

## KAMUYU AYDINLATMA PLATFORMU

## OTOKAR OTOMOTİV VE SAVUNMA SANAYİ A.Ş. Sustainability Compliance Report 2022 - Annual Notification

Summary

2022 Sustainability Compliance Report





## **Sustainability Compliance Report**

**Related Companies** []

Related Funds

elated Funds []		C !!		
		Compliance tatus No Applicable	Explanation	Report Information on Publicly Disclosed Information (Page number, menu name on the website)
Sustainability Compliance Report				
A. GENERAL PRINCIPLES				
A1. Strategy, Policy and Goals				
A1.1. The prioritised environmental, social and corporate governance (ESG) issues, risks and opportunities have been determined by the Company's Board of Directors.	X		The Board of Directors is the governing body responsible for identifying the risks and determining strategic direction in social, economic and environmental issues within the scope of sustainability, which lies at the core of Otokar's activities. The General Manager, who is also a Board member, ensures that sustainability-focused activities are carried out in compliance with corporate policies and applicable regulations. Otokar Sustainability Working Group the social, economic and environmental impact resulting from those activities. The Sustainability Working Group reports to the General Manager.	Annual Report Sustainability Section (p. 48)
A1.1. The ESG policies (Environmental Policy, Energy Policy, Human Rights and Employee Policy etc.) have been created and disclosed to the public by the Company's Board of Directors.	X		Otokar's ESG policies are publicly available on the corporate website.	https://www.otokar.com.tr/sustainability/sustainability
A1.2. The short and long-term targets set within the scope of ESG policies have been disclosed to the public.		X	Although there are targets tracked with scorecards in many areas within the scope of ESG policies, starting with environment and occupational safety, work is ongoing to set long-term targets. Once the target setting system is in place, the short- and long-term targets will be disclosed to the public.	Annual Report Sustainability Section (p. 48)
A2. Implementation/Monitoring				
A2.1. The responsible committees and/or business units for the implementation of ESG policies and the senior officials related to ESG issues in the Company and their duties have been identified and disclosed to the public.	X		The Sustainability Working Group reports its activities directly to the General Manager, who is also a Board member, and provides information to the Board of Directors through the General Manager.	Annual Report Sustainability Section (p. 48)
A2.1. The activities carried out within the scope of policies by the responsible committee and/or unit have been reported to the Board of Directors at least once a year.	X		The Board of Directors is kept up to date about the efforts to comply with the Sustainability Principles through the Corporate Governance Committee.	Annual Report Sustainability Section (p. 48)

A2.2. In line with the ESG targets, the implementation and action plans have been formed and disclosed to the public.	X	The objective of Otokar Sustainability Model is to draw up a roadmap that respects the environment, people and the future to strengthen the company's business strategy in the automotive and defense industries as an organization that acts with environmental, social, and governance responsibility and values stakeholder engagement. Otokar Sustainability Model aims to move forward with a holistic and inclusive approach.
A2.3. The Key ESG Performance Indicators (KPI) and the level of reaching these indicators have been disclosed to the public on yearly basis.	х	ESG KPIs and their evolution over the years are published in the Annual Reports and Sustainability Reports.  Annual Report Sustainability Section (p. 51) Sustainability Report (p. 48-50)
A2.4. The activities for improving the sustainability performance of the business processes or products and services have been disclosed to the public.	X	Information on the alternative fuel vehicles with reduced environmental impact and the improvement efforts in this area is provided in the Annual Reports and Sustainability Reports.  Annual Report Sustainability Section (pp. 52-53) Sustainability Report (p. 45)
A3. Reporting		
A3.1. The information about the sustainability performance, targets and actions have been given in annual reports of the Company an understandable, accurate and sufficient manner.	X	Otokar discloses information regarding the activities categorized under the environmental, social and corporate governance topics, performance results and related targets to its stakeholders. Information on Otokar' s sustainability efforts is communicated through the sustainability reports as well as the annual reports and the corporate website. Starting with Otokar employees, all stakeholders are provided with information on the company's environmental, social and governance policies and practices.
A3.2. The information about activities which are related to the United Nations (UN) 2030 Sustainable Development Goals have been disclosed to the public.	х	ESG KPIs and their evolution over the years are published in the Annual Reports and Sustainability Reports.  Annual Report Sustainability Section (pp. 49-50) Sustainability Reports and Sustainability Reports.
A3.3. The lawsuits filed and/or concluded against the Company about ESG issues which are material in terms of ESG policies and/or will significantly affect the Company's activities, have been disclosed to the public.	X	All materially significant lawsuits filed against the Company and their financial consequences are disclosed to the public in the Legal Disclosures and Consolidated Financial Statements sections of the Annual Reports.  Annual Report Legal Disclosures Section (p. 64) Consolidated Financial Statements (p. 98-103)
A4. Verification		
		Otokar works with an independent third party for verification purposes to further improve the reliability of the consolidated

