

ENVISIONING THE FUTURE IN EACH STEP

WHAT WE DO TODAY
FOR A BETTER
TOMORROW

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Sustainability Report | 2025

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What are we doing today for a better future? More than establishing the theme of this report, this question serves as the starting point for every step we take. For years, we have shaped our activities by considering both today's needs and tomorrow's responsibilities. We focus on generating economic value while reducing our environmental impact, developing safer and more efficient solutions, and supporting social development. We believe that a better future is shaped by the decisions we make and the actions we take today. **At Aygaz, we envision the future in each step.**



ABOUT THE REPORT

We are pleased to present the 2025 Sustainability Report of Aygaz A.Ş. ("Aygaz"), which provides an overview of our environmental, social, economic, and governance performance and our approach to sustainability. Covering the period from January 1 to December 31, 2025, the report offers a comprehensive overview of the sustainability-related activities of Aygaz and its consolidated subsidiaries (collectively, "Aygaz Group").

Our 2025 Sustainability Report covers Aygaz Group's strategic priorities, goals, and roadmap for long-term value creation. The report has been prepared according to the Global Reporting Initiative (GRI) Standards. The non-financial indicators presented in the report are aligned with the SASB Oil & Gas – Refining & Marketing Standard and GRI 11: Oil and Gas Sector 2021.

Please submit your questions, opinions and suggestions about the report by email to:

➔ surdurulebilirlik@aygaz.com.tr

➔ yatirimciliskileri@aygaz.com.tr



GENERAL MANAGER'S MESSAGE

Esteemed stakeholders,

In 2025, we continued to pursue sustainable growth while managing the environmental and social impacts of our operations through an increasingly systematic approach. Since Aygaz was founded in 1961 by Vehbi Koç, who believed deeply in the ideals and vision of the Republic, we have remained committed to sustainable growth and creating economic value while contributing to society.

As the energy sector undergoes rapid transformation amid growing uncertainty, we continue to evolve our business model in line with sustainability principles to enhance our resilience and readiness for the future. Throughout 2025, industry players closely monitored the effects of rising geopolitical tensions and disruptions at key energy transit points on LPG prices and supply dynamics. Against this backdrop, Aygaz maintained its operational strength and consolidated its position across the markets in which we operate. We reinforced our leadership in the Turkish LPG market, achieving a market share of 41% in cylinder gas and more than 23% in autogas. During the reporting year, our consolidated revenue reached TL 89.7 billion, with sales volume totaling 2.4 million tons. In Bangladesh, United Aygaz LPG maintained its strong performance despite challenging conditions and achieved its best results to date.

Our strong performance is underpinned by the long-standing relationships of trust we have built with our dealers. As part of



'In addition to reducing our environmental impact, we prioritize increasing the benefits we create for society and generating lasting value together with all our stakeholders.'

our 65th anniversary celebrations, we held regional dealer meetings to discuss industry developments and future priorities, while our first dealer loyalty survey enabled us to systematically assess their feedback.

In 2025, we further advanced our sustainability approach around four key areas: "Carbon and Energy Transition," "Circular Economy," "Social Impact," and "Governance." We also published

our Sustainability Policy in the first quarter of the year, setting out our commitments to reducing environmental impacts, increasing social benefit, and adhering to corporate governance principles. Reducing greenhouse gas emissions, improving energy efficiency, and expanding the use of renewable energy remained among our key priorities. The Manisa Solar Power Plant, commissioned in 2024, meets a portion of our electricity needs from renewable

sources. We also took an important step toward our energy transition and decarbonization goals in maritime transportation by investing in new dual-fuel carriers. By enabling the use of LPG as a marine fuel, this technology will help us reduce the carbon footprint of our maritime transportation operations. This investment reflects our commitment to aligning our operations with global standards while advancing our sustainability goals.



'Advancing our sustainability approach, we addressed our strategy holistically. We also published our Sustainability Policy in the first quarter of the year, setting out our commitments to reducing environmental impacts, increasing social benefit, and adhering to corporate governance principles.'



We pursue a wide range of initiatives across the company to embed innovation and entrepreneurial thinking in our corporate culture. The "benzene-free aerosol" formula we developed by eliminating benzene from aerosol products in our consumer and industrial product portfolio marked an important R&D achievement in support of our focus on products that are safer for people and the environment. We also foster our employees' creativity and innovation potential through the Aythink platform, Startup Mentoring Program, and Innovation Everywhere program. Through the Aygaz Innovation Academy, whose first cohort graduated in 2024, we train project leaders equipped to drive innovation across the company.

We believe sustainable development depends on creating value for all segments of society. As part of our efforts to empower women in science, technology, engineering, and mathematics, by the end of 2024 we had already surpassed our target of reaching 100,000 women by 2026. Through the W-energy for Equality program, we continue to promote

gender equality across the technology and innovation ecosystem.

We are also working to improve gender balance within our organization. Women currently account for 27% of employees in STEM roles and 20% of management positions, and we aim to increase these figures to 35% and 21%, respectively, in the years ahead. In line with our goal of expanding equal access to opportunities in education, we aim to reach more children through the Education Support Project and the Firefly Education Unit, while connecting with a broader audience of young people through our arts and sports sponsorships. Through our Pürsu brand, we serve as the official water supplier of Fenerbahçe and Tofaş Sports Clubs, while the Aygaz brand sponsors the Tofaş Men's Basketball Team.

Last year, we published our first Sustainability Report prepared in compliance with the Turkish Sustainability Reporting Standards (TSRS). In our second year of TSRS reporting, we provide transparent and detailed information on how sustainability- and climate-related

risks and opportunities are integrated into the company's governance, strategy, and decision-making processes.

Building on the knowledge, experience, and corporate culture we have developed over the years, we are committed to advancing our sustainability performance further. In addition to reducing our environmental impact, we prioritize increasing the benefits we create for society and generating lasting value together with all our stakeholders.

I would like to thank our coworkers for putting this approach into practice; our business partners, customers, and dealers for their continued trust and support; and all our stakeholders for their contribution to Aygaz's continued success.

Melih Poyraz
General Manager

Building on our Legacy

ABOUT AYGAZ

- We ranked 27th in Istanbul Chamber of Industry's 2025 list of Türkiye's 500 Largest Industrial Enterprises.
- We sold 2.4 million tons of LPG in 2025.
- We operate with ~4,000 dealers across Türkiye.





A Legacy of Long-Term Responsibility

We began our journey in 1961 as the Koç Group's first investment in the energy sector. As a pioneer in the establishment and development of the liquefied petroleum gas (LPG) industry in Türkiye, we built our business on the principles of safety, quality, and responsible growth. In addition to expanding access to energy, we have made social, environmental, and economic sustainability an integral part of our business strategy.



Expanding Safe and Reliable Access to Energy

Our journey began with the Yarımca Filling Plant, built adjacent to the İzmit İpraş Refinery. As we laid the foundations of our dealer network, we worked to establish LPG as a safe, accessible, and standardized energy source across Türkiye. We positioned LPG not simply as a product, but as an energy solution that contributes to quality of life. By developing filling plants and an extensive distribution network across the country, we helped improve access to energy in both rural and urban areas, contributing to social inclusion and long-term value creation.



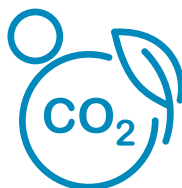
Enhancing Supply Security through Strategic Investments

We expanded our capabilities through strategic investments in facilities such as the Ambarlı, Aliğa, and Diyarbakır filling plants. The addition of Türkiye's first LPG carrier to our fleet marked the integration of maritime transportation into our supply chain. These investments helped create a more efficient and resilient business model while enhancing supply security.



Prioritizing OHS and Product Safety

Occupational health and safety (OHS) and product safety are core elements of our sustainability approach. Over the years, we have introduced numerous solutions that have helped raise safety standards in the LPG sector. We advanced cylinder safety through the Blue Seal Cap and Guarantee Seal Cap and adopted technological solutions, including gas transfer-free valve replacement systems, to proactively manage risks. Automation Integrated Safety Systems and HSC-E practices contribute to a safer working environment for our employees and business partners. In keeping with our preventive risk management approach, safety is embedded throughout our business.



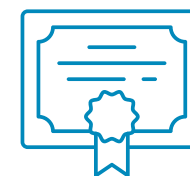
Contributing to the Energy Transition

Through our presence in the LPG sector, we contribute to the wider adoption of lower-emission fuel alternatives. We view LPG as a transition fuel in the energy transition and pursue collaborative value creation through our partnership with Opet.



Delivering Customer-Focused and Accessible Services

We regard customer experience as an important component of sustainable value creation. Through the Aygaz Service Line, automated cylinder ordering systems, and dealer modernization initiatives, we offer consumers fast, reliable, and accessible services.



Embedding Quality and Continuous Improvement

As one of the leading LPG companies to hold ISO 9001 and ISO 9002 quality management system certifications, we regard quality not simply as an outcome, but as a commitment to continuous improvement embedded throughout our business.



AYGAZ AT A GLANCE

As the Koç Group's first company in the energy sector, we have always been guided by the words of our founder, the late Vehbi Koç: "Without energy, life does not flow." With a deep sense of responsibility for this legacy, we are committed to delivering the energy solutions essential to everyday life safely and without interruption.

Through our extensive network and logistics capabilities across Türkiye, we respond quickly and effectively to the energy needs of millions of customers while expanding our competitiveness in global markets. As the energy sector undergoes transformation, we are evolving our business model to address not only today's needs but also future expectations.

Our agile work culture is rooted in continuous improvement and innovation. By closely monitoring evolving customer expectations, we develop solutions centered on user experience and provide accessible, reliable services that add value to our customers' lives. Guided by our "Today's Energy for Tomorrow's World" approach, we integrate technology and innovation into our business to develop smarter and more sustainable solutions.

Today, building on more than six decades of experience, we are advancing our ambition to shape the future, earn the trust of our stakeholders, and lead the transformation of the energy sector.

→ Vision

To be the brand that keeps life in motion with its outstanding competencies in the energy and distribution sectors, exceptional solutions, and closeness to its customers.

→ Mission

To offer the best products and services in all fields of operation and particularly in LPG by prioritizing high quality and safety standards with work principles that align with corporate values of the Koç Group and always respecting the community and the environment.

Main Fields of Operation

1 Procurement, storage, filling and sales of LPG

Supplying LPG for domestic, commercial, industrial and autogas use with a supply and distribution system reaching all corners of Türkiye.

2 Production and sales of pressurized containers and LPG equipment

Production and sales of cylinders, regulators, valves and auxiliary LPG equipment for the domestic and export markets.

3 Maritime transportation of LPG

Domestic and international LPG transportation by our own fleet, flexible and reliable management of the supply chain.

Facilities and Operational Network

5

Sea Terminals

5*

Filling Plants

* Excluding the filling plants in the terminals.

1

Pressurized Container and LPG Equipment Manufacturing Plant

8

Distribution Centers

across Türkiye
~4,000
Dealers

Corporate Values

→ Customer-centric.

We constantly strive to be a trusted brand.

→ Agile and Innovative.

We follow and define the dynamics of the moment.

→ Committed and Responsible.

We focus on the target, overcome the obstacles and move forward.

→ Collaborative.

We teach and share to empower each other and always charge ahead.



Subsidiaries, Joint Ventures, Affiliates and Financial Investments

At Aygaz, we conduct our business transparently and accountably, in alignment with our strategic priorities and through a coordinated organizational model. Led by our General Manager, this model ensures an effective link between strategic decision-making and execution.

Our capabilities, strategic partnerships, and investments support our position in the energy sector. Through our subsidiaries, joint ventures, and affiliates across different stages of the value chain, we improve efficiency, access new markets, and diversify our business models.

This organizational model enables greater integration and flexibility across our value chain, from sourcing and storage to distribution and delivery to end consumers. Our local and international partnerships also enhance our competitiveness by facilitating knowledge sharing and technological development.

Subsidiaries

Aygaz Doğal Gaz

Field of Operation	→	Natural gas and liquified natural gas (LNG) sales
Founded in	→	2004
Participation Rate	→	100%
Sales Volume	→	96.6 million m ³ of LNG

Akpa

Field of Operation	→	LPG, fuel products and bottled water marketing and sales
Founded in	→	2001
Participation Rate	→	100%

Kuleli International Supply and Shipping

Field of Operation	→	Supply and shipping
Founded in	→	2025
Participation Rate	→	100%

Anadoluhisarı Tankercilik

Field of Operation	→	LPG transportation by sea
Founded in	→	2010
Participation Rate	→	100%
Number of Vessels	→	4
Transportation Capacity	→	67 thousand m ³
Fleet's Average Age	→	16

Bal Kaynak Su (Pürsu)

Field of Operation	→	Bottled water production and sales
Founded in	→	2019
Participation Rate	→	100%
Sales Volume	→	190 million liters



Joint Ventures

United Aygaz LPG LTD.

Field of Operation	→	Sourcing, storage, filling and distribution of LPG in Bangladesh
Formed in	→	2021
Participation Rate	→	50%
Sales Volume	→	243 thousand tons

Opet Aygaz Gayrimenkul

Field of Operation	→	Property purchasing to operate fuel and autogas stations
Formed in	→	2013
Participation Rate	→	50%
Stations	→	14

Affiliates and Financial Investments

Kolay Gelsin

Field of Operation	→	Courier and last-mile delivery services
Incorporated in	→	2020
Participation Rate	→	27.5%

Enerji Yatırımları (EYAŞ)

Field of Operation	→	Energy
Founded in	→	2005
Participation Rate	→	20%
Indirect share in the capital of Tüpraş	→	9.3%

Koç Finansal Hizmetler

Field of Operation	→	Financial services
Participation Rate	→	3.93%
Indirect share in the capital of Yapı Kredi Bank	→	1.6%



FINANCIAL AND OPERATIONAL OUTLOOK

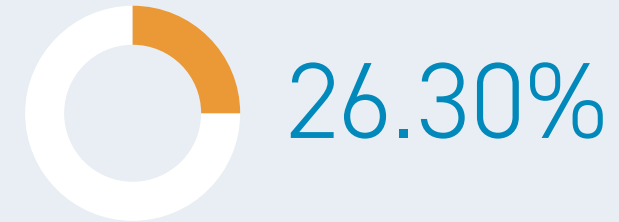
In 2025, our focus remained particularly on financial discipline, operational efficiency, and risk management. We support our financial and operational performance with a strong balance sheet, effective cost management, and a business model that adapts quickly to changing market conditions.

(TL million)	2024	2025
Sales Revenues	107,034	89,658
Gross Profit	8,998	9,353
Operating Profit	1,146	2,109
Profit Before Tax	3,462	5,860
Net Profit *	2,788	4,997
EBITDA**	2,294	3,162
Gross Profit Margin	8.4%	10.40%
Operating Profit Margin	1.1%	2.40%
Net Profit Margin	2.6%	5.60%
EBITDA Margin	2.1%	3.50%
Current Assets	14,146	17,253
Fixed Assets	66,811	64,983
Total Assets	80,957	82,236
Short-Term Liabilities	10,376	10,532
Long-Term Liabilities	2,160	2,126
Shareholders' Equity*	68,421	69,578
Total Equity and Liabilities	80,957	82,236
Return on Equity (ROE)	4.1%	7.20%
Net Debt-to-Equity Ratio	-3.50%	-7.80%
Current Ratio	1.4	1.6

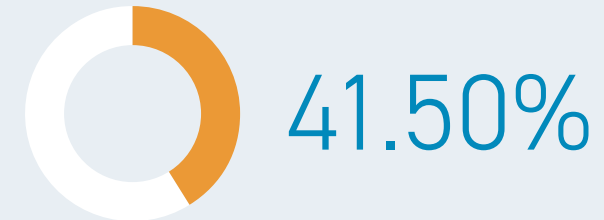
*Parent company's share

**Excluding other income and expenses from main operations

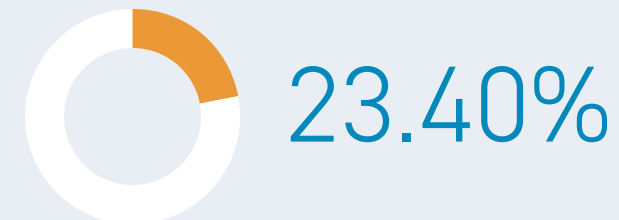
→ Aygaz's LPG Market Share



→ Aygaz's Cylinder Gas Market Share



→ Aygaz's Autogas Market Share





HIGHLIGHTS OF 2025

- **2.4 million tons**
LPG Sales
- **1,969**
Cylinder Gas Dealers
- **1,985**
Autogas Stations
- **27.**
Rank in ISO's 2025 list of 500
Largest Industrial Enterprises
- **USD 1 billion**
Year-end Market Cap
- **9.67/10**
Corporate Governance
Rating
- **1,272**
Employees - Average Workforce
- **178 thousand m³**
Largest LPG Storage Capacity
in Türkiye
- **47 million km**
Traveled for LPG Logistics
on Land
- **200 thousand**
Vehicles Refueling with Aygaz
100+ Octane Every Day
- **28 thousand**
Households - Daily Aygaz
Cylinder Gas Distribution
- **67 thousand m³**
Anadoluhisari Tankercilik - LPG
Transportation Capacity
- **14.5 thousand**
Sales Points - United Aygaz LPG
- **USD 75 million**
Capital of United Aygaz LPG
- **7 spheres, 19 thousand tons**
Installed Capacity of United
Aygaz LPG
- **243 thousand tons**
Sales Volume of United Aygaz LPG
- **3 million**
Downloads - Relaunched
Aygaz Mobile App
- **96 million m³**
Sales Volume of Aygaz Doğal Gaz
- **190 million liters**
Pürsu Water Sales Volume -
Carboys, Plastic and Glass Bottles



Operational Performance



2.4 Million Tons

LPG Sales



1,969

Cylinder Gas
Dealers



1,985

Autogas Stations



Environmental Performance



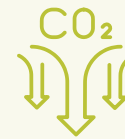
4,688 tons CO₂e

Scope 1 Emissions



6,493 tons CO₂e

Scope 2 Emissions



19,555,416 tons CO₂e

Scope 3 Emissions



0.13 tons CO₂e/million TL

Carbon Footprint Intensity



TL 3 million

Savings through Energy
Efficiency Projects



TL 3 million

Financial Savings Resulting from
Environmental Investments and
Expenditures



Social Performance



1,272

Employees – Average
Workforce



13%

Female Employment
Rate



21%

Female Manager
Rate



27%

Rate of Female
Employees in STEM



21

Disabled Employees



34,166 person*hours

Total Training Time



22%

Unionization Rate



Robust Structure

EFFECTIVE CORPORATE GOVERNANCE

- We maintained female representation on the Board of Directors at a minimum of 25%.
- Our corporate governance rating was reconfirmed at 9.67.
- During the year, we delivered a total of 14 online and face-to-face ethics and compliance trainings.





BOARD OF DIRECTORS AND BOARD COMMITTEES

At Aygaz, the Board of Directors consists of eight members, including three independent directors. No member holds an executive role. The Chairperson and General Manager roles are held by different individuals. Each Board member has a single vote, and the Board of Directors appoints new directors to replace the members whose terms have expired. Aygaz Board of Directors is elected in accordance with the provisions of the Turkish Commercial Code (TCC), Capital Markets Board (CMB) regulations, and applicable legislation. As specified in company's Articles of Association, the Board should comprise of at least five directors, elected for one-year terms and a maximum term of 3 years. Currently, independent directors make up 37.5% of the Board.

The objective of the [Aygaz Board of Directors Diversity Policy](#) is to achieve diversity in terms of age, gender, race, nationality and ethnicity in nominating candidates, who should possess the necessary knowledge, experience, and competence required for the position, based on the company's culture, size, and operations, and the qualifications needed to protect the interests of all stakeholders. We also aim to maintain a female board membership rate of at least 25%. Currently, Aygaz Board of Directors consists of 2 female and 6 male members. We disclose summary information about the competencies of our Board members through the Board Skills Matrix.

Four committees – Corporate Governance, Audit, Risk Management and Executive Committee – are structured under the Board of Directors. The Corporate Governance Committee also assume the duties of the Nomination Committee and the Remuneration Committee. The Operating Principles of the Corporate Governance Committee and the Risk Management Committee were updated during the reporting period.



10

Number of Board Meetings (physical)



34

Number of Resolutions passed by the Board



93%

Attendance Rate in Board Meetings (%)

Board of Directors

RAHMİ M. KOÇ

Chairman

LEVENT ÇAKIROĞLU

Member

NESLİHAN TONBUL

Independent Member

ÖMER M. KOÇ

Vice Chairman

YAĞIZ EYÜBOĞLU

Member

MUHARREM HİLMİ KAYHAN

Independent Member

ALEXANDRE F. J. PICCIOTTO

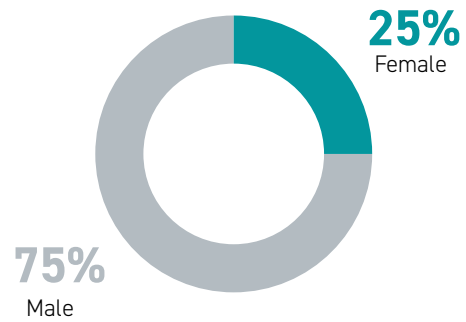
Member

M. M. GÜLAY BARBAROSOĞLU

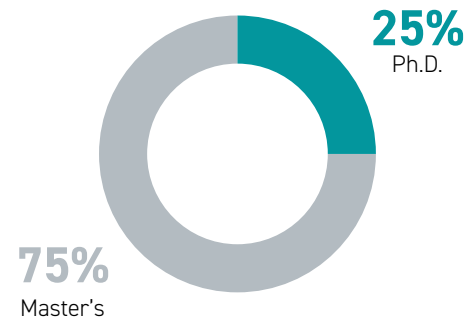
Independent Member



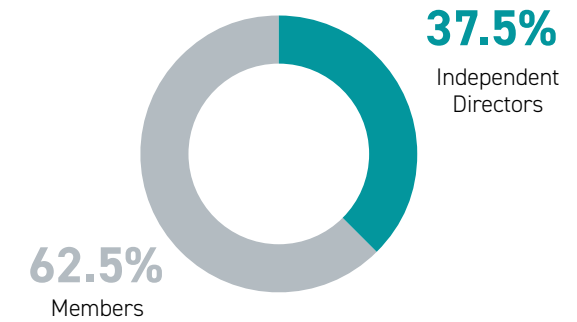
Board of Directors – Gender Distribution



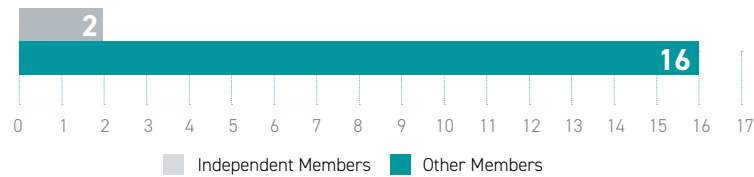
Board of Directors – Education Level



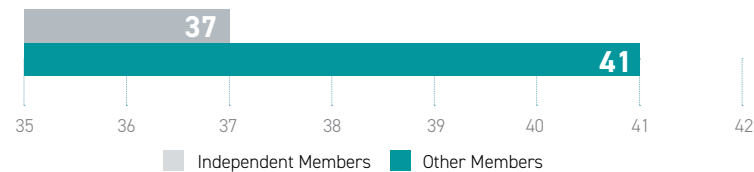
Board of Directors – Independence Status



Average Term of Service (Years)



Total Average Professional Experience (Years)



Aygaz Board of Directors' Skills Matrix*

Areas of Expertise	Number of Members
Finance/Audit/Risk	6
Energy	4
Communications/Marketing/Customer Service	2
Environment/Social	3
International Markets	6
Technical/Engineering	2
Manufacturing/Supply Chain	4
Mergers & Acquisitions/Capital Markets	5

*Prepared based on the Glass Lewis Board Skills Matrix.



Board Committees

Corporate Governance Committee

Committee Chair	Neslihan Tonbul
Members	Yağız Eyüboğlu, Gökhan Dizemen*
Ratio of Non-executive Directors	67%
Ratio of Independent Directors	33%
Description	The Corporate Governance Committee is tasked with overseeing the implementation of corporate governance principles and the activities of the Investor Relations Department, reviewing the Corporate Governance Compliance Report, and ensuring that these principles are adopted and applied across the organization. The committee also assumes the duties of the nomination and remuneration committees, evaluating the Board of Directors and Executive Management in terms of performance and working on topics such as career planning, remuneration principles, independent directors, and nominations.

*Zeynep Keskin has replaced Gökhan Dizemen as of March 18, 2026.

Risk Management Committee

Committee Chair	M. M. Gülay Barbarosoğlu
Member	Levent Çakıroğlu
Ratio of Non-executive Directors	100%
Ratio of Independent Directors	50%
Description	The Risk Management Committee defines the existing and potential risks that may affect the attainment of company goals and ensures that they are assessed, monitored and managed. The committee also reviews the Enterprise Risk Management (ERM) system at least once a year and evaluates risk reports, risk management and internal control systems, assesses technical bankruptcy risks, and recommends necessary measures.

Audit Committee

Committee Chair	Muharrem Hilmi Kayhan
Member	M. M. Gülay Barbarosoğlu
Ratio of Non-executive Directors	100%
Ratio of Independent Directors	100%
Description	The Audit Committee is tasked with selecting the independent audit firm, determining the scope of auditing services, initiating the independent audit process, and overseeing the activities of the independent auditor. The committee also ensures that complaints regarding the accounting, reporting, and internal control systems are investigated and the employees' notifications are addressed in compliance with privacy principles.

