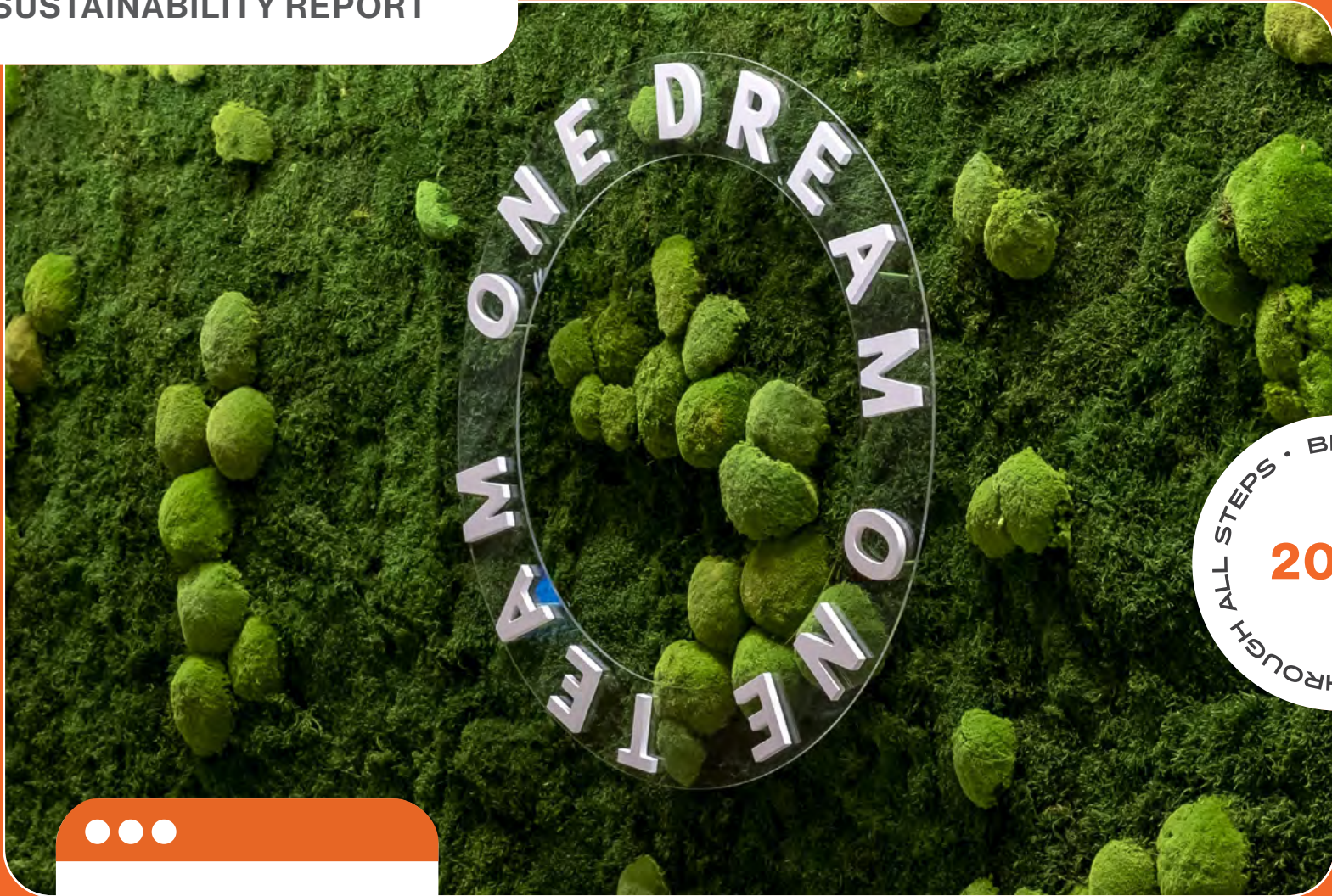
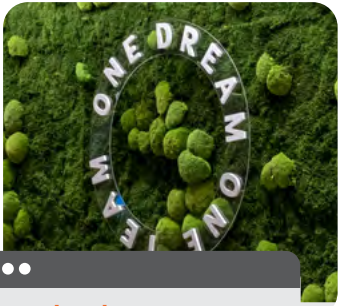


SUSTAINABILITY REPORT



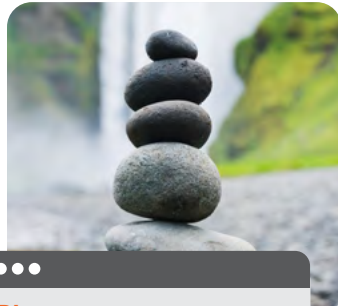
trendyol

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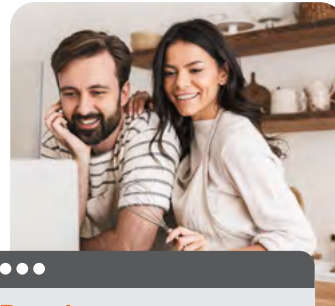
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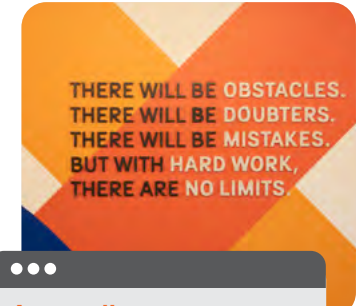
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Trendyol's Unwavering Support for the Earthquake-Affected Zone Since Day One

ASSISTANCE FOR BUSINESS PARTNERS AND EMPLOYEES

- Following the earthquake, advance payment of **TL 421 million** in progress payments were made to sellers in the affected region.
- A total of **TL 18 million** were allocated for earthquake aid to employees, and an additional **TL 19 million** were extended to logistics business partners in the affected region.
- Through the assistance program "Every Order is a Glimmer of Hope," we waived sales commissions for **35,000** sellers in the disaster-stricken area. As part of the program, we supported sellers in the region with a **TL 267 million** commission payout to sellers in the region.

EQUIPMENT AND MATERIAL ASSISTANCE

- We coordinated with AFAD, utilizing **141** trucks and **14** cargo planes, to procure and transport more than **1.4 million** pieces of equipment and essential supplies to the disaster-stricken area.
- As a crucial part of the Earthquake Relief Mobilization, we facilitated the shipment of **2.3 million** products purchased by Trendyol customers to the region through **313** trips made by Trendyol Express trucks.

EMERGENCY RESPONSE LOGISTICS ASSISTANCE

- We assumed responsibility for the operation

of the three primary distribution and handling warehouses in Adana, Gaziantep, and Kayseri, in close coordination with the Ministry of Family and Social Services. Products were sorted and dispatched from the warehouses to the disaster-stricken area via **963** truck and lorry trips.

- A dedicated team of **1,300** volunteer Trendyol couriers, alongside **1,100** commercial vehicles and motorcycles, worked tirelessly around the clock to ensure aid reached even the most remote villages.

FOOD AND SUPPLY ASSISTANCE

- Up until now, we have distributed **2.5 million** hot meals and essential food items to every corner of the earthquake-affected region.
- At present, **65** restaurants and **30** mobile kitchens within the region are collectively providing hot meals to **470,000** people each day.

INTERNATIONAL ASSISTANCE

- Trendyol's software developers created the first digital platform enabling individuals living abroad support the disaster-stricken area.
- The platform channelled the support of people from over **70** countries towards the affected region. International opinion leaders from various fields and global e-commerce platforms have united in urging solidarity with Türkiye through the website earthquake.trendyol.com.

TRENDYOL'S RELIEF EFFORTS IN THE REGION FOLLOWING THE EARTHQUAKES ON FEBRUARY 6, 2023

TL 1.1+ BILLION of Assistance
TL 713+ MILLION from its own resources
TL 401+ MILLION through the solidarity boutique and digital cards

We managed
3 TRANSFER CENTERS



BELONGING TO THE MINISTRY OF FAMILY AND SOCIAL SERVICES

EQUIPMENT AND MATERIAL ASSISTANCE



Over **3.7 MILLION** Pieces of equipment and basic necessity materials



454



14

Transported to the region with 454 trucks and 14 cargo planes

EMERGENCY RESPONSE LOGISTICS ASSISTANCE



1,300

Volunteers from the Trendyol field team



1,100

Minivans and Motorcycles

FOOD AND SUPPLY ASSISTANCE



2.5 MILLION

Basic Food Items and Food Parcels



470 THOUSAND

Hot Meals

INTERNATIONAL ASSISTANCE



70+ COUNTRIES

Support from over 70 countries through earthquake.trendyol.com



130 MILLION

More than 130 million people reached

SOCIAL ASSISTANCE



2023-24 SEASON

Ataşehir Hatayspor Sponsorship

About the Report

As part of the Trendyol Sustainable Impact Plan, we are proud to release our first sustainability report this year. We view the Trendyol Sustainable Impact Plan, centered on the themes of Planet and People, as an ongoing journey. Through our report, we openly communicate our perspective, objectives, initiatives, achievements, and future priorities to all our stakeholders. Our report encompasses the advancements and achievements in all Trendyol Group operations during the period of January 1 to December 31, 2022. The report, aligned with the 2021 version of GRI Standards, reflects our commitment to the United Nations 2030 Sustainable Development Goals (SDGs) and adheres to industry standards set forth by the Sustainability Accounting Standards Board (SASB).

INVOLVEMENT IN INITIATIVES



United Nations
Global Compact



TUSIAD 50



SUPPORT IN SUSTAINABLE DEVELOPMENTS GOALS



Independent Assurance

As part of our 2022 Sustainability Report, we enlisted independent assurance services for the performance indicators of two of our material topics, aiming to enhance transparency and credibility. We successfully completed the verification process for our Scope 1 and Scope 2 emissions, connected to our material topic of greenhouse gas emissions within our Planet - Carbon Mitigation focus area. Additionally, we obtained verification for the indicators of female employee ratio and female leader ratio, associated with our material topic of diversity and inclusion within our People - Our Team focus area.

The methodology and findings of the independent assurance report are available in the Appendices of our report, specifically on pages 48-49. ✨

SCOPE OF REPORTING

trendyol

Türkiye's Leading E-Commerce Platform: Our platform offers customers a diverse selection of millions of products spanning a wide array of categories, including fashion, beauty, home furnishings, and electronics. We strive to provide our customers with a seamless shopping experience, where they can effortlessly discover anything they desire. We are dedicated to enhancing your experience by providing an easy, seamless, and enjoyable shopping journey, adding value to every step.

