

Bizim Toptan Sustainability Report 2025



Contents

INTRODUCTION

About the Report	3
Reporting Scope	3
Independent Assurance	3
Message from the Chairman	4

OUR STORY

Bizim Toptan at a Glance	7
Our Partnership Structure	7
Our Business Ethics Approach	9
Our Performance in 2025	10
Our Value Chain	11
Corporate Governance	12
Risk Management	15

OUR SUSTAINABILITY HISTORY

Our Sustainability Approach	17
Global and Industry Trends	18
Our Material Issues	20

WORKING FOR FUTURE OF NATURE

Greenhouse Gas Emissions Reduction and Energy Efficiency	28
Water Consumption and Efficient Use	30
Waste Management and Plastics	31
Reduction of Food Waste	33

GROWING STRONGER WITH STAKEHOLDERS

Our Employees	35
Diversity, Inclusion and Equity	36
Talent Management and Development	37
Employee Health, Safety and Well-being	41
Responsible Supply Chain	42
Investment to Society	44

INSPIRING THE FUTURE

Business Continuity	47
Food and Product Safety	48
Customer Experience and Transparency	49
Innovation and Digitalization	51
Data Security and Privacy	53

ANNEXES

Performance Indicators	55
Stakeholder Communication	65
GRI Table of Contents	66
Reporting Principles	77
Independent Assurance Report	86
Contact	89

About the Report

Building on Yıldız Holding's "This is Our World" vision, as Bizim Toptan Satış Mağazaları A.Ş., we regularly share our sustainability performance, the projects we have implemented, and our goals for the upcoming period with the public every year. Through this report, we aim to communicate our progress we have taken on our sustainability journey to all our stakeholders in the most open and transparent manner. We take care to ensure that the report is easily accessible to all our stakeholders, and we believe that the feedback and suggestions we receive will provide valuable contributions to our next reporting period. You can access our sustainability report at <https://www.bizimtoptan.com.tr/s/surdurulebilirlik>, and you can send your questions and thoughts about the report to surdurulebilirlik@bizimtoptan.com.tr.

REPORTING SCOPE

The information we share in this report covers the activities of Bizim Toptan Satış Mağazaları A.Ş., our subsidiary g2mEKSPER Satış ve Dağıtım Hizmetleri A.Ş., and our subsidiary SEÇ Marketçilik A.Ş. for the period between January 1 and December 31, 2025. We prepared our report in accordance with the 2021 version of the GRI Standards. By following the relevant tables

in the GRI Content Index found in the "Annexes" section at the end of the report, you can easily see where information on each standard is located within the report. In the "Annexes" section, you can also find detailed data for the last three years on the performance indicators related to the material issues we highlight in the report. Throughout the report, we also include a mapping showing our contribution to the Sustainable Development Goals (SDGs) published by the United Nations in 2015.

INDEPENDENT ASSURANCE

For selected environmental, social, and economic performance indicators shared in this report that support our sustainability approach, we obtain independent assurance services in accordance with the ISAE 3000 (Revised) and ISAE 3410 standards. You can access the Independent Assurance Statement in our report's [Annexes](#) section.



*The 2023 data included in this report covers Bizim Toptan operations only.

Message From the Chairman



**Dear Shareholders, Business Partners,
Employees, and All Stakeholders,**

2025 was a period where price stability, fiscal discipline, and effective cost management came to the fore in the economy, while the climate crisis and environmental risks profoundly impacted business practices worldwide. Rising energy and logistics costs, coupled with evolving consumer expectations,

have once again demonstrated the vital importance of a flexible, agile, and resilient organizational structure. During this period, Bizim Toptan achieved significant gains in managing operating expenses by optimizing our operations, while simultaneously placing the value we contribute to nature and society at the heart of our activities, in line with Yıldız Holding's "This World is Ours" vision. Our 9th Sustainability Report transparently reflects not only our commercial performance but also the sustainable business model underpinning this resilience.

As Turkey's most widespread organized cash&carry player, we stand at the center of a massive network ranging from hundreds of corporate clients to thousands of individual customers and shopkeepers, with 169 stores in 73 provinces, 14 warehouses, and 2,349 Seç Market franchisees within our ecosystem. Believing that sustainable development begins locally, we continued to form our entire supplier portfolio (100%) from local suppliers in 2025. While contributing to the sustainable growth of local economies through our Seç Market business model—

which brings neighborhood shopkeepers together with modern retail—we offered a comfortable shopping experience to various customer groups, particularly individual customers, through our Bizim Gross stores, which have reached 7 locations and stand out with their fresh product and hot bakery concepts. In the out-of-home (OOH) consumption channel, we aimed to reach a much broader audience by combining g2m's distribution and partnership strength with the other OOH customers we serve through our stores. Within this extensive network reaching diverse customer segments, we delivered our private label products to 4.4 million customers, offering more than 550 active private label products across 30 brands under Bizim Toptan, and over 200 products across 6 brands under g2m.

In 2025, our steps focused on efficiency and simplification created a strong synergy with our goals to reduce our environmental footprint. We significantly completed the integration process with g2m and consolidated our Prosaf micro-distribution business under the g2m umbrella. Furthermore, the shared-ownership warehouse management model,

Our digitalization and data-driven management approach remained the greatest supporters of our sustainability goals this year.

which we initiated and completed during the year, created synergies in warehouse management and logistics processes, allowing us to optimize our environmental impact and costs. By optimizing our vehicle fleet, we increased occupancy rates. Thanks to this robust distribution network and the steps taken, we both reduced our operational expenses and better managed our logistics-related carbon emissions. To support the efforts of our customers in reducing their carbon emissions as well as our own, we continued to expand our electric vehicle charging stations at our stores.

Message From the Chairman

Our digitalization and data-driven management approach remained the greatest supporters of our sustainability goals this year. While making a difference in time and resource management with our "Click-and-Collect" model, where online orders are picked up from stores, we acted according to the "Waste-Free Company" principle to prevent food loss by optimizing shelf life and stock management in our stores and warehouses.

Our greatest driving force in this journey of transformation and growth is our esteemed colleagues, who reflect our flexible and agile structure in the field.

It is our greatest source of pride that in 2025, a year in which we implemented occupational health and safety measures without compromise, no fatal work accidents or occupational disease cases occurred. We are accelerating our steps to increase female and youth employment through our vision of diversity and inclusion, and we share the joy of being together with our colleagues through gifts supporting local production on our "Make Happy, Be Happy" Day.

In the coming period, we will continue to increase our operational efficiency, strengthen our digital infrastructure, and keep resource efficiency at the center of all our strategic steps. I would like to express my gratitude to all my colleagues, business partners, suppliers, customers, and shareholders who add value and provide strength to Bizim Toptan in every period. We will continue to work with determination together to leave a more livable world for future generations.

Sincerely,

Cengiz Solakoğlu
Chairman

Our Story



Bizim Toptan at a Glance	7
Our Partnership Structure	7
Our Business Ethics Approach	9
Our Performance in 2025	10
Our Value Chain	11
Corporate Governance	12
Risk Management	15

Bizim Toptan at a Glance

OUR VISION

To be the number one wholesaler of Türkiye with its widespread, modern and reliable concept in the fast moving consumer goods industry.

OUR MISSION

To be a strategic business partner that reduces the cost and risk of its customers and suppliers and provides them with competitive advantage.

Since taking our first steps in 2001, we entered Türkiye's organized wholesale trade market with 14 stores in 2002, and over the twenty-three years since then, we have become one of the largest players in our sector in terms of number of stores and geographical spread. As of 2025, we continue our operations with 169 stores across 73 provinces.

We keep our customer portfolio wide, serving a broad range extending from grocery stores to hotels and restaurants, from cafes to gas station markets, and from school canteens to individual customers. We offer our customers access to approximately 8,000 different products across food, non-alcoholic beverages, cleaning, personal care, paper products and tobacco products, with an average of 3,500 stock items per store.

A significant part of this product range is made up of our continuously growing private label portfolio. We bring more than 550 products across 30 brands under Bizim Toptan, and more than 260 products in total across 6 private label brands and 6 exclusive brands under g2m, to our customers.

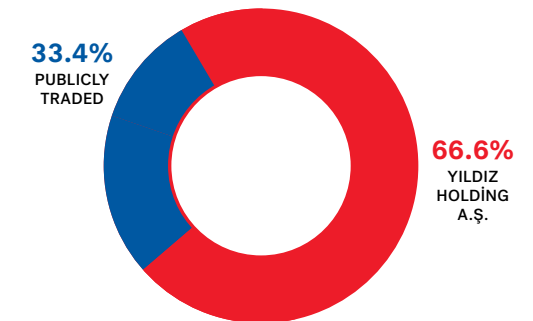
We do not limit our operations to physical retail; we make our service portfolio multi-dimensional through different channels.

While our "Click and Collect" application, which shortens the distance between digital ordering and store delivery, forms the digital pillar of this approach, g2m, which we added to our structure in 2023, gave strong momentum to our position in the Out-of-Home Consumption (OHC) sector. In 2025, we took this partnership one step further by fully integrating PROSAF – which we established in 2017 to provide micro-distribution power to our corporate customers – under the g2m umbrella. In this way, we combined two separate distribution structures into a single, more efficient model. In addition, we continue to support tradesmen through our SEÇ Market franchising model, which brings together traditional tradesmanship culture with modern retail. We also launched the "Bizim Gross" format in 2024, offering our individual customers a fresh product experience, and by the end of 2025 it had reached 7 stores.

In addition, we continue to support tradesmen through our SEÇ Market franchising model, which brings together traditional tradesmanship culture with modern retail. We also launched the "Bizim Gross" format in 2024, offering our individual customers a fresh product experience, and by the end of 2025 it had reached 7 stores.

OUR PARTNERSHIP STRUCTURE

We have a solid capital structure shaped by the main partnership of Yıldız Holding A.Ş. and the support of our publicly traded shareholders. This structure forms the basis of our financial structure, which encompasses our subsidiaries such as g2m and SEÇ Marketçilik in addition to our retail operations.



Name of the Shareholders	Share Amount (TL)	Share (%)
Yıldız Holding A.Ş.	53,587,364.76	66.6%
Publicly Traded	26,888,709.24	33.4%
Total	80,476,074	100%

Our Subsidiaries	Business Area	Our Share
SEÇ Marketçilik A.Ş.	Franchising - Retail Partnership Model	90%
g2mEKSPER Satış ve Dağıtım Hizmetleri A.Ş.	Sales and Distribution of Out-of-Home Consumption (OHC) Products	90%

Bizim Toptan at a Glance



g2m

At Bizim Toptan, through our g2m operations, a strong supplier to the Out-of-Home Consumption (OHC) sector, we act as a bridge between producers and consumption points such as hotels, restaurants and cafes; we provide these points with an integrated sales-marketing, procurement and distribution service for food, consumables and cleaning materials.

Thanks to our strong CRM infrastructure, we analyze our customers' purchasing habits and provide a high level of service quality through personalized offers and campaigns. Our ability to deliver under three different temperature conditions (room temperature, chilled and frozen) across Türkiye forms the basis of our operational flexibility.

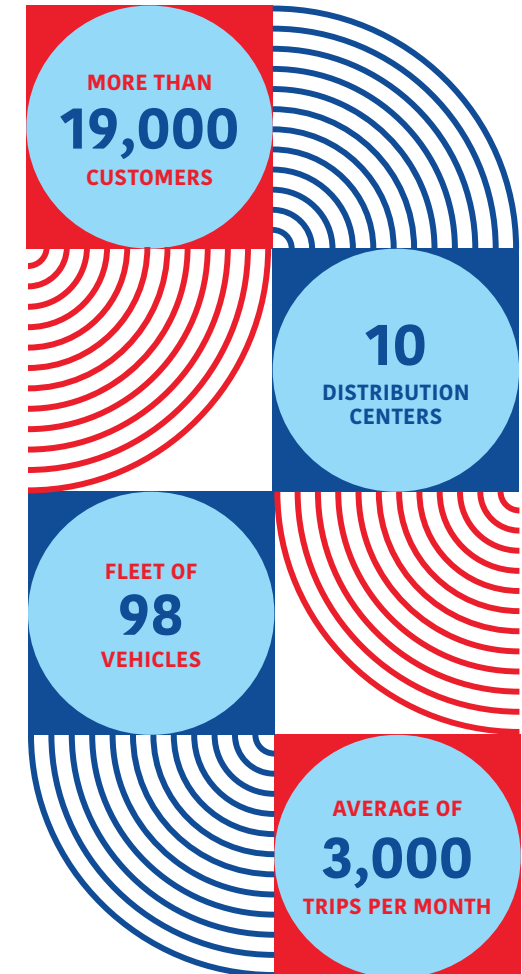
We also offer comprehensive solutions to our customers who operate as chains or are moving toward becoming one. For product groups where they manage their own procurement processes, we reduce their operational burden by providing warehousing, shipping and logistics services, and support them in maintaining the same quality and product standards across all their branches through standardized product supply. We extend this solution partnership to the kitchen

as well, with the contribution of the 10 expert chefs on our team. Through demo events we organize across Türkiye, we introduce new products to the sector, develop original recipes to enrich our customers' menus, and provide practical information and training support on product use.

Our g2m product portfolio, through which we serve with more than 2,000 different products, includes a wide range of categories such as pastry and catering oils, frozen bakery products, cocoa and pastry products, dry food, HoReCa kitchen products, pasta, legumes, dairy products and cleaning products. A significant part of this portfolio consists of more than 200 products across 6 private label brands — Mis, Bizim, Piyale, Besler, Ömür and Frimer — and more than 60 products across 6 exclusive brands covering brands such as Ülker, Lovells and McVitie's.

In 2025, we completed our integration and synergy efforts with g2m. By fully moving our PROSAF operation, which provides micro-distribution services to our corporate customers, under the g2m umbrella, we began providing single-source, door-to-door service to all our customers in the OHC channel. As of year-end, we operate with a total closed area of more than 42,500 m² across 10 distribution centers and a fleet of 98 vehicles, covering an average of 3,000

trips and 600,000 km per month to transport nearly 12,500 tons of products. With this strong infrastructure, we reached more than 19,000 unique customers in 2025, increasing our customer base compared to the previous year. According to ETÜDER data, we hold the leading position in the OHC sector, which is estimated to comprise approximately 200,000 businesses and reach a purchasing volume of EUR 10 billion.



Bizim Tiptan at a Glance



SEÇ MARKETÇİLİK

With our SEÇ Market franchising model, we combine traditional tradesmanship culture with a modern market understanding. Based on a win-win principle, this model supports neighborhood tradesmen across a wide range of areas — from shelving to procurement, from digital infrastructure to social media management, and from marketing to purchasing — bringing together more than 5,000 products, including our private label products, along with regional and local options, for our tradesmen.

The growing competitive strength of our tradesmen also contributes to our own growth as Bizim Tiptan.

By the end of the year, our SEÇ Market ecosystem had reached 2,349 stores, and we generated 22% of our consolidated turnover through SEÇ Market. In line with our vision and growth strategy, we will continue to support tradesmen entrepreneurs in the coming years, contributing to the national economy and to the sustainability of the traditional retail channel.

You can find more information about our SEÇ Market franchising model [here](#).

OUR BUSINESS ETHICS APPROACH

At Bizim Tiptan, we place the principles of transparency, trust and accountability at the center of our business processes.

We regard Yıldız Holding's Code of Ethics — which covers a wide range of areas from anti-bribery and anti-corruption to the prevention of discrimination, and from respect for human rights to a fair working environment — as the common ground for all the relationships we build with our stakeholders.

You can access our Code of Ethics [here](#).

In the event of any suspected violation of our Code of Ethics, our employees and all our stakeholders can submit their notifications through our Ethics Hotlines. We handle notifications received through these channels with the principle of confidentiality at every stage of review and evaluation. We protect the identity and contact information of those who submit notifications, and ensure that shared information and documents are accessed only by authorized persons and mechanisms.

Our stakeholders can submit their notifications through the following channels when they believe ethical principles have been violated:

- Ethics Hotline (0216 524 34 24)
- etik.bildirim@yildizholding.com.tr
- Bizim Tiptan Customer Relations Center (444 42 96)
- Yıldız Holding Customer Relations Center (mim@yildizholding.com.tr)

We meticulously examine incoming notifications and, when any non-compliance is identified, take the necessary steps in coordination with the Executive Board and the Disciplinary Board. The ability to submit notifications anonymously prevents retaliation against our employees who report. In 2025, a total of 121 notifications were received through our ethics reporting channels across Bizim Tiptan and its subsidiaries, and we resolved all of them (100%).

In addition to notifications, we place great importance on communicating our ethical principles to all our stakeholders. We regularly inform our employees on this topic, and we comprehensively explain our code of ethics to new team members joining us. In 2025, we provided a total of 1,271 hours of Code of Ethics training to 1,952 employees through our online training platforms.

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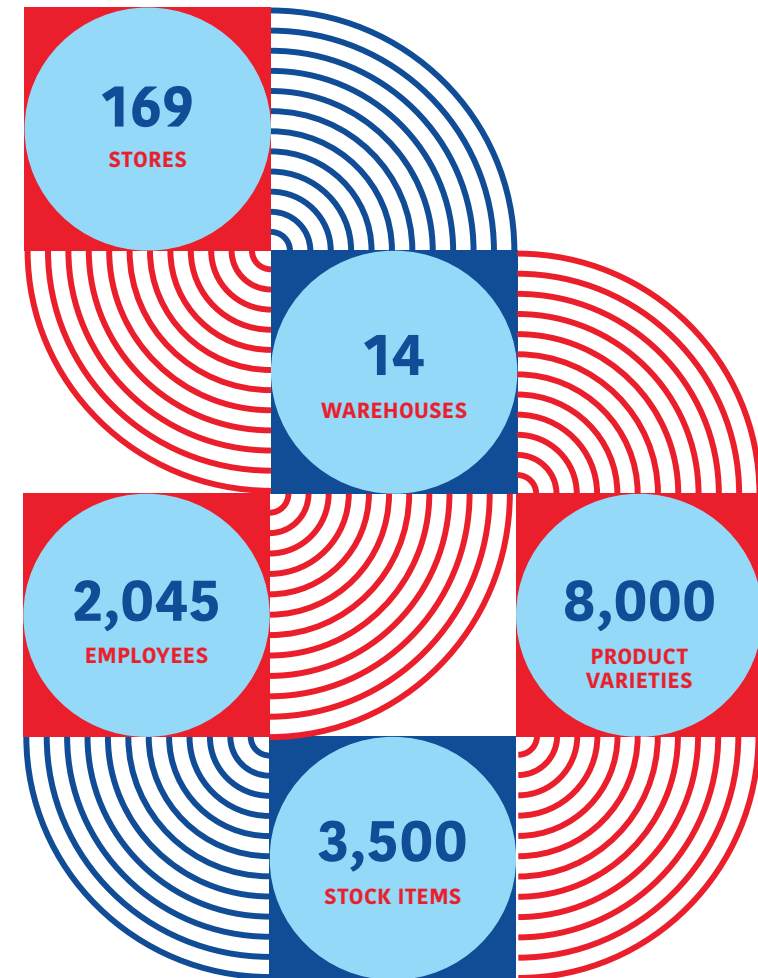
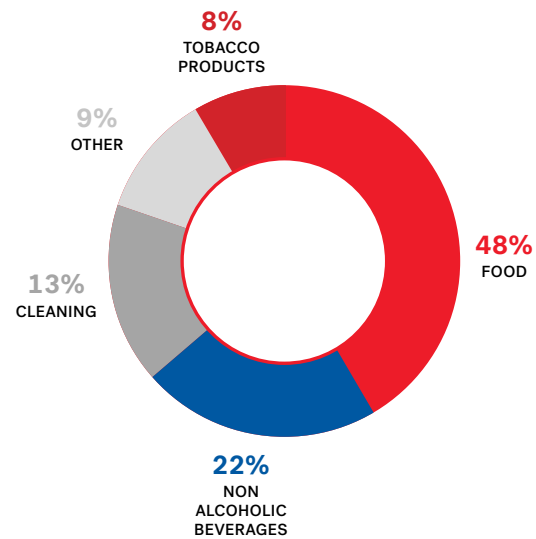
Our Performance in 2025

At Bizim Toptan, with our reliable and high-quality product portfolio, our wide range of products and services, and our stable, affordable service approach, we continue to contribute to both our stakeholders and to the Turkish economy.

