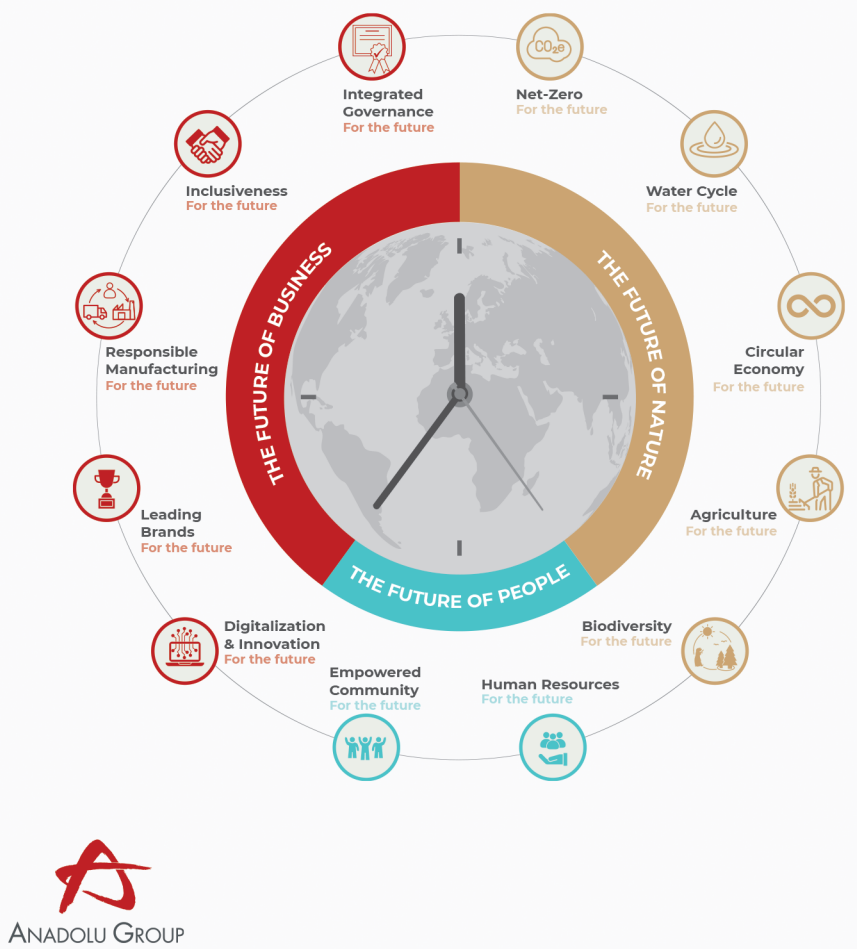


FROM ANADOLU TO THE FUTURE

Anadolu Group 2021 Sustainability Report Significant Developments

Act today for a better future

We act today for the future of **nature**, **business** and **people**.



Within the framework of our "From Anadolu to the Future" sustainability strategy, we determined our strategic pillars and visionary goals.

The Future of Nature



Goals: By 2030, reducing greenhouse gas emissions in scope 1 and 2 by **50%** compared to 2020, working with the vision of becoming a **net zero** company by 2050

We reduced greenhouse gas emission intensity in scope 1 and 2 by **24%*** to **0.016 kg CO₂e/TL**.

*Compared to the previous year

We reduced energy intensity by **31%*** to **0.031 kWh/TL**.

We recycled, recovered or composted approximately **89%** of non-hazardous and hazardous waste.

We reduced our water intensity by approximately **40%*** to **0.352 m³/thousand TL**.

We increased the amount of recycled and reused water by **26%.***

We nearly **tripled** our environmental budget*, invested and spent a total of **TL 129 million**.

Within the scope of our activities as part of **the Business Plastic Initiative**, we are committed to reducing our plastic use as AG Anadolu Grubu Holding and our Group companies; Anadolu Efes, CCI and Migros.

The Future of Business



Goals: To be traceable in **50%** of operations by 2030 and **100%*** by 2050

* Limited to private label products for Migros.

Our net sales increased by **33%** year over year to **TL 82.7 billion**. Our total asset size increased by **53%** and reached approximately **TL 112 billion**.

AG Anadolu Grubu Holding, Anadolu Efes, Coca-Cola İçecek and Migros are listed in the **BIST (Borsa Istanbul) Sustainability Index**.

We raised our SAHA Corporate Governance and Credit Rating to **9.52**.

We extended our digitalization, R&D and innovation budget by **19.5%** and invested **TL 152.25 million**.

Our sustainability-focused R&D investments amounted to **TL 26.8 million**, accounting for **18%** of R&D investments and expenditures.

We work with **over 20,000** suppliers, **80%** of whom are local.

We implemented **5,938** quick applications and **2,177** projects, developed within the scope of our "Bi-Fikir" innovation program. The value, we generated by implementing approximately one out of every five ideas participating in the program, exceeded **TL 780 million** over a period of **7** years.

The Future of People



Goals: Aim to increase the rate of women executives **35%** by 2030 and **50%** by 2050

We spent approximately **TL 346 million** in charity works towards socially beneficial results.

The rate of female employees reached **34%** while male employees constitutes **66%**.

Among our employees, **41%** are below the age of 30.

We have colleagues from **36** countries participating in our global operations.

In line with our **equal pay for equal work principle**, we shared with the public the details of our remuneration policy for men and women in all levels.

We provided approximately **3.5 million person-hours** of training, which equals **54.5** hours per employee.

We also organized a total of **180,184 person-hours** of employee training on occupational health and safety (OHS), totaling **2.76** hours per employee.