Trendyol Logistics Company: Trendyol Express, our advanced logistics network, connects our sellers with our customers. We combine cutting-edge technology with expert teams to ensure a high-quality delivery experience through over **300** points in our expansive network.

trendyol
express

trendyol go

Instant Grocery and Food Delivery Service: Trendyol Go, our instant grocery and food delivery service, provides a swift and dependable experience, delivering your daily essentials to your doorstep within minutes. We are continuously broadening our network of drivers, restaurants, and partners on our rapidly expanding delivery platform.

Second-Hand Shopping Platform: Do you like discovering unique pieces? We love it too. That's why Dolap, a key platform in Türkiye's second-hand market, fuels our enthusiasm. Dolap users make a sustainable contribution to the circular economy by engaging in the purchase and sale of second-hand goods.

dolap

trendyol
services

Digital Products and Financial Services: Our goal is to enhance the shopping experience for our customers by providing a range of financial products, including diverse payment options, credit card services, and installment shopping. Additionally, we serve as intermediaries in facilitating loan options and offer access to our value-added digital products, including software assembly services, educational resources, and a variety of insurance products.

International E-Commerce Platform: Trendyol connects Turkish producers with **27** European countries through trendyol.com/de and trendyol.com/en to cater to its customers in Germany. Furthermore, Trendyol extends its reach by delivering Turkish producers' products to customers worldwide through nearly **90** global e-commerce platforms. Trendyol empowers Turkish producers to engage in e-export activities, reaching customers in over 100 countries. We are looking forward to commencing our operations in Azerbaijan in 2023.

trendyol

Being a Changemaker



We believe that a sustainable future can be achieved through the actions taken by each of us today. As Türkiye's Trendyol, we are taking responsibility in addressing the effects of the inevitable global transformation the world is undergoing. We have made significant progress in the journey we embarked upon two years ago, yet there are still many more steps to take.

Through our Sustainable Impact Plan, with a primary focus on Planet and People, we aspire to amplify our positive influence on the environment, society, and all our stakeholders. We recognize that this transformation is attainable through the collective action. Through Trendyol's expansive ecosystem, we endeavor to expedite this transformation journey for all. We initiate practices that prioritize sustainability,

sustainability, starting with our own internal processes. We then craft a journey in which we rally our customers, sellers, team members, and all other stakeholders towards sustainability. We assess sustainability in all its facets and develop inclusive and practical solutions for everyone. With customers, seller partners, and team members, we remain confident in our ability to achieve new successes every day.

At Trendyol, as we progress on our path of growth, we aspire to foster the adoption of a sustainability approach through our services, stakeholders, and integrated value chain. Our aim is to champion the positive change our world needs and enhance the benefits we can collectively attain. We know that small steps can make a big difference. In each step we take, we

Through our Sustainable Impact Plan, with a primary focus on Planet and People, we aspire to amplify our positive influence on the environment, society, and all our stakeholders.



prioritize generating value for our entire ecosystem. In the upcoming period, we are committed to maintaining our projects that make substantial contributions to sustainable and social development.

With the release of our first Sustainability Report this year, we openly share our sustainability vision, objectives, and how we instigate transformation across our entire ecosystem. With every sustainability-focused step we take, we embrace the opportunity to learn, experiment with new approaches, and strive for continuous improvement. In a world characterized by rapid change, we are constantly fueled by the excitement of pushing

ourselves further, leveraging the power of technology. As we advance on the path to sustainability, we aim to establish more ambitious objectives and explore fresh avenues for creating value. With this outlook, we will persist in our journey with the aim of making a more positive impact, focusing on both the "Planet" and "People".

Erdem İnan
Trendyol Group CEO

Trendyol Ecosystem

SINCE 2010, OUR MISSION HAS BEEN TO HAVE A POSITIVE IMPACT BY OFFERING OUR CUSTOMERS AND BUSINESS PARTNERS A SEAMLESS E-COMMERCE EXPERIENCE.

The trust of nearly **30 million** customers and **250,000** sellers helped us become Türkiye's first decacorn, decacorn and one of the most beloved e-commerce platforms.

We are committed to extending our positive impact on society through the core culture and values of Trendyol. We facilitate the digitalization of our business partners, empower local producers, and strive for greater female participation in the digital economy and production.

AS A TECHNOLOGY COMPANY, WE BELIEVE THAT EVERY ACTION WE TAKE AT TRENDYOL IS A TANGIBLE OUTCOME OF THIS APPROACH.

With Trendyol Tech; we maintain the foremost R&D center within our ecosystem. Through Trendyol Express, we operate one of the most rapidly expanding logistics networks. Trendyol Go, our instant grocery and food delivery service, ensures the daily essentials of our customers are delivered to their doorsteps across every corner of Türkiye. Türkiye's leading second-hand platform, Dolap, empowers us to make a meaningful contribution to the circular economy and sustainability.



Operating in
Türkiye and Germany



Over
250,000
seller partners



30 MILLION
customers



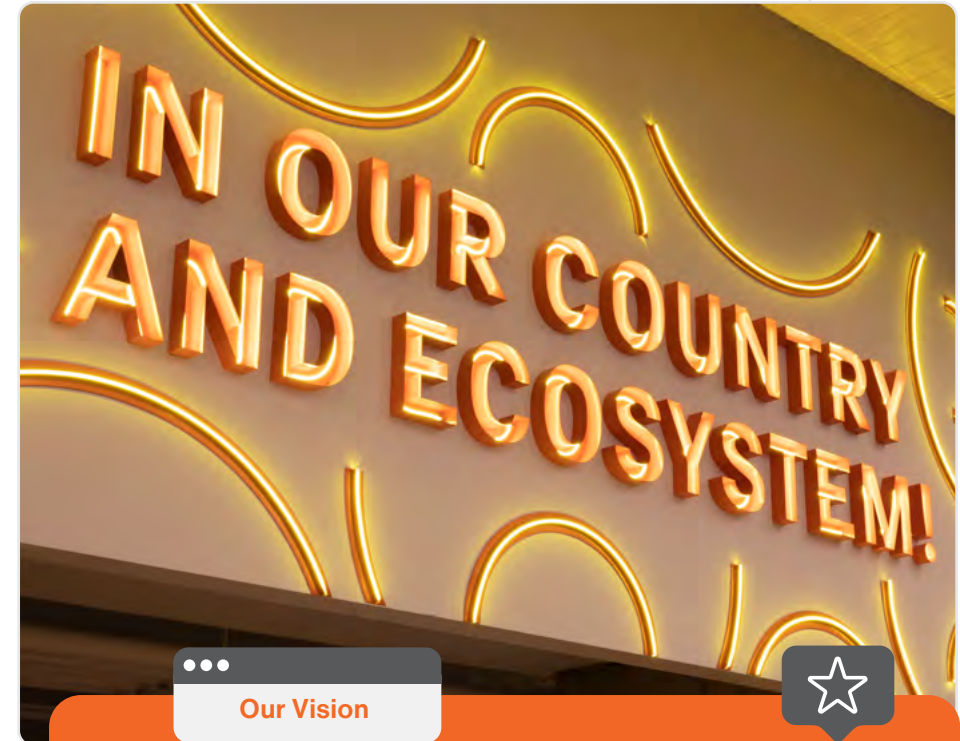
Delivering
27 COUNTRIES
in Europe



Offices in Amsterdam,
Berlin and Istanbul



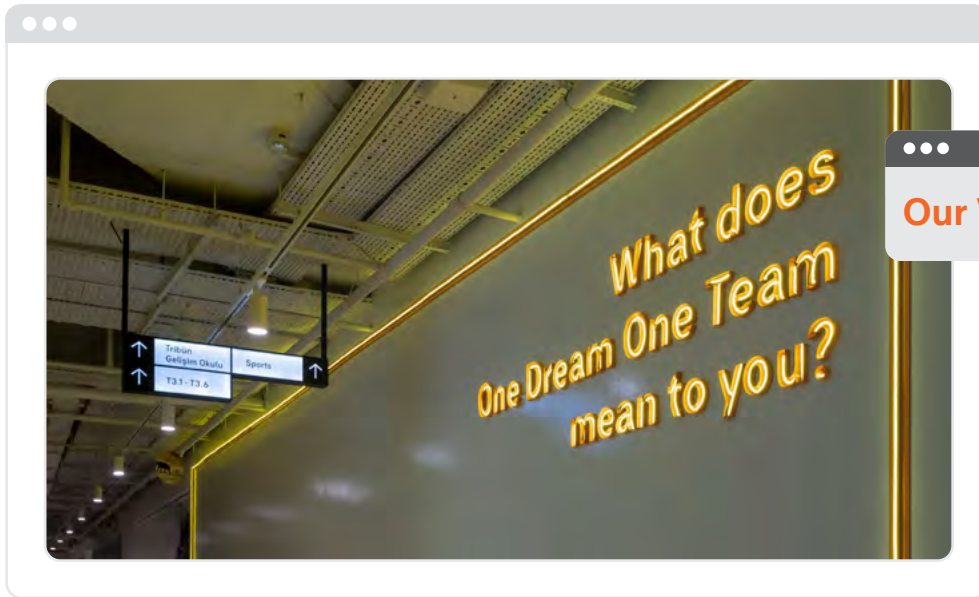
More than
200 MILLION
products



Our Vision

- Becoming the go-to platform for customers
- Becoming the go-to platform for sellers
- Becoming the go-to company for teams





Our Values

Egos, titles, and hierarchy take a backseat at Trendyol! We communicate clearly and openly. We trust each other, actively listen, and avoid making assumptions. We prioritize taking responsibility and achieving results over hierarchy.



We welcome change with open arms! We know that change is essential for progress. We are driven by curiosity and constantly seek new ways to improve each day.



Our customers are the cornerstone of our existence! In every moment and in all our decisions, our customers come first. Our goal is to ensure the best possible experience for our customers.



If not now, when? If not us, who? These are not mere questions; they represent our mindset. We are a passionate, proactive team that utilizes resources efficiently, learns from our mistakes, and swiftly achieves results.