In 2025, we continued our operations in a sales area of 180,651 m² and generated sales revenues of approximately TL 39 billion over the course of the year.

The category-based distribution of our sales was 48.1% food, 22% non-alcoholic beverages, 12.5% cleaning products, 8.2% cigarettes and 9.2% other product Categories.

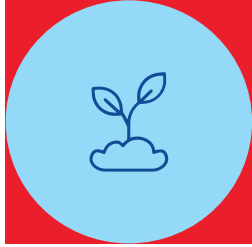
CONSOLIDATED SALES DISTRIBUTION



*Data includes consolidated figures and those under IAS 29.

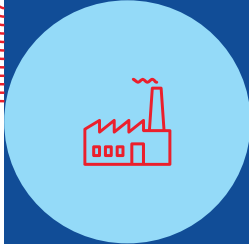
**Data excludes consolidated figures and those under IAS 29.

Our Value Chain



PROCUREMENT AND SUPPLY

Part of the approximately 8,000 product varieties we offer our customers in our stores consists of our private label products, while the rest consists of national and international brands with high consumer recognition. In all our procurement processes for main categories such as food, non-alcoholic beverages, cleaning, personal care and paper products, as well as tobacco products, we work with suppliers that fully comply with our quality and product safety standards. Maintaining the sustainability and resilience of our supply chain is among our top priorities in this area.



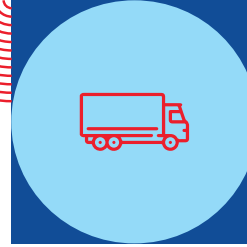
PRODUCTION OF PRIVATE LABEL PRODUCTS

In the production of our private label products, we cooperate with **97 suppliers** under Bizim Toptan, manufacturing these products at **113 different facilities**, and with **29 suppliers** under g2m, manufacturing these products at **31 different facilities**. Reflecting our sensitivity to quality and food safety to production processes, we conduct regular audits and quality approval processes for all our producers and do not compromise on high standards.



PACKAGING

We are working by prioritizing our private label products to switch to sustainable packaging practices without losing food safety and quality in our products.



WAREHOUSING AND DISTRIBUTION

We continue to invest in our distribution center infrastructure in order to provide uninterrupted service to our expanding sales channels and growing customer network. Thanks to our warehouse network, which we have expanded across Türkiye, we efficiently deliver products suited to our customers' needs to our stores. Through the route optimization we apply in our distribution operations, we aim to both increase operational efficiency and reduce our carbon footprint. We provide service through a total of 14 warehouses across Türkiye, 6 of which are used in Bizim Toptan operations and 10 in g2m operations (2 of which are shared).



SALES AND MARKETING

In addition to our 169 stores in 73 provinces across Türkiye, we provide services to our customers through our SEÇ Market network of 2,349 stores, established to supply traditional tradesmen, and through our g2mEKSPER company, which offers specialized products and professional solutions to corporate customers, particularly those in out-of-home consumption points.



CONSUMPTION

We shape all our processes accordingly to maximize customer satisfaction. In line with our sustainable quality approach, our reputation and our goal of maintaining our leadership in the sector, we take care to establish a strong and continuous communication with our customers. While offering products of the same quality under all circumstances is among our main priorities, we maintain this priority in our private label products as well. As of 2025, our private label products reached more than 4.4 million unique customers.

Corporate Governance

We place great importance on ensuring that the relationships we build with our stakeholders are based on solid and lasting foundations, and we believe this is only possible with a transparent management approach. With this belief, we conduct all our operations within the framework of the principles of accountability and responsibility, and we believe that our corporate governance practices contribute both to our financial results and to the long-term resilience of our business model.

Since our establishment, we have adopted the Corporate Governance Principles determined by the Capital Markets Board, and we share our compliance process with these principles with the public in detail every year through our annual reports. Our policies and procedures also integrate this approach into all of our business processes.

You can find our policies [here](#), and our Corporate Governance Principles Compliance Report can be found on pages 62-77 of our [2025 Annual Report](#).

Our Board of Directors*

Our independent members possess all the qualifications required by the Capital Markets Board's regulations and fulfill their duties with the necessary diligence. The scope of duties, authorities and responsibilities of our Board of Directors members is disclosed to the public through our Company's Articles of Association, both on our corporate website www.bizimtoptan.com.tr and on the Public Disclosure Platform.

Our Board of Directors held 5 meetings in 2025 with a 96% participation rate, and took a total of 39 new decisions at these meetings. We shared important decisions concerning the public via the Public Disclosure Platform immediately after the meetings.

BOARD DEMOGRAPHICS

Female Member Rate:
12.5%

Independent Member Rate:
37.5%

BOARD OF DIRECTORS' EDUCATIONAL LEVEL

Master's Degree
37.5%

Bachelor's Degree
62.5%

* The members of the Company's Board of Directors were elected at the Ordinary General Meeting held on May 21, 2026; the information contained in this report reflects the situation prior to that election.

Corporate Governance

Name Surname	Mission	Committees Involved
Cengiz Solakoğlu	Chairman	Corporate Governance Committee - Member
		Early Detection of Risk Committee - Member
Mehmet Tütüncü	Deputy Chairman	-
Fahrettin Günalp Ertik*	Member	-
Ahmet Şenel**	Member	-
Uğur Demirel	Member	-
Berin Akarsu***	Independent Member	Corporate Governance Committee - Chairman
		Audit Committee - Member
Ahmet Bal	Independent Member	Audit Committee - Chairman
		Corporate Governance Committee - Member
		Early Detection of Risk Committee - Member
Ömer Faruk Sevgili***	Independent Member	Early Detection of Risk Committee - Chairman

* Following the resignation of Board Member Ali Ülker, Fahrettin Günalp Ertik was elected on May 7, 2025, to fill the vacant Board seat in accordance with the provisions of Article 363 to serve out the remaining term and to be submitted for approval at the first General Meeting; he was subsequently approved at the Ordinary General Meeting held on June 18, 2025, and the relevant developments were announced on the Public Disclosure Platform.

** Following the resignation of Board Member Yahya Ülker, Ahmet Şenel was elected on February 10, 2026, to fill the vacant Board seat, in accordance with the provisions of Article 363 of the Turkish Commercial Code, to serve out the remaining term and to be submitted for approval at the next General Meeting.

*** At the ordinary General Assembly meeting held on May 21, 2026, Füsün Kuran and Fatma Pınar Ilgaz were elected as Independent Board Members to replace Berin Akarsu and Ömer Faruk Sevgili, whose terms had expired. Füsün Kuran also serves as a member of the Audit Committee and as Chair of the Early Risk Detection Committee. Fatma Pınar Ilgaz also serves as Chair of the Corporate Governance Committee and as a member of the Early Risk Detection Committee.

Corporate Governance

Our Board Committees

Our Board of Directors operates through three Board-level committees to enhance its effectiveness. These committees support our Board of Directors in various areas ranging from compliance with corporate governance principles to auditing, and from risk management to early warning mechanisms.

Committee	Mission	Meeting Frequency
Corporate Governance Committee	It is responsible for monitoring the Company's compliance with corporate governance principles, and in particular, to investigate the extent to which corporate governance principles are implemented in the Company, to determine the reasons for non-implementation, and to identify the negative effects of non-implementation and to recommend remedial measures to be taken.	At least four times a year
Audit Committee	The Audit Committee is responsible for ensuring that all necessary measures are taken to ensure that all internal and independent audits are conducted in a sufficient and transparent manner, and for monitoring the functioning and effectiveness of independent audits and the company's internal control system.	At least four times a year
Early Detection of Risk Committee	It is responsible for the early identification of risks that may endanger the existence, development and continuity of the Company, taking the necessary measures regarding identified risks, and managing risk; it reviews the risk management systems at least once a year.	Six times in a year

Our Senior Management

Led by our Head of Retail Group Presidency, our senior management team, consisting of 10 senior executives representing different areas of expertise ranging from sales to supply chain and from strategy to financial management, shapes the strategic and operational decisions at every stage of our value chain and ensures that these decisions are implemented effectively together with the relevant teams.

Name Surname	Mission
Uğur Demirel	Head of Retail Group Presidency
Altan Sekmen	General Manager of Bizim Tiptan Stores Sales Operations and Trade
Deniz Alkaç	General Manager, g2mEksper
Furkan Akıner	General Manager, SEÇ Marketçilik A.Ş.
Emir Yılmazoğlu*	CFO
Resul Açikel**	g2mEksper Sales Operations Group Director
Serhat Altıncılık	Director of Trading
Serkan Çakıcıoğlu***	Director of Strategy, Growth, and Data Management
Necip Cem Gülaç	Logistics Operations and Supply Chain Director
Özer Şimdi****	Director of Sales and Operations

* Savaş Lalik was appointed to replace him, as announced in the KAP disclosure dated April 10, 2026.

** He stepped down from his position in July 2026.

*** He stepped down from his position in March 2026; the duties related to Strategy, Growth, and Data Management began to be handled by the Budget Reporting and Investor Relations functions.

**** He stepped down from his position in March 2026, and Kazım Çağlar took over the role.

Corporate Governance

RISK MANAGEMENT

We carry out regular efforts to identify early any factors that could threaten our financial and operational goals, or damage our position in the sector or the trust relationship we have built with our stakeholders. We periodically review the risks that may arise on the way to our strategic goals, assessing the root cause, probability and potential impact of each one. We update the risk map we have prepared and address it at our Early Detection of Risk Committee meetings.

This process at our company is carried out by our Early Detection of Risk Committee, which reports to our Board of Directors. The Committee evaluates the identified risk factors in detail and develops action plans, regularly reporting its findings to our Board of Directors. In this process, our Strategy, Growth and Data Governance Directorate works in a complementary manner with Yıldız Holding's Risk Management and Internal Audit units. Our Committee met six times during 2025.

Our Committee's responsibility goes beyond reporting the risks it identifies. It also monitors whether our Corporate Risk Management System is functioning properly, reviewing the entire process

of risk identification, assessment, monitoring and reporting from start to finish at least once a year. It presents the improvement recommendations arising from these reviews directly to our Board of Directors. When necessary, it requests detailed information from risk owners and monitors how many of the measures taken have actually been implemented, and it evaluates how different risks may affect one another from a long-term perspective. Whenever needed, it invites company management, relevant unit representatives, internal or independent auditors and subject matter experts to its meetings to obtain their views.

Our senior management is also involved in this process. While setting our strategic and operational goals, we simultaneously assess the risks that could stand in the way of those goals; each of our executives contributes across a wide range of areas, from risk identification to risk management, drawing on their own expertise.

As a result of this assessment process carried out jointly by our Committee and our senior management, we classify the risks we identify into five categories. We categorize regulations that may affect

our sales and growth targets as **strategic risks**; factors such as difficulty in accessing resources and rising costs as **financial risks**; situations that could challenge our business continuity or operational performance as **operational risks**; and risks that may arise from legal obligations or litigation processes as **compliance risks**. We address topics such as sustainability, climate change, occupational health and safety, corporate image, and fraud under the category of **other risks**.

We carry out regular efforts to identify early any factors that could threaten our financial and operational goals, or damage our position in the sector or the trust relationship we have built with our stakeholders.

Our Sustainability History



Our Sustainability Approach	17
Global and Industry Trends	18
Our Material Issues	20

Our Sustainability Approach

Creating lasting and meaningful value for all our stakeholders forms the core purpose of our sustainability approach. With this awareness, inspired by Yıldız Holding's **"This is Our World"** approach, we embrace the **"Zero-Waste Company"** model, evaluating our economic success together with our sustainability-focused performance.

While our material issues continue to guide us on our sustainability journey, we also closely monitor global and sectoral sustainability trends and carry out regular assessments to keep ourselves up to date in a rapidly changing world. Through the sustainability activities we carry out within our strategic focus areas and the way we do business, we contribute directly and indirectly to the United Nations Sustainable Development Goals (SDGs).

In line with our priorities, which we have shaped under three main focus areas: as part of our efforts to combat the climate crisis, we are **Working for Future of Nature** by minimizing our negative impact in the areas most prominent for our sector. With a business model that supports social and economic development, we are **Growing Stronger with Stakeholders**, whom we engage and collaborate with throughout our value chain and beyond. At the same time, by integrating an innovative and solution-oriented perspective into every step of our operations, we make a positive impact possible through the way we do business, and we are **Inspiring the Future**.



WE ARE WORKING FOR THE FUTURE OF NATURE

We are minimizing the environmental impact caused by our company operations to fight against the climate crisis, and enabling the renewal of natural resources throughout the entire value chain.



WE ARE STRENGTHENING OURSELVES WITH OUR STAKEHOLDERS

We provide supportive, transformative and empowering contributions for companies to invest in stakeholder welfare-oriented, future-oriented and healthy-lifestyle prioritizing business models throughout their value chains.



WE ARE INSPIRING THE FUTURE

We provide supportive, transformative and empowering contributions for companies to invest in stakeholder welfare-oriented, future-oriented and healthy-lifestyle prioritizing business models throughout their value chains.

Our Sustainability Approach

GLOBAL AND INDUSTRY TRENDS

In today's rapidly changing business environment, sustained success requires closely monitoring global and sector-specific developments and implementing robust strategies to adapt to these changes. Transformations in environmental, social, economic, and technological spheres are reshaping industries and creating a wide-ranging impact—from operational efficiency to risk management, and from managerial decision-making processes to financial resilience.

At Bizim Toptan, we closely monitor this multifaceted change as we shape our approach to sustainability. Guided by international sustainability initiatives, index reports, and sector-specific analyses, we conduct detailed assessments of developments that could impact the way we conduct business.

THE GROWING IMPORTANCE OF WORKFORCE MANAGEMENT

In a rapidly changing business world, companies that value diversity and support an equitable and inclusive culture are achieving a stronger and more resilient position against the new challenges of today. Together with technological advances, demographic shifts and green transformation, the competencies required by the workforce are changing rapidly.

This makes effective talent management a critical priority in the face of the talent gap expected to deepen in the coming years. Due to its labor-intensive structure and increasing operational pace, employee well-being is gaining increasing importance in our sector. The fact that employees experience fatigue related to workload, and that the search for meaningful work has become a determining factor in employee loyalty, shows that competition is shaped not only by operational efficiency, but also by the capacity to retain qualified talent, improve working conditions, and deliver a strong employee experience. In this respect, supporting women's employment and advancing equal opportunity stand out as a strategic priority that goes beyond social responsibility.

Related Material Issues

- Diversity, Inclusion and Equity
- Employee Satisfaction, Talent Management and Development
- Employee Health, Safety and Well-being.

TRANSFORMATION IN CONSUMER BEHAVIOR AND EXPECTATIONS

While the global economic climate and increasing price sensitivity are driving consumers toward more conscious and comparative shopping, this is intensifying competition on the price axis. However, standing out in this environment is possible not only through price, but through the ability to offer a holistic value proposition. PwC's Voice of the Consumer Survey also supports this picture: 55% of surveyed consumers prefer physical stores, while 45% prefer online channels.

This balanced distribution makes the seamless integration of the physical store experience with digital channels one of the most important keys to improving the customer journey. At the same time, as environmental and social awareness increases, consumer expectations regarding products and services are also being reshaped; consumers now demand greater transparency regarding the content, origin and supply processes of products. This shift once again highlights the importance, for all players in the sector, of building a trust-based relationship with customers.

Related Material Issues

- Customer Experience and Transparency
- Food and Product Safety
- Health and Nutrition

Our Sustainability Approach

COMBATING CLIMATE CHANGE

Climate change stands out as a critical global issue that is redefining the structure and way of doing business across all sectors; it carries serious risks not only in environmental terms, but also in economic, social and business continuity terms. The Intergovernmental Panel on Climate Change's (IPCC) Sixth Assessment Report shows that each additional degree of warming sharply increases risks, while the World Meteorological Organization's 2025-2029 projections indicate a high probability that at least one of the next five years will be the hottest year on record.

The European Union's policies and regulations on combating climate change are also paralleled by developments in Türkiye. In addition, the retail sector is being followed ever more closely amid growing expectations for proactive steps and transparency. Rather than providing grounds for delaying climate action, this environment of uncertainty stands out as a reality that requires mitigation and adaptation strategies to be addressed within a more urgent, inclusive and resilient framework.

Related Material Issues

- **Energy Efficiency and Carbon Emission Reduction**
- **Circular Economy**
- **Waste Management and Reduction of Plastic Consumption**

ARTIFICIAL INTELLIGENCE AND DATA ANALYTICS

The rapid advancement in artificial intelligence and data analytics is transforming decision-making processes in the business world by enabling large volumes of data to be processed with speed and accuracy. Beyond providing operational efficiency and automation, these technologies are increasingly taking on a critical role in terms of risk management, transparency and long-term value creation. These developments offer significant opportunities, such as more accurately measuring environmental and social impacts, optimizing resource use, and making supply chains more sustainable. At Bizim Toptan, we view artificial intelligence and data analytics not only as a supporting element of our sustainability strategy, but also as an area of opportunity that will strengthen our operational resilience and increase efficiency across our supply chain.

Related Material Issues

- **Innovation and Digitalization**
- **Data Security and Privacy**

Our Sustainability Approach

OUR MATERIAL ISSUES

We map our sustainability priorities under the three main focus areas of our sustainability approach, which we created under the guidance of Yıldız Holding. In conducting our materiality analysis, we carried out a study consisting of four strategic steps.

• Global and Sectoral Trend Analysis:

We created a broad list of potential material issues by evaluating the practices of companies that stand out in sustainability within the retail sector, as well as recognized indices such as the SASB Materiality Map.

• **Bizim Toptan Assessment:** We evaluated this list together with our senior management to ensure it reflects Bizim Toptan's strategy.

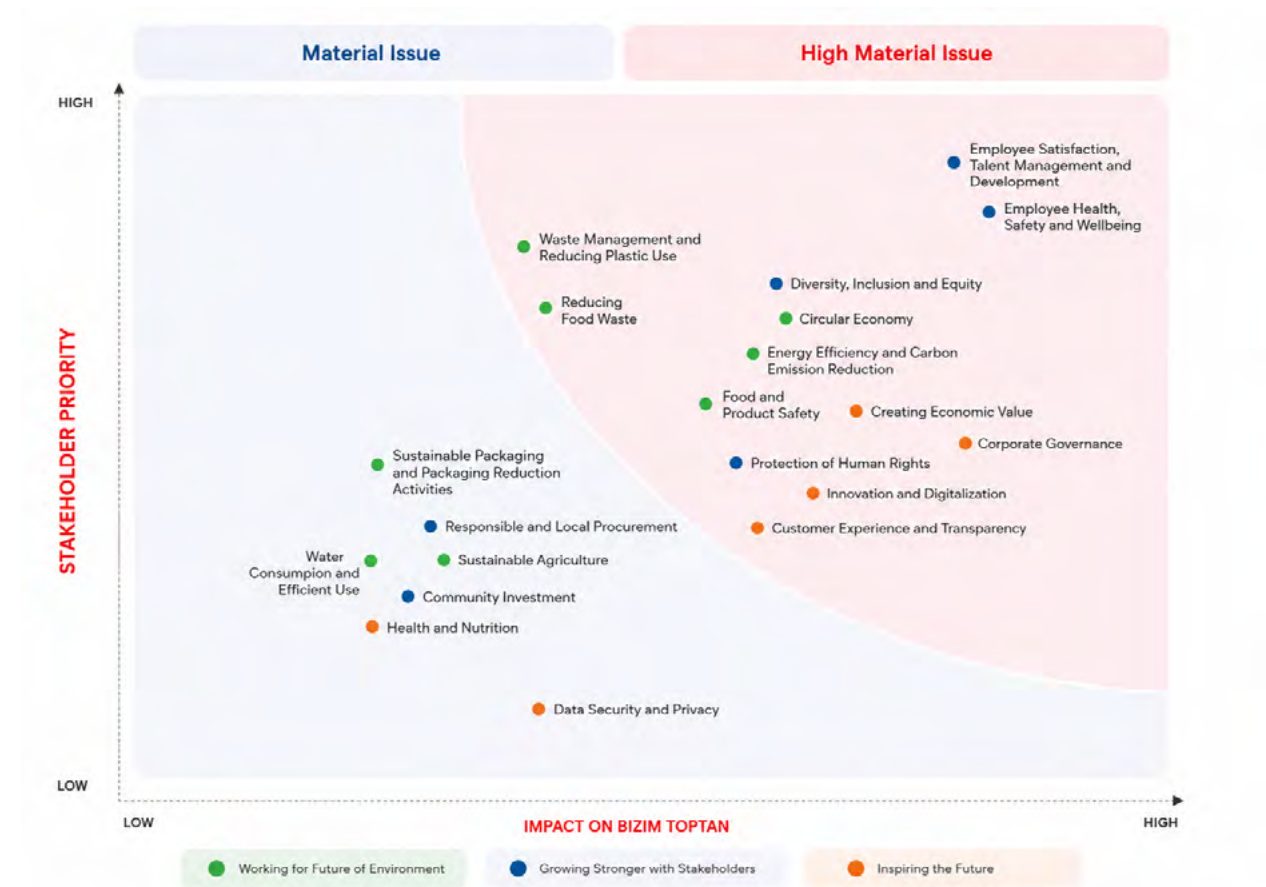
• **Stakeholder Survey:** We gathered opinions through surveys directed at our internal stakeholders — consisting of our employees, senior management and shareholders — as well as our external stakeholders.

