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STRATEGIC SUSTAINABILITY GOALS											
Time Horizon		SDG Alignment					Strategic Areas				
Short: 0-5 year Medium: 5-10 year Long: >10 year		        					Governance and Reporting	Environment	Social	Governance	LASTEST REVISION DATE
							Sustainable Products & Services				30.06.2025
Strategic Area	GOAL	KPI or Target	Time Horizon	Baseline (2024)	Progress (2025)	SDG Alignment					
GOVERNANCE AND REPORTING	Being on prestigious sustainability scoring platforms and constantly improving sustainability performance	Having Platinum Model in Crowds	Short	Gold medal	In progress	   					
		Having A level in CDP	Medium	SME 8 for climate	In progress	   					
		Sign the SME Climate Commitment (Climate Change, Energy)	Short	Not started	No progress	   					
	Demonstrate that we meet high standards of verified environment and social performance, accountability and transparency	To obtain ISO 14001 and ISO 45001 certificates	Short	Not started	No progress	   					
		To obtain ISO/IEC 27001 Information Security Management System (ISMS) certification	Short	Not started	No progress	   					
	Adopting the European standard reporting format by fulfilling the requirements	Preparation of sustainability reporting in accordance with international standards (GRI, CSO, IFRS, SASB etc.)	Short	Not started	No progress	   					
	Ensure long-term business viability by contributing to the global fight against the important issues all over the world	Increasing diversity in terms of gender, age, culture and areas of expertise in board and leadership positions	Medium	Not started	No progress	   					
	Improve data quality and have advanced analytical capabilities	Use of digital tools to improve data collection, analysis and reporting processes	Long	Not started	No progress	   					
	To support our sustainability goals and reduce environmental impact by building "green financial partnerships"	Use green bonds and sustainability-linked loans	Medium	Not started	No progress	   					
	SUSTAINABLE PRODUCTS AND SERVICES	Managing the value chain with suppliers with high sustainability performance	Evaluating 100% of suppliers regarding their CSR performance	Short	Not started	No progress	   				
Having 100% of suppliers' signature for Supplier Code of Conduct			Short	0%	0%	   					
Reducing supply chain emissions by 20% by 2030			Medium	Not started	No progress	   					
Avoiding 10% of suppliers through third-party independent audits			Long	Not started	No progress	   					
At least 50% of our logistic services from the companies which has Green or Sustainable Logistics Certificate			Long	Not started	No progress	   					
Being awareness among our stakeholders while pursuing good practices and new collaboration opportunities		Promotion of best practice and awareness in the value chain by collaborating at least 3 TSP suppliers	Medium	Not started	No progress	   					
		Educating/informing at least 10 customer on environmental sustainability and customer health and safety	Short	Not started	No progress	   					
		Joining at least 2 industry networks on sustainability to share resources and discuss best practices and collaboration opportunities with other businesses	Short	Not started	Meetings with TFS and SGreen has been initiated	   					
		Supporting women's empowerment in all areas, including our stakeholders	Increasing the proportion of women-led entrepreneurs in the supply chain by 20%	Long	0.6%	0.6%	   				
		Expanding the portfolio with green product and partner suppliers while meeting customer expectations	At least 10% of total purchased products with certified materials (eco friendly, eco-label etc.)	Long	Not started	No progress	   				
ENVIRONMENT	Engage and support ecosystem restoration and long-term protection	At least ten voluntary workshops related to conservation projects (including reforestation, afforestation and ecosystem restoration)	Short	Not started	No progress	   					
		Attending at least three volunteering activities in environmental and biodiversity projects	Short	Not started	No progress	   					
		All packaging materials purchased for storage operations are made from recycled sources and contain 100% recycled content	Long	Not started	No progress	   					
	Enhance the resilience of facilities against physical climate risks	Developing a climate transition plan	Medium	Not started	No progress	   					
		To launch at least one climate change adaptation project	Short	Not started	No progress	   					
		By 2030, we aim to reduce gross Scope 1 and Scope 2 greenhouse gas emissions by 50% compared to the 2024 baseline	Medium	Scope 1: 38.57 KCO ₂ e Scope 2: 2.92 KCO ₂ e	Will be calculated at the end of the year	   					
	Combat climate change by reducing emissions with developed strategies	Reduction of gross Scope 3 operational emissions by 50% compared to the 2024 baseline	Medium	Scope 1: 38.57 KCO ₂ e	Will be calculated at the end of the year	   					
		Provide 100% of electricity consumption by renewable energy sources (P-REC, GOs etc.)	Short	Not started	Planned for 2026	   					
		Calculate downstream and upstream transportation and distribution Scope 3 GHG emissions	Short	Not started	No progress	   					
