by farmers to ensure sustainability and increase productivity in agriculture and develop various programs to reduce the challenges they face.

One of our contributions to farmers is to create employment opportunities. Alparslan Agribusiness in Muş is the source of income for around one-third of the local population. Our enterprise employs around 600 people, 75% of whom live in Muş. The enterprise periodically employs agricultural workers from planting to harvest, and at least half of them are women. The enterprise also rents tractors, harvesters, and agricultural equipment from farmers as needed.

As Tiryaki Anadolu, we contribute to ensuring that farmers have access to quality seed and feed at reasonable costs. One of the most effective ways to increase agricultural productivity is to choose the right seed and use efficient agricultural equipment. Yıldız Bitkisel Ürünler helps farmers optimize their agricultural production processes by offering 7 certified wheat seeds and 3 certified barley seed varieties. Yıldız Bitkisel Ürünler also continues its R&D efforts to develop new varieties of cereals, pulses and oilseeds. Tiryaki Tahıl ve Yem, one of our group companies, contributes to livestock breeders in Türkiye by producing cattle and sheep feed under the Arasa, Danem, and Dare brands.

Tiryaki Anadolu also helps farmers get the fruits of their labor. Tiryaki LİDAŞ, one of our group companies, is Türkiye's first private licensed warehousing company. With its warehouses with a volume of approximately 175 thousand tons, Tiryaki LİDAŞ contributes greatly to establishing trust between producers and intermediaries in the sector with its sensitive quality control processes and secure storage services. With the services of Tiryaki LİDAŞ, farmers receive the value their products deserve, while buyers offer quality and healthy products to end users at reasonable costs.

Another area where our group contributes to farmers is education and information. Muş Alparslan Agricultural Enterprise organizes events such as "Harvest Days" and "Trial Days", which increase interaction among local farmers, which are attended by 250-300 farmers, and which are not organized regularly but are held several times a year. During these events, farmers are informed about new agricultural practices, agricultural technologies, and new trends in agriculture. To date, we have contributed to about 4,000 farmers in Muş in this field.

The enterprise is also a center where local farmers, academics, public institutions, and organizations consult, exchange views, and conduct theoretical and practical studies on agriculture. A trial area of 5,000 square meters was allocated in Alparslan Agricultural Enterprise for the students of the Department of Plant Production and Technologies of Muş Alparslan University, university faculty members in the surrounding provinces, and research institutes in the surrounding provinces. These education and informative events contribute to professional development and increase the efficiency of our production processes. As Tiryaki Anadolu, we are proud of this development and encouraged to continue our support.

Our Educations



Seed Selection and Sowing Techniques

We guide farmers in the selection of certified seeds with high-yield potential. This guidance is the first step to increasing productivity in agricultural production. We also provide detailed advice on the correct planting depth, spacing, and timing of seeds to achieve optimum germination rates.



Soil Health and Fertilization

We provide farmers with practical information on balanced fertilization methods to improve soil health and increase agricultural productivity. In addition, we contribute to farmers adopting a more efficient and sustainable approach to agriculture by offering environmentally friendly solutions with sustainable pest control methods that combine biological, mechanical, and chemical controls.



Efficient Irrigation Practices

We aim to make the best use of water resources with efficient irrigation methods, taking into account current farm conditions. We provide farmers with specific recommendations to make their existing irrigation systems more efficient, saving water and increasing agricultural productivity.



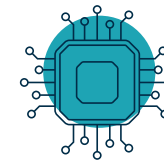
Understanding Animal Nutrient Requirements

We analyze the nutritional needs of different farm animals according to their age, activity level, and production targets, and we provide farmers with specialized training on this topic through scoped programs. By helping them accurately determine the nutrients required for the healthy growth and development of their animals, we support them in achieving their productivity goals.



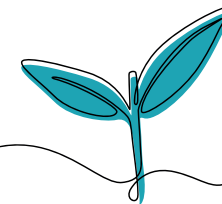
Feed Efficiency and Cost Management

We develop strategies to reduce costs and increase efficiency. This approach aims to optimize costs by balancing animal health and productivity. We offer farmers more efficient and economical solutions with appropriate feeding strategies.



Using Technology for Nutrition Monitoring

We use advanced technologies to monitor feed intake, measure animal weight gain, and adjust feeding programs based on real-time data. In this way, we provide farmers with more accurate and efficient nutritional monitoring, maximizing the health and productivity of their animals.





Our Targets



Applied Education: Providing practical education to 200 farmers in 2025-2026.