• **Analysis Assessment:** At the end of all these steps, we determined our material issues by also taking stakeholder opinions into account.

As a result of this study, we determined a **total of 20 material issues, 13 of which are high priority.**

The results of our prioritization analysis are shown in the matrix below.

You can find the details of our prioritization analysis [here](#).



Our Sustainability Approach

Our Focus Area	Scope and Purpose	Related Material Issues	Our Relevant Value Chain Steps	SDGs We Contribute to
Working for Future of Nature	We are implementing comprehensive projects on waste and plastics, one of the areas where the environmental impact of our sector is felt most intensely, both in our private label products and in all products offered for sale in our stores. While working for the sustainability of nature, we aim to develop projects with high energy efficiency to reduce our carbon emissions as part of the fight against climate change.	• Energy Efficiency and Carbon Emission Reduction • Circular Economy • Waste Management and Reduction of Plastic Use • Reduction of Food Waste • Water Consumption and Efficient Use • Sustainable Packaging and Packaging Reduction Activities • Sustainable Agriculture	 *Packaging  *Storage and Distribution  *Sales and Marketing	    
Growing Stronger with Stakeholders	Throughout our value chain, we aim to create a safe, egalitarian and open communication-based working environment that offers continuous development opportunities for our employees, who are among our most important stakeholders, while signing various collaborations in our supply chain to ensure the protection of human rights and establish a sustainable supply structure.	• Employee Satisfaction, Talent Management, and Development • Diversity, Inclusion and Equity • Employee Health, Safety, and Well-being • Protection of Human Rights • Responsible and Local Procurement • Social Investment	 *Purchasing and Procurement  *Sales and Marketing	    
Inspiring the Future with Purpose Driven Products and Business Models	We adapt our way of doing business to the future and offer innovative experiences to both our customers and business partners with the opportunities offered by digital technologies. We manage our processes transparently based on our corporate governance principles, and we make our achievements even more meaningful by contributing to our country's economy.	• Food and Product Safety • Economic Value Creation • Corporate Governance • Innovation and Digitalization • Customer Experience and Transparency • Data Security and Privacy • Health and Nutrition	 *Purchasing and Procurement  *Production of Private Label Products  *Packaging  *Sales and Marketing  *Consumption	    

Our Sustainability Approach

SUSTAINABILITY-FOCUSED RISKS AND OPPORTUNITIES

Today, the long-term success of companies is becoming closely linked to how early and effectively they can integrate sustainability-focused risks and opportunities into their strategic planning processes.

At Bizim Toptan, risks and opportunities related to sustainability and climate change hold an important place in our sustainability approach. We address these risks and opportunities as a holistic matter that also has operational, financial and strategic dimensions. Accordingly, we assess sustainability and climate-related risks with a proactive approach; alongside managing these risks properly, we aim to evaluate the opportunities they bring in a timely manner. The table below presents the results of our sustainability-focused risk and opportunity study.

You can access our climate-related risks and opportunities in our [TSRS Report](#).

Main Risk	Risk Factor (Root Cause)	Risk Mitigation Steps
Raw Material and Supply Shortages The risk of raw material and supply shortages refers to any situation that arises at any stage of our supply chain and makes it difficult, delayed or impossible to supply materials. At Bizim Toptan, we aim to respond to the needs of our consumers by offering a wide range of products; therefore, any interruption in the raw material or supply chain can cause significant problems in terms of stock management and product supply. Risk factors triggering this risk include external factors such as operational disruptions faced by our suppliers, logistics difficulties, natural disasters, political tensions or global pandemics.	Causing shortages or unavailability of products in our store and warehouse inventories	Working with alternative suppliers from different regions or countries Preventing short-term supply shortages by maintaining product stocks at safe levels
	Additional resources and time must be spent to ensure that supply chain processes are not disrupted.	Maximizing vehicle occupancy rates
Talent Gap A talent gap refers to the difficulty of finding staff with the skills and knowledge required for certain positions, especially in a rapidly changing business world. With technological changes, digital transformation and changes in consumer behavior, it is becoming increasingly important for our employees to acquire new skills or improve their existing skills. Due to the difficulty of reaching the right candidates both in retail sales staff and at the management level, the talent gap is among our potential risks.	Increase in voluntary resignations due to various external factors such as changes in lifestyle or job expectations	To access a wider talent pool by reviewing recruitment processes To increase the interest of young talents in Bizim Toptan by collaborating with universities
	Disruptions in store and warehouse operations	Adopting a flexible recruitment strategy for different positions and roles Organizing continuous training and development programs to increase the competencies of existing employees

Main Risk	Risk Factor (Root Cause)	Risk Mitigation Steps
Water Scarcity Water scarcity risk covers the negative effects that a reduction in water resources or difficulties in accessing water could have on our operations, supply chain or products. This risk can arise not only from the physical scarcity of water, but also from other factors such as deterioration in water quality, changes in regulations on water usage rights, or increases in water costs.	Problems in access to water disrupting operational processes	Educating and raising employee awareness on water conservation and sustainable water use Adopting water-saving technologies to reduce water usage at stores and warehouses
Waste and Plastic Pollution Failure to properly manage waste and plastic products can lead to environmental pollution and damage ecosystems. Our sector, particularly due to the intensity of packaged product sales, may contribute to an increase in plastic and other waste; for this reason, waste and plastic pollution is among our potential risks.	Social reactions due to waste generation and use of plastics have a negative impact on brand value	Increasing brand value by providing consumers with information on sustainable packaging Informing customers about recycling and sustainable product use, making them part of the process.
Changing Consumer Behavior Changes in consumer behavior, shaped by technological innovations, environmental awareness, socio-cultural trends and socio-economic factors, are among our potential risks, as they can directly affect our product and service portfolio, marketing strategies and business model.	Falling behind in competition as a result of failure to respond to changing consumer behavior	Continuously interacting with consumers to gather feedback and integrating this feedback into the business model Having a flexible business model to respond quickly and effectively to changing consumer demands.
	Loss of market as a result of not taking timely action on changing consumer behavior	Closely monitoring consumer trends and conducting market research. Analyzing customer behavior and updating the product and service range. Closely following new market trends to determine the product portfolio strategy for future periods in advance.
Human Rights Human rights risk covers the possibility of our company directly or indirectly causing or contributing to human rights violations that may arise within our supply chain, operations or business relationships, including working conditions, supplier relationships, customer rights, shareholder rights, or interactions with local communities; for this reason, it is among our potential risks.	Human rights violations damage brand image and undermine the trust of consumers, investors or other stakeholders	Creating safe and effective mechanisms for employees, suppliers and partners to report human rights violations. Regularly sharing human rights practices and performance with stakeholders.

Main Risk	Risk Factor (Root Cause)	Risk Mitigation Steps
Information Security Information security and cyber risk covers cyberattacks, malicious software, data leaks and similar cyber threats that could target our company's information assets and customer data, and negatively affect our IT infrastructure, data security and digital operations.	Leakage of customer information or trade secrets can lead to financial and legal consequences	Establishing internal and external information security policies and ensuring all employees adopt these policies. Investing in security software, firewalls, anti-virus software and other security infrastructure.
	Information security breaches negatively affect brand reputation and undermine customer confidence	Organizing training for employees on information security and raising cybersecurity awareness. Backing up data and preparing business continuity recovery plans.
Restrictive Regulatory Decisions Regulatory authorities introducing new laws, regulations or requirements, or further tightening existing ones, can adversely affect our business continuity, financial performance and operations; for this reason, restrictive regulatory decisions are among our potential risks.	New decisions regarding product content may lead to prolonged collection and shelf-removal processes, delays in the supply of substitute products, customer dissatisfaction and loss of sales	Creating business continuity plans to quickly adapt to regulatory changes Establishing fast and strong communication with suppliers before regulatory decisions become law.
	In particular, changes to product packaging deposits, pallet and separator usage instructions, and stretch-wrapping management may create additional costs	Closely following developments in the sector in which regulatory authorities operate and being prepared for future regulations. Taking measures to reduce the use of consumables at warehouses and stores and providing awareness training.
	Restrictions likely to be applied under the Retail Law narrowing our business volume	Obtaining consulting support by collaborating with legal experts to comply with existing and possible regulations Encouraging commercial customers who visit especially on weekends to visit on different days

Our Sustainability Approach

SUSTAINABILITY MANAGEMENT

At Bizim Töptan, we monitor national and international developments related to sustainability, identify sustainability-focused risks and opportunities and integrate them into our corporate risk management, determine strategies, targets and policies suited to current conditions, and track our performance in line with these targets. We manage these efforts through our Early Detection of Risk Committee and our Corporate Governance Committee.

We place sustainability topics on the agenda at Corporate Governance Committee meetings and make decisions regarding the steps to be taken, the work to be carried out and the related reporting. We report our sustainability-related activities, through our Committee member and the managers who follow sustainability topics, to the Corporate Governance Committee — which also includes our Chairman of the Board — and convey them to our Board members.

In addition, our Sustainability Working Group, which we established in 2019, forms an important part of our sustainability governance structure. Our Working Group includes representatives from departments such as our Sales Channels, Channel Development, Marketing, Supply Chain, Human Resources, OHS, Finance, Trade and Information Technology (IT).

In addition, as part of our sustainability approach, our Head of Retail Group Presidency takes part in the Yıldız Holding Sustainability Platform. Taking into account the global agenda, mega trends and the emerging regulatory environment (including the UN Sustainable Development Goals), this platform supports the management of key issues raised by all stakeholders within a strategic framework of unified discourse and action.

Our Sustainability Working Group, which we established in 2019, forms an important part of our sustainability governance structure.



Working for Future of Nature



Greenhouse Gas Emissions Reduction and Energy Efficiency	28
Water Consumption and Efficient Use	30
Waste Management and Plastics	31
Reduction of Food Waste	33

Working for Future of Nature

At Bizim Toptan, we consider the protection of natural resources as one of our fundamental responsibilities in order to leave a livable world to future generations; we carry out all our activities with an awareness of our responsibility towards the environment and our planet. As part of combating the climate crisis, we address the environmental impacts of our operations, from energy and resource use to waste management, with a holistic approach.

With the goal of reducing our environmental impact, we focus on increasing energy efficiency, expanding the use of renewable energy, and integrating circular economy principles into our operations. In line with this approach, we develop sustainable packaging solutions, implement practices to prevent food waste, and position combating climate change among our priority areas of work.

We carry out all our activities in full compliance with applicable legal regulations and obligations, guided by our [Environmental Policy](#) and the [Basic Principles of our Environmental Management System](#). We ensure that this policy and these practices are observed

not only in our own operations, but also in processes related to our supply chain; we place great importance on our stakeholders adopting a responsible environmental management approach.

We believe that measurement and monitoring form the foundation of effectively managing our environmental impact. In this context, we measure our energy, water and waste performance in accordance with international standards and track it systematically. As part of these efforts, we report regularly to the relevant unit managers and provide updates to senior management at least once a year.

Thanks to this disciplined approach, we did not face any environmental fines in connection with our activities during 2025.



Greenhouse Gas Emissions Reduction and Energy Efficiency

As the effects of climate change become more visible every day, risks such as extreme weather events, ecosystem losses and depletion of natural resources threaten all life. At Bizim Toptan, we are taking responsibility for these global risks and treating climate action as an integral part of our way of doing business. Accordingly, we position increasing efficiency in energy use among our priority areas of work.

As part of our Environmental Management System, we monitor our energy consumption on a regular and systematic basis and develop practices aimed at reducing our environmental footprint. In the reporting period, our total energy consumption was **57,524 MWh**, while our energy consumption per employee was **28.13 MWh/employee**.

Electricity consumption, which accounts for the largest share of our total energy consumption, also has a determining effect on our greenhouse gas emissions. Electricity consumption, which makes up **81%** of our total energy consumption, is the source of all of our Scope 2 greenhouse gas emissions. For this reason, the effective management and reduction of electricity consumption is at the center of our efforts to reduce our greenhouse gas emissions.

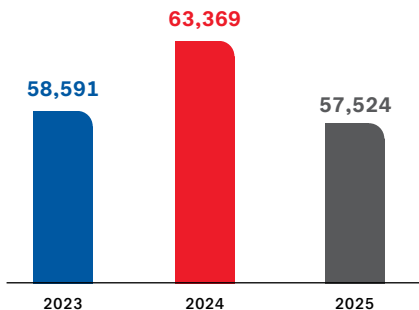
In this context, we regularly monitor the electricity consumption data we obtain from our stores and carry out various improvement efforts to reduce consumption and use energy more efficiently. In our lighting systems, taking usage intensity and malfunction rates into account, we are switching to next-generation fixtures that

provide energy savings; we reduce electricity consumption by ensuring that lighting levels in areas of our stores with no movement are automatically controlled. In 2025, we also sought to increase efficiency by relocating the head office of our subsidiary g2m, previously located elsewhere, to our head office.

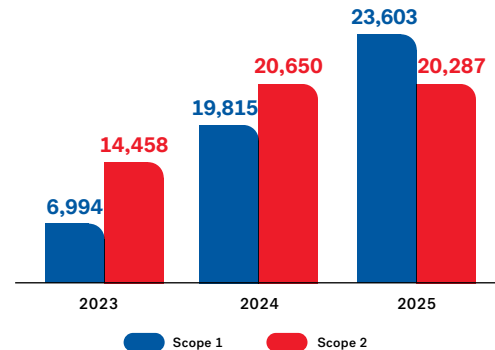
Based on the calculations we made in 2025 in line with our environmental management system, we calculated **our Scope 1**

greenhouse gas emissions at 23,604 tons of CO₂e, our Scope 2 greenhouse gas emissions at 20,287 tons of CO₂e, and our total greenhouse gas emissions at 43,891 tons of CO₂e. By calculating our emissions data in accordance with international standards, we shape our reduction-focused efforts in light of this data, and we continue to work systematically to achieve reductions across all emission categories.

TOTAL ENERGY CONSUMPTION (MWH)



GREENHOUSE GAS EMISSIONS (TON CO₂e)



Greenhouse Gas Emissions Reduction and Energy Efficiency

RENEWABLE ENERGY USE

In the context of combating climate change and protecting nature, renewable energy sources play an important role in reducing greenhouse gas emissions. In this regard, we treat renewable energy applications aimed at reducing our environmental impact from energy consumption as part of our operations.

We generate electricity from solar energy through our solar power system (GES) with an installed capacity of **264 kWp**, located at our Gebze store. During the reporting period, we generated **186 MWh** of electricity through this system from January to the beginning of September, meeting a very large portion of our Gebze store's electricity consumption from renewable energy sources during that period. In this way, we reduced the amount of electricity drawn from the grid and thereby reduced our greenhouse gas emissions.

We consider renewable energy applications as part of our energy management efforts, and we regularly monitor the production and performance data of our solar power system. We take the data obtained into account in our environmental impact assessments.

In addition to reducing the emissions arising from our operations, we provide electric vehicle charging infrastructure at our stores to support our customers' access to low-carbon transportation solutions. As of the reporting period, we have charging stations for electric vehicles at **9 of our stores**.

OUR EFFICIENCY EFFORTS

Last year, in order to reduce the environmental impact of our operations and achieve efficiency in resource use, we carried out various improvement efforts in our warehouse, logistics and distribution processes, making our operational structure more efficient by leveraging synergies within the group. In 2025, we continue and build on these efforts, continuing to use energy efficiently and achieve savings.

In this context, we have discontinued the cold storage operations previously carried out in-house and now use the existing cold storage facilities within g2mEKSPER. With this change, we carry out our warehouse and logistics activities in a more efficient structure, achieving savings both in the costs arising from these activities and in carbon emissions from electricity, water, heating and transportation.

During the year, the Kırklareli warehouse was closed and the Çorlu warehouse was opened in its place. In addition, the Gölbaşı warehouse joined our warehouse network. As of the end of the year, of the 14 warehouses in operation, 6 are used by Bizim Toptan stores and 10 by g2m operations. Throughout the year, we provided service using the Adana, Diyarbakır, Denizli, Gebze, Gölbaşı and Erzurum warehouses under Bizim Toptan, and the Adana, Ankara, Antalya, Bursa, Diyarbakır, Denizli, İzmir, Milas, Pelitli, Trabzon and Çorlu warehouses under g2m. The Adana and Diyarbakır warehouses operated on a shared-use basis.

As part of another synergy effort carried out last year, we had integrated our PROSAF operations into g2m's operations. Through this integration, we reduced the resource use arising from micro-distribution activities and began serving our customers through a more efficient operational structure. In 2025, the integration process for these operations was completed, and all PROSAF vehicles were decommissioned. In addition, g2m's vehicles were also evaluated for efficiency, route optimization was carried out, the number of vehicles was reduced, and occupancy rates were increased.

We treat renewable energy applications aimed at reducing our environmental impact from energy consumption as part of our operations.

Water Consumption and Efficient Use

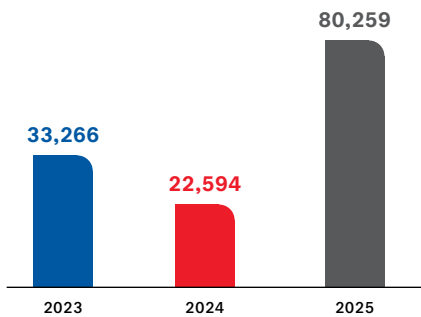
Irregular rainfall regimes and increasing consumption are increasing the pressure on water resources every day. With the effects of climate change, the risk of water scarcity is becoming more pronounced, both environmentally and socio-economically. Türkiye's being among the countries likely to face high water stress in the coming period makes the efficient use of water even more critical.

At Bizim Toptan, we are aware that we operate in a region facing water stress. In this context, we focus on the efficient use of water and strive to keep our water consumption under control. A large portion of our water consumption stems from the daily use of our employees in our stores and headquarters. For this reason,

we place importance on our employees using water efficiently; we raise awareness with informative content, warnings and guidance for water conservation at our head office and stores.

In 2025, our total water consumption was **80,259 m³**, while our water intensity per employee was **39 m³/employee**. We continue to regularly track our data related to water consumption.

TOTAL WATER CONSUMPTION (m³)



Waste Management and Plastics

Managing waste effectively, using natural resources efficiently, and reducing the use of plastics are among the core components of our environmental sustainability approach. Preventing waste generation, separating waste at source, and incorporating it into recycling processes are among the practices we prioritize in our operations.