	Enhanced water and waste management performance to reduce environmental impact of our operations	By 2030, achieve a 20% reduction in total water withdrawn compared to the 2024 baseline	Short	48.7 m ³ /year	13.2 m ³ /year (Jan-Feb-Mar)	   					
SOCIAL	Strengthen internal knowledge and practices	Achieve zero destruction of returned products on an annual basis	Short	0	0	   					
		To increase company-specific training hours provided to employees on the management of toxic and hazardous substances by 20%	Medium	1 h/employee	No training	   					
		At least 1 hour environmental training per employee every year	Short	0%	100%	   					
	Increase and diversify the social responsibility projects we are involved in	Being a partner of at least 1 children's educational institutions to support equal opportunity and qualified education	Short	Not started	Planned for 2026	   					
		Increasing risk areas by planting 50.000 trees	Medium	Not started	Planned for 2026	   					
		Total training hours at least 30 h per employee by 2030	Short	14 h/employee	4 h/employee	   					
	Increase the value our employees add to the company and high engagement level	Evaluation of employee's satisfaction level	Short	Not started	In progress	   					
		Achieve an employee satisfaction score of 90% by improving workplace culture, engagement, and support	Medium	Not started	No progress	   					
		Achieve a 30% increase in the proportion of training programs offered to employees to enhance their job-related knowledge and career development skills	Medium	Not started	No progress	   					
	Providing a physically and mentally healthy working environment for our employees	Conducting regular performance reviews	Short	Started	Completed	   					
Preserving our valued employee's physical health by giving an ergonomcy trainings		Short	Started	Completed	   						
At least 1 h OH&S training per employee per year		Short	Started	Completed	   						
GOVERNANCE	Supporting women's empowerment in all areas	100% of employees participating in awareness trainings about diversity, inclusion, discrimination and harassment	Short	Started	Completed	   					
		10% of suppliers in critical operations audited about human rights impact by external third parties	Medium	0%	No progress	   					
		Increasing the rate of women in Senior Management up to 50%	Medium	0%	No progress	   					
	Building a strong sustainability structure to improve our performance day by day	Being a member of UN Women	Short	Not started	Planned for 2026	   					
		Establishment of a Sustainability Committee and its working principles	Short	Not started	Completed	   					
		Provide at least one ESG training to 100% of the board of directors annually	Short	Not started	No progress	   					
	Ensure long-term business viability by contributing to the global fight against the important issues all over the world	Being a member of TFS	Short	Not started	Planned for 2026	   					
		Having "Responsible Care" certificate	Short	Not started	Planned for 2026	   					
		Determining the effects of physical climate related risks on business processes	Short	Completed (COP)	100%	   					
	GOVERNANCE	Build a strong and functional structure to support diversity and ensure an ethical working environment	Increasing diversity in board and leadership positions	Medium	Not started	No progress	   				
Resolve 90% of reported ethical violations or complaints within 30 business days			Short	No violation report	No violation report	   					
Establish a whistleblower protection program with 100% employee awareness and engagement			Short	Not started	Planned for 2026	   					
Increase awareness and involvement by phantasy training activities from the board of directors to employees at all levels		Participation 100% of managing boards in ethics and sustainability training	Short	0%	100%	   					
		Achieve 100% employee completion of anti-corruption and ethical conduct trainings	Short	0%	100%	   					
Strengthening commitment to ethical principles, increasing transparency and accountability in business processes, contributing to the prevention of illegal activities		100% of employees working in the company's high-risk areas receive annual training on combating bribery and corruption, conflict of interest, fraud awareness, anti-money laundering etc.	Short	0%	100%	   					
		All employees receive at least one session of Business Ethics and Compliance Training (including recognizing and reporting unethical behavior) per year	Short	0%	100%	   					
Fostering a culture of transparency and continuous improvement through our value chain	At least 75% participation rate in stakeholder surveys on ethics and sustainability	Medium	Not started	Planned for 2026	   						

Ensuring the resilience and integrity of our operations by strengthening information security and sustainable digital environment.	include environmental and social criteria in 100% of contracts	Short	0%		   
	Provide at least 1 hour training per employee about Information Security Management System	Short	0%	100%	  
	Resolve 95% of IT related customer complaints within 10 business days through effective and lasting solutions, to enhance customer satisfaction	Short	No complaints	No complaints	  
	Ensure that 100% of suppliers receive data processing and information security protocols, accompanied by awareness and engagement initiatives to support their implementation.	Short	Not started	No progress	   