We make data-driven decisions! We challenge ideas with data, regardless of their source. We leverage numerical data to define our objectives and track our outcomes.



Teamwork is the only way to success! We always prioritize the team over individual interests. As a united team, we pursue a common goal, placing trust and support at the forefront of our efforts. We provide and accept feedback to improve as a team. Every Trendyol package delivered to the customer is a collective effort of our entire team.



Our Sphere of Influence

In 2022



3,876 employees ✓



Around **250,000** businesses operating on Trendyol (With an increase of **more than 50%** compared to the previous year)



USD 518 million in direct and indirect exports to **148** countries²



265 suppliers and **420** garment production facilities producing for Trendyol

- Over **241 thousand** traders and SMEs
- Nearly **2 thousand** large enterprises



Türkiye's **304th** largest exporter in terms of direct exports and **25th** in the ready-to-wear category



22,000 delivery couriers

- **2.3 million** individual sellers

- An employment impact of **2 million** jobs¹



2,200 customer experience agents



An investment of **USD 280 million** in transportation infrastructure and technology in Türkiye



15,000 delivery points



More than **1.1 billion** products sold

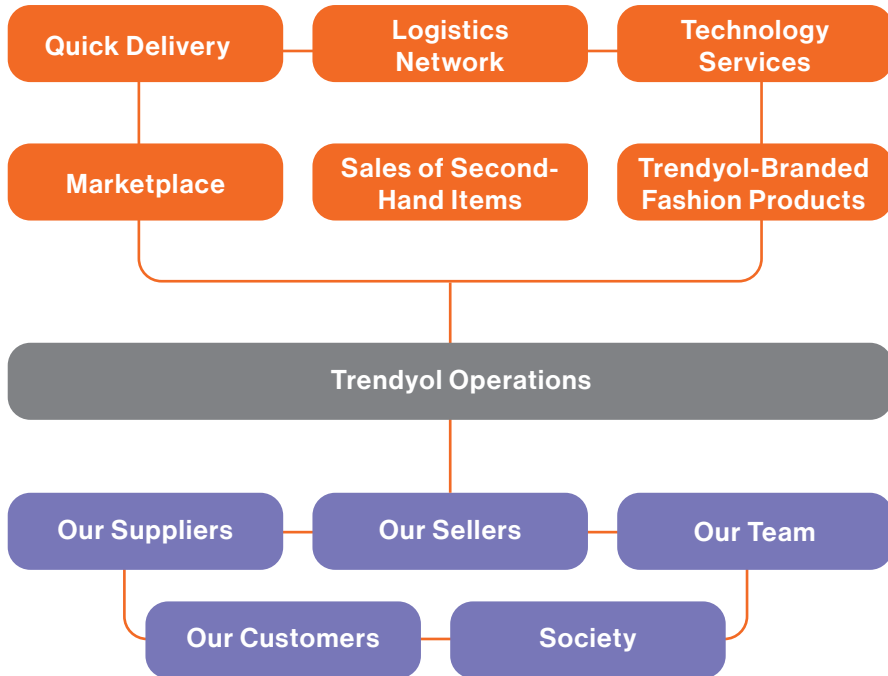
THE BEST PERFORMANCE
OF TODAY IS THE MINIMUM
REQUIREMENT OF TOMORROW

¹ Individual sellers excluded. The analysis conducted using the OECD Input-Output Tables relies on the inter-industry connections and the wage structures of firms within the marketplace. The analysis is computed individually for each year. As of 2022, our partners employ 623,000 individuals to process orders from Trendyol. The indirect employment generated by the sales on Trendyol, involving business partners and service providers engaged in activities like production, packaging, distribution, and order promotion for Trendyol, extends to 1,339 million individuals throughout the Turkish economy. Altogether, it amounts to approximately 2 million people.

² Trendyol exports its own brands and products from stock sellers to approximately 150 countries through its proprietary platforms and international platforms with which it is integrated. Direct export for Trendyol refers to the sale of Trendyol-branded products through international platforms owned and integrated by Trendyol. Indirect exports for Trendyol involve international customers purchasing products from Trendyol using their foreign credit cards, with the delivery process being handled by intermediaries.

Our Value Chain

Within the Trendyol ecosystem, our goal is to incorporate our sustainability perspective into every aspect of our value chain.



Our Team

Our journey of growth at Trendyol continues with our **3,876** skilled, diverse, and team members. Together, we embody the dynamic Trendyol culture, providing opportunities for every team member to nurture their career development.

Our Customers

Each day, we are dedicated to delivering superior service to our millions of customers while continually innovating new solutions. Our goal is to reduce customer complaints per delivery through our effective customer management approach and innovative delivery methods.

Society

As Türkiye's first decacorn, we aim to enhance our positive impact as we progress on our journey. We amplify our social impact through various projects such as Villages of Tomorrow, Goodness Movement, and the Future is Women Program.

Our Suppliers

We collaborate with suppliers across various industries in all of our operations. We partner with **265** local suppliers to produce Trendyol-branded fashion products. We collaborate with our suppliers to foster a secure and inclusive workplace that upholds human rights and enhances their environmental consciousness.

Our Sellers

We strive to generate economic value across Türkiye through our vast seller ecosystem, comprising around **250,000** businesses, with over **99%** of them being small and medium-sized enterprises. Our seller platform enhances their market access opportunities and helps business growth.

Strategy Design

We have embarked on a comprehensive, multi-stakeholder journey to integrate our sustainability approach into a strategic model. Throughout this journey, we have taken 10 consecutive steps to identify areas where we can create a more significant positive impact as a technology company. Following these steps, we have developed our strategy and roadmap, which we refer to as the Sustainable Impact Plan. We have extended our strategy, which we have crafted around the primary pillars of Planet and People, encompassing sub-categories like Carbon Mitigation, Waste and Packaging, Sustainable Production, Our Team, Our Business Partners, and Society. Furthermore, we carried out a materiality analysis to prioritize our social impact efforts, enabling us to harness the collective strength of our extensive ecosystem towards the most relevant social impact areas. The analysis led us to initiate projects that are both impactful and effective, with a particular focus on areas such as Equal Digital Opportunity, Quality Education, and Women's Empowerment.

DESIGNING OUR STRATEGY

Sectoral Assessment from a Sustainability Perspective



During our sector-based benchmark analysis within our operational areas, we have drawn inspiration from sustainability initiatives that will serve as a guiding force in advancing the Trendyol culture.

Maturity Analysis



Prior to defining our strategy, it was crucial for us to assess our position in the sustainability journey. We evaluated our sustainability maturity in various aspects, including strategy, governance, performance, communication, and reporting. This assessment allowed us to identify the actions needed to advance Trendyol.

Materiality Analysis



Through the integration of stakeholder survey results, sectoral trends, peer analysis, financial and strategic impact layers, we pinpointed areas where Trendyol has high and very high impact from both the company's and stakeholders' perspectives. We categorized our material topics into main and sub-focus areas of the Planet and People.

Formation of Working Groups



We advanced in operationalizing our strategy by appointing team members responsible for addressing our material topics and forming working groups within the Sustainability Committee.

Identification of Targets



Guided by the materiality analysis, input from our working groups, and our baseline measurements, we established our targets across all areas within our Planet and People focus.



Establishment of the Sustainability Committee



We have formed a dedicated committee comprising members from all functions, including international operations, to ensure the effective management of sustainability initiatives within Trendyol. This gave us the opportunity to gain insights from various perspectives and leverage the diversity of Trendyol's culture while designing our strategy.

Stakeholder Survey



We engaged in consultations with our key stakeholders, encompassing our team, customers, suppliers, sellers, representatives from Non-Governmental Organizations (NGOs), academics, and influential thought leaders. This inclusive process helped us identify areas where we can enhance our sustainability impact. Throughout this journey, we garnered feedback from nearly **2,050** stakeholders, including **222** customers, over **1,700** employees, **70+** sellers, and **11** representatives from NGOs.

Baseline Measurements



We conducted baseline measurements to gauge our performance in relation to our key concerns. These measurements informed our target setting.

Identification of Social Impact Focal Points and Roadmap



We prioritize our social impact projects as part of our commitment to continuously enhance our positive influence on society. To present these projects in a meaningful and effective framework, we have identified the areas of focus through consultation with our stakeholders. Following responses from over **2,000** stakeholders, we diversified our social impact projects by prioritizing Equal Digital Opportunity, Quality Education, and Women's Empowerment.

Identification of Actions Aligning with Strategy Design



In the final stage of our strategy design, we took actions to translate our insights from the entire process into reality. With the input of our material topics, targets, and working groups, we have established our sustainability roadmap.