At Bizim Toptan, we comply with the Zero Waste practice carried out by the Republic of Türkiye Ministry of Environment, Urbanization and Climate Change. In this context, we record and monitor the amount of waste generated in our stores through the Integrated Environmental Information System. We separate the waste generated in our operations at source and cooperate with licensed organizations to ensure that recycling and disposal processes are carried out effectively. In this context, together with the certification process for our stores' "Basic Level Zero Waste Certificate," we carry out efforts to manage, separate and recover waste, and each store's waste volume data is recorded and reported through the Integrated Environmental Information System for the "Zero Waste" certificate.

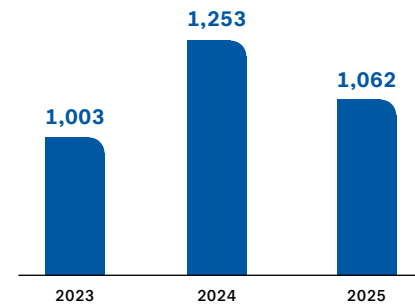
As of 2025, 152 of Bizim Toptan's existing stores hold a Zero Waste certificate. During 2025, 14 of our stores received a new or updated Zero Waste certificate.

We collect the packaging waste generated in our stores through local administrations and authorized institutions and incorporate it into recycling processes, contributing to bringing this waste back into the economy. By expanding our waste management practices across all our stores, we ensure that processes are carried out in a standardized and traceable manner.

In addition to our operational practices, we also carry out awareness-raising activities in our stores to increase our customers' awareness of recycling. In this way, we address our waste management approach within a framework that extends beyond our own operations to include our stakeholders as well.

In 2025, our total amount of waste was **1,062 tons**, all of which was non-hazardous waste. We recycled **100% of our total waste** volume, bringing it back into the economy.

TOTAL WASTE AMOUNT (tons)



Waste Management and Plastics

OUR PLASTIC REDUCTION EFFORTS

At Bizim Toptan, we implement efficiency-enhancing practices across all our processes aimed at reducing material use, and we focus on using resources more effectively. We carry out our efforts to reduce plastic use in line with the Yıldız Holding Plastic Guide; within this framework, we contribute to the work carried out under the Business Plastics Initiative, of which Yıldız Holding is a stakeholder. We are also an active member of the Plastics Working Group established within Yıldız Holding, in which relevant units from group companies are represented.

Toward the end of 2024, we had decided to continue our e-commerce operations solely through the “Click and Collect” model, thereby eliminating the packaging and plastic waste generated from cargo shipments. This practice continued to have a positive effect on reducing packaging use and plastic-related waste in 2025 as well.

We incorporate the cardboard, paper, plastic and wood waste generated as a natural result of operations at our stores and at the warehouses operating under Bizim Toptan and g2m into recycling processes through contracted recycling companies. In this way, while reducing the environmental impact of packaging waste, we integrate the circular economy approach into our operations.

We do not limit our plastic reduction efforts to operational processes alone; we also support our employees' active participation in this transformation. Last year, we implemented practices to reduce the use of single-use plastic products at our head office, switching to filtration systems instead of water coolers and packaged bottled water. In 2025, we continued this practice, providing our employees with reusable glass bottles and reducing plastic use. We have also continued to discontinue the use of under-desk trash bins lined with plastic bags.

Through these efforts, we save approximately 140,000 paper cups, more than 1,500 plastic trash bags, and more than 30,000 plastic water cups per year at our head offices. In addition, by encouraging the preference for reusable products in daily work habits, we strengthen our corporate awareness of reducing plastic use.



Waste Management and Plastics

REDUCTION OF FOOD WASTE

Of the approximately 4 billion tons of food put up for sale worldwide each year, 1.3 billion tons is lost before being consumed. While a significant portion of food waste occurs in developed countries, in Türkiye too, average annual food waste has in recent years reached the level of millions of tons. This picture shows that food waste is a global problem that must be addressed not only in environmental terms, but also in its economic and social dimensions.

At Bizim Toptan, we are aware of our responsibility to prevent food waste, given the nature of the sector in which we operate. In this context, we adopt Yıldız Holding's "Zero-Waste Company" approach and consider efforts to reduce food waste among our priority focus areas.

As a company that generates a significant portion of its turnover from food products, we take into account that food waste not only leads to product loss, but also causes the inefficient use of many resources such as water, energy, labor and logistics throughout the process from production to consumption, and increases greenhouse gas emissions.

In this context, we separate food products in our stores that have lost their sales qualification according to specific criteria, and through our collaborations, we ensure that these products are converted into animal feed raw materials. In this way, we prevent products that cannot remain in the consumption chain from becoming waste, and contribute to bringing them back into the economy through alternative uses.

In 2025, working with the recycling facilities we collaborate with in our warehouse operations, we ensured the conversion of approximately 151 tons of food.

In addition, in our store operations, we carry out practices to prevent food loss by taking into account product shelf life, stock management and sales processes; through our collaborations, we aim to reduce the amount of waste generated.



¹ Türkiye Waste Prevention Foundation

Growing Stronger with Stakeholders



Our Employees	35
Diversity, Inclusion and Equity	36
Talent Management and Development	37
Employee Health, Safety and Well-being	41
Responsible Supply Chain	42
Investment to Society	44

Our Employees

At Bizim Toptan, we see our employees as our most valuable asset. In line with our Human Resources Policy, we manage our human resources processes with the principle of “Happy Employee, Happy Customer”.

We prioritize providing our employees with a healthy and safe working environment where they can develop themselves and express their ideas freely, and which observes the principles of diversity, equality and inclusion. Through practices that support career development, we support employee satisfaction and loyalty to the company, and we address our culture of cooperation within this framework.

As of 2025, while we continue our operations with our human resources of **2,045** people in total, we carry out our human resources practices in a manner aligned with our company's approach to growth, sustainability and long-term value creation.

HUMAN RESOURCES POLICY CORE PRINCIPLES

BASIC APPROACH

In line with “Our Way, Our Future” approach, we manage human resources in accordance with our core principles.

STRATEGIC COMPLIANCE AND PLANNING

We analyze current and future needs and plan human resources processes accordingly to ensure effective and sustainable workforce management.

ORGANIZATIONAL STRUCTURE AND COMMUNICATION

We base our people management practices on strategic priorities and organize our organization to support our goals and enhance operational efficiency.

COMPENSATION AND BENEFITS

We manage total compensation and benefit practices fairly and competitively to attract, motivate and retain our employees.

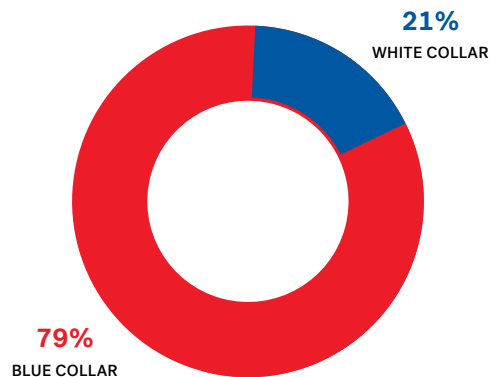
TRAINING AND COMPETENCY DEVELOPMENT

We develop our training programs to enhance our employees' competencies and support organizational performance.

EMPLOYEE EXPERIENCE AND ENGAGEMENT

We design human-centric performance management and reward systems to increase employee satisfaction, engagement and loyalty, and to support retention.

Employees by Category



Our Employees

DIVERSITY, INCLUSION AND EQUITY

At Bizim Toptan, from candidate selection to remuneration, and from career development steps to performance evaluations, we observe equal opportunity in all our human resources practices; we adopt a transparent and fair approach that does not allow for discrimination.

To contribute to women's participation in the workforce and to women's employment, we continue our practices aimed at increasing the ratio of female employees in our field and head office positions. In this context, in 2025 our company-wide female employee ratio was 19.1%, our white-collar female employee ratio was 26.3%, and our blue-collar female employee ratio was 17.1%.

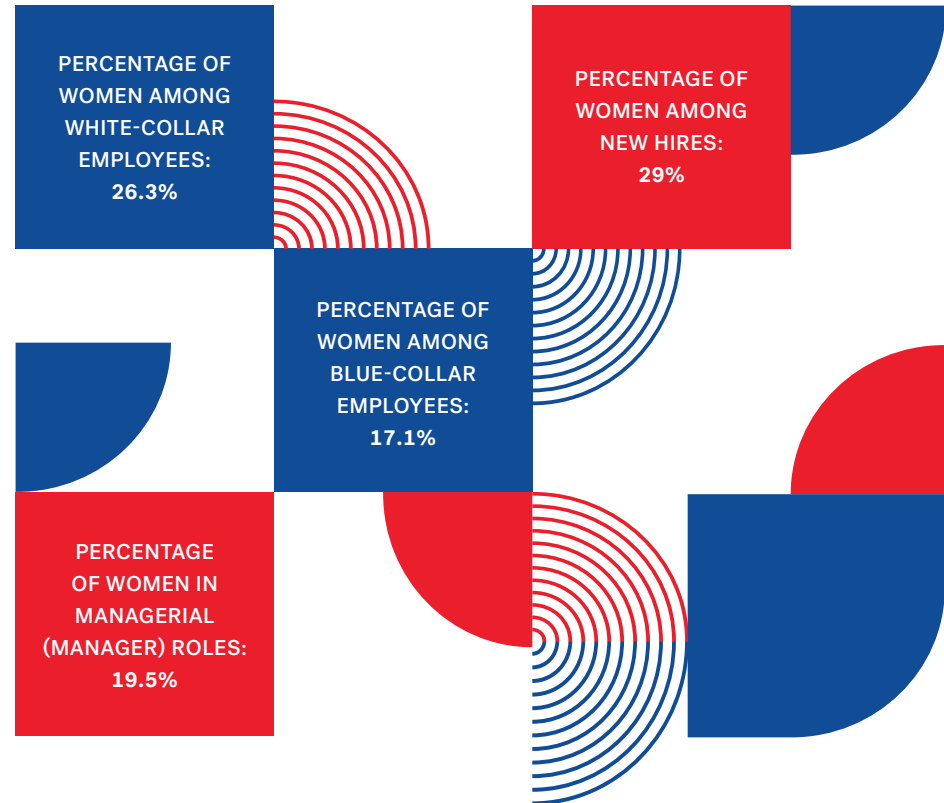
In addition to supporting the increase of women's employment, bringing young talents into business life is also an important part of our diversity perspective. In this context, we focus on increasing the proportion of young employees in our new hires. In 2025, 49.4% of our recruitments were employees under the age of 30.

Collaborations Supporting Women's Leadership: Lead Network Türkiye

At Bizim Toptan, we continue our efforts to support women in assuming more visible roles in business life. In this context, we again participated in 2025 in the Lead Network Türkiye Mentorship Program, which encourages the development of female talents in the retail and consumer products sectors.

Through the program, we made progress in line with our goals of strengthening the leadership skills of our female employees and supporting their career development. Accordingly, during 2025, one of our female managers joined the program as a mentee and received one-to-one mentoring support from experienced leaders.

With this cooperation supporting women's leadership, we support efforts to strengthen gender balance.



Our Employees

TALENT MANAGEMENT AND DEVELOPMENT

In the Cash & Carry sector, where competition intensifies in the light of rapidly changing consumer expectations, digitalization and global trends, we believe that the element that differentiates us is our human resources, our most valuable asset.

In this context, recruiting, developing and retaining talented employees with high potential in order to maintain an organizational structure adaptable to dynamic and changing conditions is among our priorities.

We build our human resources approach on increasing employee loyalty and intra-team cooperation, as well as providing a development environment where each individual can unleash his or her potential. In this context, we adopt a fair and transparent performance evaluation approach and develop practices that support the career journeys of our employees.

Performance Management and Promotion Processes

We build our performance management system on a structure that places employee development at its center. In

this context, we systematically monitor the competency levels of our employees and the contributions they make to our company's development; we support the performance evaluation process with feedback practices. We use the performance data we obtain not only in periodic evaluations, but also as a reference in shaping career planning processes. In 2025, we included 444 white-collar employees at Bizim Toptan as a group in the performance evaluation process.

In line with the findings we obtain from performance evaluations, we carry out our promotion processes in accordance with the principle of equal opportunity. In 2025, 22 employees at Bizim Toptan and 12 employees at g2m were promoted to higher positions to take on more responsibility in our company's development. In addition, female employees accounted for 64% of these promotions at Bizim Toptan and 54% at g2m. Thus, female employees accounted for 62% of the employees promoted during the year in Bizim Toptan's group average.

In addition, we address practices aimed at expanding career opportunities for blue-collar employees as an important

step in our career development processes. In this context, we support the transition of employees who show performance improvement in blue-collar positions to white-collar positions. In 2025, 1 blue-collar employee at Bizim Toptan and 1 at g2m made the transition to white-collar positions.

360 Degree Evaluation Approach

We believe that, in our employees' performance evaluation processes, feedback mechanisms are highly important in terms of identifying our employees' strengths and areas for development. In this context, we implement differentiated performance systems for our employees working in our head office and field teams. Our white-



Our Employees

collar employees receive performance feedback once a year through a 360-degree evaluation system carried out with the participation of their managers, teammates and other employees they work with. Thanks to this practice, we carry out the performance evaluation process not only in a results-oriented manner, but within a transparent and fair structure that strengthens our corporate culture and enables everyone to see one another's areas for development and strengths.

OKR System Aligned with Strategic Goals

Since 2022, we have been using the OKR (Objectives and Key Results) system, which has been implemented under Yıldız Holding, to monitor the performance of all our white-collar employees working at the head office.

Within the scope of OKR, we set our employees' targets twice a year, in six-month periods. We monitor the targets we set according to our company's strategic roadmap through key performance indicators. This system makes it easy to establish the connection between our employees' individual targets and our company's strategic goals. In addition, thanks to the accessibility within the system, all our employees can follow one another's targets and each person's progress against their targets.

Thus, through OKR, we carry out performance evaluations in a fully data-based, systematic and measurable manner that is not open to personal interpretation, while also encouraging a participatory corporate culture.

Field Performance System

In addition to our white-collar employees, we also regularly monitor the performance of our blue-collar employees through the field performance system. Within the scope of the system, we evaluate key performance indicators such as sales growth, profitability, customer satisfaction, stock management and auditing.

We monitor the performance evaluations of our field sales managers on a regular monthly basis within the framework of predefined success criteria. By sharing the results transparently, we collaborate on development plans that enable them to take concrete actions regarding their areas for improvement.

Employee Training

We attach great importance to practices aimed at our employees' development. We address our practices in this area so as to cover our employees' technical, professional and personal development areas. While planning our employees'

training processes, we make extensive use of online training platforms by taking advantage of the opportunities offered by digitalization; we ensure that training content is delivered to a wider audience in an effective and efficient manner.



* Bizim Toptan and g2m operations are included.

Our Employees

Through OnCampus, our corporate social communication and learning-development platform, we offer all our employees training programs that we create according to their needs. In addition, in order to increase our employees' level of knowledge and awareness in different areas, we organize seminars with the participation of expert guests according to the topic. In these seminars, we share knowledge on various subjects such as change management, blockchain technology, talent management, sales and marketing dynamics, safe driving, motivation, healthy living and current technologies.

In addition, our head office employees have access to trainings in the areas of leadership, personal development, technical and professional skills, and foreign languages, as well as mandatory trainings, through the Yıldız Holding Training Catalog.

As of 2025, we provided our employees with a total of 7,970 hours of training, while our average training hours per person was 3.9 hours.

B-Raise Manager Training Program

Within the scope of the B-Raise Manager Training Program, we aim to increase the competencies of our employees who start their careers in retailing, strengthen their leadership capacity, and meet our need for managers in retail processes from our internal resources.

Within the scope of the program, we offer participants training content covering different areas such as human resources, finance, customer management and internal audit. In addition, by assigning participants to different roles in our pilot stores during the program, we provide them with the opportunity to reinforce their theoretical knowledge. Thus, throughout the process, participants gain practical experience regarding customer experience, operational processes and in-team working dynamics.

Thanks to this program, which we address within the framework of the approach that sustainable growth in the retail sector should be supported by a strong leadership structure, we enable our employees to gain experience in customer satisfaction, operational processes and teamwork.

We structure the B-Raise program, differentiated according to our organizational needs, under the headings of B-Raise Store (Store Manager Candidate), B-Raise Sales (Sales Representative) and B-Raise Campus.

As of 2025, we provided our employees with a total of 7,970 hours of training, while our average training hours per person was 3.9 hours.



Our Employees

Masterclass Academy

We implement the Master Class Academy program for the Out-of-Home Consumption (OHC) sector within g2m. Through the program, we aim for employees who are new to the sector to get to know the fundamental processes and operations in the OHC field from end to end.

In this context, we support our employees participating in the program with trainings and practical applications carried out alongside professionals experienced in their field on topics such as culinary techniques, menu planning and cost management. The Master Class Academy program contributes to the career opportunities emerging in the out-of-home consumption sector and to our identification of potential manager candidates who have gained competence in this field.

Employee Communication and Satisfaction

We consider employee happiness and loyalty as a fundamental element that directly affects our company's success and customer satisfaction. Through the practices we implement in this context, we aim to increase our employees' motivation and productivity and to provide a healthy communication environment.

We believe that the mutual communication we establish with our employees is of great importance for their satisfaction. Throughout the year, we regularly collect our employees' feedback using different tools and methods, and we develop actions in line with the feedback we receive. This approach ensures the creation of a healthy communication environment and supports a business culture where our employees feel valued.

Climate Survey

In order to collect and evaluate our employees' feedback, we conduct the climate survey practice for our white-collar employees.

Within the scope of the climate survey, we apply a structured question set consisting of approximately 40 questions on commitment, expectations, working environment and management approaches. By analyzing the opinions we obtain, we identify our areas open to improvement in line with our employees' expectations; we form working groups structured specifically for the development areas we identify. These groups develop solution and development-oriented action plans through workshops organized throughout the process.

In 2025, a total of 492 employees, 147 from Bizim Toptan, 32 from SEÇ and 313 from g2m, participated in the climate survey. According

to the survey results, we measured our employee satisfaction rate as 53% for Bizim Toptan, 76% for SEÇ and 64% for g2m.

Internal Communication

We address our internal communication processes within the framework of supporting internal transparency, participation and a sense of belonging. In this context, we aim to keep our employees regularly informed about current developments, projects, success stories and recognition practices at Bizim Toptan.

Accordingly, we publish developments to our employees by e-mail through internal announcements prepared by our human resources and internal communication teams. Through this practice, we aim to strengthen communication among our employees and to ensure that our corporate agenda is followed holistically across the entire company.

In addition, by celebrating Retailing Day together with all our employees every year on 12 December, we support the reinforcement of a shared culture and sense of belonging in the retail sector.

In the coming periods, we aim to further develop our internal communication processes and increase employee satisfaction and internal interaction.

We consider employee happiness and loyalty as a fundamental element that directly affects our company's success and customer satisfaction.

Remuneration

We are aware that having a fair, transparent and competitive remuneration policy is one of the important elements affecting employee satisfaction and loyalty. In this context, we formulate our remuneration policies with an understanding that observes equal opportunity and encourages high performance.

In this context, in our remuneration processes we take into account the economic conditions of our country, sectoral data, the current situation of the labor market and position-based wage analyses; we aim to ensure that our employees are included in a fair wage system.

As of 2025, the basic salary and allowance ratio between our female and male employees was realized as 91.49%. We

* Bizim Toptan and g2m operations are included.

Our Employees

consider this indicator as an outcome that reveals that our remuneration practices do not discriminate based on gender. Additionally, the ratio of recruitment fees to the minimum wage in our company is at an average of 133%

EMPLOYEE HEALTH, SAFETY AND WELL-BEING

Although we operate in a sector with a low risk level in terms of occupational health and safety, we consider observing our employees' health, safety and welfare as one of the fundamental elements of our sustainable business model and one of our fundamental responsibilities towards our employees. In all our activities, we prioritize creating a safe working environment for our employees.

As Bizim Toptan, we conduct our occupational health and safety processes under the guidance of our **Occupational Health and Safety Policy**. While our 20-member OHS Committee, composed of senior managers based at our Head Office locations, makes decisions on critical issues related to occupational health and safety, the subcommittees affiliated with the committee implement the decisions taken by the committee and carry out the necessary OHS actions in our operations.