Farmers Educated: Increasing the number of farmers educated to 400 in 2026-2027.



Farmer Visits: Increase the number of on-site farmer visits to 100 and 250 per year.



Joint Education Program: Initiate a joint education program with the Provincial Directorates of Agriculture.



Expert Support: Supporting our farmers on the most up-to-date and effective practices by receiving guidance from agricultural engineers and academicians conducting methodological research in our region.



Yield Increase Target: Increase crop yields by up to 10% through improved education programs and regenerative agriculture practices.



Stakeholder Relations

At Tiryaki Anadolu, we take care to build lasting relationships based on trust and transparency with all our stakeholders. This approach forms the basis of our relations with our suppliers and allows us to create a mutually beneficial cooperation environment. Today, we have established relationships with over 1,500 suppliers in 25 countries, proving our strong international network and culture of cooperation.

In this context, our relationship with our suppliers is not limited to product supply; we ensure that they follow the latest developments in agricultural practices, quality material selection, and production processes to increase their development and competitive capacity. In this way, we help our suppliers improve product quality and strengthen customer satisfaction. Long-term relationships with our customers reflect this satisfaction. The average duration of Tiryaki Anadolu's business relationship with more than 2,000 customers in more than 35 countries is 8 years.

Support for Students

As Tiryaki Anadolu, we always maintain our belief in the education and future of young people and contribute to their development by offering various support programs in this direction. With the opportunities we offer, we also support young people to take a valuable step in their career journey.

Every year, we provide educational scholarships to over 100 students in cooperation with the Türk Kızılayı. With our support, we help students with financial difficulties to continue their education and increase their academic success. As Tiryaki Anadolu, one of our biggest goals is to ensure that young people have equal opportunities in education through these scholarship programs. In addition to these efforts, we support the 'Bir Okul Bin Gelecek' project carried out with two schools in Gaziantep, contributing to the improvement of the infrastructure of schools and the quality of education offered to students. We know that the success of our young people means a great deal for the future of our country and we continue to work with all our strength to contribute to increasing this success.





Social Impact

**We are
moving forward
with the power of knowledge.**

Social Investments

At Tiryaki Anadolu, social investments are critical for a sustainable future. In this context, we aim to contribute to all segments of our society with our projects aimed at education, the environment, and social solidarity.

We help individuals and communities realize their potential through scholarships for students, support for educational institutions, and environmental protection projects. We are committed to fulfilling our responsibilities to increase social welfare and move forward with stronger steps into the future. Accordingly, we support our goal of building a strong society and a brighter tomorrow with each and every investment.



**With each investment, we
support our goal of building a
stronger society and a brighter
tomorrow.**



We know that education plays a critical role in the advancement of societies and the realization of individuals' potential. As Tiryaki Anadolu, we bear the responsibility of contributing to this important mission. Through the projects we realize in the field of education, we aim to support our young people, who are the guarantee of our future.

The educational scholarships we provide under the Koç University Anatolian Scholars program help young people realize their dreams of higher education. We also collaborate with the Türk Kızılayı every year to provide scholarships to more than 100 students, helping them overcome financial difficulties.

In addition, we aim to provide equal opportunities in education and support young people to receive a quality education with the 'Bir Okul Bin Gelecek' project, which we carry out with two schools in Gaziantep. With these projects, we aim to create positive change at both individual and social levels.

As Tiryaki Anadolu, we add value to the future with our investments in education and enable young people to maximize their potential.





At Tiryaki Anadolu, we are determined to fulfill our responsibilities in society and the environment for a sustainable future. Protecting our natural resources, adopting environmentally friendly practices and increasing social welfare are among our priorities.

Through our environmentally sensitive projects, we contribute to the protection of the ecosystem and work to leave a livable world for future generations. We aim to raise environmental awareness in cooperation with local communities and organize various education programs. In this way, we ensure that individuals become more environmentally sensitive.

We also aim to support those in need and encourage social solidarity through social responsibility projects. As Tiryaki, we strive to reach every segment of society by investing in projects that support social development.

With our mission to build the future by protecting nature, we continue to work tirelessly to contribute to society and the environment.

// **We continue to work together to
create a better tomorrow.**



We Strive for a Stronger Tomorrow

At Tiryaki Anadolu, we are aware of the importance of fulfilling our social responsibility. In this context, we add value to society and support social responsibility projects by supporting important organizations such as Darüşşafaka, Mor Çatı Kadın Sığınağı Vakfı (Mor Çatı Women's Shelter Foundation), TEMA Vakfı (TEMA Foundation) and Kifder Vakfı (Kifder Foundation), which works for Cystic Fibrosis disease.