Executive Committee

Committee Chair	Mustafa Rahmi Koç
Members	Mehmet Ömer Koç, Yıldırım Ali Koç, Alexandre F.J. Picciotto, Caroline Nicole Koç
Ratio of Non-executive Directors	100%
Ratio of Independent Directors	0%
Description	The Executive Committee is responsible for reviewing, analyzing and evaluating the materially significant agenda topics before they are submitted to the Board of Directors for resolution and ensuring that the General Assembly or Board resolutions are implemented per guidelines and policies. The committee also oversees the alignment of the company's activities with the Board resolutions and annual business plans, monitors the economic, social and political developments, assesses potential impacts, and determines strategies to improve competitive strengths



CORPORATE GOVERNANCE

At Aygaz, we uphold the principles of accountability, transparency, and responsibility in all our operations and consider the expectations of our stakeholders in making strategic decisions. We demonstrate our commitment to managing corporate governance as a continuous and dynamic process by receiving Corporate Governance Rating and remaining in the BIST Corporate Governance Index. Saha Kurumsal Yönetim ve Kredi Derecelendirme Hizmetleri A.Ş., operating under license from the Capital Markets Board (CMB) to conduct corporate governance rating activities in Türkiye, reconfirmed the Company's score as 9.67 on June 13, 2025.

Dividend Policy

Aygaz distributes dividends pursuant to the provisions of the Turkish Commercial Code, Capital Market Regulations, Tax Regulations and other applicable legislation, as well as the article on dividend distribution in the company's Articles of Association. In line with Corporate Governance Principles, a balanced and consistent policy is followed between the interests of the Shareholders and the company. During earnings

release periods, Aygaz held four webcasts and more than 100 meetings, including face-to-face meetings and teleconferences, with investors.

General Assembly and Shareholder Rights

Even though the Articles of Association do not contain any provision regarding an individual's right to request a special auditor, pursuant to Article 438 of the Turkish Commercial Code, each shareholder may request the General Assembly to clarify certain events – even if they are not included in the agenda – by way of a special audit, if doing so is necessary for exercising shareholders' rights, provided that the right to obtain information or review has been previously exercised.

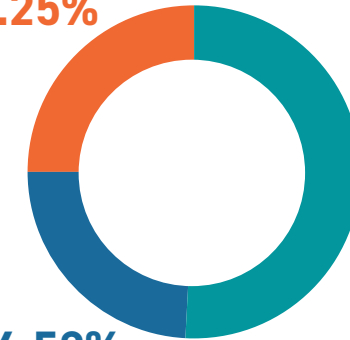
Shareholding Structure and Investor Relations

Aygaz has been traded on Borsa İstanbul (BIST) with the code AYGAZ since January 13, 1988. Aygaz is included in the following indices: BIST Sustainability, BIST Corporate Governance, BIST Stars, BIST Dividend, BIST İstanbul, BIST All, BIST 5-Year Dividend, BIST 500, BIST 10-Year Dividend, BIST Industrial, BIST All-100, and BIST Chemicals, Petroleum, and Plastics.

Aygaz Shareholding Structure

Free Float

24.25%



Koç Group
52.23%

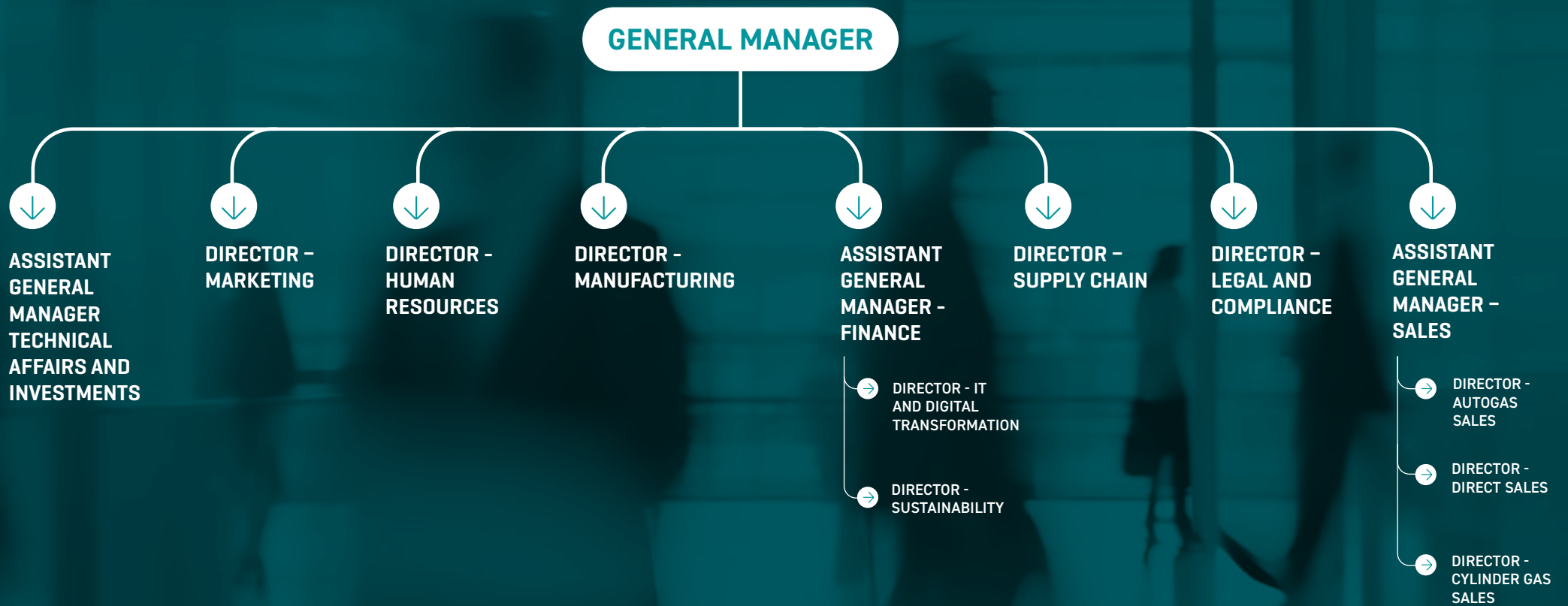
24.52%

Liquid Petroleum Gas Development
Company (LPGSC)





Organizational Chart





Executive Management

MELİH POYRAZ

General Manager

GÖKHAN DİZEMEN*

Assistant General Manager – Finance

AYŞE ABAMOR BİLGİN

Assistant General Manager - Technical Affairs and Investments

AHMET ERCÜMENT POLAT

Assistant General Manager – Sales

ŞENOL ZAFER POLAT

Cylinder Gas Sales Director

HAKAN ÖNTÜRK

Autogas Sales Director

ELİFCAN YAZGAN

Supply Chain Director

ESRA TOPKOÇ

Human Resources Director

GÖKHAN BURAK GÜRBÜZ

Production Director

DİDEM KALKAN ERDEM

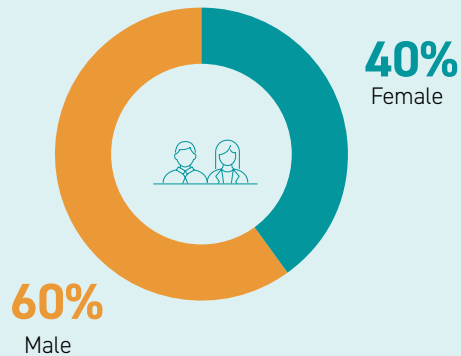
Marketing Director

* Zeynep Keskin has replaced Gökhan Dizemen as of March 18, 2026.

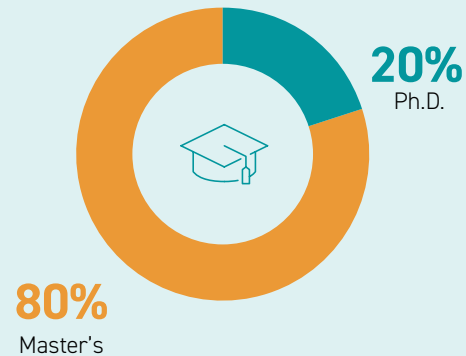
Executive Management's Skills Matrix

Areas of Expertise	Number of Executives
Finance/Audit/Risk	4
Energy	10
Communications/Marketing/ Customer Service	5
Environment/Social	2
International Markets	3
Technical/Engineering	5
Manufacturing/Supply Chain	5
Mergers & Acquisitions/Capital Markets	2

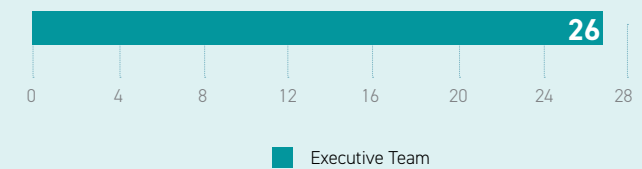
Executive Team – Gender Distribution



Executive Team – Education Level



Total Average Professional Experience (Years)





REMUNERATION PROCESSES



The remuneration systems and practices for Board members and senior executives are clearly disclosed through the Remuneration [Policy for Board of Directors and Executive Management](#). Under this policy, a fixed salary is determined for all Board Members at the Ordinary General Assembly Meeting, while remuneration for senior executives consists of two components: fixed, and performance based.

Fixed salaries are determined in line with international standards and legal obligations by taking into account the macroeconomic data in the market, the remuneration practices

prevailing in the market, the size and long-term targets of the company, and the specific positions of the individuals.

Bonuses for senior executives are calculated according to the bonus base, company performance, and individual performance criteria, which include climate-related indicators. Targets related to sustainability and climate change are incorporated into performance assessments at the executive management level and outstanding performance is rewarded with incentive mechanisms. We monitor the management's performance through an OKR (Objectives and Key Results)

system, in which sustainability-related targets constitute at least 5% of the overall goals, and review progress in three-month intervals.

At Aygaz, we follow the applicable provisions of the Turkish Labor Law in all resignation and termination processes. In addition, severance payments may be granted to key executives by taking into account total term of service, term of service as an executive, as well as contributions made to the company, the recent bonus base, and the salaries and bonuses paid in the last year of service.



ETHICS AND COMPLIANCE

The Aygaz Group Legal and Compliance Directorate coordinates business ethics and compliance across the Group in accordance with the [Compliance Policy](#) and the Aygaz Group Compliance Program. We prioritize adherence to ethical principles, applicable laws and regulations, and corporate policies and procedures in all aspects of our business. To foster a strong culture of business ethics, we regularly review our practices and update them in response to regulatory developments and evolving needs.

In 2025, we further developed our compliance framework by revising the Aygaz Group [Code of Ethics](#) and [Whistleblowing Policy](#), and introducing the [Non-Retaliation Policy](#).

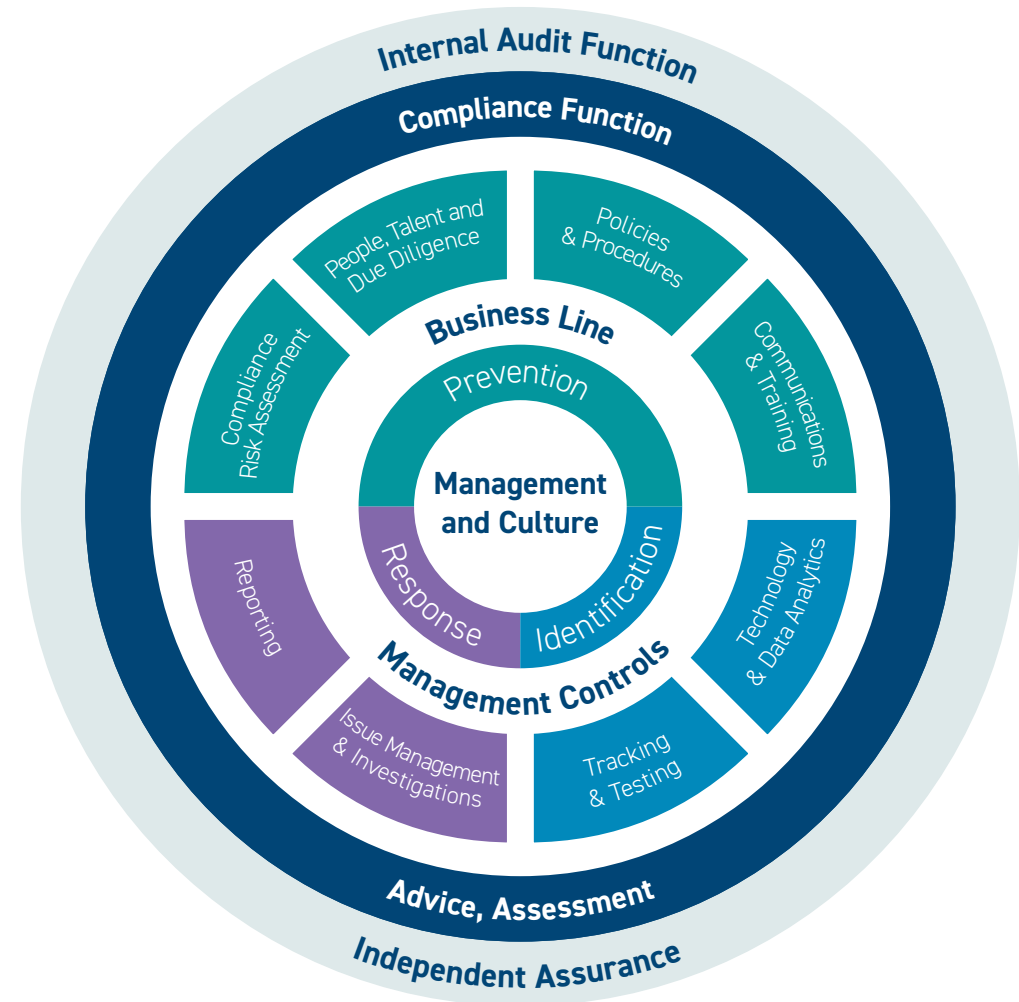
Our compliance policies address a broad range of areas, including economic sanctions, human rights, personal data protection, competition law, anti-bribery and anti-corruption, prevention of money laundering, and prevention of retaliation. Through these policies, we embed our ethics and compliance principles throughout our business.

We apply a rigorous approach to ethics matters at Aygaz. Reports of potential ethical violations are investigated by the relevant department, with investigation reports submitted to the Aygaz Group Ethics Committee, which may initiate the appropriate

internal disciplinary procedures. Disciplinary actions taken by Human Resources are reported to the Ethics Committee. Established to evaluate potential ethical violations and ensure consistency in their handling, the Ethics Committee comprises the General Manager, senior executives, the Human Resources Director, and the Legal and Compliance Director. The Committee reviews potential violations of ethical conduct and refers cases to the relevant parties for appropriate action. As part of the Non-Retaliation Policy, protective measures and assessments concerning whistleblowers and other individuals involved are also reported to the Ethics Committee. No confirmed ethical violations were identified at Aygaz in 2025.

We provide employees with secure channels for reporting potential violations of ethical conduct and maintain strict confidentiality, transparency, and impartiality in handling reports. Authorized users assess reports submitted through the system as promptly as possible and, where necessary, conduct investigations involving individual interviews, witness statements, and evidence gathering. The relevant policies set out the mechanisms and measures governing these procedures in detail. In 2025, 20 reports were received through the NAVEX system, primarily concerning employee satisfaction and customer complaints.

- ➔ [Please click to view Competition Law Compliance Policy on our corporate website.](#)
- ➔ [Please click to view Sanctions and Export Controls Policy on our corporate website.](#)
- ➔ [Please click to view Personal Data Protection Policy on our corporate website.](#)



Prevention, Identification, and Response constitute the key elements of Aygaz Group Compliance Program.



We regularly provide training to foster a culture of ethics across the organization. In 2025, 125 employees completed the Ethics Principles training program, bringing the total number trained since the launch of our compliance program to 592. During the year, we delivered 14 online and in-person ethics and compliance training sessions, including six held at our regional offices. We also provided department-specific training for our supply, gas appliance, purchasing, and shipping companies.

To assess the effectiveness of our ethics and compliance programs, we conduct systematic compliance risk analyses annually. In 2025, we digitalized the related audit and assessment procedures, making them more efficient and traceable.

Anti-Bribery and Anti-Corruption

Preventing bribery and corruption is a key component of our compliance approach. Our risk assessments cover all business units, with particular attention to areas with greater exposure to compliance risks. Based on the findings of our systematic bribery and corruption risk analysis conducted in 2024, we enhanced our controls and expanded the scope of our compliance training.

We prioritize confidentiality and trust in reporting unethical conduct. Employees and stakeholders can confidentially report potential violations of ethical principles through the **Koç Holding Ethics Line**, which is accessible online and by phone. We maintain an open, secure, and transparent reporting environment so that employees can raise concerns without fear of pressure or retaliation.

In 2025, we launched the **Gift Acceptance and Honor Portal** to maintain detailed records of all gifts and hospitality received

or offered. The system incorporates a compliance approval mechanism for transactions that exceed policy limits or are otherwise deemed non-compliant.

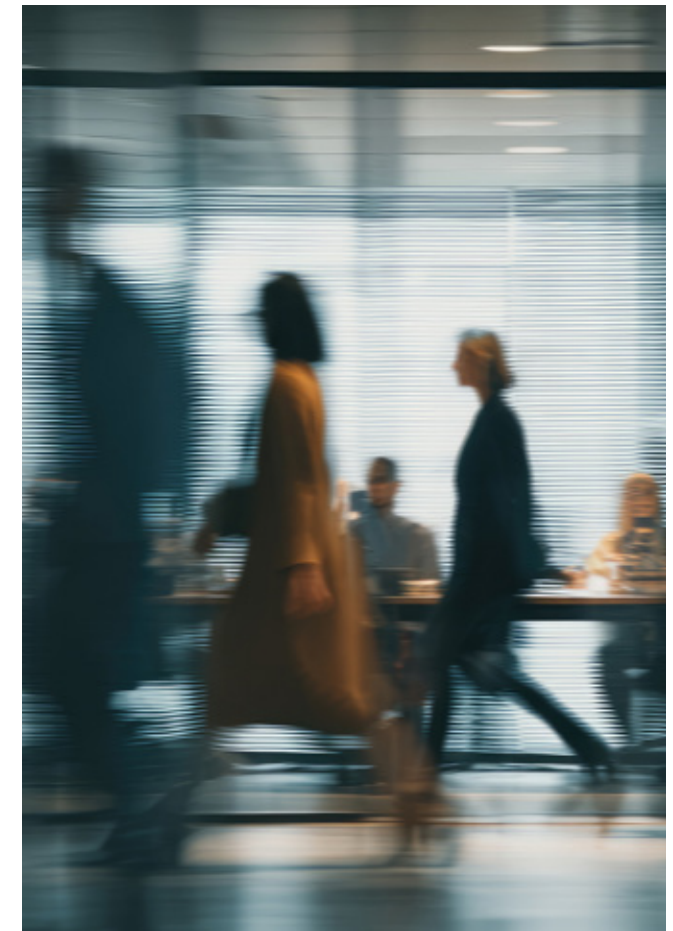
We also incorporate anti-bribery and anti-corruption requirements into our relationships with suppliers and business partners. Relevant compliance clauses are included in our agreements, while third-party training and commitment requirements are managed through online onboarding via the Koç Diligence application. In 2025, no incidents of bribery or corruption were reported, and no confirmed cases were identified.

Internal Control and Internal Audit Processes

At Aygaz, we implement an effective internal control and internal audit system to support the efficiency of our operations and to ensure the reliability of our financial reporting. Our internal control system is structured in accordance with job descriptions, authorization/approval mechanisms, policies, and procedures covering financial transactions, reporting, and workflows. Our Internal Audit Department contributes to improving the effectiveness of our risk management, control, and governance processes by evaluating our activities with an independent and impartial approach. We follow up on actions for improvement areas identified during audits and process analyses, and we regularly report the results of audit activities to the Aygaz Audit Committee and the Koç Holding Audit Group.

We conducted internal audits in 17 main business processes in line with quality, environmental, occupational health and safety, and customer satisfaction management standards, and 14 units within the scope of the Information Security Management System. In addition, all processes,

including audits in 10 units according to energy and safety management systems and internal ADR inspections, were successfully completed by 46 qualified internal auditors.



➔ [Please click to view Anti-Bribery and Corruption Policy on our corporate website.](#)

➔ [Please click to view Gift Acceptance and Honor Policy on our corporate website.](#)



MANAGING RISKS AND OPPORTUNITIES

At Aygaz, we base our risk management on the enterprise risk management principles and address corporate risks in integration with the company strategies and targets. We view risks not just as threats but also as opportunities and adopt a systematic and holistic approach to addressing them. We spread risk awareness across the organization to identify potential risks proactively and anticipate their impact according to different scenarios.

In managing financial risks, we leverage various tools against volatilities in exchange rates, interest rates, liquidity, and commodity prices. We ensure a balance between assets and liabilities, secure our commercial receivables and diversify our payment options to reduce collection risks. We regularly monitor financial indicators to maintain our strong capital structure.

We work with relevant departments to monitor operational, legal and strategic risks and regularly inform the Board of Directors through senior executives and the Risk Management Committee. To mitigate potential losses, we develop insurance solutions covering all our fields of operation and take measures against cyber risks by deploying protection systems and using insurance policies.

We ensure the security of our business processes in line with our sustainability principles and guided by *Integrated Management Systems Policy*. We also monitor regulatory changes together with all relevant departments, in particular the Legal and Compliance Directorate, and regularly inform and train our employees as part of our sustainability and compliance programs.



→ Identifying Risks and Opportunities

→ Assessing Risks and Opportunities

→ Prioritizing Risks and Opportunities

→ Monitoring Risks and Opportunities



Strategic Time Horizons

During the reporting period, we updated our time horizon definitions to strengthen alignment with our main shareholder, Koç Holding, and monitor the potential impacts of risks and opportunities through an integrated approach aligned with the Holding's strategy. Accordingly, as of the reporting period, these impacts are assessed over short-term (0-3 years), medium-term (4-9 years), and long-term (10 years and longer) time horizons.

Strategic Time Horizons	Period	Description
Short-term	0-3 years	This is the period in which risks and opportunities require rapid action in operational processes and constantly evolve in response to current market conditions are managed.
Medium-term	4-9 years	This period involves processes requiring more extensive and structural transformations, including technological upgrades, workforce upskilling, adaptation to carbon markets, and planned emissions reduction measures. It represents a critical timeframe for the Company to shape its competitiveness in terms of strategic and financial planning.
Long-term	10 years and longer	This period involves the transition to low-carbon business models, sustainable new investments, the development of new business lines, and broader greenhouse gas reduction targets. Strategic decisions made during this period aim to strengthen the Company's long-term financial resilience.

Managing Climate Risks and Opportunities

At Aygaz, we manage climate-related risks and opportunities as an integral part of our corporate risk management framework. Identified risks and opportunities are assessed in coordination with relevant departments and business partners. Based on their probability and impact levels, they are prioritized and reported, with action plans incorporated into strategic decision-making. The framework is regularly reviewed and updated to reflect changes in internal and external conditions, industry dynamics, and stakeholder expectations.

We use scenario analyses to identify, assess, prioritize, and monitor climate-related risks and opportunities. We consider various climate scenarios published by the IPCC, IEA, and NGFS in our assessments. These include the IPCC's RCP2.6 and RCP8.5 scenarios, the IEA's Stated Policies Scenario (STEPS), Current Policies Scenario (CPS), and Net Zero Emissions Scenario (NZE). We also take into account Türkiye's second Nationally Determined Contribution (NDC 3.0) and sectoral trend analyses in scenario analyses. The current and projected impacts of physical and transition risks on our financial position, financial performance, and cash flows are analyzed accordingly. The impact of risks and opportunities on cash flow, access to financing, and cost of capital, as well as the relevant actions, are disclosed through the TSRS-compliant Sustainability Reports.



We assess climate-related risks and opportunities under two main categories: transition risks and physical risks.

- **Physical risks** include the direct impacts of climate change on operations, the supply chain, and assets and are classified as **Acute Physical Risks** (extreme weather events, storms, floods, high temperatures, etc.) and **Chronic Physical Risks** (long-term temperature increases, sea level rise, and climate stress-related trends).
- **Transition risks** include impacts arising from the transition to a low-carbon economy, such as carbon pricing, technological transformation, market expectations, and policy/regulatory compliance. Accordingly, these risks are classified under **Policy and Regulation, Market, Technology, Reputation, and Legal**.

➔ Please click to access the 2025 TSRS-compliant Sustainability Report.



GLOBAL AND INDUSTRY TRENDS

In 2025, rising geopolitical risks, increasingly protectionist trade policies, diverging energy transition scenarios, and significant developments in Türkiye's climate policy framework reshaped the global business environment. Against this backdrop, energy companies placed greater strategic emphasis on security of supply, cost management, the transition to lower-carbon fuels, and regulatory compliance.

At Aygaz, we closely monitor these developments, drawing on our extensive presence in LPG distribution, our position in the global autogas market, natural gas trading through Aygaz Doğal Gaz, and our international growth strategy. We are evolving our business model with a focus on LPG's role as a transition fuel, alternative products and biofuels, hydrogen, and circular economy principles.

Global Economy and Energy Outlook

Global economic growth was projected at 3.3% for 2025, while global headline inflation was expected to decline to 4%. Developments including US tariff policies, interest rate cuts by the US Federal Reserve and the European Central Bank, the Russia-Ukraine war, and tensions in the Middle East affected financial and energy markets during the year. Brent crude oil averaged approximately USD 69 per barrel in 2025, with excess global oil supply putting downward pressure on prices.

The International Energy Agency's World Energy Outlook 2025, published in November 2025, illustrates the increasingly divergent scenarios for global energy demand. Under the Stated Policies Scenario (STEPS), global oil demand reaches approximately 102 million barrels per day around 2030 before gradually declining, while the Current Policies Scenario (CPS) projects continued growth in oil and natural gas demand through 2050. The pace of electric vehicle adoption is a key factor shaping this outlook. Under STEPS, electric vehicles



account for more than 50% of global new car sales by 2035, when a fleet of more than 840 million electric vehicles displaces approximately 10 million barrels per day of oil demand.