We conduct site visits in all our stores to identify potential OHS risks and hazardous situations. In addition, in preparation for emergencies, we conduct drills at our stores, warehouses and head office. In this context, in 2025 we conducted site visits at 169 of our stores and 14 of our warehouses, and carried out a total of 185 drills, including the Head Office. Through the practices we implement, we strive to improve our performance on OHS, to which we attach high importance.

We also demonstrate the importance we attach to OHS as Bizim Toptan in the OHS audits conducted by Yıldız Holding. In the audits conducted by Yıldız Holding this year, we demonstrated a successful performance by scoring 883 points out of 1,000.

In addition, thanks to the field audits we conduct and our awareness-raising practices for our employees, we did not experience any fatal occupational accidents or cases of occupational disease in 2025. Our total accident rate declined compared to the previous year, from 2.27 in 2024 to 1.99 within the Bizim Toptan group.

WhatsApp Earthquake Communication Project

In order to ensure uninterrupted information flow during disasters and to activate support processes quickly, we implement communication practices that prioritize employee safety. In this context, through the WhatsApp Earthquake Communication Project, we provide rapid access and coordinated communication to our employees during disasters.

Within the scope of the project, through our system integrated with observatory data, when an earthquake with a magnitude of 5.0 and above occurs, we send an automatic notification message to all our employees via WhatsApp. Through these messages, we collect information about our employees' situation; we identify the support that our employees affected by the earthquake may need and share this with the relevant units.

OHS Training

Within the scope of occupational health and safety, we regularly carry out awareness-raising training activities for our employees. In 2025, as the Bizim Toptan group, we provided employees with a total of 12,255 hours of OHS training, while our average training hours per person was 5.99 hours.



* Bizim Toptan and g2m operations are included.

Responsible Supply Chain

As Bizim Toptan, we are aware that, considering our value chain, the issue of responsible supply chain management is of critical importance. At every stage of our value chain, we build long-term collaborations with our suppliers based on trust and quality.

We carry out our demand management, procurement, planning, ordering and logistics activities under the coordination of the Supply Chain Directorate. We share our quality and compliance standards with our suppliers; in our product supply processes, we take as a basis working with suppliers that comply with our quality standards.

In order to secure our business continuity and increase efficiency in resource use, we improve our processes by making use of digital solutions in our operations. With this approach, we strive to prevent turnover losses, strengthen product availability and increase the effectiveness of our logistics operations. While designing our improvement efforts, we take into account the feedback we receive from our suppliers and develop the process on a collaborative basis. In addition, by prioritizing local suppliers in our supply strategy, we aim both to support business continuity and to contribute to local development through domestic production.

In 2025, our entire supplier portfolio consists of local suppliers.

RESPONSIBLE PROCUREMENT

As a company that holds the leading position in the Türkiye Cash & Carry sector in terms of the number of stores, we manage our supply processes with the aim of offering our customers reliable, high-quality and responsible products. In this context, we always take into account our food suppliers' compliance with our quality and food safety standards. Before establishing cooperation with our suppliers, we expect them to hold internationally recognized standards in the field of quality and food safety, such as ISO 9001, ISO 22000, BRC, IFS and FSSC 22000. In addition, we require our private label product suppliers to hold at least one of the quality certificates recognized by the Global Food Safety Initiative (GFSI); after completing our evaluation processes, we include the suppliers we find suitable on our approved list and begin our cooperation.

As of 2025, within the scope of the production of our private label products, we work with 97 suppliers at Bizim Toptan and 29 suppliers at g2m, while our private label products are produced at 113 different facilities for Bizim Toptan and 31 for g2m.



Responsible Supply Chain

In addition to new suppliers, we also attach great importance to our existing suppliers regularly complying with our quality and food safety standards.

In this context, in order to check the compliance of our private label product suppliers' production facilities with quality and food safety standards, we conduct audits at certain intervals, both announced and unannounced. We differentiate the scope and frequency of audits according to product type and risk categories. By informing our suppliers about the nonconformities we identify in audits, we ensure that the necessary actions are taken to eliminate these nonconformities. In this way, while ensuring product quality, we also contribute to the improvement of our suppliers' operational processes. During 2025, we conducted a total of 121 audits for our Bizim Toptan private label product suppliers and 7 audits for g2m private label products.

Distribution Network Support to Suppliers

In our logistics operations, we prioritize sustainable, fast and safe product distribution; we continue our operations with a total of 14 warehouses located in strategic locations across Türkiye. Thanks to our logistics infrastructure, we support both our suppliers and the local producers we work with in delivering their products to sales points efficiently.

In this context, local producers deliver their products to our nearest warehouse instead of shipping them individually to different locations. Thanks to our effective distribution network, we direct the products we receive to the relevant sales points. In this way, by preventing the need for producers to conduct a separate logistics operation, we prevent the greenhouse gas emissions that could arise from these processes, while at the same time supporting local development by enabling local producers and suppliers to reach regions they cannot access with their own means.



Investment to Society

While carrying out our activities, we position social benefit at the center of our way of doing business and shape our understanding of responsibility from this perspective. We do not limit social contribution to social responsibility projects alone; we also ensure that our business models and operational processes directly serve this purpose. By integrating the sensitive approach we adopt in priority areas such as education, public health and the environment into our operational processes, we implement practices that support social development.

Our SEÇ Market franchising partnership model, one of the concrete reflections of this approach, contributes to the strengthening of the traditional retail ecosystem. Our model, which supports local tradesmen and entrepreneurs in adapting to changing market conditions and increasing their competitiveness, enables small businesses to integrate with the modern retail approach. Thanks to this structure, which has spread across Türkiye, we support the continuity of the local economic cycle and contribute to the sustainability of the traditional retail channel.

With the SEÇ Market business model, we aim to create not only economic value but also a lasting impact from a social perspective. By supporting tradesmen in owning, developing and sustainably growing their own businesses, we contribute to local development.

SEÇ MARKETS GROWING WITH LOCAL POWER

Within the scope of the SEÇ Markets business model, which we launched in 2014 in cooperation with Yıldız Holding, we provide our business partners with comprehensive and holistic support in operational, technical and financial areas. While our tradesmen operating under the SEÇ Market roof continue to own their own businesses, they transform their businesses into a more modern, efficient and competitive structure thanks to a wide product portfolio, advantageous purchasing conditions and corporate know-how. This transformation provides concrete improvements in many areas, from sales performance to customer satisfaction, and from operational efficiency to brand perception.

The consultancy services we offer within the scope of the model cover a broad operational framework extending from

in-store category management and shelf layout to product supply, and from campaign planning to social media visibility. Through our financial consultancy services, we guide our tradesmen on expense management, profitability monitoring and access to financing; thanks to our technical infrastructure support, we bring contemporary practices such as digital ordering systems, stock management and data-based campaign planning together with our business partners.

As of 2025, the number of stores operating under the SEÇ Market brand reached 2,349, while the total sales revenue of these stores was 7.7 billion TL*. The share of SEÇ Markets in Bizim Tiptan's consolidated turnover was 22%. This strong performance reveals that our model offers a scalable and sustainable structure from both an economic and a social perspective.

Seç Markets – Smile with your Power

With its widespread presence, digital infrastructure and sustainable business model, SEÇ Markets is not only an important element of our growth strategy; it also supports local development by contributing to the empowerment of local tradesmen and the spread of women's entrepreneurship.

While integrating traditional tradesmanship culture with modern retail practices through our SEÇ Market business model, we position increasing women's presence in business life among our strategic priorities. Accordingly, in order to increase the share of women entrepreneurs in the ecosystem and to support their empowerment, we launched the "Smile with your Power" project, consisting of free and online trainings, in 2023.

The role of women in the SEÇ Market ecosystem is not limited to training programs alone.

Currently, approximately 10% of the 2,349 SEÇ Market stores operating across Türkiye are managed by women entrepreneurs. In addition, in these stores, most of which are family businesses, women take active responsibility in operational and managerial processes, gaining a more visible position in economic life. The increase in the number of women entrepreneurs stands out as one of the most concrete indicators of the inclusive and sustainable structure of our SEÇ Market model.

* Data excludes TAS 29.

Investment to Society



SOCIAL RESPONSIBILITY

Our Social Responsibility Efforts

We see social benefit as an inseparable part of our activities and do not limit our contribution to economic value alone. By taking responsibility in society's priority areas of need, we aim to reach wider audiences and create a lasting impact. As one of Yıldız Holding's group companies, we strengthen this approach by actively participating every year in the "Make Happy Be Happy" social responsibility initiative carried out within the Holding.

In 2025, we again celebrated the "Make Happy Be Happy" day and gave special gifts to our Bizim Toptan, g2m and SEÇ employees. By providing our gifts through brands that support women entrepreneurs who have come together to keep local production and traditional flavors alive, we contributed to local women producers. In this way, we both reinforced the culture of solidarity with our employees and supported the participation of women's labor in economic life.

We Continue Our Social Contribution Efforts with the A Beautiful Movement Team

In line with our goal of being sensitive to social needs, in 2025 we again determinedly continued the social responsibility efforts we started in 2018 with the "A Beautiful Movement" team, formed under the leadership of our Human Resources department with the voluntary participation of our female employees. In this context, we carried out support activities for those in need, especially disaster victims living in the earthquake region; we continued to spread the culture of solidarity and volunteering across the company.

MAKE HAPPY BE HAPPY DAY

Yıldız Holding's "Make Happy Be Happy" Day, one of the most meaningful reflections of its culture of solidarity and mutual assistance, is held every year on the third Thursday of November, inspired by the principle of its founder Sabri Ülker: "Everyone, wherever they are in the world, has the right to have a happy childhood".

Within the scope of this kindness movement, implemented with the voluntary participation of Holding employees, social responsibility activities and various collaborations are carried out in line with a different theme determined each year. The activities, shaped by the active participation of employees, aim to create a sustainable impact as an important part of the corporate culture while also strengthening social solidarity.

Inspiring the Future



Business Continuity	47
Food and Product Safety	48
Customer Experience and Transparency	49
Innovation and Digitalization	51
Data Security and Privacy	53

Business Continuity

The environment of global uncertainty created by natural disasters, economic fluctuations and technological transformations makes the ability to operate without interruption an increasingly critical necessity for companies. Business continuity goes far beyond being prepared in advance for possible disruptions. As Bizim Toptan, we take a holistic approach to maintaining operational efficiency in times of crisis, fulfilling commitments to stakeholders without disruption, and ensuring the long-term resilience of the organization.

We structure our business continuity system in accordance with Yıldız Holding standards and carry out our efforts in this area under the Yıldız Holding Business Continuity Unit. We strengthen our operational resilience with a systematic approach to preparedness against sudden events, crisis situations and rapidly changing global economic conditions that may threaten the continuity of our products and services. We also harmonize our business continuity approach with international standards.

DISASTER CRISIS MANAGEMENT BUSINESS MODEL

We consider maintaining the continuity of our product and service flow in extraordinary conditions, especially natural disasters, as a critical priority. We always keep our Disaster Crisis Management Business Model, which covers all our business processes, ready for implementation in order to respond effectively to emergencies.

We structured our preparedness plan to cover critical areas such as communication, transportation and communications. Within the scope of ADİS, which we implemented to convey information quickly and accurately in times of crisis, we keep SMS notifications and the WhatsApp communication network active. In case the information technology infrastructure fails, we developed a “support store” model and created action plans that will make it possible to reach the scene even in scenarios where communication breaks down. With all these preparations, we ensure that our Disaster Crisis Management Business Model operates fully when needed.

We act with a broad sense of responsibility extending from our employees to our customers, and from our suppliers to all our stakeholders. In the event of a possible disaster, protecting health and safety conditions, meeting basic humanitarian needs, ensuring the continuity of the supply chain and uninterrupted accessibility to all our stakeholders are among our main priorities. With this approach, we aim to secure the continuity of both life and our commercial activities.

We carry out our disaster preparedness activities with the Earthquake Committee that meets regularly every month.

Food and Product Safety

We consider food and product safety among our fundamental responsibilities. Protecting public health, preventing food waste, establishing consumer confidence, increasing supply chain efficiency and complying with legal regulations constitute the main dimensions of this responsibility. In line with this understanding, which coincides with our vision of being a strategic business partner that reduces the costs and risks of our customers and suppliers and provides them with competitive advantage, we position food and product safety as an indispensable part of our operations.

Our approach to product quality and safety is shaped around two key areas: ensuring the safety and quality standards of the products we offer our customers, and meticulously managing these standards in our store, warehouse and logistics processes. Our [Food Safety Policy](#) guides all these processes.

Product Quality and Safety in Our Operations

Under the leadership of our quality team, we maintain quality and safety standards in all our store, warehouse and logistics processes. By fulfilling the requirements of our Food Safety Management System in full, we ensure the continuity of these standards. In order to identify risks that may arise from our operations at an early stage and to take the necessary preventive and corrective steps, we conduct regular audits in our warehouses and stores.

In 2025, we evaluated the effectiveness of our processes and their compliance with standards by conducting 20 food safety audits in our stores and 60 in our distribution center.

We also consider developing our employees' competence in this area as one of our priorities. We organize trainings on quality and food safety as needed.

Product-Based Quality and Safety Processes

We manage product safety and quality with a systematic approach. In addition to our private label products, we also evaluate national and international branded products within the same scope. Our processes are based on international food safety standards, such as BRC, IFS and FSSC 22000. We address each product group according to different risk and need levels; we apply audit mechanisms based on criteria such as food safety, quality and Halal compliance.

We continue our operations with the ISO 9001 Quality Management certificate at 1 of our warehouses within our Bizim Toptan operations and within the scope of our g2m operations, and with the ISO 22000 Food Safety certificate at 7 of our warehouses.

We do not limit this approach to our internal operations. By subjecting the suppliers we cooperate with to multidimensional quality and safety checks before moving to the purchasing process, we work only with suppliers that meet our standards. We activate quality assurance processes from the very beginning of our collaborations and make reliability permanent through regular audits.

Protecting public health, preventing food waste, establishing consumer confidence, increasing supply chain efficiency and complying with legal regulations constitute the main dimensions of this responsibility.

In order to offer our customers consistent and high-quality products, we regularly subject our products to laboratory analyses. In this way, we strengthen customer satisfaction and our brand reliability.

Customer Experience and Transparency

By closely following our customers' changing needs and expectations, we focus on offering them a product portfolio that observes the balance of quality, accessibility and diversity. Accordingly, we evaluate customer needs with a channel-based approach and offer a wide range of products without compromising our quality and food safety standards. In line with changing consumer needs, we also continue to develop our private label product portfolio, which combines quality, affordable prices and product diversity.

PRODUCT DIVERSITY AND EXTENSIVE PRODUCT PORTFOLIO

We manage our private label product portfolio with the collective responsibility of our private brands, quality assurance, trade, sales, field and supply planning

teams. In addition to our private labels, we also evaluate the long-established brands within Yıldız Holding under the scope of our private labels, bringing these brands together with our customers all over Türkiye without compromising their values.

We continued our efforts on our private label product portfolio throughout 2025.

As of the end of 2025, our private label product portfolio, consisting of 30 brands and more than 550 active products, reached a turnover of TL 5.7 billion. Our private label products reached 4.4 million customers throughout the year, and their share in our solo sales excluding cigarettes and sugar was 23%.

Within g2m, our subsidiary operating in the out-of-home consumption channel, our product portfolio consisting of 6 private labels and 6 exclusive brands and covering more than 260 products reached a turnover of TL 2.7 billion in 2025. Within the scope of our g2m operations, the share of the sales revenues we obtained from these products in solo sales excluding machinery and equipment was 34%.

Throughout the year, we continued to develop our product portfolio in line with customer needs. While strengthening our product diversity in basic need categories with our Besler and Ömür brands, we

expanded our portfolio in the delicatessen and breakfast product categories with our Aytaç brand. Within g2m, we continued to grow our portfolio in the dairy products category with the Mis brand and in the frozen products category with the Frimer brand. In addition, we carried out efforts to strengthen joint product development and portfolio alignment among the Besler, Ömür and Frimer brands.



30 BRANDS
MORE THAN 550 ACTIVE PRODUCTS
TL 5.7 BILLION TURNOVER
4.4 MILLION CUSTOMERS
23% SHARE IN SOLO SALES
EXCLUDING CIGARETTES AND SUGAR

6 PRIVATE LABELS
6 EXCLUSIVE BRANDS
MORE THAN 260 PRODUCTS
TL 2.7 BILLION TURNOVER
34% SHARE IN SOLO SALES
EXCLUDING MACHINERY AND EQUIPMENT

* Excludes g2m and tms29.

Customer Experience and Transparency

CUSTOMER RELATIONS AND SATISFACTION

While providing services to our customers through online and offline channels, we consider customer satisfaction as one of our main priorities. We collect feedback on our products and services through different communication channels and evaluate this feedback in order to improve our service quality and better respond to customer expectations.

We receive requests, suggestions, and complaints from our customers through MIM's call center at 444 42 96, the contact area on our website, the Şikayetvar platform, our WhatsApp line, and our social media accounts, and we manage all notifications effectively. Notifications received by Yıldız Holding MIM are responded to within 48 hours at the latest by the Customer Experience Management Directorate within our company. Furthermore, we attach great importance to customer privacy and information security in all processes in which we communicate with our customers, and we evaluate all notifications in line with the Personal Data Protection Law (KVKK) and Yıldız Holding's MIM Policy.

This year, our call center satisfaction score was 4.70 within Bizim Toptan and g2m. The number of our mobile application users reached 70,827, enabling us to establish closer interaction with our customers.

Responsible Marketing and Labeling

As Bizim Toptan, we conduct the marketing activities of the products we bring together with our customers with a responsible approach. We aim to help consumers make informed decisions and to contribute to building trust, and through our responsible marketing and labeling practices we provide our customers with accurate and honest information about the products they purchase. In addition to communication practices that guide our customers towards responsible consumption, we comply with the sales and marketing rules required by the relevant legislation.

We believe that responsible labeling, beyond presenting product information clearly and understandably, plays an important role in enabling consumers to make informed purchasing decisions. Accordingly, we take care to share information about our products accurately and completely.



The number of our mobile application users reached 70,827, enabling us to establish closer interaction with our customers.

Innovation and Digitalization

We see innovation and digitalization as the key drivers of our growth and development strategy; with our investments in these areas, we aim to both increase our operational efficiency and create value together with our customers.

We believe that transparent, traceable and data-driven business models offer an important advantage in terms of adapting to changing market conditions and effective decision-making processes. Accordingly, we support our operational processes with digital solutions in order to manage our environmental and social impacts more effectively, reduce waste and increase our resource utilization efficiency.

As Bizim Toptan, we see digital transformation not only as a necessity but also as a strategic element that creates competitive advantage. Accordingly, we continuously strengthen our digital infrastructure across all our sales channels and business processes, offering our customers a more integrated, faster and more flexible shopping experience.

Within the scope of our digitalization journey, we continue to develop the applications we have implemented in recent years. While managing the multi-channel structure we offer through our digital commerce platform <https://www.bizimtoptan.com.tr> under a single roof, we continue to use the **“Click and Collect”** application in an integrated manner with all our stores. By supporting this structure with the SAP integration of our resource planning systems, we have further deepened digitalization in our operational processes.

At a time when e-commerce is becoming widespread and customer behavior is changing rapidly, we continue to offer our customers a powerful digital shopping experience through our website and mobile application. In 2025, our mobile market application reached 70.827 users, enabling us to establish closer interaction with our customers.



Innovation and Digitalization

CLICK AND COLLECT

With our “Click and Collect” service, we continue to provide our customers with a flexible, fast and uninterrupted shopping experience. Through this application, we offer our customers the opportunity to access more than 5,000 product types via our website and mobile application, and to pick up the orders they place at the store of their preference and at the time of their choice.

We not only offer our customers an easy and reliable shopping experience, but also contribute to reducing the environmental impacts of our operations. Since the need for additional packaging is eliminated for orders placed through the “Click and Collect” channel, we reduce our resource use and waste generation.

We continued our “Click and Collect” operation throughout Türkiye during 2025. This structure, which integrates the digital and physical retail experience, provided our customers with speed, convenience and time savings, while also strengthening our digitalization strategy and operational efficiency.