A4.1. The Company's Key ESG Performance metrics have been verified by an independent third party and publicly disclosed.	X	financial statements disclosed to the public. A process is ongoing to publicly disclose the verification results of other environmental and social indicators in the years to come.  Annual Report Sustainability Section (p. 49)
B. ENVIRONMENTAL PRINCIPLES		
B1. The policies and practices, action plans, environmental management systems (known by the ISO 14001 standard) and programs have been disclosed.	X	Otokar's Environmental Policy is the reference document regarding the management of environmental issues. With the Environmental Policy, Otokar states its commitment to environmental protection, efficient use of natural resources, compliance with applicable regulations, carrying out improvement work to reduce environmental impact, and establishing systems and processes for environmental control. Otokar operations are certified according to the ISO 14001 Environmental Management System.
B2. The environmental reports prepared to provide		Information on the
information on environmental management have been disclosed to the public which is inculiding the scope, reporting period, reporting date and limitations about the reporting conditions.	х	environmental reporting scope, period and limitations is provided in the Sustainability Reports.
B4. The environmental targets within the scope of performance incentive systems which included in the rewarding criteria have been disclosed to the public on the basis of stakeholders (such as members of the Board of Directors, managers and employees).	X	Environmental goals are included in the score cards of company managers and employees, and environmental performance, monitored with a scorecard system, is reported to the General Manager and the Board of Directors. Environmental performance results are communicated to the stakeholders through reports studies and shared with the employees via internal communication channels. Environment-related topics are monitored through 22 key performance indicators (KPIs). In determining these indicators, GRI standards, environmental issues, industry norms and requirements, and Koç Group's material environmental aspects are considered. The annual Sustainability Reports are the primary channel for transparent disclosure of environmental performance. Environmental KPIs are also provided on the corporate website and in Annual Reports.  Otokar's material sustainability aspects
		are determined at

B5. How the prioritised environmental issues have been integrated into business objectives and strategies has been disclosed.	X	workshops with the participation of Working Group members and senior management. The identified material aspects are reviewed by external experts every year and updated as needed. The objective of Otokar Sustainability Model, which is defined during these activities, is to draw up a roadmap that respects the environment, people and the future to strengthen the company's business strategy in the automotive and defense industries as an organization that acts with environmental, social, and governance responsibility and values stakeholder engagement. Otokar Sustainability Model aims to move forward with a holistic and inclusive approach.	
B7. The way of how environmental issues has been managed and integrated into business objectives and strategies throughout the Company's value chain, including the operational process, suppliers and customers has been disclosed.	X	Otokar expects its suppliers and business partners to adopt the same environmental management approach. Accordingly, Otokar aims to spread the environmental management approach across its entire value chain beyond its own operations. Therefore, Otokar includes compliance with environmental standards and environmental impact management criteria in the supplier selection process. The environmental performance of suppliers is also monitored through regular inspections.	Annual Report Sustainability Section (p. 50)
B8. Whether the Company have been involved to environmental related organizations and non-governmental organizations' policy making processes and collabrations with these organizations has been disclosed.	X	Environment is an area where Otokar aims to create more positive impact through collaborations and joint efforts.  Accordingly, Otokar partners with different stakeholder groups and NGOs. Otokar attends the monthly meetings of the Koç Group Environmental Committee as a member, contributing to Group companies by sharing its best practices. Otokar also takes an active role in	Annual Report Sustainability Section (p. 50)