Global LPG demand also continued to grow. According to the Statistical Review of Global LPG 2025, published by the World Liquid Gas Association in collaboration with Argus Media in September 2025, global LPG consumption reached a record level of approximately 347 million tons, representing average annual growth of 3.3% over the past decade. China was the world's largest LPG market at approximately 96 million tons, followed by India at 39 million tons.²

Globally, LPG plays a role not only in energy supply and the transition to lower-carbon energy sources, but also in expanding

access to cleaner household energy. Studies in Africa and South Asia indicate that switching from solid fuels to LPG can deliver social benefits by improving indoor air quality, reducing the time women spend collecting fuel and cooking, and improving quality of life. Renewable LPG (rLPG), bioLPG, and renewable dimethyl ether (rDME) are also emerging as potential alternatives for reducing emissions in the LPG sector. Global rLPG/bioLPG and rDME production capacity has reached approximately 200,000–250,000 tons per year and, if all announced projects are completed, is expected to increase to approximately 625,000 tons per year by the end of 2025. The development of the first commercial-scale rDME plant in Teesside, UK, in 2024, with a planned annual production capacity of 50,000 tons, represents an important step toward the commercialization of rDME. BioLPG can significantly reduce life cycle greenhouse gas

¹IEA, World Energy Outlook 2025 (November 2025), Stated Policies Scenario.

²WLGA & Argus Media, Statistical Review of Global LPG 2025 (September 2025).



3.3%



Global growth projection (2025)

emissions compared with conventional LPG and, as a “drop-in” fuel, can be blended with conventional LPG and used with existing infrastructure. The European liquid gas industry is also pursuing a transition toward fully renewable sources by 2040.

Transformation of the Turkish LPG, Autogas, and Automotive Market

Türkiye maintained its prominent position in the global LPG market. The country accounts for approximately 7.5% of global LPG consumption and ranks second in Europe and among the top ten countries worldwide in energy-related LPG use. With approximately 5.2 million LPG-powered vehicles and more than 10,700 autogas stations, Türkiye remains the world’s largest market in terms of both LPG vehicle fleet and autogas station network. It is also the world’s second largest autogas market by consumption, after Russia.

According to EMRA’s December 2025 LPG Market Sector Report, Türkiye’s total LPG consumption in 2025 reached approximately 3.9 million tons, down 4.68% year over year.³ The decline was driven primarily by a 4.79% contraction in the autogas market. LPG continued its long-term decline as the natural gas network expanded, while remaining a primary or backup energy source for approximately 7–7.5 million households.

LPG plays an important role in meeting household energy needs in Türkiye, particularly in rural areas and regions where access to the

347



million tons

Global LPG consumption (record)

natural gas network is limited. In this respect, LPG serves not only as a commercial energy product but also as an important source of accessible energy that supports regional inclusion and household well-being.⁴

LPG accounts for approximately 3% of Türkiye’s energy supply. Its portability and ease of deployment also make it a valuable source of energy during emergencies and disasters, including earthquakes. Türkiye has approximately 425,000 tons of LPG storage capacity.

Segment	2025 (approximate)	Yearly Change	Market Share
Autogas	3.3 million tons	-4.79%	~84%
Cylinder Gas	545 thousand tons	-2.7%	~14%
Bulk LPG	112 thousand tons	-2.6%	~3%
Total LPG	3.9 million tons	-4.68%	100%

The transformation of Türkiye’s automotive market accelerated significantly in 2025. According to ODMD data, sales of fully electric cars increased by 90.8% to 189,968 units, representing a market share of 17.5%.⁵ Hybrid car sales rose by 62.7% to 295,378 units, reaching a 27.2% market share, while plug-in hybrid sales surged by 383.5% to 47,969 units. In contrast, gasoline and diesel car sales declined by 13.9% and 16.3%, respectively, while sales of new LPG-powered cars remained below 1% of the market at 7,595

~625



thousand tons/year

Planned rLPG capacity (year-end 2025)

units. According to S&P Global Mobility data, Türkiye became Europe’s fourth-largest electric vehicle market in the first half of 2025. Despite this rapid shift in new vehicle sales, the existing fleet of approximately 5.2 million LPG-powered vehicles continued to support autogas demand. With fast-charging rates reaching TL 14–15/kWh, autogas maintained a cost advantage, particularly for long-distance travel.

Natural Gas, Climate Regulations and Sustainability Reporting

Natural gas imports and consumption increased in 2025. LNG was sourced from the US, Algeria, France, and Russia, while pipeline gas was imported from Azerbaijan, Iran, and Russia. With the tariff adjustment in April 2025, the natural gas price for industrial consumers increased by 21.5% to TL 13.838/kcsm. A further tariff adjustment in July raised residential natural gas prices by 38% and industrial prices by 8.4%. Aygaz Doğal Gaz contributed to the diversification of Aygaz Group’s energy portfolio, with natural gas sales totaling 96.6 million m³ in 2025. Natural gas trading complements the Group’s energy transition strategy by contributing to security of supply and expanding its presence in transition fuels.

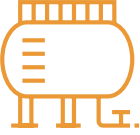
Türkiye’s climate policy framework underwent significant change in 2025. Climate Law No. 7552 entered into force following its publication in the Official Gazette No. 32951 on July 9, 2025. The Law established a legal framework for Türkiye’s 2053 net-zero emissions target and provided the legal basis for the Turkish Emissions Trading System (Turkish ETS).

³ EMRA, Liquefied Petroleum Gas (LPG) Market Sector Report - December 2025.

⁵ ODMD (Automotive Distributors and Mobility Association), 2025 Year-End Market Data.

⁴ Turkish Liquefied Petroleum Gas (LPG) Assembly Sector Report, 2012.



~3.9 
million tons

LPG consumption in Türkiye (2025, -4.68%)

44.9% 
EV + hybrid automobile market share

5.2 
million
LPG-powered vehicle park in Türkiye
(First in the World)

Under the Turkish ETS framework, facilities with annual emissions of 50,000 to 500,000 tCO₂e are classified as Category B, while those exceeding 500,000 tCO₂e are classified as Category C. Energy Exchange Istanbul (EPIAŞ) was designated as the market operator. The Climate Change Presidency opened the draft Regulation on the Emissions Trading System to public consultation on July 22, 2025, followed by the Energy Market Regulatory Authority's (EMRA) public consultation on the draft Regulation on the Operation of Emissions Trading Markets on October 23, 2025.

The EU Carbon Border Adjustment Mechanism (CBAM) entered its definitive regime on January 1, 2026. Under the current framework, the first annual CBAM declarations will be due by September 30, 2027, covering 2026 imports. CBAM currently covers cement, iron and steel, aluminum, fertilizers, electricity, and hydrogen. In December 2025, the European Commission proposed extending CBAM with nearly 180 downstream products, with the expansion expected to apply from 2028.

In sustainability reporting, the Turkish Sustainability Reporting Standards (TSRS), published by the Public Oversight, Accounting and Auditing Standards Authority (POA) in Official Gazette No. 32414 on December 29, 2023, became effective for reporting periods beginning on or after January 1, 2024. TSRS 1 and TSRS 2 are based on IFRS S1 and IFRS S2 issued by the International Sustainability Standards Board (ISSB).





Requirements concerning the presentation of TSRS-compliant sustainability reports were further established by a POA Board Decision dated May 8, 2025. As an entity within the mandatory reporting scope, Aygaz published its first TSRS-compliant Sustainability Report, covering the 2024 reporting period, in 2025. In the EU, the Corporate Sustainability Reporting Directive (CSRD) establishes sustainability reporting requirements for companies within its scope.

2030-2053: Strategic Turning Points

Türkiye's second Nationally Determined Contribution (NDC 3.0) foresees a peak in greenhouse gas emissions in 2038, while maintaining the country's long-term ambition of achieving net-zero emissions by 2053. In alignment with Koç Holding's 2050 net-zero commitment, at Aygaz we aim to reduce Scope 1 and Scope 2 greenhouse gas emissions by 50% by 2030 compared with the 2017 baseline. We pursue these targets through the Carbon and Energy Transition, Alternative Products and Biofuels, Hydrogen, and Circular Economy working groups under the Sustainability Directorate.

Throughout 2025, security of supply, cost competitiveness, the transition to lower-carbon energy sources, and regulatory compliance emerged as key priorities for the energy sector. While electric vehicles and renewable fuels continued to reshape global energy demand, LPG retained its importance as an accessible transition fuel that can utilize existing infrastructure. In Türkiye, despite short-term pressure on the LPG market from the transformation of the automotive industry, the large existing LPG vehicle fleet, extensive autogas station network, role in emergency energy supply, and continued importance in household use support the market's resilience. At Aygaz, we address the risks and opportunities arising from the energy transition through a diversified business model encompassing LPG, natural gas, alternative fuels, digitalization, and international growth.



At Aygaz, we respond to key trends and areas of opportunity in the following ways:



LPG as a transition fuel: LPG can play a key role in energy transition, with approximately 33% lower CO₂ emissions compared to coal and 12% lower compared to fuel oil, while its portability and compatibility with existing infrastructure support its significance in the energy transition. In markets where LPG replaces solid fuels for household use, it can also deliver social benefits by improving indoor air quality and contributing to household well-being.



Geographical expansion: United Aygaz LPG in Bangladesh demonstrates the potential for growth in emerging markets, with sales of 243,000 tons, 14,500 sales points, and revenue of USD 174 million in 2025. Expanding access to LPG in markets such as Bangladesh can also support access to cleaner household energy and improve household well-being.



Hydrogen economy: The growing use of green hydrogen in transportation and heavy industry may create opportunities to leverage existing LPG distribution capabilities as new energy carriers gain prominence.



Alternative products and biofuels: Renewable LPG (rLPG), renewable dimethyl ether (rDME), and other drop-in solutions represent potential pathways for reducing emissions across the existing value chain.



Digitalization: The Aygaz Mobile App, with approximately 3 million downloads, IoT-based tank tracing, and data analytics support emissions and cost management while enhancing the customer experience.

Roadmap

SUSTAINABILITY STRATEGY

- We shape our sustainability strategy in line with Koç Group's 2050 net-zero commitment.
- Through our Sustainability Policy, we disclose our commitment to aligning our sustainability strategy and investments with the UN SDGs.
- We address these issues using a double materiality approach, assessing the significance of our activities' impact on the environment, society, and the economy, as well as implications on our financial performance and long-term value creation capacity.





SUSTAINABILITY GOVERNANCE

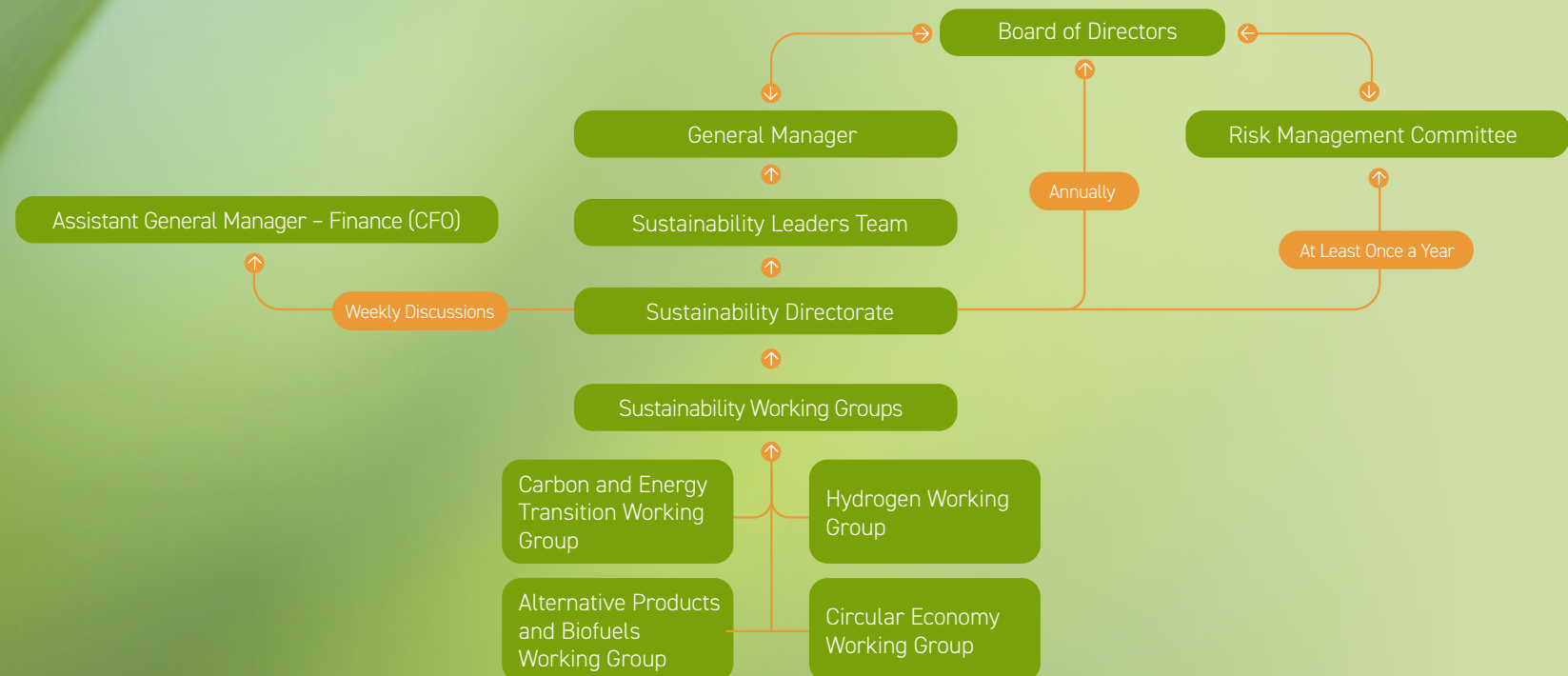
The global transition to a low-carbon economy, evolving sustainability reporting requirements in Türkiye, including the Turkish Sustainability Reporting Standards (TSRS), and changing stakeholder expectations have made sustainability increasingly important to corporate governance. For companies in the energy sector, environmental and social considerations are no longer limited to operational matters; they increasingly influence business resilience and the ability to create long-term value.

At Aygaz, sustainability has been an integral part of the way we do business since 1961. The Board of Directors has

ultimate oversight of sustainability- and climate-related matters. The Risk Management Committee, which reports to the Board, monitors sustainability- and climate-related risks. Responsibility for implementation extends from senior management to the relevant business functions through the Sustainability Leaders Team, chaired by the General Manager; the Sustainability Directorate, which reports to the Assistant General Manager – Finance (CFO); and four working groups. This governance model enables sustainability priorities to be translated from strategic direction into action across the business.

The Board of Directors oversees the alignment of sustainability- and climate-related issues with the company's strategy and long-term goals. Its oversight encompasses the assessment of climate-related risks and opportunities, the development of relevant policies and strategic priorities, and the monitoring of performance.

The Sustainability Directorate reports developments in sustainability management to the Board of Directors at least annually. The Risk Management Committee regularly reviews the effectiveness of the corporate risk management system





and oversees the integration of climate-related risks into corporate risk management. Further information is provided in the **Managing Risks and Opportunities** section.

At the senior management level, the Sustainability Leaders Team, chaired by the General Manager and coordinated by the Sustainability Directorate, oversees sustainability- and climate-related issues across Aygaz and its subsidiaries. The team regularly reviews performance and provides guidance on key priorities. It also monitors the activities of the Carbon and Energy Transition, Hydrogen, Alternative Products and Biofuels, and Circular Economy working groups and assesses their alignment with strategic goals. The Sustainability Leaders Team, which convenes quarterly to monitor progress toward sustainability- and climate-related goals, held three meetings in 2025.

The Sustainability Directorate coordinates efforts to improve the environmental, social, and governance performance of Aygaz and its subsidiaries. It identifies, assesses, monitors, and manages existing and potential sustainability-related risks and opportunities and supports their integration

into corporate risk management, taking into account the potential effects of climate change on operations, financial performance, and long-term strategy. The Directorate also monitors regulatory developments, market trends, and leading practices and reports significant matters to the Risk Management Committee and the Board of Directors. The Directorate is responsible for developing, implementing, and updating sustainability policies and practices and for coordinating and monitoring projects undertaken in support of sustainability goals. Risk and opportunity assessments are conducted with the relevant business units at least annually. The Directorate also meets weekly with the CFO, while its assessments are presented to the Risk Management Committee and the Board of Directors at least once a year.

The Sustainability Policy, published in 2025, sets out Aygaz's sustainability governance model and defines the responsibilities of the General Manager, the Sustainability Directorate, the Sustainability Leaders Team, and the working groups. The Policy also discloses our commitment to aligning our sustainability strategy and investments with the United Nations Sustainable Development Goals (UN SDGs).



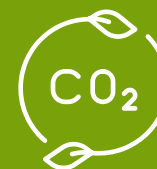
STAKEHOLDER OPINION



EBRU BAKKALOĞLU TÜZECAN

Sustainability Coordinator, Koç Holding

It is extremely valuable that Aygaz has established tangible and measurable targets for both environmental and social sustainability. Its commitment to achieving carbon neutrality by 2050, together with its targets for reducing freshwater consumption, is closely aligned with Koç Group's Carbon Transition Program. Sustainable transformation, however, needs to address not only environmental performance but also social impact. Aygaz's targets to support women's education in STEM fields and increase women's participation in the workforce contribute to equal access to opportunities through tangible outcomes. By addressing both environmental and social dimensions, this approach will further enhance Aygaz's credibility among its stakeholders and its ability to create long-term value.





SUSTAINABILITY STRATEGY, TARGETS AND PERFORMANCE

The global risk landscape reflects the growing significance of environmental risks. The World Economic Forum's (WEF) Global Risks Report 2026 ranks extreme weather events as the most severe global risk over the next ten years, followed by biodiversity loss and ecosystem collapse. Meanwhile, carbon regulations and sustainability reporting requirements introduced by the European Union as part of the European Green Deal are making the transition to a low-carbon economy an increasingly important strategic consideration for export-oriented industries.¹

We shape our sustainability strategy in alignment with Koç Group's 2050 net-zero commitment and the UN Sustainable Development Goals (SDGs). Following a workshop held in 2024, we organized our strategy around four main pillars: Carbon and Energy Transition, Circular Economy, Social

Responsibility, and Governance. These pillars guide our sustainability investments, targets, and performance indicators. In line with our Sustainability Policy, we assess sustainability- and climate-related risks and opportunities over the short, medium, and long term, develop appropriate action plans, and work to embed sustainability principles across our business.

Sustainability Indices and ESG Ratings

We monitor our sustainability performance not only against our own targets and indicators but also through independent indices and third-party assessments. These assessments provide useful benchmarks for comparing our environmental, social, and governance performance at the national and international levels, identifying our strengths, and determining areas for improvement. Our sustainability

index and ESG rating results for 2025 are presented in the table below.

Targets and 2025 Performance

We define our sustainability targets across two key areas: climate and society, and transparently disclose our progress through measurable indicators. The table below summarizes our performance and progress toward key environmental and social targets from 2023 to 2025.

In line with our sustainability strategy, we reviewed our sustainability targets in 2025 and defined the climate-related priorities that will guide our activities in the coming period. The Executive Committee closely monitors developments in the energy sector and advises the Board of Directors on matters including strategic targets and investment decisions.

	Index / Rating	2025
	BIST Sustainability Index	
	BIST Corporate Governance Index	
	CDP Water Security - Climate Scores	B
	Sustainalytics Risk Score	26.9 points, indicating moderate risk.
	LSEG Score	83/100
	LSEG Industry Ranking	In the top 10 among 211 companies in the oil and natural gas industry.
	Corporate Sustainability Assessment (CSA) Score	39/100
	Environmental, Social, Governance (ESG) Score	43/100

¹WEF The Global Risks Report 2026

We shape our sustainability strategy in alignment with Koç Group's 2050 net-zero commitment and the UN SDGs.





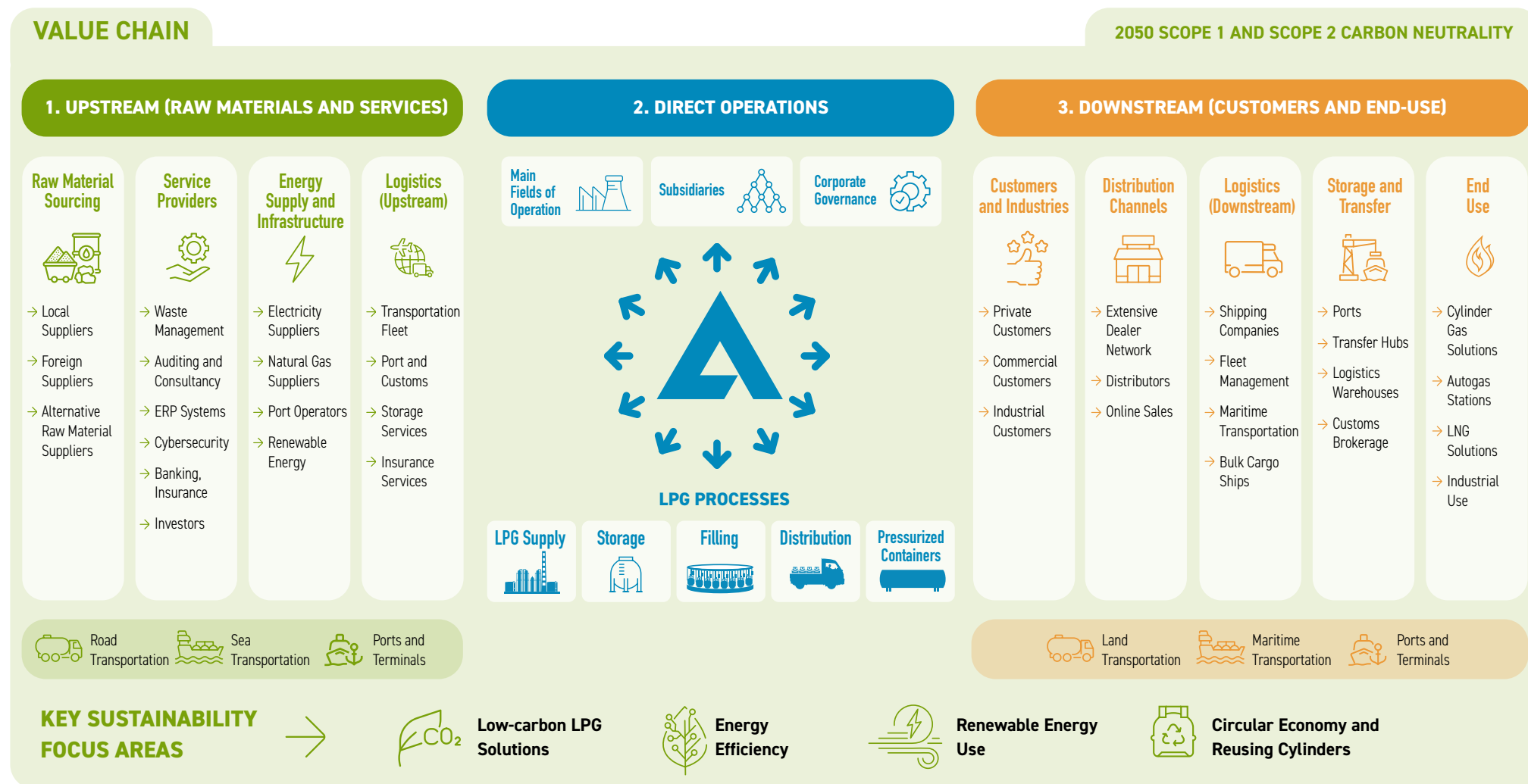
Topic	Target	Performance Indicators	2024 Performance	2025 Performance	Progress	Explanation
 Climate Action	50% reduction in Scope 1 and Scope 2 emissions by 2030, compared to the 2017 baseline. Net-zero in Scope 1 and Scope 2 emissions by 2050.	Scope 1 and Scope 2 emissions (tons CO ₂ e)	11,917	11,181	Total Scope 1 and Scope 2 emissions reduced by 32% compared to baseline.	We aim to achieve a 50% reduction in Scope 1 and Scope 2 emissions by 2030, compared to the 2017 baseline. We measured our Scope 1 emissions at 4,200 tons CO ₂ e in 2024 and 4,688 tons CO ₂ e in 2025. We also received I-REC certification for 2,858 MWh of renewable electricity generated at the Manisa Solar Power Plant in 2025 and used this energy generation for offsetting our Aliağa, Ambarlı, Diyarbakır, Dörtöyl and Kırıkkale facilities' consumption. As a result, we reduced our Scope 2 (market-based) emissions by 1,131 tons CO ₂ e to 6,493 tons CO ₂ e, with a 16% reduction compared to 2024. Overall, we made a 34.35% progress compared to our 2017 baseline.
 Waste Management	50% reduction in specific process-related hazardous waste by 2030, compared to the 2017 baseline.	Process-related hazardous waste quantity (tons of waste)	233	242	A reduction level of 36% compared to the baseline was maintained, while a limited increase was recorded compared to the previous year.	We aim to achieve a 50% reduction in specific process-related hazardous waste by 2030, compared to the 2017 baseline. Our process-related hazardous waste volume was measured at 233 tons in 2024 and 242 tons in 2025. As a result, process-related hazardous waste increased by nearly 4% in 2025 compared to 2024. Overall, we made a 36% progress compared to our 2017 baseline.
 Water and Effluents	25% reduction in water withdrawal by 2030, compared to the 2023 baseline.	Clean water consumption (m ³ of water)	167,707	151,536	Reduced by 19% year-on-year and by 10% compared to baseline.	We aim to achieve a 25% reduction in water withdrawal by 2030, compared to the 2023 baseline. Our clean water consumption was measured at 167,707 m ³ in 2024 and 151,536 m ³ in 2025, indicating a ~10% reduction year-on-year. Overall, we made a 19% progress compared to our 2023 baseline.
 Social Contribution and Equal Opportunity	Providing STEM training for 100,00 women by 2026 and increasing participation in the energy sector's workforce.	Number of women receiving STEM training	100,000	103,000	Target exceeded.	We achieved our 2026 target ahead of schedule, and expanded our reach in 2025.
 Human Resource and Inclusion	Increasing the rate of female employees working in STEM fields to 35% by 2026.	Rate of female employees in STEM (%)	24	27	A 3-point increase year-on-year.	We continue to make progress toward our goal, while our efforts to increase women's representation are proving effective.
	Increasing the female executive rate to 21% by 2026.	Female executive rate (%)	17	20	A 3-point increase year-on-year.	We increased the female manager rate. We also raised the rate of female executives from 33% to 40%.