As a part of TEMA Vakfı's "İyilik Peşinde Koş" project, we organized a donation campaign at the Istanbul Marathon with our running team, supported by the voluntary participation of our colleagues. This event offered an important opportunity to strengthen our social solidarity as well as support children to meet with nature.

Aiming to reach every segment of society and improve the quality of life, we are committed to building a stronger future through our social responsibility projects.



We are Stronger Together

The February 6 Kahramanmaraş earthquake has deeply affected us all. As Tiryaki Anadolu, we sincerely acknowledge the difficulties and effects of this tragedy and emphasize our solidarity with the segments of our society most severely affected by this disaster. With the awareness of our social responsibility, we have endeavored — and continue — to do our part. In this context, we remain determined to act together with all segments of our society.

Immediately after the earthquake, we procured tents, blankets, and sleeping bags from different parts of the world by putting our international supply power and global collaborations into action. In this process, we worked in close cooperation with authorized organizations, especially Kızılay and AFAD, and delivered our support to the earthquake zones. To stand by those in need, we opened the doors of our Gaziantep and Mersin factories to everyone in need, especially our colleagues and their families in the earthquake zones. We did our best to provide shelter, food, and other basic needs.

In addition, in coordination with public institutions, we established a tent and container city in the Nurdağı district of Gaziantep, providing temporary shelter for earthquake victims and creating an environment of social solidarity. In addition to these rapidly progressing activities, we contributed to the normalization of life as soon as possible by participating in the employment mobilization launched for the region. We aimed to support the local workforce to revitalize the workforce and improve the economic situation of earthquake victims' families.

As Tiryaki Anadolu, we not only provide physical aid during these difficult days but also work to provide psychological support. We try to strengthen social solidarity by organizing various social events to increase the morale and motivation of earthquake victims. Such activities play a significant role in the psychological recovery process after the earthquake.

Supporting Women Laborers

On March 8, International Working Women's Day, we gave our female employees gifts designed and prepared by women laborers affected by the earthquake. As both a thank you and a concrete example of solidarity, we aimed to provide moral support to women laborers affected by the earthquake. In addition, for our Hasata brand, we employed female employees from each of the 11 provinces affected by the earthquake. This was an important step to contribute to the women in the region gaining their economic independence and active participation in social life.

Employment and Reconstruction Process

In post-earthquake recruitment at our facilities, we prioritized candidates who were victims of the earthquake. We contributed to the revitalization of the workforce by providing employment priority to support earthquake-affected families to rebuild their economic lives.

After all, as Tiryaki Anadolu, we know the importance of standing by our community in these difficult times. Following the disaster, we will continue to do our part to move towards a stronger future together, acting in a spirit of solidarity. We believe that when we act together, we can overcome every challenge.



Sustainability Development Goals



Environmental Sustainability

- Water Conservation
- Energy Efficiency
- Renewable Energy
- Emission Reduction
- Regenerative Agriculture
- Organic Agriculture*



6 CLEAN WATER AND SANITATION



7 AFFORDABLE AND CLEAN ENERGY



13 CLIMATE ACTION



15 LIFE ON LAND



Bioeconomy

- Sustainable Aviation Fuel (SAF)
- Plant-Based Proteins**
- Deep Processing**



9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



12 RESPONSIBLE CONSUMPTION AND PRODUCTION



13 CLIMATE ACTION



Productivity Improvement

- Certified Seed Production
- Advanced Technology and Digitalization
- Zero Waste Production



2 ZERO HUNGER



7 AFFORDABLE AND CLEAN ENERGY



9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



12 RESPONSIBLE CONSUMPTION AND PRODUCTION



13 CLIMATE ACTION



Social Impact

- Human Rights, Diversity and Inclusion
- Employee Engagement
- Health and Safety of People
- Contribution to Society



3 GOOD HEALTH AND WELL-BEING



4 QUALITY EDUCATION



5 GENDER EQUALITY



8 DECENT WORK AND ECONOMIC GROWTH



10 REDUCED INEQUALITIES



16 PEACE, JUSTICE AND STRONG INSTITUTIONS



17 PARTNERSHIPS FOR THE GOALS

*Tiryaki Agro Holding's focus area is "Environmental Sustainability".

**Tiryaki Agro Holding's focus area is "Bioeconomy".