G2M - OBASE PROJECT

We continue to actively implement the Obase project, which we launched last year to digitalize our demand optimization and order management processes, in our g2m operations.

Within the scope of the project, we carry out applications for demand forecasting, order planning and digital sales operations with artificial intelligence-supported algorithms, and we improve the processes as needed.

With this transformation, by supporting the order management processes we previously carried out manually with digital infrastructure, we have achieved a flexible structure that can respond quickly to seasonal changes in demand. Thus, while maintaining customer service levels, we increased our operational speed and efficiency by achieving improvements in stock costs and waste rates.

BİZİM TOPTAN - G2M JOINT OWNERSHIP WAREHOUSE PROJECT

In 2025, through the joint ownership project, we sought to optimize Bizim Toptan's environmental impacts and costs as a group by creating synergy in warehouse management and logistics processes. To this end, we made improvements in the Obase, SAP, Axata and Geovision systems.



Data Security and Privacy

As Bizim Toptan, we ensure the security of all our information assets and processes within the framework of the principles of integrity, accessibility, and confidentiality. Our Information Security Policy guides us in the measures to be taken to protect the physical and environmental security of our information systems. Aware of the responsibility of being a publicly traded company, we apply a standardized management approach to data security and confidentiality in all our operations in line with our Information Security Policy, which we prepared in accordance with the Capital Markets Board Communiqué on Information Systems Management No. VII-128.9 and which was approved by our Board of Directors.

We carry out regular internal audit activities in order to protect our information assets and to evaluate the effectiveness of our information security management system. We implement the necessary actions to prevent the recurrence of security violations identified as a result of the audits. Within the scope of compliance with the Personal Data Protection legislation, we implement the necessary technical and administrative

measures to process personal data in accordance with the legislation, to prevent possible data breaches and to design processes within this framework.

We address our processes related to the management of personal data and information security within the scope of the KVKK Compliance Cycle. In line with the **“Full Compliance with the Legislation Zero Risk”** approach, we manage an integrated process extending from effective governance to the creation of the data inventory, from the determination of standards to documentation, and from the dissemination of practices to regular auditing.



Annexes



Performance Indicators	55
Stakeholder Communication	65
GRI Table of Contents	66
Reporting Principles	77
Independent Assurance Report	86
Contact	89

Annexes

PERFORMANCE INDICATORS

Environmental Performance Indicators

Energy Consumption (MWh)	2023	2024			2025		
		Bizim Toptan	g2m	Total	Bizim Toptan	g2m	Total
Total Energy Consumption	58.591	48.189	15.180	63.369	37.324	20.200	57.524 ✓
Non-Renewable Energy Consumption	58.347	47.941	15.180	63.121	37.138	20.200	57.338 ✓
Total Renewable Energy Amount	244	248	0	248	186	0	186 ✓
Natural Gas	1.093	2.896	49	2.945	1.666	0	1.666 ✓
Diesel - Generator	256	583	118	701	580	222	802 ✓
Vehicle Fuels - Diesel (On-road)	24.654	8.221	4.535	12.756	3.666	4.644	8.310 ✓
Electricity Consumption	32.344	36.241	10.478	46.719	31.411	15.334	46.745 ✓
CO ₂ Fire Extinguisher (kg)	240	1.370	398	1.768	160	20	180 ✓
Total Refrigerant Usage Quantity (ton)	6	2,9	0,4	3,3	3,38	1,29	4,67 ✓
Energy Consumption Intensity (MWh/Employee)	21,6	23,16	26,08	23,80	24,41	39,15	28,13 ✓

Greenhouse Gas Emission (ton CO ₂ e)	2023	2024			2025		
		Bizim Toptan	g2m	Total	Bizim Toptan	g2m	Total
Scope 1 - Greenhouse Gas Emission	6.994	16.459	3.356	19.815	16.459	7.362	23.604 ✓
Scope 2 - Greenhouse Gas Emission	14.458	16.019	4.631	20.650	13.632	6.655	20.287 ✓
Total Greenhouse Gas Emissions (Scope 1+2)	21.452	32.478	7.987	40.464	29.874	14.017	43.891 ✓

Annexes

PERFORMANCE INDICATORS

Environmental Performance Indicators

Water Consumption (m³)	2023	2024			2025		
		Bizim Toptan	g2m	Total	Bizim Toptan	g2m	Total
Total Amount of Water Used	34,067	9,835	12,759	22,594	67,995	12,264	80,259 ✓
Amount of Water Withdrawn from the Mains	34,067	9,835	12,759	22,594	67,995	12,264	80,259 ✓
Amount of Waste Water	34,067	9,835	12,759	22,594	67,995	12,264	80,259 ✓
Water Intensity (Total Water Consumption / Total Number of Employees)	11.94	4.73	21.92	8.48	44.47	23.77	39 ✓

Waste (tons)	2023	2024			2025		
		Bizim Toptan	g2m	Total	Bizim Toptan	g2m	Total
Total Waste Amount	1,003	1,139.94	112.75	1,252.7	921.04	141.05	1,062 ✓
Hazardous Waste	-	2.04	0.00	2.04	0.00	0.00	0 ✓
Non-Hazardous Wastes	1,003	1,137.90	112.75	1,250.65	921.04	141.05	1,062 ✓
Amount of Waste Recycled	783	1,137.90	112.75	1,250.65	921.04	141.05	1,062 ✓
Ratio of Recycled Waste (%)	78	99.82%	100%	99.84%	100%	100%	100% ✓
Packaging Waste	1,003	1,137.90	112.75	1,250.6	921.04	141.05	1,062 ✓

Annexes

PERFORMANCE INDICATORS

Social Performance Indicators

Number of Employees (by Gender)	2023	2024			2025		
		Bizim Toptan	g2m	Total	Bizim Toptan	g2m	Total
Woman	466	432	75	507	327	63	390 ✓
Man	2,246	1,649	507	2,156	1,202	453	1,655 ✓
Total	2,712	2,081	582	2,663	1,529	516	2,045 ✓

Number of Employees (by Category)	2023	2024			2025		
		Bizim Toptan	g2m	Total	Bizim Toptan	g2m	Total
White Collar	281	212	348	560	155	278	433 ✓
Woman	91	72	72	144	54	60	114 ✓
Man	190	140	276	416	101	218	319 ✓
Blue Collar	2,431	1,869	234	2,103	1,374	238	1,612 ✓
Woman	375	360	3	363	273	3	276 ✓
Man	2,056	1,509	231	1,740	1,101	235	1,336 ✓
Total	2,712	2,081	582	2,663	1,529	516	2,045 ✓

Annexes

PERFORMANCE INDICATORS

Social Performance Indicators

Number of Employees (by Gender and Duration of Employment)	2023	2024			2025		
		Bizim Toptan	g2m	Total	Bizim Toptan	g2m	Total
0-5 years	1,704	1,202	396	1,598	783	360	1,143 ✓
Woman	394	364	45	409	272	39	311 ✓
Man	1,310	838	351	1,189	511	321	832 ✓
5-10 Years	486	396	92	488	306	73	379 ✓
Woman	59	50	15	65	29	9	38 ✓
Man	427	346	77	423	277	64	341 ✓
10 Years and Over	522	483	94	577	440	83	523 ✓
Woman	13	18	15	33	26	15	41 ✓
Man	509	465	79	544	414	68	482 ✓

Number of Manager (by Gender)	2023	2024			2025		
		Bizim Toptan	g2m	Total	Bizim Toptan	g2m	Total
Woman	8	9	6	15	8	8	16 ✓
Man	67	52	32	84	41	25	66 ✓
Total	75	61	38	99	49	33	82 ✓

Annexes

PERFORMANCE INDICATORS

Social Performance Indicators

Number Senior Manager (by Gender)	2023	2024			2025		
		Bizim Toptan	g2m	Total	Bizim Toptan	g2m	Total
Woman	1	0	0	0	0	0	0 ✓
Man	14	7	9	16	6	9	15 ✓
Total	15	7	9	16	6	9	15 ✓

Number of Employees in Senior Management (by Age)	2023	2024			2025		
		Bizim Toptan	g2m	Total	Bizim Toptan	g2m	Total
Under 30	0	0	0	0	0	0	0 ✓
Between 30-50 Years	13	6	6	12	5	5	10 ✓
Over 50 Years	2	1	3	4	1	4	5 ✓
Total	15	7	9	16	6	9	15 ✓

Number of the Board and Executive Committee Members (by Gender)	2023	2024			2025		
		Bizim Toptan	g2m	Total	Bizim Toptan	g2m	Total
Woman	1	1	0	1	1	0	1 ✓
Man	7	7	0	7	7	0	7 ✓
Total	8	8	0	8	8	-	8 ✓

Annexes

PERFORMANCE INDICATORS

Social Performance Indicators

Number of New Hires (by Gender and Age)	2023	2024			2025		
		Bizim Toptan	g2m	Total	Bizim Toptan	g2m	Total
Under 30	716	745	137	882	242	58	300
Woman	223	245	22	267	96	5	101
Man	493	500	115	615	146	53	199
Between 30-50 Years	378	414	242	656	161	123	284
Woman	85	113	23	136	59	14	73
Man	293	301	219	520	102	109	211
Over 50 Years	2	10	17	27	10	13	23
Woman	0	1	0	1	1	1	2
Man	2	9	17	26	9	12	21
Total	1,096	1,169	396	1,565	413	194	607
Woman	308	359	45	404	156	20	176
Man	788	810	351	1,161	257	174	431

Annexes

PERFORMANCE INDICATORS

Social Performance Indicators

Number of Employees Quitting (by Gender and Age)	2023	2024			2025		
		Bizim Toptan	g2m	Total	Bizim Toptan	g2m	Total
Under 30	606	904	102	1,006	487	69	556 ✓
Woman	166	259	17	276	169	8	177 ✓
Man	440	645	85	730	318	61	379 ✓
Between 30-50 Years	588	904	259	1,163	453	176	629 ✓
Woman	84	143	35	178	90	23	113 ✓
Man	504	761	224	985	363	153	516 ✓
Over 50 Years	13	23	23	46	22	18	40 ✓
Woman	0	1	0	1	3	2	5 ✓
Man	13	22	23	45	19	16	35 ✓
Total	1,207	1,831	384	2,215	962	263	1,225 ✓
Woman	250	403	52	455	262	33	295 ✓
Man	957	1,428	332	1,760	700	230	930 ✓

Annexes

PERFORMANCE INDICATORS

Social Performance Indicators

Employee Turnover Rate (%)	2023	2024			2025		
		Bizim Toptan	g2m	Total	Bizim Toptan	g2m	Total
Woman	%43	93.3%	69.3%	89.7%	80.1%	52.4%	75.6%
Man	%34	86.6%	65.5%	82%	58%	51%	56%
Total	%35	88.0%	66.0%	83.2%	62.9%	51.0%	59.9%

Number of Employees on Parental Leave (by Gender)	2023	2024			2025		
		Bizim Toptan	g2m	Total	Bizim Toptan	g2m	Total
Woman	36	18	5	23	33	22	55 ✓
Man	93	111	25	136	63	1	64 ✓
Total	129	129	30	159	96	23	119 ✓

Number of Employees Returning to Work After Parental Leave (by Gender)	2023	2024			2025		
		Bizim Toptan	g2m	Total	Bizim Toptan	g2m	Total
Woman	28	13	3	16	13	22	35 ✓
Man	84	111	25	136	111	1	112 ✓
Total	112	124	28	152	124	23	147 ✓

Annexes

PERFORMANCE INDICATORS

Social Performance Indicators

Number of Employees with Disabilities by Gender	2023	2024			2025		
		Bizim Toptan	g2m	Total	Bizim Toptan	g2m	Total
Woman	5	6	1	7	3	2	5 ✓
Man	46	43	8	51	24	6	30 ✓
Total	51	49	9	58	27	8	35 ✓

Number of Subcontractor Employees	2023	2024			2025		
		Bizim Toptan	g2m	Total	Bizim Toptan	g2m	Total
Woman	8	7	8	15	4	5	9
Man	118	79	14	93	68	13	81
Total	126	86	22	108	72	18	90

	2023	2024			2025		
		Bizim Toptan	g2m	Total	Bizim Toptan	g2m	Total
Number of Employees Covered by Collective Bargaining Agreement	0	0	0	0	0	0	0 ✓

Employee Training (hours)	2023	2024			2025		
		Bizim Toptan	g2m	Total	Bizim Toptan	g2m	Total
Total Training Hours Provided to Employees	17,069	17,784	6,976	24,760	5,557	2,413	7,970 ✓
Training Hours per Employee	6.29	8.55	11.99	9.30	3.63	4.68	3.90 ✓

Annexes

PERFORMANCE INDICATORS

Social Performance Indicators

OHS Performance	2023	2024			2025		
		Bizim Toptan	g2m	Total	Bizim Toptan	g2m	Total
Number of Accidents	98	74	24	98	59	27	86 ✓
Number of Lost Days due to Accident	195	169	42	211	123	278	401 ✓
Number of Accidents with Lost Time	-	27	11	38	26	19	45 ✓
Total Working Hours	7,686,677	7,344,378	1,286,040	8,630,418	7,344,378	1,286,040	8,630,418 ✓
Total Accident Rate	2.55	2.02	3.73	2.27	1.61	4.20	1.99 ✓
Lost Time Accident Rate	0.94	0.74	1.71	0.88	0.71	2.95	1.04 ✓
Number of Fatal Accidents	0	0	0	0	0	0	0 ✓
Number of Occupational Diseases	0	0	0	0	0	0	0 ✓

OHS Training (hours)	2023	2024			2025		
		Bizim Toptan	g2m	Total	Bizim Toptan	g2m	Total
Total OHS Training Hours	9,763	13,597	4,960	18,557	9,573	2,682	12,255 ✓
OHS Training Hours per Employee	3.60	6.53	8.52	6.97	6.26	5.20	5.99 ✓

Annexes

STAKEHOLDER COMMUNICATION

At Bizim Toptan, we see the exchange of ideas between our stakeholders and our company as a fundamental priority in our sustainability journey. We establish regular and constructive communication with our stakeholders through many platforms, from decisions we make to new product launches, from supplier audits to employee surveys.

We not only share our activities, projects and targets, but also draw inspiration from our stakeholders' feedback. We reach the opinions of our internal and external stakeholders through interactive tools and work meticulously on issues that require attention and care. We maintain our stakeholder communication in a continuous, open and transparent manner.

Stakeholder Group		Communication Method	Communication Frequency
Employees	EmployeesWe listen to our employees, who have a high contribution to our success, and strive to create a happy working environment for them. At the same time, we come up with new ideas inspired by them and strive to carry Bizim Toptan to the top together.	Email, Internal Communication Bulletins, Meetings, Surveys, Website, Social Media, OnCampus (Corporate Social Communication Platform)	Continuous
Suppliers	SuppliersFor the continuity of our business, we consider our suppliers, who have an impact on every aspect of our value chain, as part of Bizim Toptan. We attach importance to transparent communication in order to increase our supplier resilience and management.	Audits, E-mail, Site visits, Surveys	Continuous
Customers	CustomersWe strive to ensure that our customers, one of our most prioritized stakeholder groups, communicate healthy, high quality and safe products. By staying in contact with them through many platforms, we get their opinions about our products and ensure that they consume our products safely with transparent information.	Website, Social Media, E-mail, Text Messages, Surveys, Application, Customer Contact Center	Continuous
Business Partners	Business PartnersWe listen to our business partners who guide Bizim Toptan's success, such as our consultants, auditors, the institutions we receive training from, and the R&D laboratories we work with, and we take their ideas as guidance.	Joint Projects, Meetings, Audits, E-mail	Continuous
Civil Society Organizations and Associations	Civil Society Organizations and AssociationsWe cooperate with many different NGOs with a focus on the retail sector; we develop sustainable solutions and create value through good practices and joint projects.	Joint Projects, Membership Meetings	At Least Twice a Year
Investors and Analysts	Investors and AnalystsWithin the scope of our corporate perspective and sustainability priorities, we attach great importance to explaining our performance and the value we create to our investors and analysts. We take care to present Bizim Toptan in the most transparent manner through financial and non-financial indicators.	Conferences, Meetings, Sustainability Report, Activity Report, KAP Activity Report, Presentations, Website, Analyst Day	Continuous

Annexes

GRI TABLE OF CONTENTS

Statement of Use	Bizim Toptan Satış Mağazaları A.Ş. has reported in accordance with GRI Standards for the period January 1 - December 31, 2025.
GRI 1 Used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	Since the sector standard for retail structures has not yet been prepared, no sector standard has been used.

GRI Standard	Disclosure		Disclosure Location	Disclosure of Withheld Information
General Disclosures				
GRI 2: General Disclosures 2021	2-1	Organizational details	About the Report, page 3 Bizim Toptan at a Glance, page 7-9	
	2-2	Entities included in the organization's reporting	About the Report, page 3	
	2-3	Reporting period, frequency and contact point	About the Report, page 3	
	2-4	Restatements of information	There is no revised declaration for the previous period report.	
	2-5	External assurance	Independent Assurance Report, page 86	
	2-6	Activities, value chain and other business relationships	Bizim Toptan at a Glance, page 7-9 Our Value Chain, page 11	
	2-7	Employees	Diversity, Inclusion and Equality, page 35-36 Performance Indicators, page 57	
	2-8	Workers who are not employees	Performance Indicators, page 63	
	2-9	Governance structure and composition	Corporate Governance, page 13-15	
	2-10	Nomination and selection of the highest governance body	Corporate Governance, page 13-15 Bizim Toptan 2025 Annual Report, page 62-77	

Annexes

GRI TABLE OF CONTENTS

GRI Standard	Disclosure		Disclosure Location	Disclosure of Withheld Information
General Disclosures				
GRI 2: General Disclosures 2021	2-11	Chair of the highest governance body	Corporate Governance, page 13-15 Bizim Toptan 2025 Annual Report, page 62-77	
	2-12	Role of the highest governance body in overseeing the management of impacts	Corporate Governance, page 13-15 Bizim Toptan 2025 Annual Report, page 62-77	
	2-13	Delegation of responsibility for managing impacts	Corporate Governance, page 13-15 Bizim Toptan 2025 Annual Report, page 62-77	
	2-14	Role of the highest governance body in sustainability reporting	Corporate Governance, page 13-15 Sustainability Management, page 25	
	2-15	Conflicts of interest	Bizim Toptan at a Glance, page 9	
	2-16	Communication of critical concerns	Bizim Toptan at a Glance, page 9	
	2-17	Collective knowledge of the highest governance body	Bizim Toptan 2025 Annual Report, page 62-77	
	2-18	Evaluation of the performance of the highest governance body	Bizim Toptan 2025 Annual Report, page 62-77	
	2-19	Remuneration policies	Remuneration Policy Talent Management and Development, page 40	
	2-20	Process to determine remuneration	Remuneration Policy Talent Management and Development, page 40	
	2-21	Annual total compensation ratio	Remuneration Policy Talent Management and Development, page 40	
	2-22	Statement on sustainable development strategy	Message from Chairman, page 4-5	
	2-23	Policy commitments	Corporate Governance, page 13-15	

Annexes

GRI TABLE OF CONTENTS

GRI Standard	Disclosure	Disclosure Location	Disclosure of Withheld Information
Genel Bildirimler			
GRI 2: General Disclosures 2021	2-24	Embedding policy commitments	Corporate Governance, page 13-15
	2-25	Processes to remediate negative impacts	Corporate Governance, page 13-15
	2-26	Mechanisms for seeking advice and raising concerns	Corporate Governance, page 9
	2-27	Compliance with laws and regulations	Corporate Governance, page 13-15
	2-28	Membership associations	Stakeholder Communication, page 65
	2-29	Approach to stakeholder engagement	Stakeholder Communication, page 65
	2-30	Collective bargaining agreements	Performance Indicators, page 63
Material Topics			
GRI 3: Material Topics 2021	3-1	Process to determine material topics	Our Sustainability Approach, page 20-21
	3-2	List of material topics	Our Sustainability Approach, page 20-21
Economic Performance			
GRI 3: Material Topics 2021	3-3	Management of material topics	Bizim Toptan at a Glance, page 10
GRI 201: Economic Performance 2016	201-1	Direct economic value generated and distributed	Bizim Toptan at a Glance, page 10
	201-2	Financial implications and other risks and opportunities due to climate change	Bizim Toptan 2025 TSRS Report
	201-3	Defined benefit plan obligations and other retirement plans	Bizim Toptan 2025 Annual Report, page 93-147
	201-4	Financial assistance received from government	Bizim Toptan 2025 Annual Report, page 93-147