VALUE CHAIN AND STAKEHOLDER ENGAGEMENT

Value Chain

At Aygaz, we assess our value chain across three main areas: upstream, direct operations, and downstream. Our sustainability and climate disclosures cover not only Aygaz's own operations but also the direct operations of our subsidiaries and activities across the value chain. Achieving our sustainability goals requires collaboration throughout this value chain. Through open and transparent engagement with our suppliers, dealers, subcontractors, customers, and non-governmental organizations, we work together to address our social and environmental impacts. This collaboration helps us build long-term relationships based on trust, strengthen resilience across our value chain, and advance our strategic goals.





VALUE CHAIN AND STAKEHOLDER ENGAGEMENT

Stakeholder Engagement

We regard stakeholder engagement as an important part of our sustainability governance and strategic decision-making. We consider stakeholder views and feedback when identifying our material topics, reviewing our sustainability goals, assessing risks and opportunities, and setting implementation priorities. Stakeholder engagement therefore goes beyond sharing information: it provides valuable insight that informs our strategy, supports better decision-making, and contributes to business resilience.

Built on transparency, accessibility, and regular communication, our stakeholder engagement helps foster broader ownership of sustainability performance across the value chain. It also enables us to better understand evolving market expectations, community needs, and developments in the energy sector. Through ongoing engagement, we build relationships based on trust, encourage collaboration around shared goals, and support long-term value creation for Aygaz and its stakeholders.

Stakeholder Group 	Engagement Methods 	Communication Frequency 
Shareholders, Investors, Analysts	Investor conferences, face-to-face meetings at the head office, responding to information requests received by phone and in writing, teleconferences, analyst meetings, executive management meetings, Investor Relations page on the corporate website, annual reports, sustainability reports, company presentations, earnings releases, briefings, material event disclosures	Immediate response to information requests, minimum each quarter
Business Partners and Dealers	Dealer helpline, satisfaction surveys, Aygaz Training Truck and Training Bus, joint projects, audits, dealer portals	Daily
Employees	Employee satisfaction and engagement surveys, online idea collection platform, intranet plasma screens, internal communication activities, announcements, committee meetings, company publications, suggestion systems	Daily
Affiliates and Subsidiaries	Meetings, joint projects	On demand
Public Institutions and Regulatory Authorities	One-on-one meetings, official visits, industry events	At least once a month
Customers	Communication campaigns, advertisements, website, social media, customer service line, market research and customer loyalty surveys, visits	Daily
Media	Press releases and press conferences, interviews, reputation surveys, website, trade publications	Weekly
Non-Governmental Organizations and Chambers	Following the industry agenda, social responsibility topics, joint projects, sponsorships and donations, reputation surveys, working groups and committees	Weekly
Labor Unions	Face-to-face discussions, collective bargaining agreements, joint projects, General Assembly, open workplace meetings	At least four times a year
Suppliers	Supplier portal, audits	Daily
International Organizations and Initiatives	Joint projects, conferences, seminars, corporate memberships	At least once a month
Academia, Institutes, Research Centers	Conferences, training programs, festivals	At least once a month



VALUE CREATION MODEL

Types of Capital	Inputs	Operations	Outputs	Value Creation	SDGs																								
Financial Capital	• TL 69,578 million - equity • TL 82,236 million - total assets • TL 17,253 million - current assets • Strong equity and liquidity structure • Revenue model supported by extensive dealer and station network • Publicly traded company, strong corporate structure • High dividend payment	1. INPUTS → Financial strength, portfolio of subsidiaries, and liquidity → R&D center, intellectual property rights, and digital capabilities → Terminal, filling plant, fleet, and storage infrastructure → Dealer-station network, brand reputation, and stakeholder relations → Qualified human resource and management systems → Energy, water, environment, and climate targets 2. BUSINESS ACTIVITIES → LPG supply, storage, filling, and distribution → Autogas, cylinder gas, bulk gas, and standardized LPG sales → Natural gas, water, and complementary business lines → R&D, automation, digital processes, and data analytics → Customer experience, dealer management, and field operations 3. ENHANCERS → Occupational health and safety → Risk management and corporate governance → Open innovation and intrapreneurship → Human resource development and ethics culture → Resource efficiency and climate focus <tr><td>Intellectual Capital</td><td> • First and only R&D Center in the Turkish LPG sector • 1,437 m² - R&D Center's area • 37 specialized employees • 15 active projects • AI, automation and digitalization expertise • Strong knowledge and expertise in smart devices and clean energy • Extensive IP portfolio • 3 million Aygaz Mobile App downloads </td><td> 4. OUTPUTS → Sales revenue, profitability, and a robust balance sheet → Market leadership and wide reach → Supply security and high operational continuity → New products, patents, and commercialized projects → Energy efficiency, solar power generation, and water stewardship 5. VALUE CREATION → Economic value: Profitability, efficiency, scale → Customer value: Safe, accessible, and quality service → Stakeholder value: Continuity for dealers, suppliers, and business partners → People value: Development, inclusion, and engagement → Environmental value: Savings, efficiency, and low-carbon transition 6. 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LONG-TERM IMPACT → Contribution to the Turkish energy ecosystem → Secure and sustainable growth → Resilient business model and reputation → Long-term trust for capital providers → Responsible value creation for society and the environment <tr><td>Produced Capital</td><td> • 5 marine terminals • 5 filling plants* • 8 distribution centers • 1 pressurized container and LPG equipment manufacturing plant • Gebze Plant: 52,000 m² area / 27,000 m² indoor area • 178,000 m² storage capacity • 4 LPG tankers / 67,000 m³ transport capacity • 300+ tanker trucks • Nearly 200 cylinder gas transport vehicles • United Aygaz LPG - 19,000 tons installed capacity with 7 spheres • Production and logistics infrastructure equipped with state-of-the-art technologies </td><td></td><td> • 161 trademarks • 39 patents • 27 design registrations • 11 utility models • Intellectual property protection in 48 countries • 4 internal innovation programs • 12 projects developed, 4 projects commercialized • 50+ startups evaluated for commercialization • Partnered with 2 startups • Venture building process initiated with 1 startup • Smart Detector launched in 2025 • First prize at WLG 2025 Global Technology Conference </td><td> • Increase in profitability and capital efficiency • Robust balance sheet and financial resilience • Investor confidence and sustainable growth capability • Strong cash generation and dividend capacity • Financial flexibility in volatile market conditions • Portfolio diversification with strategic subsidiaries and value sharing • Long-term value preservation and risk distribution • Access to capital through transparent management </td><td> 2 8 9 17 </td></tr> <tr><td>Social and Relational Capital</td><td> • ~4,000 dealers across Türkiye • 1,969 LPG dealers • 1,985 autogas stations • ~14,500 United Aygaz sales points • Strong brand value and extensive distribution network • Sourcing from 8 different origins and 11 different suppliers • Dealer communication lines, dealer portals, and satisfaction surveys • Customer and stakeholder communication channels • Customer satisfaction monitored through independent surveys • Governance structure monitoring brand reputation, dealer loyalty, and customer experience • Regular communications, surveys, and feedback mechanisms with stakeholders • Brand positioning based on trust, quality, and accessibility • Strong national and international industry representation capability • Customer-oriented digital channels and applications • Community investments and sponsorships • Sustainable supply and partnership network • Product and service development based on consumer insights • Mutual value creation with dealers and business partners • Communications for elevating corporate reputation and social licensing </td><td> VISION To be the brand that keeps life in motion with its outstanding competencies in the energy and distribution sectors, exceptional solutions, and closeness to its customers. 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MATERIAL TOPICS AND MATERIALITY MATRIX

Materiality assessment goes beyond identifying the topics to be covered in our reporting. It helps us understand our impacts on the environment, society, and the economy, as well as the potential implications of sustainability-related matters for our business. Applying a double materiality approach, we assess material topics from two perspectives: impact materiality and financial materiality. Impact materiality considers the actual and potential impacts associated with our activities and value chain, while financial materiality considers how sustainability-related risks and opportunities may affect our financial performance and ability to create value over the long term.

In 2023, we conducted a double materiality assessment based on stakeholder surveys, external trend analyses, industry benchmarks, and interviews with executives. We then developed a two-axis matrix and classified the identified material topics into three tiers: Priority, High Priority, and Very High Priority. The assessment considered the probability and magnitude of irremediable financial impacts. We use the matrix not as a static reporting output but as a management tool that informs our strategic and resource allocation decisions.

As no developments were identified that would materially alter the results of the assessment, we did not revise the materiality matrix or repeat the stakeholder engagement exercise for the 2025 reporting period. We continue to monitor global and industry developments, regulatory changes, and stakeholder expectations and will review our methodology against applicable standards and guidance as part of the next materiality assessment.





AYGAZ'S CONTRIBUTIONS TO SUSTAINABLE DEVELOPMENT

Aygaz contributes directly to SDG 3, SDG 5, SDG 7, SDG 8, SDG 9, SDG 10, SDG 12, and SDG 13.

 MATERIAL TOPIC	 MATERIALITY FOR AYGAZ	RELATED SDGs
TALENT DEVELOPMENT, RETENTION AND ENGAGEMENT	Ensuring continuous development of qualified employees and increasing their engagement improves productivity, extending talent retention time. We view our human resource as a key factor in long-term value creation and offer flexible work models and personal development opportunities in an inclusive environment.	
TRANSITIONING TO LOW-CARBON ECONOMY	Transitioning to a low-carbon economy is crucial for tackling climate change and limiting global warming to 1.5 °C. Shifting to lower carbon technologies, alternative energy solutions, and emissions reduction initiatives enables us to maintain long-term competitiveness, supports our operational resilience, and improves our financial performance.	 
EMPLOYEE HEALTH AND SAFETY	Employee health and safety is an integral part of our operational excellence and responsible business practices. A safe work environment supports business continuity, improves employee engagement, and contributes to maintaining efficiency.	 
DIGITAL TRANSFORMATION AND TECHNOLOGY	Investments in digital transformation and technology enhance the efficiency, traceability, and agility of business processes. Technologies such as artificial intelligence, big data and automation increase operational performance, improve customer experience, elevate service quality, and support competitiveness.	 
R&D, INNOVATION, INNOVATIVE PRODUCTS AND SERVICES	Our focus on R&D and innovation enables us to actively respond to evolving customer expectations and develop new business lines. Innovative products and services, low-carbon solutions, and efficiency-based practices not only create commercial value but also increase our sustainable growth capacity.	 
DIVERSITY, EQUITY AND INCLUSION	An inclusive work culture that supports diverse experiences and perspectives strengthens our innovation capabilities and organizational resilience. Diversity, equity and inclusion is a material topic for increasing employee satisfaction, ensuring fair representation, and retaining the workforce.	 
CLIMATE ACTION AND RESILIENCE	With physical and transition risks of climate change becoming increasingly visible, building resilience is crucial for the long-term continuity of our business model. Therefore, we increase our adaptation and mitigation capacity by considering impacts such as heat waves, droughts, operational disruptions, and carbon costs.	

For Economic Growth

FOCUSING ON TOMORROW

- We protect 161 trademarks, 27 design registrations, 39 patents, and 11 utility models in 48 countries.
- In 2025, we invested TL 38.5 million in digital transformation.
- The Aygaz products are manufactured in Türkiye in national and international standards and exported to +60 countries.





R&D, INNOVATION, INNOVATIVE PRODUCTS AND SERVICES

At Aygaz, we leverage innovation to enhance the efficiency, safety, and continuity of our operations. By placing an innovative mindset at the heart of our corporate culture, we foster our employees' entrepreneurial capabilities. We embed innovation and entrepreneurship into our strategies and encourage their adoption across the organization through internal programs, workshops, and other initiatives involving employees from different departments and locations.

Through strong collaborations in R&D, innovation, and digitalization, we develop new products and services. Guided by customer needs, we introduce new products, services, and business models while continuously enhancing our employees' capabilities in entrepreneurship and innovation.

Intrapreneurship Program

- ➔ Through the Intrapreneurship Program running with the motto "Innovation Starts with You" since 2016, we encourage our employees to submit their creative ideas through the AyThink Platform, Facility Workshops, and Design Thinking workshops. The feasible projects developed within the scope of the program advance to commercialization, while successful projects are integrated into relevant units and spread wider across the organization. In 2025, we worked on 12 projects, commercialized four projects, terminated one project applying a smart fail approach, and handed over two projects to different units with expanded scope.
- ➔ We encourage employees from different disciplines to actively participate in and contribute to innovation processes. To date, more than 50 employees from all departments have participated in these projects.
- ➔ Through Design Thinking workshops, we support our employees' idea generation and involve them in the evaluation and development of viable ideas.
- ➔ The "LPG Use in Grain Dryers" project, developed under the Intrapreneurship Program, brought Aygaz the "Best Intrapreneurship Project" title at the Corporate Intrapreneurship Awards, presented by the Entrepreneurial Institutions Platform and Özyeğin University.

Startup Mentoring and Open Innovation

- ➔ We build strong ties with the startup ecosystem and offer mentoring programs for our employees to interact directly with startups.
- ➔ As part of this program, 14 employees served as mentors and held over 50 mentoring sessions throughout the year.

Innovation Academy and Programs

- ➔ Through the Innovation Academy, we offer training programs designed to improve our employees' entrepreneurial, innovation, and project development skills. These programs support our employees in advancing and commercializing their projects.

Innovation Everywhere

- ➔ We embrace this approach with the aim of spreading innovation across all locations and encouraging idea generation by employees from various functions.
- ➔ We ensure that employees at all levels participate in the process through workshops and programs.

Open Innovation

- ➔ We evaluated more than 50 startups for commercialization potential. As a result, we actively began working with two startups and also initiated a strategic partnership with one startup using the venture building to develop joint solutions.
- ➔ We place emphasis on organizations within the innovation entrepreneurship ecosystem learning from each other and developing shared values. In line with this philosophy, we actively participate in the Entrepreneurial Institutions Platform, Here2Next, and the Turkish Technology Development Foundation's (TTGV) Climate Lab Community.
- ➔ We have been named among Seven Climate Pioneers in TTGV's Climate Lab Community. Meanwhile, our partnership with the Koç University Entrepreneurship Research Center's (Kworks) BIGG program continued this year.
- ➔ We participated in events organized by the Yıldız Technical University Entrepreneurship Club and the Marmara University Chemical Engineering Students' Association (CESSMU) and shared our innovation culture with university students.



Venture Investments and Partnerships

We aim to create value in the startup as a priority and support startups through various platforms and partnerships. We evaluate investment opportunities in early-stage startups using a venture capital approach and particularly focus on projects with sustainable growth potential. Through collaborations with universities, technology centers, and entrepreneurship platforms, we foster an innovation culture and contribute to the development of next-generation solutions.

Strategic Innovation Areas

We protect our innovative solutions with intellectual property rights, and we continuously grow our patent and trademark portfolio. We regularly review our intellectual property management processes and increase the commercialization potential of our products and services.

We currently protect 161 trademarks, 27 design registrations, 39 patents, and 11 utility models in 48 countries. Meanwhile, the registration processes for one design, three patents, and five utility models are ongoing.



We shape our innovation focus around sustainability and energy transition:



Hydrogen Storage and Distribution:

In line with our low-carbon targets, we conduct research on the use of hydrogen as an energy source and focus on storage and distribution technologies.



Biofuels:

We develop alternative fuels and circular economy solutions, and research the production and use of biofuels.



Renewable Energy:

We develop solutions to increase the use of solar, wind, and other renewable energy resources.



Recycling:

We increase resource efficiency through transformation projects that support environmental sustainability.



Life on the Go and Outdoor:

We develop new usage scenarios to bring our LPG and energy solutions to mobile living spaces.



Customer Experience:

We develop solutions for improving the customer experience through digitalization and data analytics.



Demand Forecasting, Delivery

Optimization, and Automation: We conduct research on demand forecasting, delivery optimization, and operational efficiency using data-driven approaches.



Since our early years, we have recognized the importance of research and development (R&D) and embraced innovation to enhance the quality of our products and services. To this end, we closely monitor the latest developments in Türkiye and around the world. At our R&D Center, which holds a prominent position in the LPG industry, we develop new technologies. Alongside product, equipment, and process development, we focus on alternative fuels and clean energy, reinforcing Aygaz's industry-leading position.

Spanning a total area of 1,437 m² and supported by a dedicated team of 37 employees, the Center currently runs 15 projects across disciplines including motor and fuel technologies, chemicals and energy, automation, design, and embedded systems. Equipped with advanced laboratories, prototyping lines, and testing systems, the R&D Center transforms ideas into practical solutions. Our IoT (Internet of Things) devices, such as the Smart Scale and Smart Detector,

enable users to monitor consumption in real time, enhancing both safety and efficiency.

As we expand our smart device portfolio, we are also developing gas leak detection solutions that provide audible and visual alerts and integrate with mobile applications. These solutions enhance user safety while improving the digital experience. **In addition, our digital applications provide customers with fast, secure access to our products and services. QR codes and similar technologies help users easily find the products they need.**

We use high-performance automation systems and digital solutions at our manufacturing sites and in field operations to enhance operational efficiency. These technologies help increase production speed and improve overall performance.

Through strong partnerships with universities and research institutions, we combine scientific knowledge with practical

applications. In projects supported by TÜBİTAK programs, we collaborate with various universities on sustainable and innovative production methods. Our work also focuses on alternative raw materials, environmentally friendly production methods, and projects that promote the circular economy. We share the findings of our scientific research on national and international platforms to contribute to broader knowledge and exchange.

Our work continues to gain international visibility, with our projects receiving recognition and awards. Our focus on technology and innovation enhances our global competitiveness. We actively participate in scientific events, including symposiums and congresses organized in collaboration with universities. By sharing our knowledge and expertise in areas such as the energy transition, alternative fuels, and sustainability, we contribute to the advancement of the industry.



Projects in 2025



Carboy Palletization System

Through the Carboy Palletization System, which was launched at the İnegöl Pürsu Filling Plant in 2025, we created a more efficient and ergonomic carboy palletization process. The fully automated system reduces physical labor, promotes employee health, and optimizes production time. Through this system, we minimize process-related productivity losses. We also contribute to occupational health and safety by improving ergonomic working conditions for operators and minimizing the risk of workplace accidents. Once the project was implemented, we reached a packaging capacity of 1,600 carboys/hour at the Pürsu Filling Plant.



Smart LPG Detector

We developed the Smart Detector to instantly detect potential gas leaks in areas where LPG is used and notify users with both audio-visual alerts and via their mobile devices. The IoT-enabled detector communicates instant safety alerts, helping to prevent potential LPG-related accidents.



GreenOdor

Since LPG is an odorless gas, it is odorized with a distinctive ingredient in accordance with the EN 589 Standard to detect leaks. However, traditional odorants increase the total sulfur content of LPG, causing harmful SO_x emissions. After four years of R&D and three years of product development, we began using GreenOdor, a sulfur-free LPG odorant, in our facilities in 2022. GreenOdor offers lower emissions, less chemical use, and cost advantages compared to traditional odorants. In 2025, we reduced SO_x emissions from LPG odorants by 42 tons by using 16 tons less chemicals.



DME Production from Organic Waste and Testing (Innovative Method)

As part of a project we are conducting with İnönü University under the TÜBİTAK TEYDEB 1505 University-Industry Collaboration Support Program, we are developing a process to produce Bio-DME (Dimethyl Ether) from organic waste. Aiming to support LPG with a more environment-friendly alternative as an innovative approach, we are working on production technologies for Bio-DME fuel and its use as autogas and cylinder gas. The Bio-DME produced within the scope of this project has the potential to replace fossil fuels as a renewable energy source, reducing CO_2e emissions by up to 85% compared to fossil fuels. Our Bio-DME project aims to offer a sustainable and environmentally friendly solution to energy consumption by reducing dependence on fossil fuels. We also aim to raise environmental awareness by encouraging the use of renewable energy sources and contribute to communities' transition to sustainable lifestyles.



DIGITAL TRANSFORMATION AND TECHNOLOGY

At Aygaz, our digital transformation and technology initiatives are guided by a vision of advancing operational excellence, redefining the customer experience, and creating lasting value. Led by the IT and Digital Transformation Directorate, we pursue this transformation in line with our strategic priorities. Supported by senior management, our evolving governance model enables data-driven decision-making, while our integration with Koç Holding's digital ecosystem provides a significant competitive advantage.

Advancing digital maturity across the value chain is becoming increasingly important among our material topics. We are expanding automation across production, logistics, and supply operations while strengthening data analytics and AI-assisted decision-making at the corporate level and continuously improving the customer experience across digital channels. To enhance the employee experience, we promote digital capabilities throughout the organization and develop flexible, sustainable, and highly efficient operational systems and smart facilities in line with the Industry 5.0 approach.

As part of our digitalization efforts, we have monitored our occupational health and safety (OHS) performance across two

categories through the Power BI business analytics system since 2022. We also use WorkSafe software to report data on employees' basic OHS training and periodic health examinations to the Ministry of Labor and Social Security. In 2025, we increased efficiency and data reliability by automating the calculation of OHS metrics using a robotics application.

Project Type	Investment Amount (TL million)
E-Commerce Projects	18.5
Data Analytics Projects	8.6
Automation (RPA) Projects	2.1
ERP and Enterprise Software Projects	6.6
Total	35.8

Aygaz e-Store and Aygaz Mobile App

In 2025, we made significant improvements to enhance customer experience across Aygaz's digital channels, including mobile applications, e-commerce platforms, IVR, and chatbots. We also streamlined transactions

like cancellations and returns on digital channels with faster, more transparent, and easier checkout processes, significantly enhancing the post-order experience. Thanks to improvements in shipping processes, customers are now able to track the order preparation, shipment, and delivery stages in real time.

The Aygaz Mobile app, introduced in 2022 with new features, quickly became a favorite of the customers. Then, Aygaz e-Store was launched as a new e-commerce system, offering more than 450 products along with cylinders and all other equipment that our customers may need on a single platform.

Through enhancements in user experience and interface design, we created a simpler, more modern, and user-friendly shopping environment on mobile and web channels for our customers to complete their transactions in fewer steps. Thanks to our Smart Shopping Assistant and chatbot solutions, we are able to assist our customers 24/7 and enable them to instantly access information about products, campaigns, and orders with self-service capabilities and without the need to contact call centers.



Aygaz e-Store and Aygaz Mobile App Figures in 2025



751,000
New Members



970,000
Downloads



2,500,000
Transactions/Orders



**Dealer Mobile Use****+160**

Autogas Dealers

**1,100+**

Cylinder Gas Dealers

**DSS Use****+750**

Cylinder Gas Dealers

**200,000**

Monthly Deliveries of Orders via DSS Mobile

**430,000**

Monthly Average Order Deliveries

Digital Order System (DSS) and Dealer Mobile

We designed the Digital Order System (DSS) and Dealer Mobile applications to accommodate the different ordering preferences of our customers and dealers. Orders placed by customers through the Aygaz Mobile app are automatically routed to the most suitable dealer, while dealers can track orders in real time and manage deliveries through both DSS and Dealer Mobile. In addition to dealer and e-commerce channels, orders are received through the order center and AI-powered IVR systems. These solutions accelerate operations while improving the accuracy and efficiency of order fulfillment.

The Dealer Mobile application includes a payment function, while DSS enables dealers to sell equipment directly online. Dealers using the AKPA Direct Sales system can also sell to both existing and new commercial customers through DSS. The DSS Mobile app offers additional functions for issuing e-invoices and managing collections and deposits.

Digital Transformation and Operational Efficiency

As part of our digital transformation, we introduced end-to-end automation and advanced analytics across

sales, production, facilities, and supply operations at Aygaz. We launched the Radar project for sales, enabling dealer and field price data to be collected, monitored, and analyzed through a centralized system using price analytics models. We also developed deep learning-assisted solutions for dynamic pricing, price elasticity, and profitability-based price optimization. In production and facility operations, we increased traceability and standardization by automating filling, counting, error detection, and onsite vehicle movements using video analytics, image processing, and RTLS solutions. In supply and logistics, the Optima solution enabled smart distribution and route optimization, hourly sales forecasting, and real-time operational tracking. These projects significantly reduced manual workloads and virtually eliminated dealer stockouts. They also generated measurable benefits of approximately TL 4-5 million through improved route efficiency and approximately TL 2-3 million annually through improvements in full shipments, while contributing to lower costs, faster operations, higher service levels, and increased profitability overall.





Optima

Through continuous improvement efforts and the latest software developments, we enhanced Optima in 2025 to ensure stable and reliable operations. The module allows us to monitor station and vehicle locations in real time and view tanker routes, related key performance indicators (KPIs), and station inventory levels on a single platform. The system also provides filtering by license plate number, tanker number, and carrier, enabling us to analyze stations based on critical stock levels. Facility-based planning and filtering options provide a centralized, comprehensive view of operations. These developments increase operational transparency, accelerate decision-making, and improve resource efficiency.

As part of our dynamic pricing efforts, we developed analytical price recommendation models that take into account regional demand, seasonal and cyclical patterns, competitor prices, historical pricing data, weather conditions, and EMRA regulations. This multidimensional model enables us to move away from intuition-based pricing decisions and adopt continuous analytics to maintain competitiveness and maximize profitability. As a result, we have strengthened our ability to make agile decisions, improved inventory management, and optimized operational costs.

Digitalizing HR Processes

At Aygaz, we closely follow developments in digital transformation, data analytics, automation, and artificial intelligence and rapidly adapt to the evolving business landscape. In 2025, we improved the operational efficiency of human resources by automating a range of manual tasks. Projects are also underway to enhance the employee experience and foster a digital culture across HR through data analytics and automation solutions. To equip Aygaz employees with the skills needed for an increasingly digital workplace and support the transition of operational tasks to digital platforms, we provided training on a range of relevant topics.



Operational Efficiency Initiatives



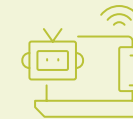
Water and Energy Consumption Optimization:

We use IoT-enabled sensors and AI-driven monitoring, alerting, and management systems to reduce unnecessary energy consumption in our machinery and facilities.