SUSTAINABILITY MANAGEMENT

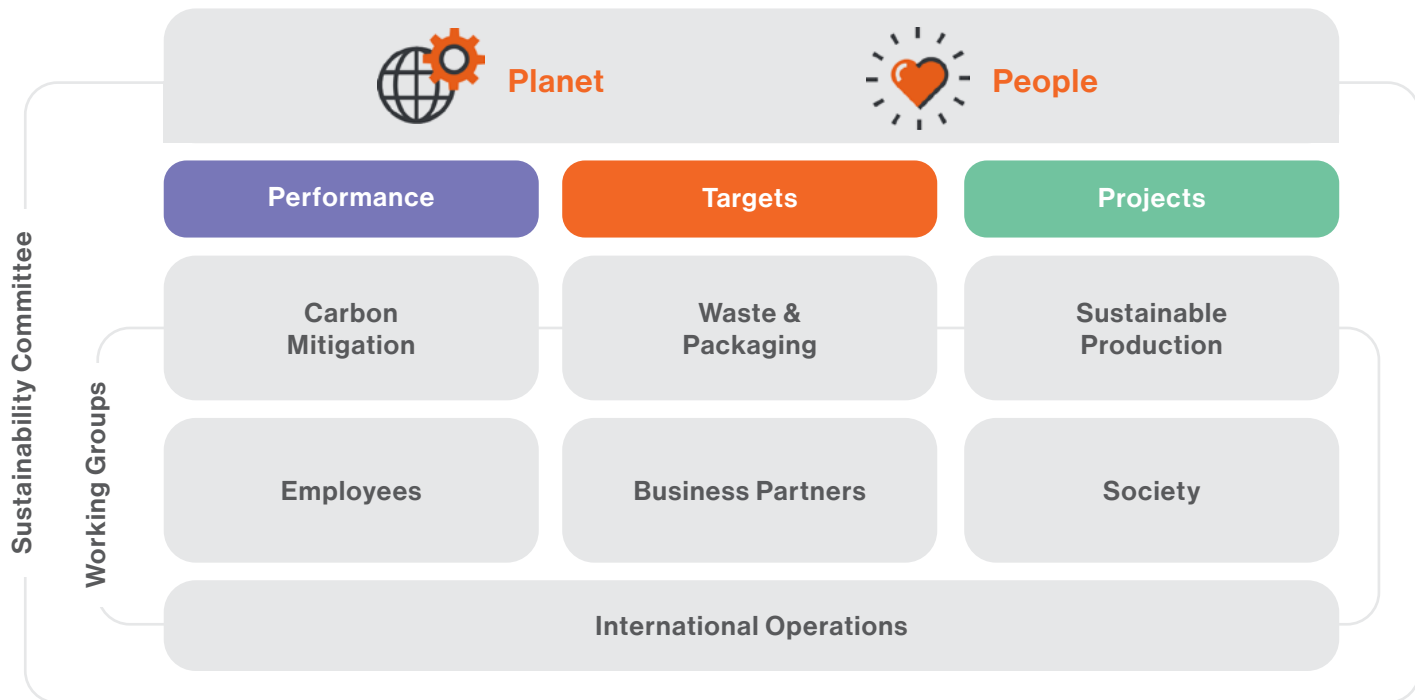
We have devised our governance model in alignment with our Sustainable Impact Plan. Our governance model, encompassing the duties of our leaders, the collaborative efforts of our working groups, and spanning both our Turkish and international operations, has been an integral part of our strategy design.

As part of our Sustainable Impact Plan, we operate in collaboration with a Sustainability Committee comprising functional representatives spanning all Trendyol Group operations, alongside 7 distinct working groups dedicated to our focal areas. Throughout the year, our Sustainability Committee convenes on a quarterly basis, while our working groups assemble as required.

Within the Sustainability Committee, comprising over 60 team members, we actively oversee our objectives, assess our performance, and foster the development of projects through a collaborative approach. Furthermore, committee members offer their expertise to guide our sustainability team and actively contribute to the formulation of action plans aimed at achieving the objectives specific

to their respective functions. Our working groups conduct in-depth research on Carbon Mitigation, Waste and Packaging, Sustainable Production, Teams, Business Partners, and Society. These areas constitute the focal points of our strategy under the broader themes of Planet and People. Furthermore, we have established an international operations working group to ensure that our global endeavors are aligned with the principles and objectives of the Sustainable Impact Plan.

Within the Sustainability Committee, comprising over 60 team members, we actively oversee our objectives, assess our performance, and foster the development of projects through a collaborative approach.



Trendyol Sustainable Impact Plan

We believe that sustainability is rooted in growth achieved through positive contributions to both the Earth and the people. Today, our world confronts a series of challenges that pose threats to its future, including climate change, resource scarcity, and water crises. Alongside the global risks that threaten our world, numerous social issues, including unemployment, socioeconomic inequality, food crises, and human rights violations, demand solutions for the betterment of humanity. To address these challenges, it is of paramount importance to collaborate with all stakeholders within the ecosystem, rather than acting in isolation. As Türkiye's first decacorn, we recognize our responsibility to address these challenges initially in Türkiye and subsequently on a global scale through the platforms we operate.

With this perspective, we aspire to expedite the transformation of our entire ecosystem through the Trendyol Sustainable Impact Plan, which we have established under the overarching pillars of Planet and People. We believe that, by harnessing the unmatched power of technology to connect and collaborate, and by working

in unison with all our stakeholders, we can enhance our world and communities. Hence, we consider our suppliers, vendors, customers, and teammates as essential partners in the journey of transformation, all operating within the framework of the Sustainable Impact Plan. As part of our commitment to a responsible supply chain, we assess our suppliers with regard to environmental and social factors. We also empower our customers to make informed choices by offering sustainable products. Besides our commitment to prioritizing equality and inclusion within our teams, we provide substantial opportunities for small and medium-sized businesses to thrive.

During the development of our Sustainable Impact Plan, we pinpointed our priorities and areas of focus by considering the global sustainability agenda, the pressing concerns within the e-commerce industry, and input from over **2,000** stakeholders. Through this plan, our aim is to evolve into a sustainable e-commerce platform that fosters a positive impact on our world and its people, enhances the quality of life for those we collaborate with, and safeguards the world for the benefit of future generations.



Planet

PLANET PLANET PLANET
PLANET PLANET PLANET
PLANET PLANET PLANET
PLANET PLANET PLANET

Climate change is an imminent concern with far-reaching global consequences, necessitating coordinated solutions at every level. To this end, we are unwavering in our commitment to reshape our value chain and operations in accordance with our objectives, all while safeguarding our planet. We have identified three key areas where we can have a substantial impact on this journey:

- Carbon Mitigation,
- Packaging and Waste,
- Sustainable Production.



People

PEOPLE PEOPLE PEOPLE
PEOPLE PEOPLE PEOPLE
PEOPLE PEOPLE PEOPLE
PEOPLE PEOPLE PEOPLE

We are committed to fostering a positive impact for our team, business partners, and the communities where we operate. We empower our team with the recognition that each individual is unique, and we strive to provide equal opportunities for everyone. We extend this approach across our entire value chain, collaborating with our partners to foster the growth of local economies and small businesses. We take great pride in endorsing women's empowerment initiatives and providing top-quality educational opportunities to shape the future generations.

To this end, we work towards development with a focus on Our Team, Our Business Partners, and Society.





MATERIALITY MATRIX

Very High Impact



1. Packaging Management
2. Seller & Supplier Compliance
3. Waste Management
4. Environmental Impact of the Product
5. Diversity & Inclusion
6. Product Safety & Quality
7. Talent Development & Retention
8. Social Investments
9. GHG Emissions
10. Sustainable Product Range
11. Employee Rights, Health & Safety
12. Legal Compliance
13. Empowering Local Economy & SMEs
14. Customer Relations
15. Business Ethics
16. Data Privacy & Security
17. Logistics
18. Product Design
19. Risk Management
20. Innovation
21. New Business Opportunities
22. Accessibility
23. Employee Volunteerism
24. Biodiversity

FOCUS	TARGETS	HIGH PRIORITY MATERIAL TOPICS	CURRENT STANDING ³
 Planet	Carbon Mitigation <ul style="list-style-type: none"> Achieve carbon neutrality within our own operations by 2040 and extend carbon neutrality across our entire value chain by 2050 	<ul style="list-style-type: none"> Greenhouse Gas Emissions 	<ul style="list-style-type: none"> 3,940.97 tons CO₂e of Scope 1 emissions ✓ 22,028.1 tons CO₂e of Scope 2 emissions ✓
	Packaging and Waste <ul style="list-style-type: none"> Source 100% of retail packaging materials from certified sources by 2025 Produce a minimum of 70% of shipping bags from recycled materials by the end of 2023 Obtain zero waste certification for all logistics centers by 2025 	<ul style="list-style-type: none"> Packaging Management Waste Management 	<ul style="list-style-type: none"> 88% recycling rate for waste 100% recyclable packaging 40% recycled plastic in shipping bags Increased recycled content in transparent polybags 0.000035 single-use plastic packaging per product shipped
	Sustainable Production <ul style="list-style-type: none"> Manufacture 20% of products using sustainable materials by 2030⁴ Audit and ensure compliance of finished product suppliers by 2025, and extend this to cover all sub-suppliers by 2030, in alignment with Environmental, Social, and Governance criteria 	<ul style="list-style-type: none"> Seller & Supplier Compliance Environmental Impact of the Product Product Safety & Quality Sustainable Product Range 	<ul style="list-style-type: none"> 75,056 sustainable products Products made from sustainable materials at a rate of 0.04% 265 first-tier suppliers and 39 second-tier suppliers for our Trendyol-branded fashion products 100% local suppliers 100% suppliers audited according to ESG criteria
 People	Our Team <ul style="list-style-type: none"> Promote workplace equality by endorsing the principle of equal pay for equal work Reinforce a culture of diversity within teams and the ecosystem by implementing the Diversity, Equality, and Inclusion policy Increase the annual training time per employee to 65 hours 	<ul style="list-style-type: none"> Diversity & Inclusion Talent Development & Retention Employee Rights, Health & Safety 	<ul style="list-style-type: none"> Employees of 33 different nationalities Female employee share of 36% ✓ Female leader share of 38% ✓ 33 hours of training per employee annually 629 hours of diversity and inclusion training at the leadership level
	Business Partners <ul style="list-style-type: none"> Increase the number of sellers in Trendyol's women entrepreneurs program and the number of SMEs participating in e-commerce by 15% by 2025 	<ul style="list-style-type: none"> Strengthening Local Economy and SMEs 	<ul style="list-style-type: none"> Approximately 250,000 businesses operating on the platform 2.3 million individual sellers Small business and traders share of 99.45%
	Society <ul style="list-style-type: none"> Enhance our positive impact through our social initiatives that center on equal opportunities in Digital Equality, Quality Education, and Women's Empowerment Reach over one million people through the Villages of Tomorrow program by 2028 Increase the number of volunteers in Social Impact programs 	<ul style="list-style-type: none"> Social Investments 	<ul style="list-style-type: none"> Initiation of the establishment of 4 digitalization centers in Adana, Diyarbakır, İzmir, and Hatay as part of the Villages of Tomorrow project An additional income of TL 8 million for NGOs through the Goodness Movement project E-commerce training to 19,000 women entrepreneurs through the Future is Women program

³ Prepared in accordance with the performance data as of the end of 2022.

⁴ Sustainable materials are defined as fibers produced using sustainable methods (certified to utilize minimal water, energy, and chemicals during production), certified materials (such as organic cotton or certified recycled content), and patented fibers with traceability. For additional details, you can refer to the Sustainable Production section of the report.

Our Accomplishments in 2022 under the Sustainable Impact Plan

Planet



We have commenced the development of our decarbonization roadmap as part of our objective to achieve net-zero emissions in both our own operations and value chain. In addition to retrospectively calculating our Scope 1 and Scope 2 emissions, we have defined the boundaries for our Scope 3 emissions and initiated the calculation process.