Annexes

GRI TABLE OF CONTENTS

GRI Standard	Disclosure	Disclosure Location	Disclosure of Withheld Information
Market Presence			
GRI 3: Material Topics 2021	3-3	Management of material topics	Corporate Governance, page 10
GRI 202: Market Presence 2016	202-1	Ratio of standard entry level wage by gender compared to local minimum wage	Remuneration Policy Talent Management and Development, page 40
	202-2	Ratio of senior managers recruited from the local community	Corporate Governance, page 13-15
Indirect Economic Impact			
GRI 3: Material Topics 2021	3-3	Management of material topics	Investment to Society, page 44-45
GRI 203: Indirect Economic Impact 2016	203-1	Infrastructure investments and services supported	Investment to Society, page 44-45
	203-2	Significant indirect economic impacts	Investment to Society, page 44-45
Procurement Practices			
GRI 3: Material Topics 2021	3-3	Management of material topics	Responsible Supply Chain, page 42-43
GRI 204: Procurement Practices 2016	204-1	Proportion of spending on local suppliers	Responsible Supply Chain, page 42-43
Anti-corruption			
GRI 3: Material Topics 2021	3-3	Management of material topics	Bizim Toptan at a Glance, page 9
GRI 205: Anti-corruption 2016	205-1	Operations assessed for risks related to corruption	Bizim Toptan at a Glance, page 9
	205-2	Communication and Training on Anti-Corruption Policies and Procedures	Bizim Toptan at a Glance, page 9
	205-3	Confirmed incidents of corruption and actions taken	Bizim Toptan at a Glance, page 9
Anti-competitive Behaviour			
GRI 3: Material Topics 2021	3-3	Management of material topics	Bizim Toptan at a Glance, page 9
GRI 206: Anti-competitive Behaviour 2016	206-1	Legal actions for anticompetitive behavior, antitrust, and monopoly practices	Bizim Toptan at a Glance, page 9

Annexes

GRI TABLE OF CONTENTS

GRI Standard	Disclosure	Disclosure Location	Disclosure of Withheld Information
Tax			
GRI 3: Material Topics 2021	3-3	Management of material topics	Bizim Toptan at a Glance, page 13-15
GRI 207: Tax 2019	207-1	Tax approach	Bizim Toptan 2025 Annual Report, page 93-147
	207-2	Tax governance, control, and risk management	Corporate Governance, page 13-15
	207-3	Stakeholder engagement and management of concerns related to tax	Bizim Toptan 2025 Annual Report, page 93-147
	207-4	Country-based reporting	Bizim Toptan 2025 Annual Report, page 93-147
Materials			
GRI 3: Material Topics 2021	3-3	Management of material topics	Waste Management and Plastics, page 31-33
GRI 301: Materials 2016	301-1	Amount of materials used	Waste Management and Plastics, page 31-33 Performance Indicators, page 56
	301-2	Recycled input materials used	Waste Management and Plastics, page 31-33 Performance Indicators, page 56
	301-3	Reclaimed products and related packaging materials	Waste Management and Plastics, page 31-33
Energy			
GRI 3: Material Topics 2021	3-3	Management of material topics	Greenhouse Gas Emissions Reduction and Energy Efficiency, page 27-29
GRI 302: Energy 2016	302-1	Energy consumption within the organization	Greenhouse Gas Emissions Reduction and Energy Efficiency, page 27-29 Performance Indicators, page 55
	302-2	Energy consumption outside of the organization	Greenhouse Gas Emissions Reduction and Energy Efficiency, page 27-29 Performance Indicators, page 55
	302-3	Energy intensity	Greenhouse Gas Emissions Reduction and Energy Efficiency, page 27-29 Performance Indicators, page 55
	302-4	Reduction of energy consumption	Greenhouse Gas Emissions Reduction and Energy Efficiency, page 27-29 Performance Indicators, page 55

Annexes

GRI TABLE OF CONTENTS

GRI Standard	Disclosure		Disclosure Location	Disclosure of Withheld Information
Water and Effluents				
GRI 3: Material Topics 2021	3-3	Management of material topics	Water Consumption and Efficient Use, page 30	
GRI 303: Water and Effluents 2018	303-1	Interactions with water as a shared resource	Water Consumption and Efficient Use, page 30	
	303-2	Management of water discharge-related impacts	Water Consumption and Efficient Use, page 30	
	303-3	Water withdrawal	Water Consumption and Efficient Use, page 30, Performance Indicators, page 56	
	303-4	Water discharge	Water Consumption and Efficient Use, page 30, Performance Indicators, page 56	
	303-5	Water consumption	Water Consumption and Efficient Use, page 30, Performance Indicators, page 56	
Emissions				
GRI 3: Material Topics 2021	3-3	Management of material topics	Greenhouse Gas Emissions Reduction and Energy Efficiency, page 27-29	
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	Greenhouse Gas Emissions Reduction and Energy Efficiency, page 27-29, Performance Indicators, page 55	
	305-2	Energy indirect (Scope 2) GHG emissions	Greenhouse Gas Emissions Reduction and Energy Efficiency, page 27-29, Performance Indicators, page 55	
	305-3	Other indirect (Scope 3) GHG emissions	Greenhouse Gas Emissions Reduction and Energy Efficiency, page 27-29, Performance Indicators, page 55	
	305-4	GHG emissions intensity	Greenhouse Gas Emissions Reduction and Energy Efficiency, page 27-29, Performance Indicators, page 55	
	305-5	Reduction of GHG emissions	Greenhouse Gas Emissions Reduction and Energy Efficiency, page 27-29, Performance Indicators, page 55	
Waste				
GRI 3: Material Topics 2021	3-3	Management of material topics	Waste Management and Plastics, page 31-33	
GRI 306: Waste 2020	306-1	Waste generation and significant waste-related impacts	Waste Management and Plastics, page 31-33	
	306-2	Management of significant waste-related impacts	Waste Management and Plastics, page 31-33	
	306-3	Waste generated	Waste Management and Plastics, page 31-33 Performance Indicators, page 56	
	306-4	Waste Sent to Disposal	Waste Management and Plastics, page 31-33 Performance Indicators, page 56	
	306-5	Waste prevented from being sent to disposal	Waste Management and Plastics, page 31-33 Performance Indicators, page 56	

Annexes

GRI TABLE OF CONTENTS

GRI Standard	Disclosure	Disclosure Location	Disclosure of Withheld Information
Supplier Environmental Assessment			
GRI 3: Material Topics 2021	3-3	Management of material topics	Responsible Supply Chain, page 42-43
GRI 308: Supplier Environmental Assessment 2016	308-1	New suppliers that were audited using environmental criteria	Responsible Supply Chain, page 42-43
	308-2	Negative environmental impacts in the supply chain and actions taken	Responsible Supply Chain, page 42-43
Employment			
GRI 3: Material Topics 2021	3-3	Management of material topics	Talent Management and Development, page 37-40
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	Talent Management and Development, page 37-40 Performance Indicators, page 62
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Talent Management and Development, page 37-40
	401-3	Parental leave	Talent Management and Development, page 37-40 Performance Indicators, page 62
Labor/Management relations			
GRI 3: Material Topics 2021	3-3	Management of material topics	Talent Management and Development, page 37-40
GRI 402: Labor/Management relations 2016	402-1	Minimum notice periods regarding operational changes	Talent Management and Development, page 37-40
Occupational Health and Safety			
GRI 3: Material Topics 2021	3-3	Management of material topics	Our Employees, page 41
GRI 403: Occupational Health and Safety 2018	403-1	Occupational health and safety management system	Our Employees, page 41
	403-2	Hazard identification, risk assessment, and incident investigation	Our Employees, page 41
	403-3	Occupational health services	Our Employees, page 41

Annexes

GRI TABLE OF CONTENTS

GRI Standard	Disclosure	Disclosure Location	Disclosure of Withheld Information
Occupational Health and Safety			
GRI 403: Occupational Health and Safety 2018	403-4	Worker participation, consultation, and communication on occupational health and safety	Our Employees, page 41
	403-5	Worker training on occupational health and safety	Our Employees, page 41
	403-6	Promotion of worker health	Our Employees, page 41
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Our Employees, page 41
	403-8	Workers covered by an occupational health and safety management system	Our Employees, page 41
	403-9	Work-related injuries	Our Employees, page 41 Performance Indicators, page 64
	403-10	Work-related injuries	Our Employees, page 41 Performance Indicators, page 64
Training and Education			
GRI 3: Material Topics 2021	3-3	Management of material topics	Talent Management and Development, page 37-40
GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee	Talent Management and Development, page 37-40 Performance Indicators, page 63
	404-2	Programs for upgrading employee skills and transition assistance programsProgramlar ve Geçiş Yardım Programları	Talent Management and Development, page 37-40
	404-3	Percentage of employees receiving regular performance and career development reviews	Talent Management and Development, page 37-40

Annexes

GRI TABLE OF CONTENTS

GRI Standard	Disclosure	Disclosure Location	Disclosure of Withheld Information
Diversity and Equal Opportunity			
GRI 3: Material Topics 2021	3-3	Management of material topics	Diversity, Inclusion and Equity, page 36
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	Diversity, Inclusion and Equity, page 36 Corporate Governance, page 13-15
	405-2	Ratio of basic salary and remuneration of women to men	Diversity, Inclusion and Equity, page 36
Non-Discrimination			
GRI 3: Material Topics 2021	3-3	Management of material topics	Bizim Toptan at a Glance, page 9
GRI 406: Non-Discrimination 2016	406-1	Incidents of discrimination and corrective actions taken	Bizim Toptan at a Glance, page 9
Freedom of Association and Collective Bargaining			
GRI 3: Material Topics 2021	3-3	Management of material topics	Bizim Toptan at a Glance, page 9
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Bizim Toptan at a Glance, page 9
Child Labor			
GRI 3: Material Topics 2021	3-3	Management of material topics	Bizim Toptan at a Glance, page 9
GRI 408: Child Labor 2016	408-1	Operations and suppliers at significant risk for incidents of child labor	Bizim Toptan at a Glance, page 9

Annexes

GRI TABLE OF CONTENTS

GRI Standard	Disclosure	Disclosure Location	Disclosure of Withheld Information
Forced or Compulsory Labor			
GRI 3: Material Topics 2021	3-3	Management of material topics	Bizim Toptan at a Glance, page 9
GRI 409: Forced or Compulsory Labor 2016	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Bizim Toptan at a Glance, page 9
Local Communities			
GRI 3: Material Topics 2021	3-3	Öncelikli Konuların Yönetimi	Investment to Society, page 44-45
GRI 413: Local Communities 2016	413-1	Yerel Topluluklarla İlişkiler, Etki Değerlendirmeleri ve Gelişim Programları	Investment to Society, page 44-45
	413-2	Yerel Topluluklar Üzerinde Önemli Fiili ve Potansiyel Olumsuz Etkiler	Investment to Society, page 44-45
Supplier Social Assessment			
GRI 3: Material Topics 2021	3-3	Management of material topics	Responsible Supply Chain, page 42-43
GRI 414: Supplier Social Assessment 2016	414-1	Operations with local community engagement, impact assessments, and development programs	Responsible Supply Chain, page 42-43
	414-2	Significant Actual and Potential Adverse Impacts on Local Communities	Responsible Supply Chain, page 42-43
Customer Health and Safety			
GRI 3: Material Topics 2021	3-3	Management of material topics	Food and Product Safety, page 48 Customer Experience and Transparency, page 49-50
GRI 416: Customer Health and Safety	416-1	Assessment of the health and safety impacts of product and service categories	Food and Product Safety, page 48 Customer Experience and Transparency, page 49-50
	416-2	Incidents of noncompliance concerning the health and safety impacts of products and services	Food and Product Safety, page 48 Customer Experience and Transparency, page 49-50

Annexes

GRI TABLE OF CONTENTS

GRI Standard	Disclosure	Disclosure Location	Disclosure of Withheld Information
Marketing and Labeling			
GRI 3: Material Topics 2021	3-3	Management of material topics	Customer Experience and Transparency, page 50
GRI 417: Marketing and Labeling	417-1	Product and service information and labeling	Customer Experience and Transparency, page 50
	417-2	Incidents of non-compliance concerning product and service information and labeling	Customer Experience and Transparency, page 50
	417-3	Incidents of non-compliance concerning marketing communications	Customer Experience and Transparency, page 50
Customer Privacy			
GRI 3: Material Topics 2021	3-3	Management of material topics	Data Security and Privacy, page 53
GRI 418: Customer Privacy 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Data Security and Privacy, page 53

Annexes

ANNEX-1: BİZİM TOPTAN SATIŞ MAĞAZALARI A.Ş. 2025 SUSTAINABILITY REPORT - REPORTING PRINCIPLES

General Reporting Principles

These reporting principles ("Principles") provide information on the methodologies for the preparation, calculation and reporting of data pertaining to the indicators within the scope of the limited assurance audit included in Bizim Toptan Satış Mağazaları A.Ş.'s ("Company" or "Bizim Toptan") Bizim Toptan 2025 Sustainability Report ("2025 Sustainability Report"). These indicators include social and environmental indicators. It is the responsibility of the Company's management to ensure that appropriate procedures are in place to prepare these indicators set out below, in all material respects, in accordance with the Principles.

The information contained in these principles covers Bizim Toptan's operations in Turkey and its subsidiary g2mEKSPER Satış ve Dağıtım Hizmetleri A.Ş. for the fiscal and reporting year ending December 31, 2025 (January 1 - December 31, 2025), as detailed in the "Key Definitions and Reporting Scope" section, and does not include subcontractor and subcontractor information.

The following principles have been considered in the preparation of this guidance document:

- In the preparation of information - to emphasize to the users of the information the basic principles of relevance and reliability of the information,
- In reporting information - emphasizing the principles of comparability / consistency of information with other data, including prior year, and the principles of understandability / transparency providing clarity to users.

Key Definitions and Reporting Scope

For the purpose of this report, the Company makes the following definitions:

Type	Indicator	Scope
	Total Energy Consumption (MWh)	Represents the sum of renewable and non-renewable energy consumed by the Company during the reporting period. Natural Gas, Diesel - Generator, Diesel - Vehicles On Road and Electricity consumption.
	Total Electricity Consumption (MWh)	Represents the total amount of purchased electricity consumed at the Company's headquarters, warehouses and stores during the reporting period, which is tracked from the invoices received from service providers (12 months) and can be mapped with financial reporting systems.
	Natural Gas Consumption (m³)	This represents the total amount of natural gas consumed at the Company's headquarters and stores during the reporting period, which is tracked from the invoices received from service providers (12 months) and can be mapped with financial reporting systems.
	Generator - Diesel Consumption (lt)	It represents the total diesel consumption used in the generators in the Company's headquarters, warehouses and stores during the reporting period, calculated according to the diesel unit price obtained from the Progress Payment with a 6-month period.

Annexes

Type	Indicator	Scope
	Vehicle Fuels - Diesel Consumption (On Road) (lt)	In the reporting period, it refers to the total diesel consumption used in the Company's vehicles and distribution vehicles belonging to the Company, which is tracked by invoices obtained from service provider companies.
	CO₂ Fire Extinguisher (kg)	In the reporting period, it refers to the consumption of invoiceable refilled fire extinguishers supplied by the Company from service providers.
	Total Refrigerant Consumption (R404) (tons)	Refers to the total amount of refrigerant gas filled in the refrigeration cabinets in the Company's stores and warehouses during the reporting period and tracked by filling invoices.
	Total Renewable Energy Amount (MWh)	Represents the total amount of electricity generated at the solar power plant installed at the Company's Gebze store location during the reporting period.
	Energy Consumption Intensity (MWh/ Number of Employees)	Represents the ratio of the Company's total energy consumption in the reporting period to the total number of employees as of 31.12.2025.
	Total Greenhouse Gas Emissions (Scope 1-2) (tonCO₂)	Represents the sum of the Company's Scope 1 Greenhouse Gas Emissions and Scope 2 Greenhouse Gas Emissions in the reporting period.
	Scope 1 - Greenhouse Gas Emissions (tonCO₂)	In the reporting period, the amount of Natural Gas, Diesel - On-Road Vehicles, Diesel - Generator, CO ₂ Fire extinguisher and total amount of refrigerant usage, which are generated as a result of the Company's fixed and mobile energy consumption, represents greenhouse gas emissions considered as Scope 1 after the consumption of resources. The Company reports its greenhouse gas emissions in accordance with the "Greenhouse Gas Protocol: Corporate Accounting and Reporting" standard.
	Scope 2 -Greenhouse Gas Emissions (tonCO₂)	In the reporting period, the Company's electricity consumption resulting from indirect energy consumption represents greenhouse gas emissions considered as Scope 2. The Company calculates its greenhouse gas emissions in accordance with the "Greenhouse Gas Protocol: Corporate Accounting and Reporting" standard

Annexes

Type	Indicator	Scope
	Total Waste Amount (tons)	Represents the total amount of hazardous waste and non-hazardous waste generated by the Company during the reporting period.
	Amount of Non-Hazardous Waste (tons)	Represents the amount of non-hazardous waste generated by the Company during the reporting period, which is monitored from the Ministry of Environment portal (Integrated Environmental Information System) and invoices received from licensed waste processing facilities.
	Recycling Waste Rate (%)	In the reporting period, it refers to the ratio of waste sent for recycling/recycling to the total amount of waste.
	Packaging Waste (tons)	In the reporting period, it refers to the total amount of waste considered within the scope of packaging waste included in the Company's non-hazardous waste amount.
	Total Amount of Water Used (m3)	Represents the total water consumption of the Company, which is tracked monthly through invoices and can be mapped with financial reporting systems.
	Amount of Water Withdrawn from the Mains (m³)	Represents the total water consumption in the reporting period, calculated by mapping with the Company's financial reporting systems and converting from TL to m³. During the conversion, monthly unit prices are based on the monthly water unit prices received from the service provider companies in the locations.
	Water Consumption Intensity (m³ / Number of Employees)	In the reporting period, it expresses the ratio of the Company's total water consumption, which can be mapped with financial reporting systems and which the Company monitors monthly with invoices, to the total number of employees of the Company as of 31.12.2025.
	Amount of Waste Water (m³)	Represents the total amount of water used in the reporting period, assuming that 100% of the water used by the Company is discharged.

Annexes

Type	Indicator	Scope
Social	Number of Employees by Gender (#)	As of 31.12.2025, it refers to the breakdown of the total number of employees by gender, who are monitored by the Company's Human Resources data module and whose employment declaration is made to the Social Security Institution.
	Number of Employees by Category (#)	As of 31.12.2025, it refers to the number of white-collar and blue-collar employees who are monitored by the Company's Human Resources data module and for whom an Employment Entry Declaration is made to the Social Security Institution.
	Number of Managers by Gender (#)	As of 31.12.2025, it refers to the number of employees classified as Managers, who are monitored by the Company's Human Resources data module and whose employment declaration is made to the Social Security Institution.
	Number of Senior Managers by Gender (#)	As of 31.12.2025, it refers to the number of employees classified as "Director, CEO, General Manager, Assistant General Manager" classified as Senior Managers, who are monitored by the Company's Human Resources data module and whose employment declaration is made to the Social Security Institution.
	Number of Members of the Board of Directors and Executive Committee by Gender (#)	As of 31.12.2025, it refers to the number of employees classified as "Chairman of the Board of Directors, members of the Board of Directors and members of the Executive Board" classified as management and executive board, who are monitored by the Company's Human Resources data module and whose employment declarations are made to the Social Security Institution.
	Distribution of Employees in Senior Management Bodies by Age (#)	As of 31.12.2025, it refers to the total number of employees "Employees with the title of Director, General Manager, Assistant General Manager and CEO" in the senior management bodies in the categories of under 30, between 30-50 and over 50 years of age, which are monitored by the Company's Human Resources data module.
	Number of Employees on Maternity Leave (#)	In the reporting period, within the scope of the Regulation on Part-Time Work to be Performed After Maternity Leave, Paternity Leave or Unpaid Leave, it refers to the number of male and female employees of the Company who went on maternity leave within the periods specified in the regulation.
	Total number of employees who returned to work after the end of maternity leave (#)	In the reporting period, within the scope of the Regulation on Part-Time Work to be Performed After Maternity Leave, Paternity Leave or Unpaid Leave, it refers to the number of male and female employees who returned to work after the end of the Company's maternity leave within the periods specified in the regulation.