				regarding changes in legislation, EU compliance directives, local sanctions, and investments. These collaborations are disclosed to the public through Annual Reports and Sustainability Reports	
B9. In the light of environmental indicators (Greenhouse gas emissions (Scope-1 (Direct), Scope-2 (Energy indirect), Scope-3 (Other indirect), air quality, energy management, water and wastewater management, waste management, biodiversity impacts)), information on environmental impacts is periodically disclosed to the public in a comparable manner.		X		The activities carried out in 2022 included carbon footprint calculations for Scope 1 and Scope 2, target modeling, and target feasibility studies along with calculations for Scope 3 emissions. With 2021 taken as base year, Scope 1-2-3 emissions have been assured by BSI according to the ISO14064-1 standard. Calculations were also made with Carbon Trust in accordance with the GHG standard.	Annual Report Sustainability Section (p. 52) Sustainability Report (p. 48)
B10. Details of the standard, protocol, methodology, and baseline year used to collect and calculate data has been disclosed.	X			In ESG data reporting, the GRI Standards are taken as basis.	Annual Report Sustainability Section (p. 51) Sustainability Report (p. 2)
B11. The increase or decrease in Company's environmental indicators as of the reporting year has been comparatively disclosed with previous years.	X			nrimary channel for	Annual Report Sustainability Section (p. 51) Sustainability Report (p. 48)
B12. The short and long-term targets for reducing the environmental impacts have been determined and the progress compared to previous years' targets has been disclosed.			X		Annual Report Declaration of Compliance with Sustainability Principles Section (p. 51)
				Otokar's efforts to combat climate change are carried out within the framework of the Environmental Policy, Energy Policy, R&D Strategy, Koç Group's Climate Change Strategy, and Koç Group Climate Change Management. At	

B13. A strategy to combat the climate crisis has been created and the planned actions have been publicly disclosed.	X			TFCD). Sustainable products, services, and strategies that facilitate the shift to a low carbon economy were considered on the basis of risks and opportunities. The core strategy that Otokar follows to combat climate change involves limiting the impact of its products and production processes on climate. As part of these efforts, Otokar monitors the energy consumption in its production processes and the greenhouse gas emissions released. The company has also implemented a number of efficiency projects to reduce energy consumption and emissions.	Annual Report Sustainability Section (p. 52) Sustainability Report (p. 40)
B14. The programs/procedures to prevent or minimize the potential negative impact of products and/or services on the environment have been established and disclosed.	х			Information on the alternative fuel vehicles with reduced environmental impact and the improvement efforts in this area is provided in the Annual Reports and Sustainability Reports.	Annual Report Sustainability Section (pp. 52-53) Sustainability Report (p. 45)
B14. The actions to reduce greenhouse gas emissions of third parties (suppliers, subcontractors, dealers, etc.) have been carried out and disclosed.		X		Even though the environmental performance and improvement efforts, including greenhouse gas emissions, are among the supplier selection criteria and	
B15. The environmental benefits/gains and cost savings of initiatives/projects that aims reducing environmental impacts have been disclosed.			x	the returns on the efficiency-focused activities are not declared.	Sustainability Report (p. 41)
B16. The data related to energy consumption (natural gas, diesel, gasoline, LPG, coal, electricity, heating, cooling, etc.) has been disclosed as Scope-1 and Scope-2.	X			Annual Report can be seen as a table on " Sustainability" pages. The Sustainability Report is on Page 51 Annual Report can be seen as a table on "	Annual Report Sustainability Section (p. 51) Sustainability Report (p. 48)
	X			Seem as a table OII	