Digitalization in Transportation and Logistics:

We optimize our operations, reduce fuel consumption, and lower CO₂ emissions through smart route planning and fleet management systems.



Remote Operation and Management:

We reduce the need for physical onsite intervention and improve the efficiency of operational processes by managing our facilities, applications, and devices remotely and centrally where applicable.



Efficient Coding and Infrastructure:

Using new technologies, we develop codes and smart systems that minimize server resource consumption and increase energy efficiency by selecting suitable hardware for energy needs.

Training Topic	No. of Participants	Explanation	Person*Hours
Artificial Intelligence Workshop	7	Held with participants from the KEY+ intern group.	56
Driving Innovation with AI & Innovative Business Model Development & Boot Camp	11	Provided under Innovation Academy.	267.5
Ideathon Training	20	Organized with participants from the Talent360 team.	264
Excel and PowerBI Training	21	Completed with participants from the sales team.	480
Information Security	-	Planned as on-site training.	380
Total			1,447.5



DATA PRIVACY AND SECURITY

As our digital transformation continues, we prioritize the security of customer, dealer, and employee information and uphold high standards of data privacy and cybersecurity. We manage information security in accordance with our Supplier Relations [Information Security Policy](#). To protect the confidentiality, integrity, and availability of data, we follow the ISO 27001 Information Security Management System and regularly assess our practices through internal and external audits.

We proactively manage cybersecurity risks, with a focus on identifying potential threats. To this end, we regularly conduct penetration tests and risk assessments to identify system vulnerabilities and strengthen security.

To protect customer and dealer data, we restrict access to our applications and servers to authorized users. We also safeguard data sharing with our dealers through Dealer Agreements, which are updated every five years.

In 2025, we further strengthened our information security systems and enhanced controls to prevent data breaches. Through these measures, we maintain a high level of customer data protection while working to minimize the risk of data loss or breaches.



➔ [Please click to view Supplier Relations Information Security Policy on our corporate website.](#)



CUSTOMER SATISFACTION AND SAFETY

Customer satisfaction is a cornerstone of our sustainable business model and corporate responsibility. We embrace the principles of trust, transparency, quality, and continuous improvement at every touchpoint and shape our products and services accordingly.

We process and protect customer data in accordance with the Turkish Personal Data Protection Law (KVKK), other applicable national legislation, and the internal policies and controls established under our ISO/IEC 27001 Information Security Management System certification. Access to customer data is restricted to authorized users, and we implement technical and administrative measures to protect against cyber threats. We safeguard the confidentiality, integrity, and availability of customer data and share it only in accordance with applicable laws and regulations.

At Aygaz, we prioritize customer satisfaction and continually improve our product and service offering. To measure customer satisfaction regularly, Aygaz Group brands are evaluated by independent organizations. Results over the years show that our brands consistently rank among the industry leaders in customer satisfaction in both the cylinder gas and autogas segments, reflecting the quality of our services and our commitment to our customers.

We closely monitor customer expectations and needs, expand our product range accordingly, and work with our dealers to enhance service quality. Our digital applications make it easier for customers to reach and communicate with us, while feedback received through all available communication channels informs the actions we take. As of 2025, we manage the customer experience end to end, focusing on improvement at every touchpoint. Our customer satisfaction practices are managed in accordance with the ISO 10002 Customer Satisfaction Management System and our internal policies, supporting our goal of maintaining our leading position in customer satisfaction.



➔ [Please click to view Personal Data Protection Policy on our corporate website.](#)



QUALITY PROCESSES

Product Quality and Safety

At Aygaz, we view product quality and safety as a core component of our operations. We maintain our position as a reliable brand in the LPG sector by supporting our products, developed to high quality standards, with our customer-centric approach and extensive service network. Partnering with autogas and cylinder gas dealers, we aim to continuously improve product and service quality.

In the autogas segment, we continue to advance the “quality autogas” approach we adopted in 2001 in line with our innovative product development vision. In 2023, we launched Aygaz 100+ Octane, with a Research Octane Number (RON) of 100 and compliant with the TS EN 589 autogas quality standard. Aygaz 100+ Octane ensures efficient combustion in the engine and improves exhaust emissions, delivering performance equivalent to gasoline. Aygaz 100+ Octane, which does not contain any additives, helps obtain the best possible performance from autogas by combining the advantages of LPG’s natural ingredients and high Aygaz quality.

Transportation Safety, Quality, and Durability

Supported by our extensive logistics network and digitally integrated operations, we transport LPG safely, reliably, and in line with high quality standards. With 1,969 cylinder gas dealers and 1,985 autogas stations across Türkiye, we respond to demand quickly, safely, and efficiently. We reach approximately 28,000 households every day, ensuring safe product delivery and uninterrupted service through our vehicle and station network.

In 2025, we continued to optimize our logistics operations with a focus on resource efficiency, environmental impact, and operational continuity. Accordingly, we optimized our fleet size across cylinder gas and autogas operations, enabling more tonnage to be transported per vehicle. This lowered transportation costs while creating a more efficient operating model that also contributes to contractor satisfaction. Greater vehicle capacity utilization meant less time spent in traffic,



We actively contributed to the enhancement of management systems during the Quality Summit for Koç Group companies.



ISO CERTIFICATIONS



- **21 locations** - ISO 9001 Quality Management System Certificate
- **20 locations** - ISO 10002 Customer Satisfaction Management System Certificate
- **8 locations** - ISO 27001 Information Security Management Systems Certificate
- **3 locations** - ISO 50001 Energy Management System Certificate
- **11 locations** - ISO 45001 Occupational Health and Safety Management System Certificate
- **11 locations** - ISO 14001 Environmental Management System Certificate

60+ 

Aygaz products, manufactured in Türkiye and exported to more than 60 countries, are developed in accordance with quality, reliability, and durability criteria, and offered to our customers in compliance with national and international standards.



STAKEHOLDER OPINION



EBRAR BERGIN

Internal Audit Manager, Aygaz

I consider Aygaz's sustainability goals an integral part of our long-term approach to value creation. The tangible progress achieved, particularly in energy efficiency, renewable energy investments, emissions reduction, water stewardship, and sustainable supply chain practices, is highly valuable. The energy efficiency projects implemented in 2025, the investment in the Manisa solar power plant, the improvement in carbon footprint intensity, and the integration of climate risks into corporate risk management demonstrate how sustainability is becoming increasingly embedded in our operations. These efforts will not only reduce environmental impacts but also enhance corporate resilience, address stakeholder expectations, and support our future competitiveness. Data quality, reliable performance indicators, effective internal controls, and transparent reporting are critical to achieving our sustainability targets. Looking ahead, I believe that further embedding these targets across the business, advancing our measurement and monitoring capabilities, and raising employee awareness will help drive our performance.



supporting road safety while also limiting the environmental impact of our logistics operations.

As part of our ongoing fleet renewal, we introduced vehicles with next-generation engines, contributing to a lower carbon footprint. At the same time, decision support systems and vehicle capacity analyses helped us optimize our distribution network. Following the closure of the Denizli TDM (Cylinder Distribution Center), we adopted a seasonal supplementation model rather than investing in permanent fleet capacity, eliminating redundant vehicles and making more efficient use of resources. We also aligned vehicle utilization with monthly autogas sales programs, resulting in lower transportation costs.

In 2025, we reorganized our distribution routes and shipment plans with a focus on operational efficiency. We lowered logistics costs by supplying autogas dealers through the Samsun

terminal instead of Çorum and shifting cylinder gas shipments from the Gaziantep TDM to the Dörtöy terminal. In response to developments in the Black Sea region, we also redirected some autogas shipments from the Samsun terminal to other facilities to maintain operational continuity.

In line with our focus on digitalization and data-driven management, we upgraded Optima, our SAP-based in-house tanker routing and planning application, in 2025. Integration with the map module enables real-time monitoring of station and vehicle locations, while tanker routes, inventory levels, and operational performance indicators can be tracked on a single platform. This provides greater visibility for planning, enables faster decision-making, and supports efficient resource use.

In order to support the digital transformation of our logistics operations, we also introduced new digital applications for



dealer order management. In the cylinder gas segment, we worked on a digital ordering system through the Dealer Mobile App, while the CMI Dealer Order Project in the autogas segment was designed to limit manual intervention in order management. We also advanced route optimization using AI-assisted sales forecasting and vehicle capacity calculations. Highly accurate sales forecasts support automated route planning and reduce reliance on manual intervention.

Digital planning and routing systems helped bring the total annual distance traveled down from 47.6 million kilometers to 41.2 million kilometers in 2025. GPS-based tracking and speed management applications also brought average monthly speeding violations down from 4,850 to 870, while the number of accidents fell from 9 to 5 compared with the previous year.

Through the GPS tracking system, we achieved a 5% efficiency gain in payment-based mileage management. To foster a

strong driver safety culture, we updated our Defensive Driving Techniques and Anti-Skid and Anti-Rollover training content based on operational experience, with greater emphasis on driver rest, sleep patterns, and health-related risks.

In addition to renewing our land logistics fleet and lowering its average age, we continued to provide driver training to foster a more experienced workforce. Under the Carrier Performance Management System, we sought to raise service quality by removing low-performing carriers and those that failed to demonstrate progress. Together, these efforts support product quality, transportation safety, operational continuity, and customer satisfaction while advancing the sustainability of our logistics operations.

Supported by our extensive and capable dealer network, we maintain high standards of field service and seek to ensure full dealer compliance with quality, safety, and operational

requirements. Training, digital tracking systems, and regular field audits help maintain consistent quality throughout transportation, while dealer feedback informs our work and supports stronger relationships and higher service standards.

Our digital traceability systems enable us to track the movement of cylinders and equipment from production to the end user in real time, supporting safety, quality, and full regulatory compliance throughout transportation. In this way, we manage transportation not simply as an operational function, but as an important contributor to durability, sustainability, and customer satisfaction.

For the Environment

REDUCING OUR IMPACT

- The environmental investments and efficiency-focused improvements in 2025 resulted in TL 3 million in financial savings, while our environmental spending amounted to nearly TL 59.5 million.
- The share of renewable energy in our total energy consumption rose from 0.68% in 2024 to 7.8% in 2025.
- In line with regulatory requirements, we provided 984,846 person-hours of training on environment and waste management.





ENVIRONMENTAL MANAGEMENT

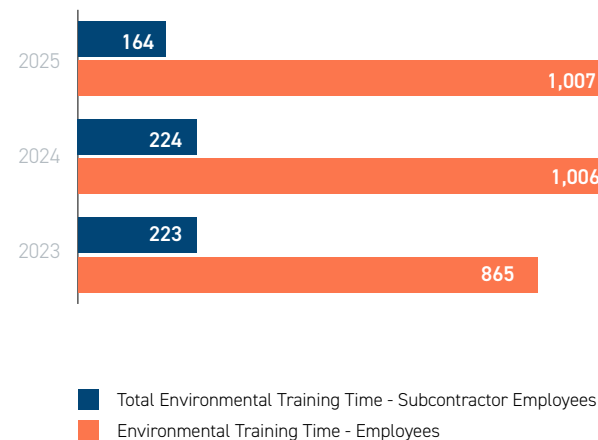
Environmental management is becoming an increasingly comprehensive area of corporate responsibility, extending beyond compliance with legal requirements. At Aygaz, we address environmental issues across a broad spectrum, from combating climate change and using natural resources efficiently to reducing waste and conserving water. We regularly assess our environmental impacts, identify areas for improvement, and take concrete action accordingly.

Our Quality Systems, HSE-S, and Industry Relations Departments coordinate environmental and energy management in compliance with applicable legislation and international standards. We apply the ISO 14001 Environmental Management System and ISO 50001 Energy Management System standards and regularly assess the effectiveness of these systems through internal and external audits. Robust monitoring and auditing practices, coupled with continuous improvement, support the systematic management of our environmental performance. These efforts are guided by the goals and principles of the Koç Group, as well as the Integrated Management Systems Policy and Aygaz's Climate Change Strategy. We hold Environmental Management System Certificates at a total of 11 locations, including our Head Office, Gebze Plant, and other facilities. In 2025, we maintained full compliance with environmental legislation and incurred no administrative sanctions or fines.

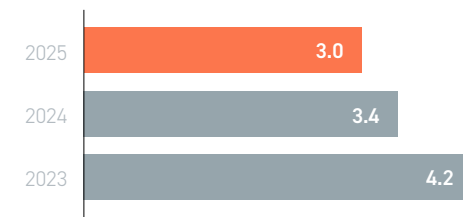
Employee engagement is one of the key strengths supporting our environmental performance. We encourage employees at every level of the organization to take responsibility for environmental management and work to embed this commitment in our corporate culture. Throughout the year, we provided employees and subcontractor teams with training and awareness programs covering environmental management, climate change, waste management, environmental legislation, and air, water, and soil pollution. In 2025, we provided a total of 1,171 person-hours of mandatory environmental and waste management training at our terminal directorates and filling plants.



Environmental Trainings (person*hours)



Financial Savings Through Environmental Investments and Spending (TL million)



Environmental Trainings	2023	2024	2025
Total Environmental Training Time - Employees (person*hours)	865	1,006	1,007
Total Number of Employees Receiving Environmental Training	1,038	933	978
Total Environmental Training Time - Subcontractor Employees (hours)	223	224	164
Total Number of Subcontractor Employees Receiving Environmental Training	267	285	164



Climate Action and Resilience

In recent years, climate change has evolved from a long-term environmental concern for energy companies into an issue with direct implications for operational continuity, costs, investment decisions, and value chain resilience. In Türkiye, the enactment of the Climate Law has strengthened the legal framework for climate action, increasing expectations for companies to translate climate adaptation and mitigation efforts into more concrete plans.

At Aygaz, strong governance supports the implementation of our climate roadmap and the achievement of our goals. Climate and sustainability matters are regularly addressed by senior management, and relevant developments inform corporate decision-making. Led by the General Manager and coordinated by the Sustainability Directorate, this governance model enables us to consider climate-related matters from a company-wide perspective.

The Sustainability Directorate works with relevant business units to identify, monitor, and assess climate-related

risks and opportunities. We systematically evaluate the implications of climate change for our operations, financial performance, and long-term strategies and determine the actions required to advance our goals. The Carbon and Energy Transition Working Group monitors these actions, evaluates climate-related risks and opportunities in relation to our operations, and supports the implementation of our roadmap.

To build climate resilience, we conduct analyses covering our entire value chain. Under different climate scenarios, we assess how factors such as electric vehicle penetration, carbon pricing, and physical climate impacts could affect our business model. These studies help us monitor physical risks, including heat waves and potential operational disruptions, as well as transition risks such as carbon costs and the need to adapt to low-carbon technologies. We also evaluate opportunities in areas such as energy efficiency, low-carbon products, and sustainable finance as part of our strategic priorities.

We take a realistic approach to climate action, focusing on anticipating risks, systematically assessing impacts, and building long-term resilience.





TRANSITION TO A LOW-CARBON ECONOMY

In 2025, the transition to a low-carbon economy moved beyond discussions about the future of the energy sector to become a key consideration in current investment and competitiveness agendas. Carbon costs, alternative fuels, renewable energy solutions, and evolving supply chain expectations are increasing the need for companies to adapt and transform. At Aygaz, we view this transition as a strategic direction that will shape the future of our business model.

Through the Carbon and Energy Transition Working Group, we implement initiatives that contribute to our climate goals, prioritizing lower energy consumption and a smaller carbon footprint. We view renewable energy, energy efficiency, and alternative energy solutions as complementary elements of the transition. Our two solar power plants in Akçaköy, Manisa, continue to generate renewable electricity, raising the share of renewable sources in the electricity consumed at our filling plants. We are also evaluating alternative energy solutions such as biogas, rDME, and hydrogen.



STAKEHOLDER OPINION

SERTUĞ ÖZKAN

Partner, KPMG Türkiye Sustainability Consultancy



As a professional with many years of experience in sustainability, I find it noteworthy that Aygaz has aligned sustainability with its strategic business goals while steadily advancing its corporate maturity in this area over the years. Its efforts are underpinned by strong governance, clear objectives, and measurable outcomes, with an impact that extends beyond its own operations. Initiatives to improve energy efficiency, systematic monitoring of environmental and social criteria across the supply chain, regular measurement of the carbon footprint coupled with reduction targets, recognition of the transition to a low-carbon economy as a strategic factor shaping the business model, and investments in digitalization to drive continuous improvement all clearly demonstrate Aygaz's commitment to enhancing its sustainability performance. At KPMG, we are pleased to support Aygaz on its sustainability journey, contribute through our collaboration, and witness firsthand how its efforts translate into action and create value across multiple areas. We believe that Aygaz will further advance its pioneering role in sustainability in the years ahead and set an inspiring example for the industry.



To support our transition plan, **we incorporate the cost of carbon into investment planning, decision-making, and sustainability strategies.** In 2025, we set an internal carbon price of USD 45/tCO₂e for use in **feasibility studies and investment decisions.** The internal carbon price was determined using the **Manisa SPP** as a reference, taking into account **the project's initial investment cost and its potential to reduce greenhouse gas emissions over its life cycle.**



EMISSIONS AND ENERGY MANAGEMENT

Emissions Management

Energy efficiency and emissions management are areas that determine both the environmental and economic performance of companies. Calculating, monitoring and verifying data not only meet reporting needs, but also determine our pace of transition, operational agility, and the trust-based relationship we build with stakeholders. We address emissions and energy management within this framework, linking our on-site efficiency practices to our long-term climate goals.

We are committed to attaining our 2050 net-zero target and reducing our Scope 1 and Scope 2 greenhouse gas emissions by 50% by 2030 compared to the 2017 baseline. We monitor our Scope 1 and Scope 2 emissions annually and evaluate our reduction potential against industry benchmarks. Our total Scope 1 and Scope 2 (market-based) emissions decreased from 11,917 tons CO₂e in 2024 to 4,688 tons CO₂e as of year-end 2025. In the same period, our Scope 3 emissions amounted to 19.5 million tons CO₂e. We continue to monitor our emission intensity per revenue unit, which decreased by 18.75% in 2025 compared to 2024.

Greenhouse Gas Emissions (tons CO ₂ e)	2023	2024	2025
Scope 1*	6,550	4,200	4,688
Scope 2* (market-based)	8,355	7,717	6,493
Scope 2* (location-based)	8,355	7,717	7,623
Scope 3**	19,989,879	19,245,335	19,555,416
Total Scope 1, Scope 2 (market-based) and Scope 3	20,004,784	19,257,252	19,566,597
Emission Intensity (tons CO ₂ e / TL million revenue)	0.32	0.16	0.13

* The 2024 calculations for Scope 1 and Scope 2 emissions have been expanded to include Aygaz and its subsidiaries. All yearly data has been verified.

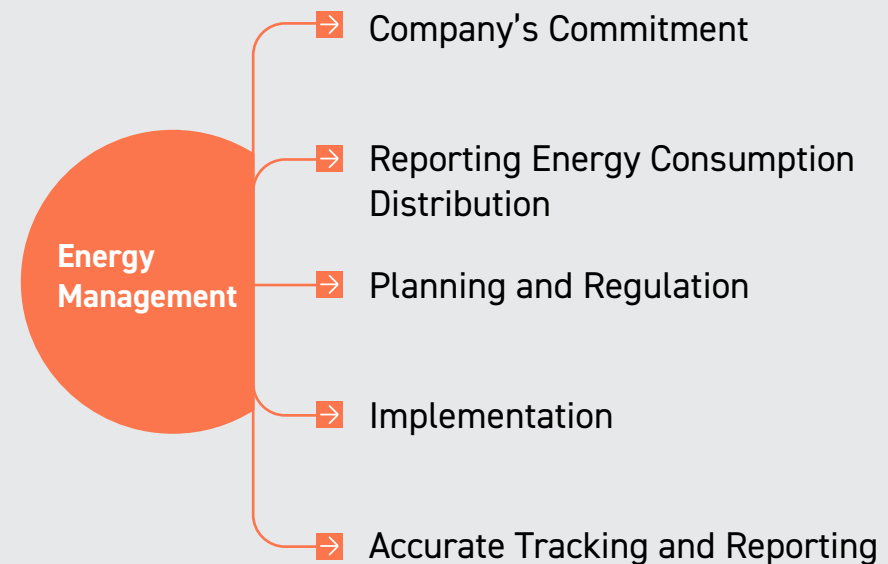
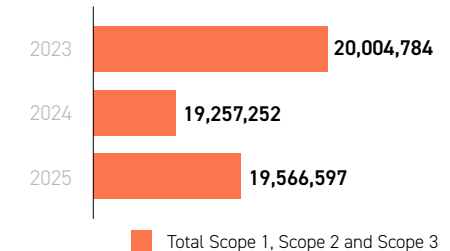
** Total indirect greenhouse gas amount. All yearly data has been verified.

Energy Management

Energy management is a strategic priority that supports both our environmental goals and operational transformation. At a time when volatile global energy prices, more stringent climate regulations, and rising stakeholder expectations are placing increasing pressure on companies, energy management goes beyond cost control to become an important driver of corporate resilience and the low-carbon transition. Accordingly, we are expanding energy efficiency initiatives at our facilities, growing our renewable energy capacity, and integrating alternative fuel solutions into our portfolio.

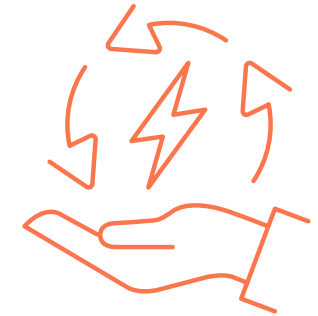
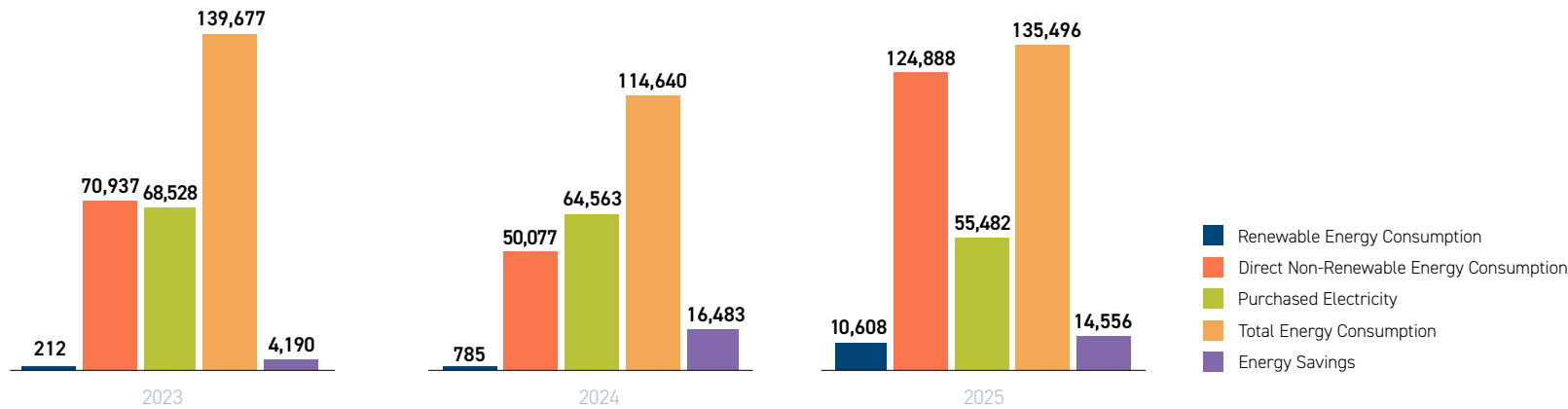
In 2025, our renewable energy use reached 10,608 GJ, approximately 14 times the 2024 level. The share of renewable energy in our total energy consumption also rose from 0.68% to 7.8% year over year.

Greenhouse Gas Emissions (tons CO₂e)





Energy Consumption (GJ)*



Energy efficiency is one of the areas where our strategic commitments translate most directly into action. Initiatives at our facilities lower electricity and natural gas consumption while supporting production efficiency, demonstrating that energy savings and operational performance can advance together. We manage and audit energy performance in accordance with international standards to ensure consistent implementation across the organization. ISO 50001:2018 Energy Management System audits conducted in 2025 at the Yarımca and Ambarlı Terminals and the Gebze Plant provide independent verification of our energy management performance and help identify further opportunities for improvement. The audit process documents our progress and systematically identifies improvement areas that have yet to unlock their full potential. Beyond short-term projects, regular reviews help embed energy efficiency into the way we manage our operations.

The impact of our efficiency efforts is also evident at the operational level. Projects at our filling plants and the Gebze Plant deliver both financial benefits and electricity savings, while corporate training programs promote greater energy awareness. In 2025, we provided a total of 360 person-hours of energy awareness training. The gains achieved through

process improvements have been even more remarkable: At the Gebze Plant, the transition to an air-drying paint application eliminated natural gas use in the relevant operation, generating annual savings of 53,000 Sm³. We also began a similar transition in our vehicle fleet, gradually shifting company-owned and leased vehicles to LPG to help lower transportation-related emissions.

Renewable energy is another key component of our energy transition, with investments linked to tangible generation targets. In 2025, approximately 2,860 MWh of renewable electricity generated by our Manisa SPP was certified under the I-REC program and used to offset emissions associated with electricity consumption at five facilities: Aliağa, Ambarlı, Diyarbakır, Dört Yol, and Kırıkkale. This certification enabled us to document the renewable origin of a portion of the electricity consumed at these facilities in accordance with recognized transparency standards, reducing our Scope 2 market-based emissions by 1,131 tons CO₂e. Going forward, we plan to obtain I-REC certification annually for electricity generated by our SPP.

In addition to our existing energy efficiency and renewable energy initiatives, we continue to evaluate alternative energy

solutions such as biogas, rDME, and hydrogen to align our energy systems with our medium- and long-term climate targets. Together, energy efficiency, renewable energy, and fuel conversion form the core of our emissions reduction strategy. In 2026, we aim to introduce equipment and operational improvements in selected production areas, further lower electricity and natural gas consumption, and sustain the gains achieved to date.