Annexes

Type	Indicator	Scope
Social	Disabled Employees by Gender (#)	During the reporting period, the number of male and female employees who are defined as disabled in the Law No. 5378 on Persons with Disabilities and who were hired by the Company during the reporting period and declared to the Social Security Institution with the Employment Declaration during the reporting year.
	Number of Employees Quitting Employment by Gender and Age (#)	The number of employees declared to the Social Security Institution of the Company with the Declaration of Termination of Employment during the reporting period by gender and in the categories of under 30, between 30-50 and over 50.
	Number of Employees by Gender and Duration of Employment (#)	As of 31.12.2025, the number of total number of employees, who are monitored by the Company's Human Resources data module and whose employment declarations are made to the Social Security Institution, according to gender and the categories of 0-5 years, 5-10 years and 10 years or more.
	Total Training Hours Provided to Employees (hours)	Represents the total number of hours of internal, external and compulsory training provided by the Company to its employees during the reporting period. It is monitored on the On-Campus platform.
	Number of Accidents (#)	In the reporting period, it refers to the number of accidents that occurred during the activities defined by the occupational safety laws and regulations of the Company's employees, which are monitored through notifications made to the Social Security Institution.
	Number of Lost Days due to Accidents (#)	In the reporting period, it refers to the number of lost days due to an injury sustained by a Company employee during activities defined by occupational safety laws and regulations, which prevents the employee from coming to work the next shift or the next working day, and which is monitored through notifications made to the Social Security Institution.
	Total Working Hours (hours)	In the reporting period, it refers to the sum of 7.5 hours of working time and overtime hours of the Company employees in a normal working day.
	Total Accident Rate	In the reporting period, the ratio of the number of injury incidents that occurred to the Company employee during activities defined by occupational safety laws and regulations and prevented him/her from coming to the workplace for 3 working days, which are monitored through notifications made to the Social Security Institution, multiplied by 200,000, to the total number of working hours in the reporting period.

Annexes

Type	Indicator	Scope
Social	Lost Time Accident Rate	In the reporting period, the number of lost days due to injuries sustained by the Company employee during activities defined by occupational safety laws and regulations, which prevented him/her from coming to work the next shift or the next working day, and which are monitored through notifications made to the Social Security Institution, multiplied by 200,000, and the ratio of total working hours in the reporting period.
	Number of Fatal Incidents (#)	Represents the number of fatal cases of the Company's employees during the reporting period, which fall within the definition of "fatal work accidents" within the scope of the Occupational Health and Safety Law No. 6331, and which are monitored through notifications made to the Social Security Institution.
	Number of Occupational Diseases (#)	In the reporting period, it refers to the number of occupational diseases of the Company's employees that fall under the definition of "occupational disease" within the scope of the Occupational Health and Safety Law No. 6331, which are monitored through notifications made to the Social Security Institution.
	Total OHS Training Hours	Represents internal, external and compulsory trainings provided by the Company to its own employees during the reporting period.
	Average OHS Training Hours per Employee	The ratio of the number of Company employees to total OHS training hours during the reporting period.

Annexes

DATA PREPARATION

1. Environmental Indicators

Total Energy Consumption (MWh)

Within the scope of the Company's direct energy consumption, primary fuel sources consisting of Natural Gas, Diesel - Generator, Diesel - On Road Vehicles, Electricity consumption are reported. Bizim Toptan's energy conversions were realized using the following calculations.

Net activity data of the above mentioned consumptions were calculated by using the Net Calorific Value (NCV) and densities in the table Net Calorific Value (NCV) and densities in Annex-2 of the Lower Heating Values of Energy Sources and Conversion Coefficients to Petroleum Equivalent published in the Official Gazette. Based on IPCC 2006 Guidelines for National Greenhouse Gas Inventories, Volume 1, Annex 8A.1, conversion from kcal to TJ was made and consumption was converted to TJ.

The references used in the calculation are given in the table below;

Energy Source	Activity Data Unit	Net Calorific Value	Net Calorific Value Unit	Density	Density Unit
Natural Gas	m ³	8.250	Kcal/m ³	0,670	Kg/m ³
Diesel Generator	lt	10.200	Kcal/kg	0,830	Kg/lt
Company Vehicles Diesel (On Road)	lt	10.200	Kcal/kg	0,830	Kg/lt
Electricity	KWh		MWh		

Energy Consumption Intensity

The Company's energy consumption intensity is calculated using the formula below:

Total Energy Consumption (MWh)/Total Number of Employees

The total number of employees of the Company represents the total number of employees as of 31.12.2025.

¹ Lower Heating Values of Energy Sources and Conversion Coefficients to Oil Equivalent Annex-2 <https://www.resmigazete.gov.tr/eskiler/2011/10/20111027-5.htm>

² IPCC 2006 Guidelines for National Greenhouse Gas Inventories, Volume 1, Annex 8A.1 https://www.ipcc-nggip.iges.or.jp/public/2006gl/pdf/1_Volume1/V1_8x_Ch8_An1_Units_Index.pdf

Annexes

Scope 1 Greenhouse Gas Emissions (tonCO₂e)

Bizim Toptan Scope 1 greenhouse gas emissions Greenhouse Gas Protocol: In accordance with the Corporate Accounting and Reporting Standard, it covers energy consumption arising from fixed combustion, transportation and leakage activities with the principle of operational control. Scope 1 Greenhouse Gas Emissions In the calculations made following the GHG Protocol methodology, the emission factors used are based on the IPCC Guidelines for 2006 National Greenhouse Gas Inventories and the Global Warming Potential values (100-year) from the IPCC 6th Assessment Report*. GHGs included in the calculation include emissions from fuel consumption activities and Emissions Management includes CO₂, CH₄ and N₂O gases.

Formula:

*Emission Amount (TonCO₂e) = Activity Data (MWh)*Emission factor (CO₂-CH₄-N₂O)(Kg/Tj)*

Inventory Source	CO ₂ Emission Factor (Kg/Tj)	CH ₄ Emission Factor (Kg/Tj)	N ₂ O Emission Factor (Kg/Tj)	Emission Data Unit
Natural Gas	56.100	5,0	0,1	TonCO ₂ e
Diesel Generator	74.100	10,0	0,6	TonCO ₂ e
Diesel Vehicles On Road (Moving Combustion)	74.100	3,9	3,9	TonCO ₂ e
CO ₂ Fire Extinguisher	1	0	0	TonCO ₂ e
Total Refrigerant Gas (R404)	4.728			TonCO ₂ e

Scope 2 - Carbon Emissions (tonCO₂eq)

Bizim Toptan Scope 2 greenhouse gas emissions Greenhouse Gas Protocol: In accordance with the Corporate Accounting and Reporting Standard, it covers energy consumption arising from indirect combustion activities with the principle of operational control. Scope 2 Greenhouse Gas Emissions In the calculations made by following the methodology of the Greenhouse Gas Protocol, the emission used is calculated according to the Emission Factors Information Form of the Ministry of Energy and Natural Resources, Turkey Electricity Generation and Electricity Consumption Point Emission Factors: MENR-EVÇED-FRM-042 Rev.01* , sources are taken as reference. GHGs included in the calculation include emissions from fuel and electricity consumption activities and Emission Management covers CO₂, CH₄ and N₂O gases.

Inventory Source	Emission Factor	Emission Factor Unit	Emission Data Unit
Electricity	0.442	Tco ₂ /MWh	TCO ₂ e/MWh

Water Density (m³/Number of Employees)

Bizim Toptan water density is calculated with the following formula:

Water Intensity = Total Water Consumption (m³) / Total Number of Employees

The total number of employees of the Company represents the total number of employees as of 31.12.2025.

Packaging Waste (tons)

All non-hazardous waste of the Company is monitored as packaging waste.

* IPCC 2006 Guidelines for National Greenhouse Gas Inventories, Volume 2: Energy <https://www.ipcc-nggip.iges.or.jp/public/2006gl/vol2.html>

⁴ IPCC AR6, Working Group I - Climate Change 2021: The Physical Science Basis, Chapter 7 Supplementary Material https://www.ipcc.ch/report/ar6/wg1/downloads/report/IPCC_AR6_WGI_Chapter_07_Supplementary_Material.pdf

⁵ Turkey Electricity Generation and Electricity Consumption Point Emission Factors Information Form: MENR-EVÇED-FRM-042 Rev.01 (https://enerji.gov.tr/Media/Dizin/EVCED/tr/%C3%87evreVe%C4%B0klim/%C4%B0klimDe%C4%9Fi%C5%9Fikli%C4%9Fi/EmisyonFaktorleri/2022_Uretim_Tuketim_EF.pdf)

Annexes

2. Social Indicators

Number of Employees with Executive (Manager) Title

Represents the number of employees with the title of manager.

Number of Employees with the title of Senior Manager

Employees with the titles of "Director, CEO, General Manager, Assistant General Manager" are included.

Distribution of Employees in Senior Management Bodies by Age

Employees with the titles of "Director, CEO, General Manager, Assistant General Manager" are included.

Total Number of Members of the Board of Directors and Executive Committee

"Chairman of the Board of Directors, Board of Directors and Executive Committee Members" of the Company are included.

Total Working Hours

For the total working hours of the Company, daily working hours are calculated as 7.5 hours and obtained by adding overtime hours.

Total Accident Rate

Bizim Toptan total accident rate is calculated with the following formula:

Number of accidents x 200,000 / Total working hours

Lost Time Accident Rate (%)

Bizim Toptan lost time accident rate is calculated with the following formula:

Number of lost days x 200,000 / Total working hours

Average OHS Training Hours per Employee

It is obtained by dividing the total OHS training hours provided by Bizim Toptan by the total number of employees.

Average OHS Training Hours per Employee = Total OHS Training Hours / Total Number of Employees

Average OHS Hours per Employee

Bizim Toptan calculates the average OHS hours per employee with the following formula

Total OHS training hours / Total number of employees

The total number of employees of the Company represents the total number of employees as of 31.12.2025.

REOPINION STATEMENT

The measurement and reporting of validated data inevitably involves a degree of estimation. Where there is a change of more than 5% in the data at company level, a re-statement of opinion may be considered.

Annexes



INDEPENDENT ASSURANCE REPORT

DRT Bağımsız Denetim ve SMMM A.Ş. ("Deloitte") independent auditor's limited assurance report to the Board of Directors of Bizim Toptan Satış Mağazaları A.Ş. ("Company") and its subsidiaries (together referred to as "Group") on the 2025 Sustainability Report for the year ended 31 December 2025.

Scope of Limited Assurance Engagement

We have been engaged to perform a limited assurance engagement in accordance with International Standard on Assurance Engagements (ISAE) 3000 (Revised) and Assurance Engagements on Greenhouse Gas Statements (ISAE) 3410 ("Standards") on whether the Selected Sustainability Information listed below (the "Selected Information") in the Group's Sustainability Report for the year ended 31 December 2025 (the "2025 Sustainability Report") has been prepared in accordance with the principles set out in the Reporting Guidance section of the Group's Annual Report on pages 77-82.

Our assurance engagement does not cover information related to previous periods, other information included in the 2025 Sustainability Report, or Sustainability Information or any other information related to the 2025 Sustainability Report (including any images, audio files, documents embedded in a website or embedded videos).

Selected non-financial performance data for limited assurance

We have been engaged by the Group to perform limited assurance procedures on the accuracy of the following key performance indicators included in the 2025 Sustainability Report for the year ended 31 December 2025. The scope of the indicators subject to limited assurance procedures and found on pages 55-64 marked with an  of the 2025 Sustainability Report for the year ended 31 December 2025 is as follows:

Environmental Indicators

- Total Energy Consumption (MWh)
- Electricity Consumption (MWh)
- Natural Gas Consumption (m³)
- Generator - Diesel Consumption (L)
- Vehicle Fuels - Diesel Consumption (On Road) (L)
- CO₂ Fire Extinguisher (kg)
- Total Refrigerant Usage (R12, R23, R32, etc.) (tons)

- Total Renewable Energy (MWh)
- Energy Consumption Intensity (MWh/Number of Employees)
- Total Greenhouse Gas Emissions (Scope 1-2) (tons CO₂)
- Scope 1 Greenhouse Gas Emissions (tons CO₂)
- Scope 2 Greenhouse Gas Emissions (tons CO₂)
- Total Waste (tons)
- Non-Hazardous Waste (tons)
- Hazardous Waste
- Amount of Waste Recycled
- Recycling Rate (%)
- Packaging Waste (tons)
- Total Water Withdrawal (m³)
- Water Withdrawal from Municipal Supply (m³)
- Water Consumption Intensity (m³/Number of Employees)
- Wastewater Discharge (m³)

Social Indicators

- Number of Employees by Gender (#)
- Number of Employees by Category (#) (with a breakdown by gender)
- Number of Employees (by Gender and Duration of Employment)
- Number of Managers by Gender (#)
- Number of Senior Managers by Gender (#)
- Number of Board and Executive Committee Members by Gender (#)
- Age Distribution of Members in Senior Management Bodies (#)
- Number of Employees Taking Parental Leave (#) (by gender)
- Number of Employees Returning to Work After Parental Leave (#) (by gender)
- Number of Employees with Disabilities by Gender (#)
- Number of Employees Who Left the Company by Gender and Age (#)
- Number of Employees by Gender and Length of Service (#)
- Total Training Hours Provided to Employees (hours)
- Number of Employees Covered by Collective Bargaining Agreement
- Number of Workplace Accidents (#)
- Lost Days Due to Accidents (#)
- Total Working Hours (hours)

Annexes

INDEPENDENT ASSURANCE REPORT

- Total Accident Rate
- Lost-Time Injury Frequency Rate (LTIFR)
- Number of Fatalities (#)
- Number of Occupational Diseases (#)
- Total Occupational Health and Safety (OHS) Training Hours
- Average OHS Training Hours per Employee

Structural constraints

All assurance engagements have inherent limitations due to the selective testing of the information under review. Fraud, error or non-compliance may therefore occur and not be detected. In addition, non-financial information, such as non-financial information contained in reporting documents, is subject to more structural limitations than financial information, given the nature and methods used to identify, calculate and sample or estimate such information.

Our assurance engagement provides limited assurance as defined in ISAE 3000 (Revised) and (ISAE) 3410 ("Standards"). The procedures performed as part of a limited assurance engagement differ in nature and timing - and to a lesser extent - from a reasonable assurance engagement. The level of assurance obtained in a limited assurance engagement is therefore significantly narrower than the scope of a reasonable assurance engagement.

Special Purpose

Our work has been undertaken to inform the Group's Board of Directors of the matters we are required to report in this report and for no other purpose. To the extent permitted by law, we accept no responsibility to any person or entity other than the Group's Board of Directors for the assurance audit we have conducted or the conclusion we have reached.

Our Independence and Competence

We comply with the independence and other ethical provisions of the Code of Ethics for Accounting Professionals published by the International Ethics Standards Board for Accounting Professionals, which sets out the basic principles of integrity, objectivity, professional competence and due care, confidentiality and professional behavior.

We apply the International Standard on Quality Management 1 (ISQM 1) and accordingly maintain a robust system of quality control, including policies and procedures that document compliance with relevant ethical and professional standards and requirements in laws or regulations.

Responsibilities of Management

The Group Management is responsible for the preparation, accuracy and completeness of the sustainability information and statements in the report. The Group Management is responsible for setting the Group's sustainability goals, establishing and maintaining appropriate performance management and internal control systems from which the reported information is derived.

Responsibilities of the Practitioner

Our responsibility is to reach a conclusion on the Selected Information based on our procedures. We conducted our limited assurance engagement in accordance with International Standards on Assurance Engagements and, in particular, International Standard on Assurance Engagements (ISAE 3000) (Revised) and Assurance Engagements on Greenhouse Gas Statements (ISAE 3410) on Assurance Engagements Other than Independent Audits.

The assurance engagement performed represents a limited assurance engagement. The nature, timing and extent of the procedures performed in a limited assurance engagement are limited compared to those required in a reasonable assurance engagement. As a result, the level of assurance obtained in a limited assurance engagement is lower.

Our Key Assurance Procedures

We carried out limited assurance on the accuracy of the selected key performance indicators specified below in the section "Selected non-financial performance data for limited assurance" related to 2025 year and included into the Report.

To achieve limited assurance, the ISAE 3000 (Revised) and (ISAE) 3410 ("Standards") requires that we review the processes, systems and competencies used to compile the areas on which we provide our assurance. Considering the risk of material error, we planned and performed our work to obtain all of the information and explanations we considered necessary to provide sufficient evidence to support our assurance conclusion.



Annexes

INDEPENDENT ASSURANCE REPORT

To form our conclusions, we undertook the following procedures:

- Analyzed on a sample basis the key systems, processes, policies and controls relating to the collation, aggregation, validation and reporting processes of the selected sustainability performance indicators;
- Made inquiries with employees of the Group responsible for sustainability performance, policies and corresponding reporting;
- Performed selective substantive testing to confirm the accuracy of received data to the selected key performance indicators;
- Made inquiries of management and senior executives to obtain an understanding of the overall governance and internal control environment, risk management, materiality assessment and stakeholder engagement processes relevant to the identification, management and reporting of sustainability issues; and

We believe that our evidence obtained is sufficient and appropriate to provide a basis for our limited assurance conclusion.

Limited Assurance Conclusion

Based on our work and the assurance procedures performed, nothing has come to our attention that causes us to believe, in our opinion, that the Selected Information referred to above in the Group's 2025 Sustainability Report for the year ended 31 December 2025, for which we were engaged to provide limited assurance, has not been prepared, in all material respects, in accordance with the Reporting Manual, as described in the "Auditor's Responsibilities" section above.

Restrictions on Use

This Report, including the conclusion, has been prepared for the Board of Directors of Bizim Toptan Satış Mağazaları A.Ş. to assist in reporting the Group's performance and activities related to the Selected Information. We hereby authorize the inclusion of this report in the Sustainability Report prepared for the year ending 31 December 2025, to enable Bizim Toptan Satış Mağazaları A.Ş. Board of Directors to demonstrate that it has fulfilled its responsibilities by preparing an independent limited assurance report on Selected Information. Except to the extent permitted by law and in cases where prior written approval has been obtained and

expressly agreed upon, we do not accept or assume any responsibility to anyone other than the Board of Directors of Bizim Toptan Satış Mağazaları A.Ş. and Bizim Toptan Satış Mağazaları A.Ş. in connection with the work we have performed or the report we have prepared.

DRT BAĞIMSIZ DENETİM VE SERBEST MUHASEBECİ MALİ MÜŞAVİRLİK A.Ş.
Member of **DELOITTE TOUCHE TOHMATSU LIMITED**

Ömer Yüksel
Partner

İstanbul, 2 September 2026

Deloitte.

Annexes

CONTACT

For more detailed information about our Bizim Toptan Sustainability Report and to submit your comments and suggestions:

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LEGAL NOTICE

Bizim Toptan Sustainability Report (Report) has been prepared by Bizim Toptan Satış Mağazaları A.Ş. (Bizim Toptan) in accordance with the GRI Reporting Principles. All information and opinions contained in this document, which do not purport to be complete, have been provided by Bizim Toptan and have not been independently verified for the purpose of this document. This Report has been prepared for information purposes only and is not intended to form the basis for any investment decision. Accordingly, neither Bizim Toptan nor any of its affiliated companies, nor any of their board members, advisors, directors or employees shall be liable for any information or communications provided in this Report or for any loss or damage suffered directly or indirectly by any person as a result of any information contained in this Report, whether based on information contained in this Report or not.