We conducted analyses to enhance the percentage of recycled materials in shipping bags and transparent polybags.



We transitioned to electronic bills of lading and have commenced the use of digital bills of lading instead of paper bills of lading for our customers' orders. As a result, we conserve approximately **40 million** sheets of paper on an annual basis.



We successfully finalized the zero-waste certification process for **4** transfer centers.



In alignment with our sustainable production targets, we conducted audits of all our suppliers responsible for manufacturing our products to ensure compliance with environmental, social, and governance standards. In the near future, our aim is to support our suppliers through training programs.

People



As part of our objectives in Diversity, Equality, and Inclusion, we formulated and distributed our Diversity and Inclusion Guideline to all our stakeholders.



We initiated a series of Stakeholder Workshops to enhance communication and engagement with our stakeholders. In the initial phase of our workshop series, designed to bring us closer to all our key stakeholders, we engaged with academics and members of the press. In 2023, we aspire to connect with other stakeholders, particularly youth and non-governmental organizations.



We incorporated diversity, equality, and inclusion training into our recruitment procedures, leadership training, and training catalog for all our team members.



As a component of our social impact strategy, we introduced the Villages of Tomorrow project. Through our communication activities, we reached **over 15 million people**, and we informed **more than 2.3 million customers** about the project by incorporating QR code labeling on our cargo packages.

We are committed to creating a positive impact on the world.



PLANET

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Carbon Mitigation

OUR PERSPECTIVE AND GOALS

In the most recent edition of the annual World Economic Forum (WEF) Global Risks Report, the failure to mitigate and adapt to climate change is ranked among the top **10** risks anticipated to impact the world in both the short and long term. The latest report from the Intergovernmental Panel on Climate Change (IPCC)⁵ contains alarming findings regarding the pressing nature of the climate change and global warming crisis. The climate crisis will lead to irreversible negative consequences such as water scarcity, reduced food production, threats to public health and well-being, impacts on urban areas and infrastructure, and harm to biodiversity and ecosystems. Climate scientists emphasize that the choices to be made in the coming decade could play a crucial role in determining the challenges and consequences that both current and future generations will have to confront in the near future.

Nevertheless, as stated in the same report, it is still feasible to remain below a **1.5°C** increase in global temperatures or, at the very least, to mitigate global warming to a maximum of **2.0°C** if swift and extensive measures are implemented. At Trendyol, we aim to contribute significantly to these swift and extensive measures, harnessing the potential of our vast network and technological capabilities. In pursuit of this goal, we are committed to reducing greenhouse gas emissions across all our operations.

Our Goals

- By 2040, achieve carbon neutrality in our own operations
- By 2050, achieve carbon neutrality across our entire value chain

Our Journey

- Total energy consumption of X Mwh
- Carbon roadmap covering the entire value chain and operations
- **3,940.97 tons CO₂e** of Scope 1 emissions ✓
- **22,028.1 tons CO₂e** of Scope 2 emissions ✓
- **260,238 tons CO₂e** of Scope 3 emissions

Carbon Roadmap

As part of our objective to achieve carbon neutrality in our own operations by 2040 and throughout our entire value chain by 2050, we initiated comprehensive measurement efforts.

In order to assess our past performance and pinpoint the initial areas for emission reduction, we conducted a comprehensive mapping study on our Scope 1, 2, and 3 emissions. We partnered with an independent consultant to conduct a corporate carbon footprint study. This study was based on the ISO 14064-2018 standard and the GHG Protocol, encompassing both our direct and indirect activities over a three-year retrospective period.

Despite experiencing increasing emissions in both our own operations and throughout our value chain as part of a growing ecosystem, we are committed to reversing this upward trend. We have developed projects focused on energy efficiency, renewable energy, green transportation, and environmental awareness in our buildings and operations to help us achieve this goal.

	2020	2021	2022 ⁶
Scope 1	1,267.1	3,041.8	3,940.97 ✓
Scope 2	2,840.6	3,543.8	22,028.1 ✓
Scope 3	165,860.1	258,221.2	
Purchased Goods	137,103.8	186,124.8	139,791
Capital Goods	6,036.4	15,092.6	50,577
Energy- and Fuel-Related Activities	381.1	2,719.2	3,441
Transportation of Raw Materials	7,048.6	17,522.5	23,270
Waste	20.8	7,747.3	125
Business Travel	15.4	81.6	90
Employee Shuttles	214.6	371.4	736
Product Shipment	3,746.2	10,328.1	24,114
Use of Sold Products	6,604.5	10,663.5	10,547
Disposal of Sold Products	4,688.7	7,570.2	7,547
Total	169,967.8	264,806.8	286,203.61

⁵IPCC, 2023: Summary for Policymakers. In: Climate Change 2023: Synthesis Report. Contribution of Working Groups I, II and III to the Sixth Assessment Report of the Intergovernmental Panel on Climate Change [Core Writing Team, H. Lee and J. Romero (eds.)]. IPCC, Geneva, Switzerland, pp. 1-34. doi: 10.59327/IPCC/AR6-9789291691647.001

⁶Our emission calculations for 2020 and 2021 encompass the activities of Trendyol and Trendyol Express, while our calculations for 2022 also incorporate emissions resulting from Trendyol Go.

Energy Efficiency at Our Warehouses

Through our automation, lighting, and ventilation projects implemented in our Erguvan and Akasya warehouses, we strive to establish energy-efficient spaces. The automation system in our Erguvan warehouse enables the automatic control of heating, cooling, and lighting equipment. In our Akasya warehouse, we transitioned to energy-efficient LED lighting, which offers up to **60%** energy savings in both office spaces and operational areas. Through the renovation of ventilation systems in both warehouses, we have successfully achieved energy efficiency improvements ranging from **45%** to **60%**.

these optimization efforts, we managed to conserve **509,314** liters of fuel and avert the release of **1,438,812** tons of CO₂e carbon emissions.



Trendyol Go Route Optimization

Trendyol Go, our instant grocery and food delivery service, allows us to meet our customers' daily needs. In the second half of 2020, Trendyol Go successfully delivered close to **1.5 million** orders. In 2022, the annual order count has surpassed **55 million**. To mitigate the carbon footprint of our fast-expanding delivery platform, we have initiated a progressive route optimization project. In 2021, we initiated our first optimization efforts with the concept of a single courier serving customers located in proximity to the same store. In 2022, we expanded on this initiative by devising a plan for delivering orders from different stores located in close proximity to each other to customers in the same area via a single courier. Through

Pick-Up Points

With over **18,000** Pick-Up Points, where our customers receive thousands of packages daily, we are striving to minimize carbon emissions throughout our value chain. In 2022, we plan to utilize our Pick-Up Points, which currently serve for order pick-ups, as return points as well. Thus, we plan to reduce our emission impact by preventing home delivery or traveling to more distant cargo stations during the return process. Achieving more than a **3%** rate of all Trendyol returns through this method is one of our project objectives.

Future Focus

We will persistently pursue our initiatives in alignment with our objective to achieve carbon neutrality in our own operations by 2040 and across our entire value chain by 2050. Utilizing our carbon map, developed with a specific focus on Scope 1, 2, and 3 emissions, we pinpointed the areas with the most significant emission impact. We aspire to craft a decarbonization roadmap by drawing insights from industry examples and best practices, which will guide our efforts in reducing emissions in these specific areas. Furthermore, we are persistent in our endeavors to bolster the production and utilization of renewable energy in the near future. We have made the decision to invest in renewable energy, particularly SPP systems, and we are set to initiate these investment plans in 2023. Beyond SPP systems, the generation and utilization of renewable energy from WPP resources are also part of our agenda for the near future.

Our objective is to achieve carbon neutrality in our own operations by 2040 and throughout our entire value chain by 2050.



Packaging and Waste

OUR PERSPECTIVE AND GOALS

Besides waste reduction and enhanced efficiency, the circular economy presents a significant opportunity for the business world to meet climate objectives and explore new business prospects. As per the Decent Work in the Circular Economy: An Overview of the Existing Evidence Base report, a collaborative effort by Circle Economy, the International Labour Organization (ILO), and the World Bank's Solutions for Youth Employment (S4YE) Program, the implementation of a circular economy that involves the reuse, recycling, and renewal of all waste types could potentially generate **7 to 8 million** job opportunities. However, the Circularity Gap Report 2022 unveils that global circularity currently stands at a mere **8.6%**, leaving a substantial circularity gap of over **90%**. In the event that the shift from a linear economy to a circular economy gains momentum, it is anticipated that global greenhouse gas emissions could drop by **39%**, virgin resource consumption could decrease by **28%**, and the objectives of the Paris Climate Agreement may be met.⁷

All these analyses and recommendations also stimulate action at the national level. According to the European Commission's updated

packaging and packaging waste regulation, non-recyclable packaging will be prohibited starting in 2030. For plastic packaging, there are plans to establish minimum recycled content requirements and introduce a labeling system for packaging disposal.

At Trendyol, we believe in the remedial and transformative influence of the circular economy on our planet, and we shoulder the responsibility of curbing the waste and packaging waste produced as a consequence of our operations. Within the framework of our e-commerce operations, we are dedicated to establishing a circular system that incorporates more sustainable materials and innovative designs to mitigate packaging waste. Our approach also encompasses the efficient and secure delivery of our products to our customers. Our objective is to generate a substantial impact in this realm by harnessing the potential of digital technologies and the extensive Trendyol ecosystem.

Our Journey

- **90%** recycling rate for total waste
- **100%** recyclable and **40%** recycled packaging material in shipping bags
- Increasing the proportion of recycled plastic in transparent polybags
- **1,249** tons of single-use plastic used in packaging

Our Goals

- Source **100%** of retail packaging materials from certified sources by 2025
- By 2023, produce at least **70%** of shipping bags from recycled materials
- By the end of 2023, produce shipping bags from **100%** recycled materials in our European operations
- Obtain zero waste certification for all operation centers by 2025

Did you know?

Research conducted by Economist Impact indicates that the circular economy can yield **3,9 million direct jobs** by fostering new business prospects.

⁷Circle Economy. (2022). The Circularity Gap Report 2022 (pp. 1-64, Rep.). Amsterdam: Circle Economy.