→ Air Compressor Replacement - Kırıkkale

At the Kırıkkale Filling Plant, we are increasing efficiency in meeting the system's energy needs with a 90 kW inverter-type air compressor. According to theoretical calculations and test results, we saved **104,500 kWh** of electricity annually and reduced emissions by **45,562 tCO₂e** in 2025.

→ Regulators and Actuator Valves Fitted in Air Lines

At the Samsun Terminal, we fitted regulators and actuator valves in the compressed air line running to non-production areas and prevented unnecessary air consumption. According to theoretical calculations and test results, this enhancement saved **42.750 kWh** per year in electricity and prevented **18.639 tCO₂e** of emissions in 2025.

→ High-Efficiency Motor Replacements

At the Gebze Plant, we replaced IE1 and IE2 class motors in various machines with high-efficiency IE4 class motors. This replacement resulted in improving savings by 3.1% in 2025 compared to older engines, **39,650 kWh** in total electricity savings, and a reduction of **19.42 tCO₂e**.

→ Shift to Air-Dry Painting in Production

At the Gebze plant, we are shifting to air-dry painting to eliminate the natural gas consumption needed for curing the wet paint used in cylinder production. This shift has improved energy use in production and saved **53,000 Sm³** of natural gas annually.

→ Convection Oven Project

A new convection type paint curing oven used for powder coated cylinders at the cylinder plant has improved energy performance. In 2025, we achieved a **78%** improvement in powder-coated products and **44%** in wet-coated products. We also saved **33,700 Sm³** of natural gas and reduced **67.4 tons CO₂e**.

→ Manisa SPP Project

Renewable electricity generation continues at the Manisa Akçaköy-I and Akçaköy-II solar power plants. In 2025, we generated a total of **2,890 MWh**, meeting approximately 18.69% of the total electricity consumption at our 10 facilities and the Gebze plant.

→ Air Compressor Replacement - Yarımcı

At the Yarımcı Terminal, we manage compressed air requirement with a new **110 kW** inverter-type compressor that operates on demand and ensures energy efficiency. According to theoretical calculations and test results in 2025, we saved **38,000 kWh** of electricity annually, preventing **16.568 tCO₂e** of emissions per year.



→ **Cylinder Filling Building's Roof Fitted With Transparent Panels**

At the Yarımca Terminal, we installed transparent panels as part of the roof refit to maximize daylight. This significantly reduced the need for artificial lighting during the day. According to theoretical calculations and test results in 2025, we saved **23,750 kWh** of electricity annually and prevented **10,355 tCO₂e** of emissions per year.

→ **Detectors Purchased and Used to Detect Air Leaks**

We systematically detect and prevent air leaks in our filling facilities and the Gebze Plant to reduce compressed air losses. In 2025, the detectors used for this purpose helped us save **208 MWh** of electricity and prevented **90,688 tCO₂e** of emissions annually.

→ **Compressed Air Process Improvements in Filling Buildings**

The improvements in the compressed air lines at the Ambarlı Terminal Directorate and the Isparta Filling Plant increased process efficiency. According to theoretical calculations and test results in 2025, we saved **199,500 kWh** of electricity and prevented **86,982 tCO₂e** of emissions annually.

→ **Cylinder Filling Efficiency Optimization**

By synchronizing cylinder filling demand with daily operation planning, we optimize relevant processes at our facilities. Accordingly, we plan the operations before initiating the filling process on specific days of the year. This enhancement saved **282 MWh** of electricity in 2025.

→ **Automated LPG Pump Checks and Drive Integration**

We manage the LPG pumps at the Aliağa Terminal more precisely with remote control and speed drive integration. According to theoretical calculations and test results in 2025, we saved **21,859 kWh** of electricity annually and prevented **9,524 tCO₂e** of emissions.

→ **LED Conversions**

We completed the LED conversions in our cylinder, tank, and valve plants, and our administrative buildings and improved the efficiency of the lighting systems. According to theoretical calculations and test results in 2025, we saved **9,750 kWh** of electricity annually, prevented **4,251 tCO₂e** of emissions, and maintained a 100% LED luminaire usage rate.

→ **PLC-Controlled Washing and Drying Units**

At the Aliağa Terminal, we integrated the washing and drying units, which operate based on the filling line's cylinder fill levels, into the automation system. This PLC-controlled system prevents idling. According to theoretical calculations and test results in 2025, we saved **61,512 kWh** of electricity annually and prevented **26,918 tCO₂e** of emissions per year.

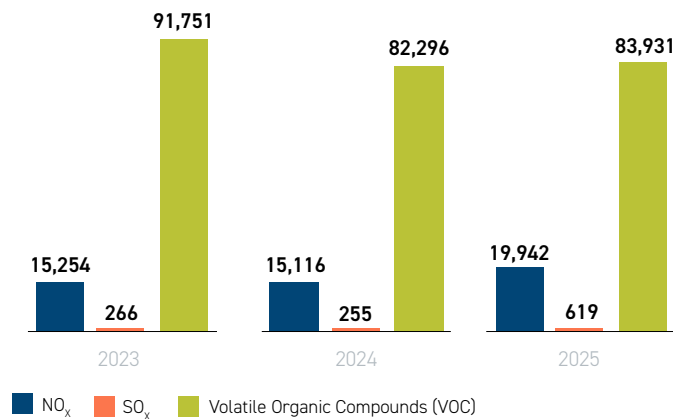


AIR QUALITY

Air quality remains an important aspect of our environmental performance, particularly in areas where urban life, industrial activity, and logistics operations intersect. Managing air emissions extends beyond monitoring within facility boundaries and encompasses our product portfolio, operational choices, and efforts to limit emissions. At Aygaz, we regularly monitor air emissions and take action to minimize their impact. Through our environmentally friendly product portfolio, we also aim to contribute to better urban air quality. Regarding noise management, we continue to follow the official exemption requirements applicable to our facilities. We also monitor refrigerants containing ozone-depleting substances used in facility HVAC systems and fully comply with applicable legal requirements.



Air Emissions (kg/year)



GreenOdor Project

We use GreenOdor as an **LPG odorant with lower sulfur content**. We odorize approximately 1.7 million tons of LPG with this solution, decrease our chemical use by approximately 10 tons, and reduce LPG-related SO_x emissions by 65%. According to a study we published with the contribution of scientists from Kocaeli University, this solution creates a **lower impact across all environmental categories compared to traditional odorants**.





WASTE AND RESOURCE MANAGEMENT

Waste and resource management is an important component of our environmental performance and resource efficiency. Our efforts focus not only on managing the waste generated by our operations, but also on preventing waste at the source, using resources more efficiently, and promoting circularity. In this way, waste and resource management also contributes to greater efficiency across our production and operations.

Waste Management

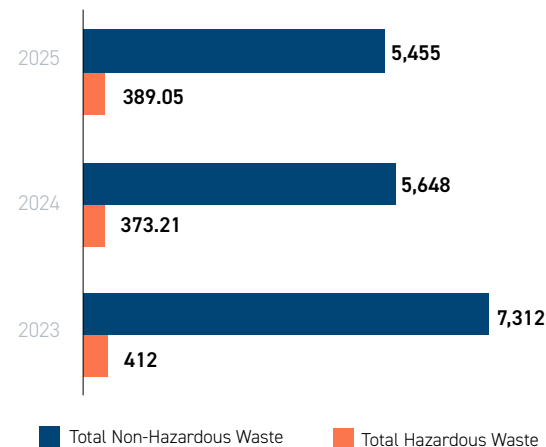
We prioritize preventing waste at the earliest possible stage. Waste that cannot be prevented is sorted by type and directed to recycling wherever possible, while waste that cannot be recycled is handled using safe disposal methods in compliance with legal requirements.

Hazardous and non-hazardous waste generated at all our facilities, whether recycled or sent for disposal, is monitored monthly and annually. We record all waste movements in the Mobile Waste Tracking System (MoTAT) of the Ministry of Environment, Urbanization and Climate Change and submit the required annual declaration. This enables us to regularly assess our performance, identify areas for further improvement, and maintain consistent waste reporting. Through production optimization and other operational improvements in recent years, we reduced hazardous waste sent for disposal from 210 kilograms to 40 kilograms. These efforts reflect our priority of recovering waste wherever possible before resorting to disposal.

Effective waste management also depends on employee awareness and engagement. We support consistent implementation across our operations through technical systems, training, and guidance. In accordance with Ministry regulations, environmental consultants provide environmental and waste management training at all our facilities at least once a year.



Waste Quantity (tons/year)



We aim to reduce process-related hazardous waste by 50% by 2030, compared to the 2017 baseline.





Resource Management

Resource management complements waste management and supports our circular economy goals. We aim to create greater value with fewer resources and keep materials in circulation for as long as possible across the value chain, from production and logistics to packaging and the post-consumer stage. Our resource efficiency efforts therefore focus on extending product life cycles and creating more opportunities for reuse. The Circular Economy Working Group supports these efforts by developing initiatives in priority waste and resource areas, identifying opportunities for operational improvement, compiling best practices, and raising awareness across the organization. Together, these efforts promote more efficient resource use while reducing environmental impacts.

We take a life cycle perspective in our operations, extending beyond product use to the post-consumer stage. Product take-back practices and reuse systems help limit resource consumption by keeping products and materials in circulation for longer. Returnable product systems, in particular, promote reuse and recycling while supporting more efficient resource use. In 2025, our product take-back practices generated a financial benefit of TL 3.2 million.

Our resource efficiency priorities vary according to the nature of each business line. At Pürsu, we focus on environmentally friendly packaging solutions, including plastic packaging recycling and material selection. We also explore next-generation usage models and alternative opportunities for reuse to support more efficient resource management in the future.

	2023	2024	2025
Total Number of Products	5	5	5
Total Number of Products Assessed (LCA)	2	2	2
Financial Gains Through Take-back Programs (TL)*	5,948,621	2,972,569	3,204,620

*Introduced in 2023, GEKAP provides a financial advantage in returnable Pürsu and Aygaz products.



Waste Reduction

By promoting the reuse and recycling of returnable cylinders, we extend the product lifecycle, reduce waste generation, and support more efficient use of resources. Although no direct quantitative has been shared for this project, the application constitutes a key example of our circular economy approach that directly involves the user.



Reducing Plastic Waste Generation

By using recycled cardboard instead of bubble wrap in our product packaging, we reduce primary material consumption and recycle waste materials. This practice prevents the use of 400 kg of plastic and recovers 500 kg of recycled cardboard for reuse.





WATER AND EFFLUENTS

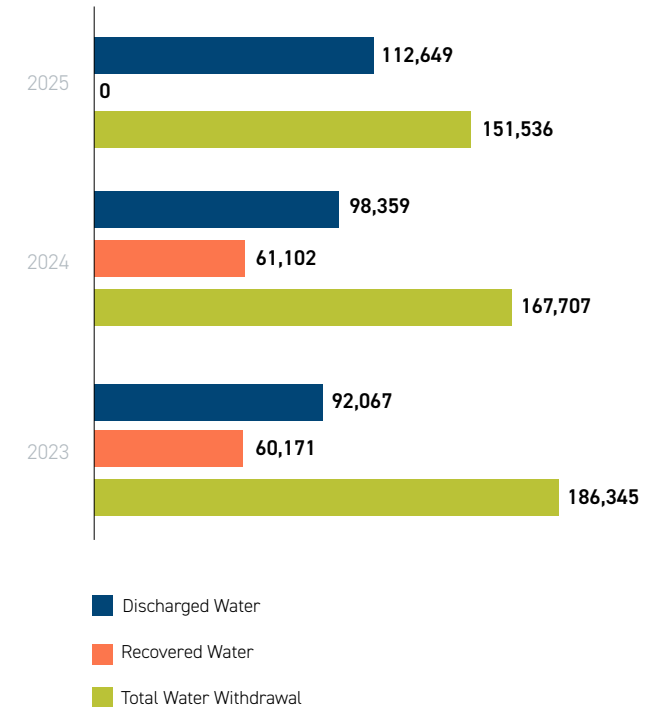
Water management is important to both our environmental performance and operational resilience. The impacts of climate change, rising demand, and growing pressure on water resources reinforce the need to conserve water and use it efficiently. Recognizing water as a shared resource, we manage water and wastewater as integral components of our environmental responsibilities. Across our locations and operations, we focus on efficient water use, appropriate treatment, and recovery where feasible. We regularly monitor consumption, seek opportunities to reduce our water footprint, and invest in technical and operational improvements that support greater water efficiency.

Our performance in 2024 and 2025 reflects these efforts. Total water withdrawal fell from 167,717 m³ in 2024 to 151,536 m³ in 2025, while water discharge rose from 98,359 m³ to 112,649 m³. The increase in wastewater discharge was attributable to a decline in water recovery. While lower water withdrawal reflects the contribution of our water efficiency initiatives, we continue to closely monitor discharge volumes in relation to changes in our operations.

We manage wastewater in a controlled and traceable manner and in compliance with applicable regulations. Industrial wastewater generated at our facilities is treated according to its characteristics and source and managed in accordance with applicable discharge limits. Depending on its pollutant characteristics, wastewater undergoes chemical and biological treatment, and we evaluate opportunities for advanced treatment and reuse where feasible. These efforts help reduce wastewater discharge and promote water reuse within our operations. During the 2025 reporting period, we recorded no non-compliance with permits, standards, or regulations related to water quality or quantity.

We also regularly identify opportunities to advance water efficiency. Rainwater harvesting and other water efficiency initiatives continued in 2025, including the ongoing construction of a rainwater tank for our planned facility in Osmaniye. We complement these efforts by raising employee awareness and embedding water conservation and efficient use across our operations.

Water Consumption (m³)



Greywater Use - Rainwater Harvesting

We develop initiatives for the efficient use and recovery of water in **12 locations**, including the Head Office, and in our process-based activities.

By advancing greywater use, rainwater harvesting, and increasing the efficiency of existing treatment plants, we continue to transform water management into a more circular and resilient structure.



BIODIVERSITY AND ECOSYSTEMS

Protecting natural life and minimizing potential impacts on biodiversity in all locations where we operate are among our primary responsibilities. We recognize that nature is not only a resource but also essential for the continuity of life, and this understanding guides us in all our processes. We integrate biodiversity into our environmental impact assessments related to new investments and operational expansions. If potential negative impacts are identified, we take the necessary measures in a timely manner. We manage biodiversity as a natural part of our project development efforts and operational management processes.

To assess our biodiversity risks more systematically, we closely follow the activities coordinated by the Koç Holding Biodiversity Working Group and strengthen our corporate approach. In partnership with TURMEPA, we are developing a framework to bring ecosystem awareness to the field by taking responsibility for protecting Madam Martha Bay in Burgazada, where we plan to organize a coastal cleanup in 2026.



→ Assessing Biodiversity Risks

We assess our biodiversity risks across **11 Aygaz facilities** using databases such as the **Integrated Biodiversity Assessment Tool (IBAT)** and the **WWF-Biodiversity Risk Filter**. We analyze the proximity of these facilities to biodiversity and protected areas. **Flora and fauna species** within a 50 km radius of the facility locations are reported under the **IUCN Red List of Threatened Species**. In this assessment, species are listed for our 11 facilities in the Critically Endangered (CR), Endangered (EN), Vulnerable (VU) and Near Threatened (NT) risk categories. This study enables us to monitor our potential impacts on ecosystems with a data-driven approach.

For Social Impact

SHAPING THE FUTURE

- In 2025, we provided an average training time of 23.88 hours per person.
- We manage Türkiye's largest fleet with +300 road tankers, ~200 cylinder gas transport vehicles, and +600 drivers.
- We have supported the excavations and restorations in Sagalassos since 2005 and contributed to the efforts toward the addition the ancient city to UNESCO's List of World Heritage Sites.





HUMAN RESOURCE

With a workforce consisting of qualified employees that create value, we manage our human resources processes by focusing on employee satisfaction, continuous development, and mutual open communication. The words of our founder Vehbi Koç, who said - "Our most valuable capital is our human resource" - guide us as a fundamental principle. We shape our human resources approach and processes by enhancing the competencies of our employees, creating a safe and inclusive work environment, promoting diversity across our value chain and championing equal opportunity. Aygaz aims to become an agile organization and an employer of choice that makes all its stakeholders and employees proud. All recruitment, training, development, performance and compensation processes are aligned with company strategies and our ethical values. We continuously improve the employee experience through agile and data-driven practices.

Performance Management Approach

At Aygaz, we aim to reward the creation of sustainable value through a performance management system that focuses on objectively evaluating our employees' performance. In the Koç Dialogue Performance System, we enable our employees to set their goals in the mobile environment and effectively manage the approval process. We apply the OKR (Objectives and Key Results) methodology throughout the organization and develop our performance system, which includes sustainability metrics. We also monitor the sustainability targets set by Koç Holding and design more transparent, measurable, and agile performance processes. Through the Koç Dialogue process, a total of 3,021 OKRs and 10,234 KRs (Key Results) were generated in 2025.

Best Practices in Human Resources Management

Aygaz implements best practices for reinforcing employee engagement, encouraging participation, and fostering a strong corporate culture. As of 2025, we carry out a wide range of value-creation programs on various topics, including leadership development, technical competencies, employee satisfaction, and social interaction.



37
Average Age



Ratio of Employees Holding Higher Education Degrees (Associate, Bachelor's, Master's, etc.)

60%



8
Average Tenure



Ratio of Office Employees Holding Higher Education Degrees (Associate, Bachelor's, Master's, etc.)

88%



Training and Continuous Learning: We promote a culture of continuous learning and offer comprehensive training programs that support their development. Training topics range from digital competencies and leadership to technical knowledge and personal development, while learning opportunities are expanded in both classroom formats and on and digital platforms. We collaborate with various digital training platforms, starting with Koç Academy, to support our employees' development in diverse areas. We also address development areas specific to business needs systematically through function-based mandatory trainings. In 2025, we provided an average of 23.88 hours of training per employee.

Talent360 Young Talent Development Program: The objective of this program is to help young Aygaz employees in developing their leadership skills and enhancing their organizational competencies. The program is designed with a flexible structure to support work-life balance, using specific training methodologies, human resources planning meetings, and criteria determined by the management team. The employees are selected for this program based on succession criteria, including intermediate or advanced level of English, at least two years of experience within the Aygaz Group, and four years of work experience overall. The training program is composed of theoretical training (35%), practical case studies and simulations (35%), and group and individual coaching (30%), and conducted in six parts. The training program conclude in December 2025 with the participants delivering their presentations before the senior executives.



Total Training Metrics (Employees)	2023	2024	2025
Total Training Time (person*hours)	61,382	53,765	27,608
Training Time per Employee (hours)	37	43	22

Total Training Metrics (Subcontractors)	2023	2024	2025
Total Training Time (person*hours)	8,320	6,586	6,558
Training Time per Employee (hours)	17	9	14

Leadership360 Manager Development Program: This program is designed with a holistic approach to enhance the leadership skills of managers, starting with fostering individual awareness, developing behavioral skills, and supporting continuous development. A total of 26 managers participated in the program, which concluded in December 2025 with a high satisfaction rate.

Sales Experience Journey: This intensive program is designed with features such as case studies and simulations, webinars, and group work, focusing on industry trends in mind and tailored to meet the expectations of sales teams. In total, 83 participants, consisting of three groups of sales managers, were included in the program. The first group completed the training in September 2025 with a high satisfaction rate. The second and third groups' training will take place in 2026.



EX Team: As an agile work method, a team of employees from 10 functions within the company meets daily to develop various projects for improving the employee experience. In these meetings, employee experience representatives listen to the expectations of our coworkers in the relevant functions, communicate these requests to the employee experience team, and develop improvement and value-driven solutions.

Partnerships with Leading Educational Institutions: Three Aygaz employees joined the Unlock program, specifically designed for our managers in collaboration with Koç Holding. Two employees participated in the Slead program, designed for high-potential employee groups. To enhance our digital skills, we also participate in digital training programs by institutions such as Harvard Business School, Udacity, and Udemy Emeritus (MIT, Cambridge, Berkeley) alongside the Koç University Executive MBA program,



contributing to the development of a total of 46 employees this year.

English Language Education: A priority training topic for Aygaz is improving the foreign language proficiencies of its employees in line with our future vision. Accordingly, all employees who wish to improve their skills are offered online classroom and online one-to-one English language education. This year, 28 employees at the upper intermediate level and 14 employees at the lower intermediate and 18 employees at beginner levels who needed to improve their English proficiencies as required by their respective positions participated in six-month online trainings on the Cambly platform to work on their speaking skills.

Improving Road Safety with Driving Training: The Defensive and Antiskid Driving Techniques training, a part of the Aygaz Road Safety Project and designed for drivers who use company vehicles, aims to educate the participants about recognizing the dangers and risks in traffic early on, raise awareness about defensive driving, and drive with “zero accidents.” In 2025, more than 100 employees participated in both the theory and practice parts of the training program offered across eight regions.

Employee Experience and Participation:

Aiming to continuously improve employee experience, we establish feedback mechanisms and regularly analyze needs and expectations through employee representatives. Drawing from these insights, we constantly improve our practices. We encourage interaction among our employees through social clubs, sports events,

and internal activities, fostering strong internal communication and a sense of belonging. Projects that support interdepartmental collaborations reinforce our synergy.

Recognition and Rewarding: We designed “You Are Part of the Success” System as an agile project to encourage Aygaz Group employees to work toward the company’s goals and develop themselves and to motivate them by recognizing their success and efforts. This system consists of three categories, defined by the level of contribution: Bright Star, Supporting Us, and Driving Our Success. The Bright Star category celebrates instant successes of the employee/team and aims to create opportunities for recognition and rewarding based on a flexible schedule throughout the year. The Supporting Us category aims to identify the employees who make a difference within the Aygaz Group, and recognize, appreciate, and reward their achievements. This approach increases loyalty and promotes exemplary behaviors across functions. The Driving Our Success category aims to recognize, appreciate and reward the outstanding achievements of the employees identified in the “Supporting Us” category and that make significant contributions to the company. In 2025, the system identified and rewarded 237 employees.

Employee Engagement: In addition to the Annual Employee Engagement Survey, we organized coffee talks and regional visits with our field employees to understand their needs and feelings. The employee engagement rate was measured at 67.7% in 2025 (2024: 76.9%).





All employees can contact the Human Resources team 24/7 by email to communicate their questions and problems and receive quick support. All customers and employees may also choose to convey their grievances, questions, and requests via the Aygaz Call Center Line (444 4 999) and the website 24/7.

Work-Life Balance and Flexibility: We develop work-life balance practices to support the well-being of our employees. Through flexible and hybrid work models and online meetings, we improve our employees' quality of life, reinforce their engagement, and also contribute to reducing emissions.

We regularly measure employee satisfaction and engagement, and continuously improve our human resources practices based on the findings. This approach enables us to enhance the employee experience and also supports organizational efficiency and sustainable success.

Code of Ethics and Social Responsibility: In performing their duties, the employees of Aygaz, a Koç Group company, comply

with the Koç Group Goals and Principles. To ensure that ethical values are embraced and advanced by all employees, we published the Aygaz Code of Ethics and Implementation Principles.

The Ethics Committee, established to evaluate any violations consistently and effectively, is composed of representatives from the Executive Management, Human Resources, Legal, and Compliance teams. Through the Committee, we integrate our ethical standards into the business processes and ensure consistency throughout the organization. We regularly update our Code of Ethics, which is accessible to all employees. The Code of Ethics and Implementation Principles booklet is presented to all new employees, who are asked to declare in writing that they would adhere to the principles.

In 2025, we continued to provide training and awareness programs to reinforce our ethical culture. 164 employees participated in the Code of Ethics training. Our employees' knowledge and awareness about ethical principles is further

increased through digital training platforms provided by Koç Holding, and we encourage wider participation in these trainings. We view our ethical approach not merely as a compliance requirement, but as an integral part of our corporate culture.



➔ [Please click to view Aygaz Group Code of Ethics and Implementation Principles on our corporate website.](#)



DIVERSITY, EQUITY AND INCLUSION



Equal opportunity and diversity are integral parts of our company culture and sustainability approach. We are committed to creating an inclusive workplace where human rights are respected and we continue to provide equal opportunities for all our employees. We approach diversity from a holistic perspective, welcoming all without discrimination against gender, age, ethnicity, disability, faith, mentality, education level, experience, and individual differences. We apply the principle of equal opportunity in recruitment, career development, compensation, and performance evaluation processes and continuously improve our practices to prevent discrimination.

At Aygaz, we adopt a zero-tolerance approach to violence against women in the workplace. Through our Domestic Violence in the Workplace Policy, we offer support mechanisms for our

employees who need help. We also partner with the Federation of Women's Associations in Türkiye (TKDF) and the Mor Çatı Women's Shelter Foundation in important projects for tackling violence against women. As the corporate supporter of TKDF's Domestic Violence Emergency Helpline and in collaboration with the Mor Çatı Foundation, we provide training to our managers on violence against women. We regularly monitor, measure, and improve our diversity and inclusion practices and aim to create a fairer, more inclusive, and sustainable work environment.

Gender Equality

As a signatory of UN Women's Empowerment Principles (WEPs) since 2016, we address gender equality as a priority and as an integral part of our sustainability approach. We develop various initiatives for the equal participation of women in economic and social life.

We actively participate in the campaign for gender equality in technology and innovation launched by Koç Group as part of the UN Women's Generation Equality Forum. We advocate for increasing female employment and the participation of women in all sectors, particularly in technical and leadership roles. We encourage girls and young women to pursue STEM fields by offering training, mentoring, and scholarships. Partnering with the Turkish Education Foundation, we allocate our scholarships for students in STEM fields and focus on increasing the proportion of female students in our internship programs.

With the W-energy for Equality program, we support women in developing their competencies in technology and entrepreneurship. We create wide impact through training content for different age groups, entrepreneurship programs, and early childhood awareness activities for children.



Through this program, we contribute to long-term transformation by enabling women and girls to encounter technology at an earlier age.

Fair Pay and Equality

We employ a job evaluation system in international standards to measure the contribution of all jobs toward achieving company goals and ensure that they are ranked according to their scale. We shape our compensation policy by considering internal balances, market conditions, and our sustainability goals.