B17. The information related to production of electricity, heat, steam and cooling as of the reporting year has been disclosed.			Sustainability" pages. The Sustainability Report is on Page 51.	Annual Report Sustainability Section (p. 51) Sustainability Report (p. 48)
B18. The studies related to increase the use of renewable energy and transition to zero/low carbon electricity have been conducted and disclosed.	х		Annual Report can be seen as a table on " Sustainability" pages. The Sustainability Report is on Page 51.	Annual Report Sustainability Section (p. 51) Sustainability Report (p. 48)
B19. The renewable energy production and usage data has been publicly disclosed.	X		Annual Report can be seen as a table on " Sustainability" pages. The Sustainability Report is on Page 51.	Annual Report Sustainability Section (p. 51) Sustainability Report (p. 48)
B20. The Company conducted projects about energy efficiency and the amount of reduction on energy consumption and emission achieved through these projects have been disclosed.	х		Annual Report can be seen as a table on " Sustainability" pages. The Sustainability Report is on Page 51.	Annual Report Sustainability Section (p. 51) Sustainability Report (p. 48)
B21. The water consumption, the amount, procedures and sources of recycled and discharged water from underground or above ground (if any), have been disclosed.	Х		Annual Report can be seen as a table on " Sustainability" pages.	Annual Report Sustainability Section (p. 51)
B22. The information related to whether Company's operations or activities are included in any carbon pricing system (Emissions Trading System, Cap & Trade or Carbon Tax).	x		Since the regulatory processes regarding these issues are ongoing with the relevant public institutions in Turkey, Otokar is not part of any carbon pricing system yet. The	Annual Report Declaration of Compliance with Sustainability Principles Section (p. 83)
B23. The information related to accumulated or purchased carbon credits within the reporting period has been disclosed.		X	The company is considering different tools to employ for transitioning to a low-carbon economy, and those evaluated as suitable will be implemented as part of the strategy determined for this purpose.	Sustainability Principles Section (p. 83)
B24. If carbon pricing is applied within the Company, the details have been disclosed.		х	The company is considering different tools to employ for transitioning to a low-carbon economy, and those evaluated as suitable will be implemented as part of the strategy determined for this purpose.	Annual Report Declaration of Compliance with Sustainability Principles Section (p. 83)
B25. The platforms where the Company discloses its environmental information have been disclosed.	X		The annual Sustainability Reports are the primary channel for transparent disclosure of environmental performance. Environmental KPIs are also provided on the corporate website and in Annual Reports.	Annual Report Sustainability Section (pp. 49-50)
C. SOCIAL PRINCIPLES				
C1. Human Rights and Employee Rights				
C1.1. The Institutional Human Rights and Employee Rights Policy has been established in the ligh of the Universal Declaration of Human Rights, ILO Conventions ratified by Turkey and other relevant legislation. The policy and the officals that responsible for the implementation of it have been determined and disclosed.	X		These issues are disclosed in Otokar Human Rights Policy.	https://www.otokar.com. tr/ethical-principles-and-compliance-policies/ethical- principles-and-compliance-policies
C1.2. Considering the effects of supply and value chain, fair workforce, improvement of labor standards, women's employment and inclusion issues (gender, race				