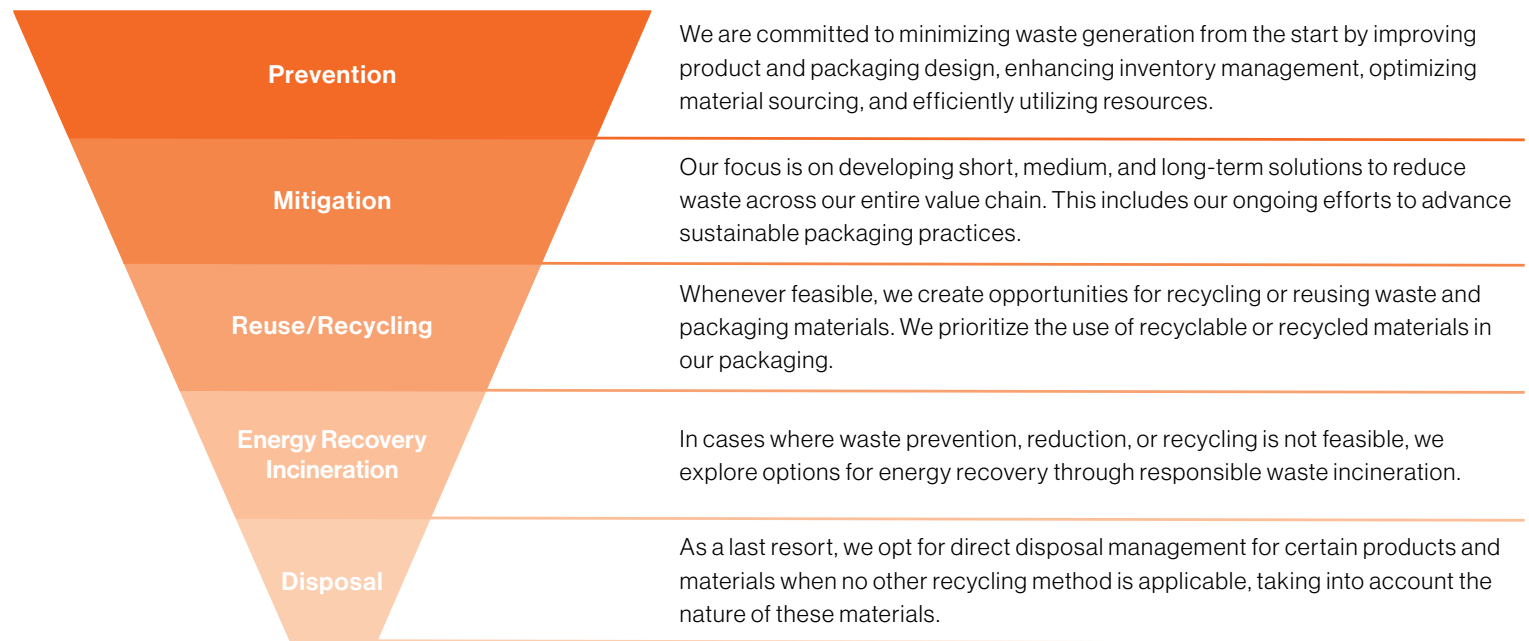
Our Waste Management and Minimization Initiatives

Waste is generated at various stages throughout our value chain. We are committed to reducing and recycling the waste produced as a result of our direct and indirect influence. Our efforts to enhance operational waste management are aligned with our objective of obtaining zero waste certification for all our operation centers by 2025. In terms of customer-centric initiatives, we are actively working to expand our sustainable packaging strategy, which involves increasing the use of recycled and recyclable materials.

We implement waste management across our entire value chain with a five-step approach. Our goal is to minimize waste generation by adopting environmentally friendly methods. In this context, we are prioritizing opportunities that allow us to adhere to the uppermost steps in the waste management hierarchy.

In 2022, we generated **2,093** tons of waste, of which **95%** was categorized as non-hazardous waste. We successfully recycled **1,887** tons of waste, which accounts for approximately **90%** of the waste we generated. Out of the waste we recycled, **68%** was composed of paper and packaging waste, while the remaining portion included scrap, metal, and various other waste materials. Our objective is to boost this recycling rate each year and reduce the volume of waste we send to disposal.

	2021	2022
Non-Hazardous Waste	1,168.24	1,937.52
Recycled Waste	927.40	1,887.39
Paper and Packaging	830.28	1,292.09
Scrap, Metal and Others	97.20	595.29
Waste Incinerated (With energy recovery)	240.76	885
Waste Disposed	0	3.25
Hazardous Waste	52.99	105.52
Total Waste	1,221.23	2,093.03



Our Zero Waste Certified Operation Centers

In alignment with our aim to obtain zero waste certification for all of our operation centers by 2025, we have implemented a zero waste system by meeting the criteria outlined in the Zero Waste Regulation at over **300** locations. This includes operation centers, transfer centers, warehouses, branches, and offices. We were awarded Zero Waste Certificates for our Kiraz and Akasya operation centers in İstanbul, as well as the Erguvan facility in Kocaeli and the Ceviz center in Ankara.

Through the training sessions and events we conducted throughout the year, we promoted awareness about zero waste and informed our entire ecosystem on resource efficiency, recycling, and waste reduction.

We have implemented waste sorting stations as part of our own business processes to effectively enforce the zero-waste approach. In doing so, we aimed to minimize waste

generation in all workspaces and communal areas, including dining halls and recreational spaces. We also made efforts to sort waste at its source, categorizing materials like paper/ cardboard, plastic, glass, metal, electronic waste, toner, cartridges, and waste batteries according to their respective types. Following the sorting process, we ensure that the waste materials are dispatched to recycling facilities in accordance with their respective types. We are actively engaged in efforts to transfer organic waste to biogas plants for energy recovery, and vegetable waste oil to bioenergy plants.

Digital Bill of Lading

In our commitment to support the transition to e-invoices in our invoice processes, we reached a significant milestone by discontinuing the use of paper in packages leaving our operation centers as of September 2022. Instead, we have adopted the digital bill of lading practice, marking a crucial step toward reducing paper consumption. Our objective is to conserve approximately **40** million sheets of paper each

year by transitioning to digital bills of lading for our customers' orders, thereby replacing paper bills of lading.

Sustainable Packaging

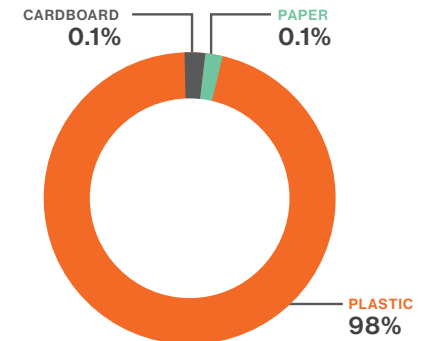
Our goal is to provide our customers with easily recyclable, waste-minimizing, and secure packaging for the delivery of our products, ensuring that they arrive undamaged and safely. We are crafting efficient and sustainable packaging alternatives that take into account various factors, including the nature of the products being shipped and the environmental conditions in the delivery locations. As part of our waste reduction strategy, our primary focus is on preventing unnecessary packaging and minimizing the generation of packaging waste.

To kickstart our sustainable packaging initiatives, our initial step involved comprehending the material distribution and characteristics of our packaging. In 2022, we used **33,438** tons of packaging materials. Roughly **98%** of these materials were

comprised of plastic packaging. The remaining **1%** of our packaging materials consisted of paper and cardboard packaging.

We evaluate our plastic use performance by considering the characteristics of our packaging materials. Our goal is to reduce the environmental impact of plastic by utilizing recycled or recyclable plastic materials. Once again, this year, we have maintained our commitment to producing packaging using **100%** recyclable materials, and we have also increased the proportion of recycled materials in our packaging by **2%** compared to the previous year, reaching a total of **40%**. In 2022, our usage of single-use plastics amounted to **1,249** tons, and we maintained our commitment to keep our single-use plastic packaging per shipped product at **0.000035** tons per delivery. We maintained our single-use plastic packaging per product at a mere **0.000016**, exhibiting an increase of only **2.9%**.

USE OF PACKAGING MATERIAL



BU SİPARİŞİNDE KAĞIT TASARRUFU VAR ✓

Siparişinde kağıt irsaliye yerine dijital irsaliye kullanacağız. Bu sayede yılda yaklaşık 40 milyon adet kağıt tasarrufu* sağlamamıza ve doğaya katkıda bulunduğun için teşekkürler!*

Belirtilen veri tahmini olup önceki senelerin ortalaması dikkate alınarak 2023 yılı için hesaplanmıştır.



Survey on Customers' Packaging

Perceptions

As part of our international operations, we carried out a survey to gauge our customers' packaging preferences and their perceptions of sustainability. We conducted the survey involving nearly **150** customers, particularly those who shop on trendyol.de, to gather insights into their preferences regarding plastic shipping bags or cardboard boxes in product packaging. Based on the analysis, it became evident that sustainability and recycling are significant concerns for our customers. Our customers also believe that packaging conveys a brand's commitment to environmental friendliness.

In terms of packaging materials, it is evident that cardboard packaging is the top choice for our customers, as it is considered environmentally friendly, and premium compared to other alternatives. However, plastic packaging, especially when it is recycled, is perceived to be closer to cardboard packaging in terms of environmental friendliness by our customers.

Recycled Materials in Packaging

We are committed to enhancing recycling rates and promoting the recyclability of packaging materials within Trendyol operations and throughout our entire value chain. Our goal is to minimize the environmental impact of packaging during transportation and packaging processes while maintaining the safe and high-quality transportation of products to our customers.

Packaging Optimization

With millions of product options and various order combinations, identifying the ideal packaging size that ensures product safety and efficient delivery to each customer presents a substantial challenge. We are dedicated to offering streamlined and efficient solutions for our customers' orders and deliveries. Through these practices, our goal is to not only reduce the distance traveled for delivery but also minimize packaging waste by optimizing packaging usage. We consolidate orders from various warehouses in our consolidation centers and deliver them to our customers in a single package.

Did you know?

Out of our customers, 75% believe that prioritizing environmental sustainability is a crucial consideration when selecting an online fashion store for their shopping needs. 62% regard cardboard packaging as a premium-quality material, while 50% consider 100% recycled plastic and paper envelopes to be high-quality choices. 67% think that product packaging plays a role in influencing environmental sustainability.