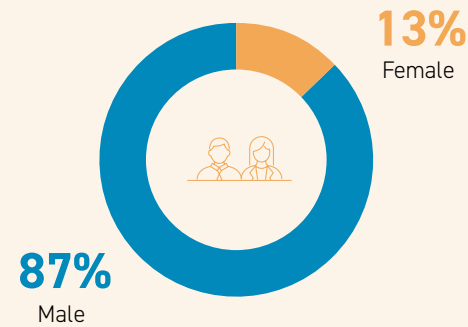
We analyze and classify all our positions using an international job evaluation system. A competitive remuneration policy, determined in line with our current wage structure, position in the market, competition, and financial means, is applied fairly, without any bias for gender, language, religion, and race.

Remuneration for unionized employees is determined according to the collective bargaining agreements between MESS (Turkish Employers Association of Metal Industries) and Turkish Metal Workers Union for the workers in the metal business line or between Aygaz and Turkish Seamen's Union for the workers in the maritime business line. Employees are paid 16 salaries, consisting of 12 salaries +4 bonuses per year, while all employees are offered Koç Group's comprehensive benefits, standard or varied depending on the position.

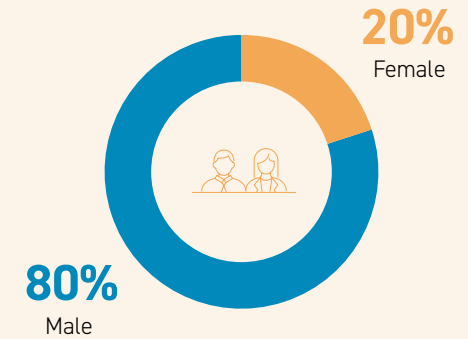
In compensation processes, we apply the principle of equality, without discrimination against gender, language, religion, or any other factor, and offer fair opportunities to all our employees. We manage the wages and benefits of our unionized employees according to the relevant collective bargaining agreements.

We adopt a total compensation approach by offering our employees bonuses, incentives, and comprehensive benefits in addition to their salaries. We strengthen the employee experience with Koç Group's benefits and enhance employee loyalty according to our fair, competitive, and sustainable compensation policy.

Employees by Gender



Managers by Gender





INTEGRATED TALENT MANAGEMENT

We believe that the path to sustainable corporate success lies in positioning our human resource as a strategic priority. Accordingly, we not only attract talented individuals but also aim to transform employees with high potential into long-term value by supporting their development. We have structured our integrated talent management system holistically, encompassing all processes, from recruitment and career planning to development and engagement.

We create career plans for our employees in alignment with their knowledge, skill, and competency levels through a process that also considers their expectations. At the annual Strategic Human Resources Planning Meetings, succession plans are defined for the company's potential executive pool and all management positions in line with the company's future goals and strategies. At the end of this process, we offer special training and development opportunities to the employees identified as future executives to ensure that they are well prepared for the next position.

By prioritizing our employees' development needs, we offer personalized development opportunities and prepare them for their future roles. Thanks to the digital platforms implemented in 2025, we improve the transparency, traceability and accessibility of career planning. This allows us to support our employees' development journeys while reinforcing organizational agility and sustainable success.

Talent Development, Retention, and Engagement

We design development programs to unlock the potential of our young and current employees and strengthen our organizational capabilities. Through the Talent360 Young Talent Development Program, we enhance the leadership skills of our young employees, preparing them for broader responsibilities. Similarly, through the Leadership360 program, we improve the leadership and management competencies of our managers, creating a strong leadership structure across the organization.

Through the Technician Academy, we systematically develop the job-specific competencies of our technical teams and support our new employees with structured training programs.





This program increases technical expertise and creates a sustainable knowledge base.

Employee Development and Learning Culture

We support our employees in adopting a culture of continuous learning and offer comprehensive training programs that support their professional and personal development.

In addition to technical training, we provide development opportunities in digital skills, leadership development, and ethics, and we attract young talent to our organization through internship and talent programs.

We connect our employees with international development opportunities by partnering with global educational institutions. We guide our employees toward programs at institutions such as Harvard Business School, Massachusetts Institute of Technology, University of Cambridge, University of California, Berkeley, Udacity Emeritus, and Koç University, in line with their development plans. As a result, we enhance digital, managerial, and strategic competencies across the organization.

Employer Brand and Talent Acquisition

To strengthen our employer brand, we organize promotional activities and collaborate with universities to engage with talent

early in their careers. In 2025, we continued to connect with students from leading universities in Türkiye, with the goal of matching the right talent with the right role. The principles of "Right Candidate for the Right Position" and "Equality at Work" guide all our recruitment activities.

Our selection and placement practices combine competency-based assessments, group interviews, case studies, foreign language assessments, job-specific tests, personality inventories, and reference checks. We evaluate all candidates on the basis of equality and regularly update our recruitment practices in line with global trends.

New employee orientation is delivered through digital platforms, supporting a positive employee experience from day one. We regularly measure candidate and employee experience and use feedback to identify opportunities for improvement. Every candidate who participates in recruitment receives a Candidate Experience Survey inviting them to share their experience. Our Net Promoter Score (NPS) based on the survey results reached +70 in 2025.

As part of our employer brand activities in 2025, we engaged with approximately 2,000 students from leading universities across Türkiye. At these events, we introduced students to our existing



and emerging business areas, innovative ways of working, focus on technology and innovation, and career opportunities.

We provide university students with extensive development opportunities and experience through internship and young talent programs. We regard students who qualify for internships as "Future Koç Employees." Supported by orientation, project work, and regular feedback, these programs help young talent build skills and gain practical experience.

Human Rights and Working Conditions

In line with our commitment to human rights and fair working conditions, our *Human Rights Policy* establishes zero tolerance for child labor and forced labor. We provide equal opportunities, seek to match the right talent with the right role, and uphold the principle of equal pay for equal work. We ensure that employees' working hours comply with local legislation and promote regular breaks, the use of leave entitlements, and a healthy work-life balance. We foster a corporate culture based on open communication, employee participation, and development and regularly review our recruitment, career, performance, and reward practices. Our *Aygaz Human Resources Policies*, which address areas including timely recognition and appreciation, sustainable performance and productivity, effective internal communication, and social responsibility, are publicly available on our website.



OCCUPATIONAL HEALTH AND SAFETY

Creating a healthy and safe working environment is an integral part of our corporate culture. Guided by our zero-accident goal, we continually work to make our operations safer, prevent occupational diseases and injuries, and foster a strong safety culture. Our Occupational Health and Safety Board plays an active role in these efforts. In accordance with applicable regulations, the Board meets regularly based on workplace hazard classifications, while workplace physicians and other health professionals conduct health surveillance and workplace inspections.

We actively contribute to the Koç Group OHS Board and take a leading role in projects aimed at advancing OHS performance. All 12 of our locations, including the Head Office, Gebze Plant, and other facilities, are certified to the ISO 45001 Occupational Health and Safety Management System standard. We manage OHS in accordance with this standard and regularly review our practices to maintain high safety standards.

The health and safety of our employees and stakeholders remains a priority. In 2025, we continued to apply the "Golden Rules of OHS" published in 2023, with a particular focus on visual guidance in machine and equipment instructions and behavior-based OHS practices. During the reporting period, we automated the calculation of OHS metrics using a robotic application, resulting in greater efficiency and data reliability. In coordination with Koç Holding, we also commissioned an independent third party to conduct compliance audits at four locations against OHS standards developed in accordance with Koç Holding standards. Near Miss and Hazardous Situation notifications are reviewed by experienced OHS professionals and incorporated into our recognition and reward system.

We expanded the use of the Lockout/Tagout (LOTO) method across energy-related operations to maintain high safety standards in higher-risk activities. In contractor

management, job step-based hazard analyses and behavior-based OHS practices help foster a strong safety culture both in the field and at the management level.

One case of occupational disease was recorded among Aygaz employees during the reporting period. To support early identification and prevention of occupational health risks, all employees undergo periodic health checks. Health surveillance includes pre-employment examinations, periodic check-ups, return-to-work examinations following workplace accidents, assessments following job changes, periodic field screenings, and OHS training. We provide employees with personal protective equipment and implement engineering controls, supported by measurements and exposure monitoring, to address factors that may contribute to musculoskeletal disorders and other occupational diseases.

As part of our ergonomics efforts, our office practices comply with applicable requirements for the use of screen-based equipment. Workstations are arranged to ensure appropriate screen positioning and ergonomic seating, while basic OHS training covers ergonomics and the proper use of screen-based equipment. At our filling and production facilities, we also explore innovative solutions to address ergonomic risks.

We promote OHS awareness through regular training covering topics including Basic OHS, Emergency Drills, Lockout/Tagout, Working at Height, Advanced Firefighting, Explosion Protection Documents, PPE Use, Work Permit System, First Aid, Behavior-Based OHS, Driving Safety, Work Accident Root Cause Analysis, and Machine and Equipment Safety.



OHS Trainings (Employees)	2023	2024	2025
Total OHS Training (person*hours)	15,294	20,730	20,730
OHS Training per Employee	11.11	21.80	21.80

OHS Trainings (Subcontractors)	2023	2024	2025
Total OHS Training (person*hours)	4,935	6,362	6,362
OHS Training per Employee	12.19	17.43	17.43



RESPONSIBLE SUPPLY CHAIN

Supply chain management is not only an operational function at Aygaz, but also an important contributor to our sustainability goals. We work to extend our corporate values across the supply chain by raising sustainability awareness among our suppliers and promoting green procurement practices. As part of the final stage of our 65th anniversary dealer meetings, we met with dealers from the Black Sea and Central Anatolia regions to discuss regional supply chain dynamics, industry developments, and future priorities. Insights from the field and close collaboration with our business partners support our efforts to build a sustainable, resilient, and inclusive supply chain.

We uphold quality, ethical principles, and environmental and social standards throughout our value chain. As part of Koç Holding, a signatory to the UN Global Compact (UNGC), we do not work with suppliers that fail to comply with UNGC criteria. As set out in our [Supply Chain Compliance Policy](#), we expect suppliers to comply with applicable legislation and our principles on human rights, occupational health and safety, the environment, and ethics. We also provide training to raise supplier awareness of sustainability.

With more than 300 road tankers, nearly 200 cylinder gas transport vehicles, and over 600 drivers, we manage Türkiye's largest fleet. Our fleet makes approximately 100,000 trips annually, covering a total of 47 million kilometers. Logistics network optimization is a strategic priority, and we use linear programming tools to identify cost-efficient ways of delivering our products to customers. LPG supply to autogas stations is planned through our Station Stock Management and Tanker Routing Systems, enabling dealer orders to be generated automatically and distribution routes to be optimized with minimal manual intervention. This supports operational efficiency and dealer satisfaction.

Sustainable Supply Chain Roadmap

We identified our critical suppliers in accordance with the Koç Holding Sustainable Supply Chain Guidelines. We completed online assessments for 47 critical suppliers and analyzed their responses. Based on the results, we ranked suppliers by their ESG scores and conducted online data verification audits for all 47.

Value Chain	2023	2024	2025
Total Suppliers	2,015	2,396	2,396
Total Local Suppliers	1,934	2,268	2,268
Direct (Tier 1) Suppliers	75	75	75
Critical Suppliers	67	47	47



Through the Sustainable Supply Chain Roadmap, developed in 2023, we aim to:

- Analyze the current state of our supply chain, develop policies aligned with international regulations and indices, and communicate these policies to our stakeholders through various channels.
- Establish reward and incentive mechanisms to support supplier development.
- Support supplier development through training and webinars.



In 2025:

- 17 suppliers participated in the official training programs.
- 17 participants received training in each of the four areas: ethics, environmental, social, and economic topics.
- We provided 7 person*hours of training in each area.
- A total of 28 person*hours of training was provided across the four areas, supporting sustainability awareness and capabilities across our supplier network.





SERVING COMMUNITIES



We believe that sustainable development depends not only on environmental and economic progress, but also on creating meaningful benefits for communities. We therefore act with a strong sense of social responsibility in the regions where we operate, developing projects that respond to community needs, encourage participation, and create long-term impact. We prioritize community investments in line with our [Community Investment Policy](#), the social needs within our sphere of impact, the UN Sustainable Development Goals (SDGs), and the expectations of local stakeholders.

Our community investments focus on priorities such as supporting local development, facilitating access to education, and preserving cultural heritage. Across our projects, we seek to create lasting value through impact-driven community investment. Guided by our Value Creation principle, we develop community projects in collaboration with public institutions, local authorities, non-governmental organizations, universities, and social startups.

We maintain regular and open communication with our stakeholders. In accordance with our [Donations and Sponsorship Policy](#), we engage with local communities through social

responsibility projects, sponsorships, and donations, as well as direct communication channels. We also collaborate with stakeholders through joint projects, working committees, and boards and maintain regular engagement through conferences, seminars, training programs, and corporate memberships. Summits, trade fairs, and other events provide further opportunities for participation and dialogue. Together, these channels support transparent and sustained stakeholder engagement.

Our commitment to social benefit is reflected in tangible results. Through our collaboration with the Turkish Education Foundation (TEV), 100% of our scholarships were allocated to female students studying in technology and innovation fields. Women also accounted for 70% of students participating in technology and innovation departments under our 2025 Summer Internship Program and 23% of employees participating in intrapreneurship projects during the year. Through the projects detailed on pages 79–80, we aim to extend these benefits to a wider audience and create lasting impact.

Social Initiatives

W-energy for Equality Program: We expanded the program in 2025, providing training to a total of 103,000 women in technology,



innovation, artificial intelligence, and entrepreneurship. Through W-energy for Technology, W-energy for Innovation, W-energy for Future, W-energy for Kids, and “Yaşı Bile Olmaz,” we reached participants across a broad range of age groups and areas of interest. As part of W-energy for Innovation, we hosted a hackathon at Aygaz Head Office in 2025, providing entrepreneurial women with an opportunity to connect and collaborate. During the 2024–2025 period, W-energy for Technology reached 80,129 young women, W-energy for Innovation reached 16,516, and W-energy for Future reached 4,571. Through W-energy for Kids, we provided training for 11-year-olds in collaboration with the Rahmi M. Koç Museum. The “Inventive Women: Guess What Workshop” reached 728 students from 24 schools and a total of 1,615 students from 51 schools overall. The “Yaşı Bile Olmaz” project, launched in the last quarter of 2024 and completed in the first quarter of 2025, reached 571 participants across 11 provinces.

Firefly Education Unit: In the 2024–2025 academic year, with the contributions of 262 volunteers and in cooperation with the Education Volunteers Foundation of Türkiye (TEGV), we provided quality educational support to 9,693 children in Gaziantep, Ordu, Osmaniye, Malatya, and Samsun.



To measure the impact of our programs, we analyzed participant responses and learning outcomes using the Kirkpatrick Model. We conducted a holistic impact analysis of our programs by evaluating the data obtained from surveys conducted with parents and teachers using the Convergent Parallel Design approach.

Books on the History of Ottoman Diplomacy: History of Ottoman Diplomacy is among our many cultural activities. In this project, documents and information curated from the Ottoman archives are published in book form. With the addition of seven new books in 2025, the total number of published works now stands at 121.

What Will the Weather Be Like Tomorrow Project: Through the Climate Change Awareness Workshop hosted in the Rahmi M. Koç Museum's Discovery Globe and supported by the Ministry of Environment, Urbanization and Climate Change, we reached 957 students from 29 schools the January – December 2025 period. Since the beginning of the project, 112,920 students from a total of 2,639 schools participated in the project.

İznik Tile Kilns Excavation: As part of the excavations since 2024, 132 cases of objects were selected for further study as a result of the analyses on 11 grids. Among the excavated artifacts, 198 pieces were added to the inventory and two were included in the İznik Museum's collection. The analyses have been conducted jointly with Koç University Surface Science and Technology Center (KUYTAM) since the 2018 excavation season. Two artefacts were exhibited during the international symposium.

İKSV Theatre Festival Sponsorship: Aygaz has supported the theater since 2004. In 2025, we continued our support as the co-sponsor of the İstanbul Theatre Festival. The 29th edition of the festival featured 15 plays – six international and nine local productions – alongside nine free events, overall attracting more than 17 thousand viewers.

Sagalassos Excavations: Aygaz has supported the excavations and restorations in the ancient city of Sagalassos since 2005, demonstrating our commitment to preserving cultural heritage. Between 2005 and 2023, we contributed to the restoration of the Antonine Fountain and the Upper Agora. In the new excavation period, we continue to sponsor restoration projects in areas such as the Agora Gymnasium, Southeast Street and the Junction Gate. The excavations are carried out in partnership with Koç University, KU Leuven, Vrije Universiteit Brussel, and Bilkent University.

Koç Volunteers Mentoring Program for Young Women: As part of this program, run in integration with the W-energy for Future project, we designed the mentoring processes in collaboration with Learneco. Following mentor-mentee pairings, we supported the career development of young women through online meetings during the 3-month program.

Sports Club Sponsorships: With the Pürsu brand, we supported Fenerbahçe Sports Club Professional Football Team in the 2024-2025 season. In 2025, we also continued our sponsorship of the Tofaş Basketball Team, which started in the 2019-2020 season.



STAKEHOLDER OPINION



FULYA KANBEK

Corporate Communications Manager, Aygaz

At Aygaz, we see sustainability and social responsibility as complementary elements of our strategy. Through our sustainability efforts, we aim to manage our environmental, social, and economic impacts holistically, while our social responsibility projects translate this commitment into tangible benefits for society. In this respect, our priorities extend beyond transforming the way we do business to creating social benefit in the regions where we operate. The material topics identified as part of our sustainability strategy also shape the focus of our social responsibility projects, helping us build stronger and more meaningful relationships with our stakeholders. At Aygaz, we believe that sustainability goes beyond managing environmental impacts and calls for an inclusive perspective that contributes to social development. We therefore design our social responsibility projects as an integral part of our sustainability strategy and, by expanding our impact in both areas, support Aygaz's sustainable growth.

ANNEXES

- In 2025, Aygaz e-Store and Aygaz Mobile recorded 2.5 million transactions.
- We increased our renewable energy use to 10,608 GJ, with a nearly 14-fold increase compared to 2024.
- We reinforced sustainability awareness and competence in our supplier network with 28 person*hours of training.





PERFORMANCE INDICATORS

OPERATIONAL PERFORMANCE INDICATORS

➔ Aygaz e-Store and Aygaz Mobile App Figures

2025 New Members	751,000
2025 Downloads	970,000
2025 Transactions/Orders	2,500,000

➔ Dealer Mobile App Use

Cylinder Gas Dealers Using the App	1,104
Autogas Dealers Using the App	164

➔ DSS Use

Cylinder Gas Dealers Using the System	751
Number of Monthly Average Orders	430,000
Number of Monthly Average Orders Placed via DSS Mobile	200,000

➔ Product Management

	2023	2024	2025
Total Number of Products	5	5	6
Total Number of Products Assessed (LCA)	2	2	2
Financial Gains Through Take-back Programs (TL)	5,948,621	2,972,569	3,204,620

Economic Activity Indicators

➔ Investments

Project Type	Investment Amount (TL million)
E-Commerce Projects	18.5
Data Analytics Projects	8.6
Automation (RPA) Projects	2.1
ERP and Enterprise Software Projects	6.6
Total	35.8

ENVIRONMENTAL PERFORMANCE INDICATORS

➔ Environmental Trainings

	2023	2024	2025
Total Environmental Training Time - Employees (person*hours)	865	1,006	1,007
Total Number of Employees Receiving Environmental Training	1,038	933	978
Total Environmental Training Time - Subcontractor Employees (person*hours)	223	224	164
Total Number of Subcontractor Employees Receiving Environmental Training	267	285	164

➔ Energy Consumption

Energy Consumption (GJ)	2023	2024	2025
Renewable Energy Consumption	212	785	10,289
Direct Non-Renewable Energy Consumption	70,937	50,077	124,888
Purchased Electricity	68,528	64,563	55,482
Total Energy Consumption	139,677	114,640	135,496
Energy Savings	4,190	16,483	0

➔ Energy Consumption Distribution

Energy Consumption Distribution in 2025 (%)	2025
Renewable Energy Consumption	7.83
Direct Non-Renewable Energy Consumption	92.17
Purchased Electricity	40.95

➔ Greenhouse Gas Emissions

Greenhouse Gas Emissions (tons CO ₂ e)	2023	2024	2025
Scope 1*	6,550	4,200	4,688
Scope 2* (market-based)	8,355	7,717	6,493
Scope 2* (location-based)	8,355	7,717	7,623
Scope 3**	19,989,879	19,245,335	19,555,416
Total Scope 1, Scope 2 (market-based) and , and 3	20,004,784	19,257,252	19,566,597
Carbon Footprint Intensity (tons CO ₂ e/TL million)	0.32	0.16	0.13

* The 2024 calculations for Scope 1 and Scope 2 emissions have been expanded to include Aygaz and its subsidiaries. All yearly data has been verified.

** Total indirect greenhouse gas amount. All yearly data has been verified.

➔ Air Emissions

Air Emissions (kg/year)	2023	2024	2025
No _x	15,254	15,116	19,942
So _x	266	255	619
Volatile Organic Compounds (VOC)	91,751	82,296	83,931

➔ Waste Quantity

Waste Quantity (tons/year)	2023	2024	2025
Hazardous Waste - Recovered	410	373	389
Hazardous Waste - Diverted to Disposal	2.10	0.21	0.04
Total Hazardous Waste Quantity	412	373	389
Non-Hazardous Waste - Recovered	7,312	5,648	5,455
Non-Hazardous Waste - Diverted to Disposal	-	-	-
Total Non-Hazardous Waste Quantity	7,312	5,648	5,455



➔ Water Consumption

Water Consumption (m³)	2023	2024	2025
Ground Water	0.00	0.00	0.00
Underground Water	117,007	97,810	45,200
Rainwater and Other Resources	0.00	0.00	0.00
Municipal Water	69,338	69,897	75,157
Total Wastewater Amount	92,067	98,359	112,649
Recovered/Reused Process Water	60,171	61,102	0.00

■ Water Withdrawal

Water Withdrawal (m³)	2023	2024	2025
Seawater Withdrawal	-	2,000	0.00
Municipal Water Withdrawal	69,338	67,897	75,136
Underground Water Withdrawal	117,007	97,810	76,400
Ground Water Withdrawal	-	-	-

➔ Wastewater Discharge

Wastewater Discharge (m³)	2023	2024	2025
Seawater - Discharged	-	9,459	9,360
Municipal Water - Discharged	-	68,495	52,029
Underground Water - Discharged	-	-	-
Ground Water - Discharged	-	20,405	51,260
Water - Discharged	92,067	98,359	112,649

➔ Environmental Investments and Spending

Environmental Investments and Spending	2023	2024	2025
Financial Savings Through Environmental Investments and Spending (TL million)	4.2	3.4	3.0
Facilities holding ISO 14001 Certification	12	11	11
Facilities holding ISO 50001 Certification	3	3	3

➔ Environmental Spending

Financial Savings Through Environmental Investments and Spending (TL million)	2023	2024	2025
Financial Savings Through Environmental Investments and Spending (TL million)	4.2	3.4	3.0

SOCIAL PERFORMANCE INDICATORS

➔ Employee Demographics

	2023			2024			2025		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Employees	1,403	255	1,658	1,090	166	1,256	1,079	170	1,249
Disabled Employees	26	3	29	28	4	32	19	2	21
Employees in STEM	113	22	135	90	28	118	122	43	165
New Employees Recruited Within the Year	636	66	702	315	42	357	307	40	347

➔ Employees by Work Type

	2023 Full-time	2023 Part-time	2024 Full-time	2024 Part-time	2025 Full-time	2025 Part-time
Employee Count	1,658	0	1,256	0	1,249	0



➔ Employees by Age Groups

Age Groups	2023	2024	2025
Under 30	357	259	333
30-50 Years Old	1,200	909	816
Over 50	101	88	100

➔ Trainings (Employees)

Trainings (Employees)	2023	2024	2025
Training Hours per Employee	37	43	22
OHS Training Hours per Employee	11.11	21.80	21.80
Total Training Time (person*hours)	61,382	5,765	27,608
Total OHS Training Time (person*hours)	15,294	20,730	20,730

➔ Employee Demographics

Employee Turnover Data	2023	2024	2025
Voluntary Resignations	254	140	114
Terminations (involuntary)	274	334	143

➔ Trainings (Subcontractors)

Trainings (Subcontractors)	2023	2024	2025
Training Hours per Employee	17	9	14
OHS Training Hours per Employee	12.19	17.43	17.43
Total Training Time (person*hours)	8,320	6,586	6,558
Total OHS Training Time (person*hours)	4,935	6,362	6,362

➔ Senior and Mid-Level Executives by Gender

	2023			2024			2025		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Mid-Level Executives	94	23	117	54	7	61	67	12	79
Senior Executives	6	3	9	9	6	15	6	4	10

➔ Parental Leaves by Gender

	2023			2024			2025		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Employees Taking Parental Leave	42	8	50	48	7	55	35	12	47
Employees Returning From Parental Leave	41	6	47	48	3	51	35	8	43

➔ Average Female Employee Salary/ Average Male Employee Salary (Gender Pay Gap)

	2023	2024	2025
Gender Pay Gap	101%	99%	99.8%

➔ Total Employee Training Expenditure

	2023	2024	2025
Total Employee Training Expenditure	7,899,451 TL	13,383,471 TL	14,917,511 TL

➔ Employees Subjected to Performance Appraisal

	2023	2024	2025
White-collar Employees Subjected to Performance Appraisal	984	658	674
Blue-collar Employees Subjected to Performance Appraisal	375	303	300

➔ Employee Demographics

	2023			2024			2025		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Employees Leaving the Company	460	68	528	419	55	474	224	33	257
New Employees Recruited Within the Year	636	66	702	315	42	357	307	40	347



➔ Employee Demographics (Employee Turnover Rate)

	2023		2024		2025	
	Male	Female	Male	Female	Male	Female
Employee Turnover Rate	33%	27%	38%	21%	21%	19%
Employee Turnover Rate (involuntary)	25%	15%	15%	15%	7%	8%
Employee Turnover Rate (voluntary)	15%	17%	11%	10%	14%	11%