se re di no	religion, language, marital status, ethnic identity, exual orientation, gender identity, family exponsibilities, union activities, political opinion, isability, social and cultural differences, etc., such as on-discrimination) are included in its policy on mployee rights.	X	These issues are disclosed in Otokar Human Rights Policy.	https://www.otokar.com. tr/ethical-principles-and-compliance-policies/ethical- principles-and-compliance-policies
C1 of ce in	1.3. The measures taken for the minority rights/equality f opportunity or the ones who are sensitive about	x	Otokar Code of Ethics is based on and aligned with Koç Holding Code of Ethics and Implementation Principles, and binding on all Otokar employees, suppliers and partners. Similarly, UN Global Compact, to which Koç Holding is a party on behalf of all Group companies, is binding on Otokar's entire value chain. Therefore, Otokar strives to spread the ethical principles. These issues are also disclosed in Otokar Supply Chain Compliance Policy.	
co hu	1.4. The developments regarding preventive and orrective practices against discrimination, inequality, uman rights violations, forced and child labor have een disclosed.	Х	These issues are also disclosed in the Human Rights Policy and Otokar Supply Chain Compliance Policy.	Annual Report Sustainability Section (pp. 53-54) Sustainability Report (p.13,34-35) https://www.otokar.com. tr/ethical-principles-and- compliance-policies/ethical- principles-and-compliance- policies
de rig	1.5. Investments in employees (education, evelopment policies), compensation, fringe benefits, ght to unionize, work/life balance solutions and talent nanagement are included in the employee rights policy.	Х	These issues are also disclosed in Otokar Code of Ethics and Human Rights Policy and available in the human resources tab on the website.	https://www.otokar.com.tr/ sustainability/sustainability https://www.otokar.com.tr/ ethical-principles-and-compliance-policies/ ethical-principles-and- compliance-policies https:// www.otokar.com.tr/careers
re	1.5. The mechanism for employee complaints and esolution of disputes have been established and related plution processes have been determined.	Х	These issues are addressed in the company's Whistleblowing Policy, Otokar Code of Ethics, and Human Rights Policy.	https://www.otokar.com.tr/ sustainability/sustainability https://www.otokar.com.tr/ ethical-principles-and-compliance-policies/ ethical-principles-and- compliance-policies
ре	1.5. The activities carried out within the reporting eriod which related to ensure employee satisfaction ave been disclosed.	x	Otokar believes that employees should pursue work-life balance and promotes a work environment where this can be possible through a number of practices. Accordingly, the company organizes various events and activities to support the social life of the employees and strengthen interpersonal communication. For this purpose, employee clubs also host various events that the employees may attend with their families.	Annual Report Human Resources Section (pp. 56-57) Sustainability Report (p. 33-34)
	1.6. The occupational health and safety policies have een established and disclosed.	x	Otokar aims to protect the health and safety of its employees through maximum measures and practices. The occupational health and safety (OHS) activities are carried out in accordance with the OHSAS 18001 Standard and Otokar OHS Policy, which is disclosed to the employees and other stakeholders through various communication channels.	https://www.otokar.com.tr/ sustainability/sustainability

C1.6. The measures taken for protecting health, preventing occupational accidents and related statistics have been disclosed.	x	OHS data is disclosed under the relevant heading on the " Sustainability" page o the Annual Report and in the Sustainability	
C1.7. The personal data protection and data security policies have been established and disclosed.	X	Report.  Protection of personal data is another topic that Otokar manages diligently. Otokar Personal Data Protection Policy provides an overview of the principles that the company adopts for processing persona data. Through this policy, Otokar informs the personal data subjects transparently Processes regarding the protection of the employees' personal data are managed according to the Personal Data Protection and Processing Policy for Employees, which is published on the corporate website.	https://www.otokar.com.tr/ ethical-principles-and-compliance-policies/
C1.8. The ethics policy have been established and disclosed.	х	Otokar Code of Ethics is published on the corporate website.	https://www.otokar.com.tr/ ethical-principles-and-compliance-policies/ ethical-principles-and-compliance-policies
C1.9. The studies related to social investment, social responsibility, finansal inclusivity and access to finance have been explained.	X	Otokar recognizes that its operations impact its stakeholders, the environment and society as a whole, and takes responsibility for sustainable development. The Social Investment Policy demonstrates Otokar's commitment to contributing to the welfare of its communities and the sustainable development of the environment. The relevant policies are published on the corporate website	Annual Report Sustainability Section (p. 54) Sustainability
C1.10. The informative meetings and training programs related to ESG policies and practices have been organized for employees.	х	Employees receive training on legal compliance, OHS and environmental policies and practices within the scope of ESG topic.	Sustainability Report (p. 38,42)
C2. Stakeholders, International Standards and Initiatives		Otokar aims to	
C2.1. The customer satisfaction policy regarding the management and resolution of customer complaints has been prepared and disclosed.	X	establish long-term relations based on mutual trust with its customers while ensuring their unconditional satisfaction. Customer satisfaction is managed within the framework of Otokar Customer Satisfaction Policy and Otokar Quality Policy. Furthermore, Otokar has obtained ISO 1000 Customer Satisfaction Management System Standard and ISO 10001 Quality	2 <sup>r</sup> www.otokar.com.tr/surdurulebilirlik Annual Report Sustainability Section (p. 55)