Shipping Bags

Since 2020, we have been progressively increasing the use of recycled materials in shipping bags, a substantial component of our packaging materials. In 2020, we raised the recycled material content in our shipping bags from **20%** to **40%**. Looking ahead to 2023, we aim to push this proportion from **40%** to **70%**. In our European operations, our goal is to achieve 100% recycled material content in our shipping bags by 2023, up from the current **70%**.

Transparent Polybags

Beyond shipping bags, our objective is to enhance the utilization of recycled plastics in transparent polybags, which play a crucial role in ensuring secure product transport to our customers. In 2022, we expedited our efforts in this domain and devised the project. To enhance our influence across our entire value chain and minimize the consumption of raw plastics, we intend to mandate that all our suppliers adopt **50%** recycled packaging by 2023.

Future Focus

In the near future, we intend to intensify our initiatives aimed at waste reduction and minimizing packaging waste across our entire value chain, encompassing our customers and suppliers, in addition to Trendyol operations.

Aligned with our objectives, especially regarding the use of recycled plastics, we seek to boost the presence of recycled materials in shipping bags and transparent polybags within both our Turkish and European operations. In our effort to promote packaging reuse, we plan to repurpose the large plastic bags that were previously discarded and used for transferring goods between our centers.

Our goal is to minimize packaging usage and lower the shipment-to-order ratio. We aim to achieve this by enhancing our optimization procedures for product transportation, enabling more products to be delivered in a single shipment.

Sustainable Production

OUR PERSPECTIVE AND GOALS

Sustainability is becoming increasingly significant as it strives to address the challenges endangering our world and humanity. Consequently, consumer preferences are shifting to align with these values. Consumers are becoming increasingly conscious of their environmental and social impact and are realizing the power of their buying choices in fostering positive change. Especially in the fashion industry, consumers are showing growing interest in factors such as transparency, ethical labor practices, the materials used, and end-of-life solutions as they seek to drive positive transformation.

This transformation primarily advocates for the shift from linear systems to circular models and the adoption of new materials to minimize the environmental impact. Textile companies are spearheading recycling projects to transition to circular models, while technology companies are establishing resale platforms to extend the lifespan of existing garments.

As a technology company with its own fashion brand, we embrace and actively implement both of these transformative initiatives. We prioritize the material composition and recyclability of our own fashion products within the Trendyol Collection brand and work on raising environmental and social awareness among our

suppliers in this regard. Through Dolap, one of Türkiye's largest second-hand goods platforms, we reaffirm our identity as a technology company, promoting sustainable consumption as well as sustainable production.

Our Goals

- Manufacture **20%** of products using sustainable materials by 2030
- Audit and ensure compliance of finished product suppliers by 2025, and extend this to cover all sub-suppliers by 2030, in alignment with Environmental, Social, and Governance criteria

Our Journey

- **Over 55 million** Trendyol-based fashion products
- Trendyol Sustainable Product Collection
- **Over 75 million** sustainable production based products
- **100%** ESG supplier audit

Did you know?

As of 2022, our catalog boasts over 55 million Trendyol-branded fashion products. We manufacture all of these products in 420 factories and 4,000 workshops located across 35 different provinces of Türkiye. Altogether, over 79,000 people are employed in these businesses, and we paid a total of TL 5.5 billion in 2022 for their work. A significant portion of our Trendyol Collection products, approximately 36%, is exported to various regions including Europe, the Middle East, Asia, America, and Sub-Saharan Africa.

Trendyol Collection: Accessible Fashion for All

Through Trendyol Collection, we manufacture our own fashion products with the goal of making fashion accessible to a wide audience by offering the latest trends at affordable prices. Trendyol Collection boasts an extensive selection of clothing, footwear, and accessories, featuring exclusive designs tailored to women, men, and children across a diverse range of collections.

Comprehending the material characteristics of our products and crafting their path towards

sustainability serves as a valuable compass in our pursuit of responsible production.

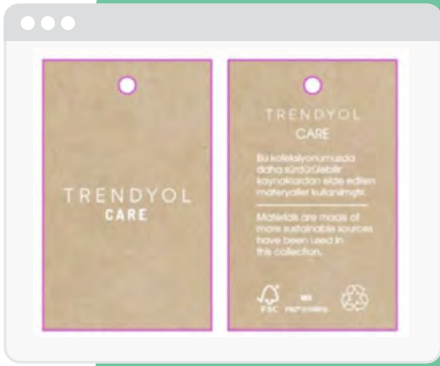
We sought to answer how materials can acquire sustainable attributes alongside their inherent characteristics. In our assessments, we determined that as of 2022, **38.2%** of our products are made from synthetic materials, **25.7%** from cotton blends, **16.7%** from pure cotton, **11.5%** from polyester, **3.9%** from blends of viscose, modal, and lyocell, **2.5%** from viscose, **0.6%** from polyurethane, **0.2%** from leather, and the remaining **0.7%** from other materials.

We assess the sustainability of the materials we use based on their inherent properties. We aim to enhance the utilization of organic and recycled cotton, recycled polyester, and synthetic materials in our fashion products.

Trendyol Care: Sustainable Line

We are intensifying our initiatives for sustainable production in our own brand fashion products. Our 2022 Sustainable Material Use Guidelines, published in 2022 and regularly revised and updated, serves as our guiding document in this regard. These guidelines outline the criteria for sustainable production methods, certified

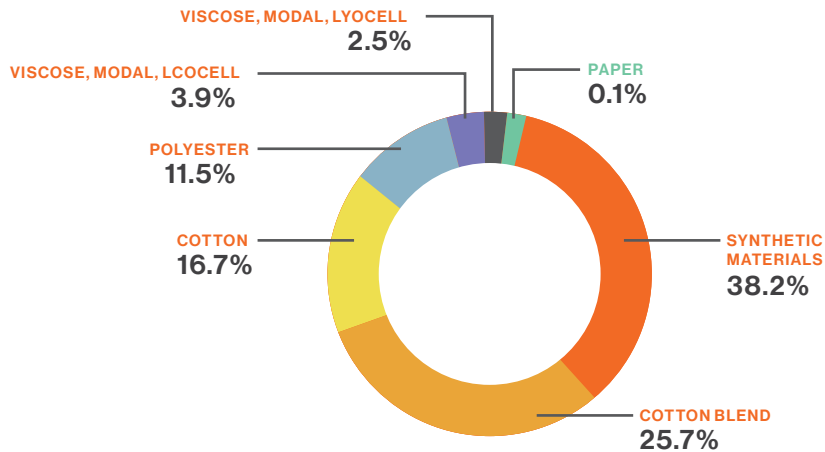
materials, and patented fibers used in our Trendyol Sustainable Line. We require suppliers interested in joining our sustainable product collection to adhere to the Trendyol – Code of Conduct and provide satisfactory results from Social and Environmental Compliance audits for both their own operations and their downstream manufacturers. Furthermore, they must meet the criteria for sustainable production methods, certified products, or patented fibers. The Sustainable Material Use Guidelines outline the minimum requirement ratios and the specific characteristics of each criterion.



Products that meet these criteria are labeled as part of our sustainable product collection, featuring the Trendyol Care label. In 2022, we saw a growth of nearly **200%** compared to the previous year, resulting in over **75 thousand** of our own products with sustainable production attributes.


Trendyol Sustainable Line

MATERIALS USED IN TRENDYOL-BRANDED PRODUCTS



SUSTAINABLE PRODUCTION METHODS




A certified production approach that minimizes water, energy, and chemical usage.






CERTIFIED MERCHANDISE

Goods manufactured in accordance with organic or recycled standards.

ORGANIC CONTENT











RECYCLED CONTENT

CERTIFIED FABRICS AND PATENTED FIBERS

Items crafted using certified fabrics and patented fibers.

Sustainable Supply Chain

In the production of our own products, we strive to instill the Trendyol culture in our suppliers, encouraging them to align with environmental and social criteria. We perform Environmental and Social Compliance audits for all **265** suppliers with whom we collaborate. We not only conduct compliance audits but also offer consultancy services to support the development of our suppliers. Suppliers with zero tolerance or a total score below a certain level are given a **30**-day period to make the necessary improvements. Following this period, we conduct unannounced audits, and if any zero tolerance issues are detected during the follow-up audit, we suspend our collaboration with the supplier for a period of **3** months.

During the compliance audits conducted throughout the year, we identified **78** suppliers that did not meet the full compliance criteria. No instances of non-compliance were identified

during the subsequent follow-up inspections. In comparison to the previous year, there was a **13%** reduction in the number of non-compliant suppliers, despite the overall number of our suppliers remaining relatively stable.

We plan to offer environmental and social training programs to our suppliers through two significant projects scheduled for the next year. First, we will initiate a series of "Efficient Communication at Work" training programs for selected suppliers to enhance employee interaction, followed by "Energy Efficiency at Work" training programs aimed at boosting the energy efficiency of their operations. Through the "Efficient Communication at Work" training, we strive to enhance team productivity, reduce absenteeism, and decrease employee turnover. Our "Energy Efficiency at Work" training program aims to support our suppliers on their path to carbon neutrality, reducing their energy consumption and operational costs.

Dolap's Contribution to Circular Consumption

The circular consumption approach is regarded as a sectoral solution to address significant environmental challenges such as climate change, waste generation, and resource scarcity. This approach mirrors the positive impact we aim to achieve through Dolap. The growing interest of consumers in circular fashion, particularly the increasing demand from Generation Z for second-hand products, serves as a significant indicator that the transformation is already underway. The Dolap app plays a crucial role in mitigating various environmental impacts, particularly reducing the carbon footprint. Buying pre-owned or gently used clothing and goods helps prevent the need for new production, thus decreasing the overall environmental demand. This consumption model also aids in waste reduction and offers economic advantages.

Thanks to Dolap, more than **15 million** products are now being actively reused by new users, contributing to circular consumption. This initiative prevents carbon emissions equivalent to **204,000** tons of CO₂e per year. Additionally, we have **5 million** second-hand sellers on the Dolap platform. **87%** of our users agree that the app reduces waste, while **81%** believe it contributes to their household economy.