➔ Employee Demographics (Subcontractor Employees)

	2023			2024			2025		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Subcontractor Employee Count	435	57	492	677	51	728	417	61	478

➔ Employee Demographics

	2023			2024			2025		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Employees on Indefinite Contracts	52	6	58	75	9	84	21	9	30
Employees on Fixed-Term Contracts	1,351	249	1,600	1,015	157	1,172	526	148	674

➔ Employee Demographics

	2023			2024			2025		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
All Open Positions			640			421			325
Positions Filled Internally	22	10	32	3	2	5	8	0	8
Employees Receiving First Time Promotion to Senior Management Roles	0	0	0	1	1	2	25	8	33
Promotions	25	6	31	33	8	41	31	2	33

➔ New Recruitment (Number)

	2023		2024		2025	
	Male	Female	Male	Female	Male	Female
New Employees Recruited Within the Year	636	66	315	42	307	40

➔ New Recruitment (Rate)

	2023		2024		2025	
	Male	Female	Male	Female	Male	Female
New Recruitment Rate	91%	9%	88%	12%	88%	12%

➔ OHS Performance

	2023	2024	2025
LTIF - Employees	14.69	12.11	10.92
TRIF - Employees	16.28	14.53	13.83
LTIF- Subcontractors	14.69	5.57	4.61
TRIF - Subcontractors	5.67	7.87	6.56
Total LTIF	8.00	7.90	6.67
Total TRIF	9.63	10.25	8.94

➔ OHS Performance (Employees)

	2023	2024	2025
Fatal Accidents	0	1	0
Occupational Diseases	0	0	0
Lost Day Rate (LDR)	0.16	0.15	0.09

➔ OHS Performance (Subcontractors)

	2023	2024	2025
Fatal Accidents	0	0	0
Occupational Diseases	0	0	0
Lost Day Rate (LDR)	0.50	0.84	0.04



➔ Employees - Occupational Health and Safety

General Metrics	Unit	2023	2024	2025
Total Hours Worked	Hours	2,518,509	2,415,430	2,284,645
Workplace Incidents	Unit	2023	2024	2025
Near-miss Accidents	Number/Year	349	719	562
Lost Time Injuries	Number/Year	37	31	29
Lost Days	Number/Year	405	360	225
Injuries w/o Lost Days	Number/Year	4	7	5
Occupational Disease Rate (ODR)	Rate	0	0	0.44

➔ Subcontractors - Occupational Health and Safety

General Metrics	Unit	2023	2024	2025
Total Hours Worked	Hours	4.233.478	4.560.110	4.574.364
Workplace Incidents	Unit	2023	2024	2025
Near-miss Accidents	Number/Year	-	-	-
Lost Time Injuries	Number/Year	17	26	23
Lost Days	Number/Year	209	253	117
Injuries w/o Lost Days	Number/Year	7	10	7
Occupational Disease Rate (ODR)	Rate	0	0	0

➔ OHS Trainings (Employees)

	2023	2024	2025
OHS Training per Employee	11.11	21.80	21.80
Total OHS Training Time (person*hours)	15,294	20,730	20,730

➔ OHS Trainings (Subcontractors)

	2023	2024	2025
OHS Training per Employee	12.19	17.43	17.43
Total OHS Training Time (person*hours)	4,935	6,362	6,362

➔ Customers

	2023	2024	2025
Online Sales/Service Channels Revenues	28,691,577 TL	35,500,000 TL	120,000,000 TL
Active Online Sales/Service Channel Customers	980	1,500,000	2,000,000
Total Number of Customers	3,500,000	4,200,000	4,323,000

➔ R&D and Innovation

	2023	2024	2025
Full-time Employees in R&D and Innovation Departments	30	31	32
Total R&D Budget (TL million)	15.3	77.8	92.5

➔ Value Chain

	2023	2024	2025
Total Suppliers	2,015	2,396	2,396
Total Local Suppliers	1,934	2,268	2,268
Direct (Tier 1) Suppliers	75	75	75
Critical Suppliers	67	47	47



MEMBERSHIPS AND ASSOCIATIONS

- Adana Chamber of Commerce
- Advertisers Association
- Aegean Region Chamber of Industry
- Aerosol Manufacturers Association
- Aliağa Chamber of Commerce
- Ankara Chamber of Commerce
- Ankara Chamber of Industry
- Antalya Chamber of Commerce and Industry
- Association of E-Commerce Operators (ETİD)
- Authorized Economic Operators (AEO) Association of Türkiye
- Bursa Chamber of Commerce and Industry
- Business Council for Sustainable Development Türkiye (BCSD Türkiye)
- Chamber of Shipping (İMEAK)
- Corporate Communications Association
- Corporate Governance Association of Türkiye (TKYD)
- DenizTemiz Association/TURMEPA
- Denizli Chamber of Commerce
- Diyarbakır Chamber of Commerce and Industry
- Dört Yol Chamber of Commerce and Industry
- Employers' Association of Chemicals, Oil, Tire and Plastics Industry (KİPLAS)
- Erzurum Chamber of Commerce and Industry
- Eskişehir Chamber of Commerce
- Eskişehir Chamber of Industry
- Fenerbahçe Sports Club
- Foreign Economic Relations Board (DEİK)
- Gaziantep Chamber of Commerce
- Gaziantep Chamber of Industry
- Gebze Chamber of Commerce
- GS1 Türkiye Foundation Economic Enterprise
- Hayrabolu Chamber of Commerce and Industry
- Here2Next Platform
- International Chamber of Commerce (ICC)
- Isparta Chamber of Commerce and Industry
- Istanbul Foundation for Culture and Arts (İKSİV)
- İstanbul Chamber of Commerce (İTO)
- İstanbul Chamber of Industry (İSO)
- Istanbul and Marmara, Aegean, Mediterranean, Black Sea Regions Chamber of Shipping (İMEAK DTO)
- İzmir Chamber of Commerce
- Kayseri Chamber of Commerce
- Kırıkkale Chamber of Commerce and Industry
- Koç Group Executives Association
- Körfez Chamber of Commerce
- Licensing Executive Society Türkiye
- Manisa Chamber of Commerce and Industry
- Nazilli Chamber of Commerce
- Osmaniye Chamber of Commerce and Industry
- Samsun Chamber of Commerce and Industry
- The British Chamber of Commerce in Türkiye
- TMMOB Chamber of Electrical Engineers
- Trabzon Chamber of Commerce and Industry
- Turkish Chamber of Mechanical Engineers (UCTEA)
- Turkish Confederation of Employer Associations (TİSK)
- Turkish Employers' Association of Metal Industries (MESS)
- Turkish Foreign Trade Association
- Turkish Industry and Business Association (TÜSİAD)
- Turkish Investor Relations Society
- Turkish LPG Association
- Turkish Maritime Pilots Association
- Turkish Quality Association (KalDer)
- Turkish Education Association (TED)
- Union of Chambers and Commodity Exchanges of Türkiye (TOBB)
- Venture Capital Companies Platform
- World Energy Council Turkish National Committee (WEC)
- World Liquid Gas Association (WLGA)



GRI CONTENT INDEX

Statement of Use	Aygaz has reported in accordance with the GRI Standards for the January 1, 2025 – December 31, 2025 period.
GRI 1 Used	GRI 1: Foundation 2021
Industry Standards	GRI 11: Oil and Gas 2021

			EXEMPTIONS			
GRI STANDARD	DISCLOSURE	SECTION	EXCLUDED REQUIREMENTS	REASON	RESPONSE	PAGE #
GENERAL DISCLOSURES						
GRI 2: General Disclosures 2021	2-1 Organizational details	About the Report				4
	2-2 Entities included in the organization's sustainability reporting	About Aygaz				11
	2-3 Reporting period, frequency and contact point	About the Report				4
	2-4 Restatements of information	About the Report				4
	2-5 External assurance	External assurance has not been received for the report.				
	2-6 Activities, value chain and other business relationships	Value Chain and Stakeholder Engagement Value Creation Model Material Topics and Materiality Matrix				37, 38, 39, 40
	2-7 Employees	Human Resource Diversity, Equity and Inclusion Integrated Talent Management Occupational Health and Safety Social Performance Indicators				69-77, 83-86
	2-8 Workers who are not employees	Human Resource Diversity, Equity and Inclusion Responsible Supply Chain				69-74, 78
	2-9 Governance structure and composition	Corporate Governance				20
	2-10 Nomination and selection of the highest governance body	Corporate Governance				20
	2-11 Chair of the highest governance body	Corporate Governance				20
	2-12 Role of the highest governance body in overseeing the management of impacts	Corporate Governance				20
	2-13 Delegation of responsibility for managing impacts	Corporate Governance				20



			EXEMPTIONS			
GRI STANDARD	DISCLOSURE	SECTION	EXCLUDED REQUIREMENTS	REASON	RESPONSE	PAGE #
GENERAL DISCLOSURES						
GRI 2: General Disclosures 2021	2-14 Role of the highest governance body in sustainability reporting	Corporate Governance				20
	2-15 Conflicts of interest	Corporate Governance Anti-Bribery and Anti-Corruption Ethics and Compliance				20, 24, 25
	2-16 Communication of critical concerns	Corporate Governance				20
	2-17 Collective knowledge of the highest governance body	Corporate Governance				20
	2-18 Evaluation of the performance of the highest governance body Corporate Governance	Kurumsal Yönetim				20
	2-19 Remuneration policies	Corporate Governance Remuneration Processes			https://kurumsal.aygaz.com.tr/yatirimci-iliskileri/ucrettendirme-politikasi	20, 23
	2-20 Process to determine remuneration	Corporate Governance Remuneration Processes			https://kurumsal.aygaz.com.tr/yatirimci-iliskileri/ucrettendirme-politikasi	20, 23
	2-21 Annual total compensation ratio		2-21 a 2-21 b 2-21 c	Privacy Restriction	Details are not disclosed due to the absence of any regulatory requirements, and commercial sensitivities.	
	2-22 Statement on sustainable development strategy	Sustainability Strategy, Targets and Performance				35
	2-23 Policy commitments	Corporate Governance				20
	2-24 Embedding policy commitments	Corporate Governance Sustainability Strategy, Targets and Performance				20, 35, 36
	2-25 Processes to remediate negative impacts	Managing Risks and Opportunities				26, 27
	2-26 Mechanisms for seeking advice and raising concerns	Ethics and Compliance				24, 25
	2-27 Compliance with laws and regulations	Ethics and Compliance				24, 25
	2-28 Membership associations	Memberships and Associations				87
	2-29 Approach to stakeholder engagement	Material Topics and Materiality Matrix				40
	2-30 Collective bargaining agreements	Fair Work and Equality				74



			EXEMPTIONS			
GRI STANDARD	DISCLOSURE	SECTION	EXCLUDED REQUIREMENTS	REASON	RESPONSE	PAGE #
MATERIAL TOPICS						
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Material Topics and Materiality Matrix				40
	3-2 List of material topics	Material Topics and Materiality Matrix				40
Climate Action and Net-Zero Emissions						
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Strategy, Targets and Performance Material Topics and Materiality Matrix Emissions and Energy Management Environmental Performance Indicators				35, 36, 40, 59, 60, 61, 62, 82, 83
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Emissions and Energy Management				59
	305-2 Energy indirect (Scope 2) GHG emissions	Emissions and Energy Management				59
	305-3 Other indirect (Scope 3) GHG emissions	Emissions and Energy Management				59
	305-4 GHG emissions intensity	Emissions and Energy Management				59
	305-5 Reduction of GHG emissions	Emissions and Energy Management				59
	305-6 Emissions of ozone-depleting substances (ODS)	Air Quality				63
	305-7 Nitrogen oxides (NO _x), sulfur oxides (SO _x), and other significant air emissions	Air Quality				63
Energy Transition						
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Strategy, Targets and Performance Material Topics and Materiality Matrix Emissions and Energy Management				35, 36, 40, 59, 60, 61, 62
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Emissions and Energy Management				59, 60, 61, 62
	302-2 Energy consumption outside of the organization	Emissions and Energy Management				59, 60, 61, 62
	302-3 Energy intensity	Emissions and Energy Management				59, 60, 61, 62
	302-4 Reduction of energy consumption	Emissions and Energy Management				59, 60, 61, 62
	302-5 Reductions in energy requirements of products and services	Emissions and Energy Management				59, 60, 61, 62
Air Emissions						
GRI 3: Material Topics 2021	3-3 Management of material topics	Air Quality				63



			EXEMPTIONS			
GRI STANDARD	DISCLOSURE	SECTION	EXCLUDED REQUIREMENTS	REASON	RESPONSE	PAGE #
Water Stewardship						
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Strategy, Targets and Performance Material Topics and Materiality Matrix Water and Effluents				35, 36, 40, 66
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Water and Effluents				66
	303-2 Management of water discharge-related impacts	Water and Effluents				66
	303-3 Water withdrawal	Water and Effluents				66
	303-4 Water discharge	Water and Effluents				66
	303-5 Water consumption	Water and Effluents				66
GRI 306: Effluents and Waste 2016	306-3 Waste generated	Water and Effluents				
Biodiversity and Ecosystems						
GRI 3: Material Topics 2021	3-3 Management of material topics	Material Topics and Materiality Matrix Biodiversity and Ecosystems				40, 67
GRI 101: Biodiversity 2024	101-2 Management of biodiversity impacts	Biodiversity and Ecosystems				67
	101-3 Access and benefit-sharing	Biodiversity and Ecosystems				67
	101-4 Identification of biodiversity impacts	Biodiversity and Ecosystems				67
	101-5 Locations with biodiversity impacts	Biodiversity and Ecosystems				67
Waste						
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Strategy, Targets and Performance Material Topics and Materiality Matrix Waste and Resource Management				35, 36, 40, 64, 65
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Waste and Resource Management				64, 65
	306-2 Management of significant waste-related impacts	Waste and Resource Management				64, 65
	306-3 Waste generated	Waste and Resource Management				64, 65
	306-4 Waste diverted from disposal	Waste and Resource Management				64, 65
	306-5 Waste directed to disposal	Waste and Resource Management				64, 65
Occupational Health and Safety						
GRI 3: Material Topics 2021	3-3 Management of material topics	Material Topics and Materiality Matrix Occupational Health and Safety				40, 77



			EXEMPTIONS			
GRI STANDARD	DISCLOSURE	SECTION	EXCLUDED REQUIREMENTS	REASON	RESPONSE	PAGE #
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Occupational Health and Safety				77
	403-2 Hazard identification, risk assessment, and incident investigation Occupational Health and Safety	Occupational Health and Safety				77
	403-3 Occupational health services	Occupational Health and Safety				77
	403-4 Worker participation, consultation, and communication on occupational health and safety	Occupational Health and Safety				77
	403-5 Worker training on occupational health and safety	Occupational Health and Safety				77
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Occupational Health and Safety				77
	403-8 Workers covered by an occupational health and safety management system	Occupational Health and Safety				77
	403-9 Work-related injuries	Occupational Health and Safety				77
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Customer Satisfaction						
GRI 3: Material Topics 2021	3-3 Management of material topics	Material Topics and Materiality Matrix Customer Satisfaction and Safety				40, 51
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	Customer Satisfaction and Safety				51
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	Customer Satisfaction and Safety				51
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Customer Satisfaction and Safety				51
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GRI 3: Material Topics 2021	3-3 Management of material topics	Financial and Operational Outlook Material Topics and Materiality Matrix Digital Transformation and Operational Efficiency				13, 40, 47
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GRI 3: Material Topics 2021	3-3 Management of material topics	Responsible Supply Chain Sustainable Supply Chain Roadmap				78
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	Responsible Supply Chain Sustainable Supply Chain Roadmap				78



			EXEMPTIONS			
GRI STANDARD	DISCLOSURE	SECTION	EXCLUDED REQUIREMENTS	REASON	RESPONSE	PAGE #
	308-2 Negative environmental impacts in the supply chain and actions taken	Responsible Supply Chain Sustainable Supply Chain Roadmap				78
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Responsible Supply Chain Sustainable Supply Chain Roadmap				78
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	Responsible Supply Chain Sustainable Supply Chain Roadmap				78
Talent Management and Employee Development						
GRI 3: Material Topics 2021	3-3 Management of material topics	Integrated Talent Management Social Performance Indicators				75, 76, 83, 84, 85, 86
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Integrated Talent Management Social Performance Indicators				75, 76, 83, 84, 85, 86
	404-2 Programs for upgrading employee skills and transition assistance programs	Integrated Talent Management Social Performance Indicators				75, 76, 83, 84, 85, 86
	404-3 Percentage of employees receiving regular performance and career development reviews	Social Performance Indicators				75, 76, 83, 84, 85, 86
Diversity and Equality at Work						
GRI 3: Material Topics 2021	3-3 Management of material topics	Material Topics and Materiality Matrix Ethics and Compliance Diversity, Equity and Inclusion				40, 24, 25, 73, 74
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Ethics and Compliance Diversity, Equity and Inclusion				24, 25, 73, 74
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Social Performance Indicators				83, 84, 85, 86
	401-3 Parental leave	Social Performance Indicators				83, 84, 85, 86
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Board of Directors and Board Committees Social Performance Indicators				18, 83, 84, 85, 86
	405-2 Ratio of basic salary and remuneration of women to men	Social Performance Indicators				83, 84, 85, 86
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GRI 3: Material Topics 2021	3-3 Management of material topics	Value Chain and Stakeholder Engagement				37, 38
Legislation and Legal Compliance						
GRI 3: Material Topics 2021	3-3 Management of material topics	Material Topics and Materiality Matrix Ethics and Compliance				40, 24, 25



			EXEMPTIONS			
GRI STANDARD	DISCLOSURE	SECTION	EXCLUDED REQUIREMENTS	REASON	RESPONSE	PAGE #
Integrated Risk Management						
GRI 3: Material Topics 2021	3-3 Management of material topics	Material Topics and Materiality Matrix Integrated Risk Management				40, 26, 27
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GRI 3: Material Topics 2021	3-3 Management of material topics	Material Topics and Materiality Matrix Ethics and Compliance Anti-Bribery and Anti-Corruption				40, 24, 25
GRI 205: Anti-Corruption 2016	205-2 Communication and training about anti-corruption policies and procedures	Ethics and Compliance				24, 25
	205-3 Confirmed incidents of corruption and actions taken	Ethics and Compliance Anti-Bribery and Anti-Corruption				24, 25
Digitalization and Technological Transformation						
GRI 3: Material Topics 2021	3-3 Management of material topics	Material Topics and Materiality Matrix R&D, Innovation, Innovative Products and Services Digital Transformation and Technology				40, 43-49
Sustainable Profitability						
GRI 3: Material Topics 2021	3-3 Management of material topics	Material Topics and Materiality Matrix				40
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Financial and Operational Outlook Financial Performance Indicators				13, 82
	201-2 Financial implications and other risks and opportunities due to climate change	Financial and Operational Outlook Financial Performance Indicators				13, 82
R&D and Innovation						
GRI 3: Material Topics 2021	3-3 Management of material topics	R&D, Innovation, Innovative Products and Services				43, 44, 45, 46



SASB INDEX

The SASB Index below contains disclosures provided by Aygaz in accordance with the applicable industry standards published by the Sustainability Accounting Standards Board (SASB). The information stated in the SASB Index pertains to the reporting period from January 1, 2025, to December 31, 2025.

Topic	Metric	Category	Unit of Measure	Code		Relevant Section
Greenhouse Gas Emissions	Gross global Scope 1 emissions, percentage covered under emissions limiting regulations	Quantitative	Metric tons (t) CO ₂ e, Percentage (%)	EM-RM-110a.1	Gross Total Scope 1 Emissions: 4,688 tons CO ₂ e Rate under emissions regulations: 0%	Emissions and Energy Management, Social Performance Indicators
	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	Discussion and Analysis	n/a	EM-RM-110a.2	Target: 6% reduction by 2030.	
Air Quality	Air emissions of the following pollutants: (1) NO _x (excluding N ₂ O), (2) SO _x , (3) particulate matter (PM ₁₀), (4) H ₂ S, and (5) volatile organic compounds (VOCs)	Quantitative	Metric tons (t)	EM-RM-120a.1	NO _x Emissions: 19.9 tons SO _x Emissions: 0.6 tons VOC Emissions: 83.9 tons No disclosure related to (3) and (4).	Air Quality, Social Performance Indicators
	Number of refineries in or near areas of dense population	Quantitative	Number	EM-RM-120a.2	Not yet calculated.	
Water Management	(1) Total fresh water withdrawn, (2) percentage recycled, (3) percentage in regions with High or Extremely High Baseline Water Stress	Quantitative	Thousand cubic meters (m ³), Percentage (%)	EM-RM-140a.1	Water withdrawn: 167,707 m ³ Low/High Stress Ratio: 16.19% / 36.32% Water consumed: 69,347 m ³ Low/High Stress Ratio: 22.35% / 37.41	Water and Effluents, Social Performance Indicators
	Number of incidents of noncompliance associated with water quality permits, standards, and regulations	Quantitative	Number	EM-RM-140a.2	Aygaz has not faced any non-compliances or penalties associated with its operations.	
Hazardous Materials Management	(1) Amount of hazardous waste generated, (2) percentage recycled	Quantitative	Metric ton (t), Percentage (%)	EM-RM-150a.1	Hazardous Waste Amount: 389 tons Recycled Hazardous Waste: 99.9%	Waste and Resource Management, Social Performance Indicators
	(1) Number of underground storage tanks (USTs), (2) number of UST releases requiring cleanup, and (3) percentage in states with UST financial assurance funds	Quantitative	Number, Percentage (%)	EM-RM-150a.2	Not yet calculated.	
Workforce Health & Safety	(1) Total recordable incident rate (TRIR), (2) fatality rate, and (3) near miss frequency rate (NMFR) for (a) full-time employees and (b) contract employees	Quantitative	Rate	EM-RM-320a.1	TRIR: 8.94 Fatality Rate: 0% NMFR: Not calculated.	Social Performance Indicators
	Discussion of management systems used to integrate a culture of safety	Discussion and Analysis	n/a	EM-RM-320a.2	Not yet evaluated.	
Product Specifications & Clean Fuel Blends	Total addressable market and share of market for advanced biofuels and associated infrastructure	Quantitative	Reporting currency, Percentage (%)	EM-RM-410a.2	Not yet evaluated.	
	Volumes of renewable fuels for fuel blending: (1) net amount produced, (2) net amount purchased	Quantitative	Barrel of oil equivalent (BOE)	EM-RM-410a.3	Not yet evaluated.	
Pricing Integrity & Transparency	Total amount of monetary losses as a result of legal proceeding associated with price fixing or price manipulation	Quantitative	Reporting currency	EM-RM-520a.1	Not yet evaluated.	
Management of the Legal & Regulatory Environment	Discussion of corporate positions related to government regulations and/or policy proposals that address environmental and social factors affecting the industry	Discussion and Analysis	n/a	EM-RM-530a.1	Not yet evaluated.	
Critical Incident Risk Management	Process Safety Event (PSE) rates for Loss of Primary Containment (LOPC) of greater consequence (Tier 1) and lesser consequence (Tier 2)	Quantitative	Rate	EM-RM-540a.1	Not yet evaluated.	
	Challenges to Safety Systems indicator rate (Tier 3)	Quantitative	Rate	EM-RM-540a.2	Not yet evaluated.	
	Discussion of measurement of Operating Discipline and Management System Performance through Tier 4 Indicators	Discussion and Analysis	n/a	EM-RM-540a.3	Not yet evaluated.	



Abbreviations & Acronyms

ADR	European Agreement on the International Transport of Dangerous Goods by Road
APS	Announced Pledges Scenario
CBAM	Carbon Border Adjustment Mechanism
CBM	Capital Markets Board
CO₂	Carbon Dioxide
CSRD	Corporate Sustainability Reporting Directive
DME	Dimethyl Ether
DSS	Digital Order System
EMRA	Energy Market Regulatory Authority
EPIAŞ	Enerji Piyasaları İşletmeleri Anonim Şirketi
ESG	Environmental, Social and Governance
ETS	Emissions Trading System
GRI	Global Reporting Initiative
HR	Human Resources
I-REC	International Renewable Energy Certificate
IEA	International Energy Agency
IFRS	International Financial Reporting Standards
IoT	Internet of Things
IPCC	Intergovernmental Panel on Climate Change
ISO	İstanbul Chamber of Industry
ISSB	International Sustainability Standards Board
IVR	Interactive Voice Response
KPI	Key Performance Indicator
KR	Key Result
KUYTAM	Koç University Surface Science and Technology Center
LCA	Life Cycle Assessment
LDR	Lost Day Rate
LNG	Liquefied Natural Gas
LPG	Liquefied Petroleum Gas
LTIF	Lost Time Injury Frequency

MOTAT	Mobile Waste Tracking System
NDC	Nationally Declared Contribution
NPS	Net Promoter Score
NZE	Net Zero Emissions Scenario
OHS	Occupational Health and Safety
PLC	Programmable Logic Controller
POA	Public Oversight, Accounting and Auditing Standards Authority
R&D	Research & Development
RCP	Representative Concentration Pathways
REC	Regional Environmental Center
SASB	Sustainability Accounting Standards Board
STEM	Science, Technology, Engineering, and Mathematics
STEPS	Stated Policies Scenario
TCC	Turkish Commercial Code
TEGV	Educational Volunteers Foundation of Türkiye
TEV	Turkish Education Foundation
TİM	Türkiye Exporters Assembly
TKDF	Federation of Women's Associations in Türkiye
TSRS	Turkish Sustainability Reporting Standards
TURMEPA	Deniz Temiz Association
TÜBİTAK	Scientific and Technological Research Council of Türkiye
UN	United Nations
UN SDGs	United Nations Sustainable Development Goals
UN WEPs	UN Women's Empowerment Principles
UNESCO	United Nations Educational, Scientific and Cultural Organization
UNGC	United Nations Global Compact
VOC	Volatile Organic Compound
WEF	World Economic Forum
WLGA	World Liquid Gas Association



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