			Product and service responsibility is a key component of customer satisfaction. For this purpose, Otokar continuously works to enhance the safety of its products and keeps the customers informed about the latest developments while considering social, environmental and economic impact across its production and service operations.	
C2.2. The information about the communication with stakeholders (which stakeholder, subject and frequency) have been disclosed.	X		Otokar follows applicable laws and regulations and capital markets legislation in shareholder relations. Information about the company is disclosed to interested parties at the annual ordinary General Assembly Meetings and through Annual Reports, Sustainability Reports, annual and quarterly Earnings Releases, periodic analyses and information documents, corporate website, press releases, material event disclosures, meetings and interviews. In all its operations, Otokar aims to create value for all its stakeholders. Therefore, it seeks to understand stakeholder expectations and develop the right responses as a key part of the value creation process. Accordingly, Otokar engages in active communication with all relevant stakeholder groups. The method and frequency of communication with the stakeholder requirements and expectations. Communication with the stakeholder communication with the stakeholder requirements and expectations. Communication with the stakeholder communication with the stakeholder requirements and expectations. Communication with the stakeholder communication with the stakeholder is always constructive, transparent and based on mutual trust and cooperation. As part of stakeholder communications, Otokar supports the activities of NGOs and platforms by becoming a member by by becoming a member by becoming a member by by becoming a member by by by by by by by by by by by by by	
C2.3. The international reporting standards that adopted in reporting have been explained.	X		In sustainability reporting, GRI	Annual Report Sustainability Section (pp. 53-54) Sustainability Report (p. 2)
C2.4. The principles adopted regarding sustainability, the signatory or member international organizations, committees and principles have been disclosed.	Х		Otokar attends the monthly meetings of the Koç Group Environmental Committee as a member, contributing to Group companies by sharing its best practices. Otokar also	Annual Report Sustainability Section (p. 50)

C2.5. The improvements have been made and studies have been carried out in order to be included in the Borsa Istanbul sustainability indices and/or international index providers.  D. CORPORATE GOVERNANCE PRINCIPLES	x	takes an active role in the Environmental Working Groups of OSD and TÜSİAD.  Otokar aims to create long-term value by combining economic, environmental and social factors with corporate governance principles. Since 2014, Otokar has been included in the BIST Sustainability Index, whose constituents are listed companies with the highest corporate sustainability performance, in recognition of its sustainability focused efforts. Through the Sustainability Index, Otokar discloses information on its environmental, social and corporate governance related activities as well as their performance results and relevant targets to its stakeholders.	
D. CURPURATE GUVERNANCE PRINCIPLES		2002 2 177	
D1. The opinions of stakeholders have been sought in the determination of measures and strategies related to sustainability field.	X	In 2021, 14 different stakeholder groups consulted while updating Otokar's material sustainability aspects to be used in determining the company's sustainability models and strategies.	Annual Report Sustainability Section (p. 50) Sustainability Report (p. 47)
D2. The social responsibility projects, awareness activities and trainings have been carried out to raise awareness about sustainability and its importance.	X	As a company that is conscious of its corporate responsibilities, Otokar takes an active role in supporting the development of the country and society and protecting the environment. Otokar also supports the "For My Country" project, which aims to encourage Koç Group companies, employees dealers and suppliers to engage in social responsibility efforts and to launch projects to elevate the living standards by contributing to local development. Otokar's environment-focused efforts have been recognized with multiple awards by institutions such as the Ministry of Environment, Sakarya Governor's Office, Istanbul Chamber of Industry, Adapazarı Chamber of Commerce and Industry, and Kocaeli Chamber of Industry. Otokar is also one of the first automotive companies to operate with ISO 14001 certification.	Annual Report Sustainability Section (p. 50) Sustainability Report (p. 47)