Furthermore, sales through Dolap serve as the primary source of income for over **254,000** women.

Future Focus

We are committed to adopting sustainable production models, particularly in our proprietary branded products. We scrutinize the material properties of our products to ensure they offer sustainable attributes, and we continuously strive to make improvements year after year. In the upcoming period, we intend to initiate pilot studies aimed at enhancing the environmental and social awareness of our suppliers involved in the production phase. Our goal is to integrate them into the Trendyol Sustainable Impact Plan. Beyond the compliance audits we carry out, we are committed to offering training programs on effective employee communication and energy efficiency to a selected group of suppliers.

Suppliers Responsible for Manufacturing our Proprietary Products	2021	2022
Number of Suppliers (First-Tier)	267	265
Number of Suppliers (Second-Tier)	0	39
Local Supplier Rate	100	100
Number of Suppliers Audited Using ESG Compliance Criteria	117	265

We grow with our wide stakeholder ecosystem.



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Our Team

OUR PERSPECTIVE AND GOALS

The rapid advancement of technology, including artificial intelligence and digitalization, evolving business models in the post-COVID-19 era, and the shift towards sustainability are bringing about significant changes in the business world. The World Economic Forum's Future of Jobs Report 2023 indicates that approximately **43%** of current business tasks are projected to be automated by the year 2027. The OECD estimates that over the next decade, approximately **1.1 billion** jobs will undergo significant transformations due to technological advancements. In this changing landscape of the business world, companies are also adapting to evolving employee expectations. Employees are increasingly prioritizing inclusive and equitable work environments, well-being, digitalization, and sustainability.

We actively monitor the risks and opportunities that come with the ongoing transformation in the business world, and strive to stay abreast of these changes and contribute to Trendyol's dynamic corporate culture. As a company with a diverse customer and vendor base, we recognize the significance of fostering diversity within our team. We create solutions that

harness various talents, roles, perspectives, and cultures, enriching the ecosystem with diverse viewpoints.

The experience we provide to our team members and the support we offer for their growth have a significant impact on our relationships with all stakeholders. Our goal is to create an exciting and fulfilling career by offering resources for our team members to reach their full potential. We invest in training and development programs to attract, retain, and nurture today's and tomorrow's talent. We value the input and ideas of our team, and we identify our areas for improvement by actively listening and learning from them.

Our Goals

- Ensure workplace equality through the principle of equal pay for equal work
- Foster diversity and inclusion in our teams and ecosystem through Diversity, Equity, Inclusion, and Inclusive Leadership training programs
- Become the preferred employer for our team members: Maintain a team turnover rate below the industry average of **6%** and increase the Employee NPS (Net Promoter Score) to over **80** points
- Provide our team with opportunities for continuous growth by offering **65** hours of training per person annually to enhance their knowledge and skills

Our Journey

- A total workforce of **3,876** employees, representing an increase of nearly **31%** ✓
- Employees of **33** different nationalities
- Female employee share of **36%** ✓
- **40%** of female employees under the age of **30**
- Female leader share of **38%** ✓
- **186,619** hours of training in total
- Performance and career development evaluations for our entire team
- **19%** reduction in lost-time accidents
- **40,021** hours of occupational health and safety training

Inclusive Work Environment

We are dedicated to fostering a work environment that promotes diversity, equality, and inclusion. We believe that in the ever-evolving technology ecosystem, maintaining the dynamism of the Trendyol culture hinges on building our teams with an egalitarian and inclusive perspective. We have embraced this concept and developed a comprehensive *Diversity and Inclusion Guideline* ✨ integrating it into every facet of our business operations.

As highlighted in our Diversity and Inclusion Guideline, we are dedicated to establishing systems that nurture this culture in each action we undertake, thereby offering continued support to our teams. As we foster a culture of diversity and inclusion within our own work environment, we also strive to empower women and bolster the female workforce.

We are committed to achieving a balanced gender representation within our workforce. We aim to increase the representation of female team members in our diverse team of **3,876** ✓ individuals of **33** different nationalities. This

focus includes encouraging diversity in our younger members, leadership positions, STEM skills, and across our entire workforce. In 2022, while increasing our total number of employees by **31%**, we successfully maintained our existing gender equality performance indicators at the same rates.

We have implemented a series of training programs for our teams and leaders, including enhancements to our recruitment processes, to raise awareness and promote diversity and inclusion. In 2022, we delivered a total of **615** hours of training to our leaders with a focus on diversity, equality, and inclusion. Our goal for 2025 is to have all of our teams complete diversity and inclusion training.

To develop and integrate inclusion perspectives into our business processes, we organize inclusive leadership training for our leaders. To promote awareness of diversity, equality, and inclusion as integral components of Trendyol's culture, we provide new team members and leaders with training opportunities. Additionally, we strive to familiarize our entire team with

	2021	2022
Share of Female Employees	37%	36% ✓
Share of Women in Leadership Positions	41%	38% ✓
Share of Women Among Employees Under 30	40%	40%

⋮

Did you know?

As a signatory of the Women's Empowerment Principles (WEPs), a joint initiative of UN Women and UN Global Compact, we are committed to supporting women across Türkiye through special programs that enable them to take an active role in business and embrace digitalization.

the fundamental principles of maintaining an inclusive work environment and provide them with practical tools through training modules available on our in-house training platform. In the current year, we conducted a total of **615** hours of inclusive leadership training sessions.

CONTINUOUS DEVELOPMENT OPPORTUNITY

We are committed to offering our team a career path that allows them to continuously enhance their skills and grow. We have established a comprehensive training and development program strategy to ensure that all our employees receive training in areas they need or are interested in. As we enhance the skills of our team members, we also aim to equip them with new competencies to prepare them for the future. We maintain our commitment to investing



in talent development and engagement, with the goal of increasing the annual training time per employee to **65** hours.

We are committed to supporting our team's development journey through a variety of tools, starting with our onboarding programs that introduce them to the Trendyol culture and extending to our leadership-level training initiatives. In 2022, we delivered a total of **186,619** hours of training to our entire team, averaging **50** hours of training per employee.




Leadership Development Programs: To empower leaders and integrate them into our culture, we provide tailored solutions and offer various opportunities for leaders at different levels to enhance their skills. Our Leadership Development Programs comprise 10 different sub-programs designed for this purpose. In 2022, a total of **730** leaders participated in these programs and benefited from their offerings. We aim to nurture potential leaders, allowing them to serve as role models, sharing the experiences of our senior leaders in their Trendyol journey, and guiding new leaders in adapting to the Trendyol culture.

Another essential component of our Leadership Development Programs includes Trendyol's Leadership 101 and 301 Programs. Through collaborations with prestigious institutions like INSEAD, we facilitate our leaders' growth in various areas, from team dynamics to grasping organizational dimensions, encouraging them to adopt fresh perspectives, behaviors, and skills. After leaders complete the Trendyol Leadership 101 program, we conduct coaching sessions with them to review their leadership development plans.

Since our culture values communication, we also emphasize the importance of communication skills in our leaders. We arrange various sessions to enhance our leaders' feedback skills and encourage the sharing of experiences.

Did you know?



We offer our employees the means to create their individual development plans through the training budget we allocate for all team members. We provide each team member with a dedicated training budget that they can utilize in their areas of interest. As a result, our employees have the opportunity to enroll in any program or receive training in their preferred fields.

Orientation Programs: We strive to onboard all our newly recruited teams to Trendyol culture and convey its values through digital channels, online platforms, and face-to-face programs.

Cultural Development Programs: Our Cultural Development Programs incorporate various methods, including training series, workshops, seminars, and mentoring, to facilitate the integration of our team into Trendyol culture. In 2022, we supported **2,310** employees through these initiatives.

Development Catalog Trainings: Through the Development Catalog Trainings, we enhance the social and technical skills of our teams at all levels. The catalog programs we provide to our team members are tailored to their development needs, based on the results of a development needs survey. In 2022, a total of **2,114** employees benefited from our diverse

catalog programs, which were designed for different target audiences and covered a wide range of training content, consisting of **30** different courses.

English Advancement Program: Through our English Advancement Program, which includes **13** different courses, we help our team enhance their English language skills to meet sectoral and professional requirements. Throughout the year, **3,570** team members participated in various modules of this program.

Technical Development Programs: We assess our team's functional and technical requirements through our Technical Development Programs, collaborating with MOOC platforms like Udemy, Coursera, Pluralsight, and Codurance. We design customized development programs tailored to the skills they wish to enhance. In 2022, **1,078**

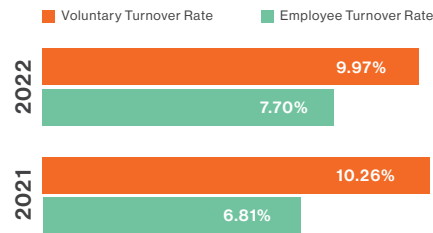
team members had the opportunity to enhance their skills through these programs.

Besides our tailored programs designed for various levels and requirements, we provide an online training platform accessible around the clock for our entire team. This platform incorporates our corporate learning partnerships. During the current year, this platform recorded **4,392** unique users actively accessing the required training modules.

Egalitarian Performance Management

As part of our inclusive approach, we employ a fair, transparent, and feedback-driven performance management system. We provide various performance management tools that allow our team to assess themselves, their peers, and their leaders.

We believe in the power of a feedback culture and encourage all our teams and leaders to openly share and receive feedback. Through this process, we strengthen our communication, conduct retrospective meetings, and outline future improvement actions. In addition to our processes in which our leaders assess the teams, we also conduct **180** and **360**-degree evaluations, where the teams assess their leaders and themselves. As in previous years, we maintained a fair and unbiased multidimensional performance evaluation process for our entire team this year. Listening to our colleagues and continually improving ourselves in response strengthens



us every day. Our consistent **10%** employee turnover rate at the end of this year, which has remained stable for the last three years, and our voluntary employee turnover rate of **7.7%** are significant indicators of our workforce stability. Furthermore, we emphasize the importance of sourcing the talents we require from our existing team and foster a culture of rotation between teams. In 2022, we successfully filled **37%** of our vacant positions with internal talent.

Versatile Communication

We maintain open and trustworthy communication with all the stakeholders within the Trendyol ecosystem. In every decision we make, we prioritize mutual respect and development, underpinned by sincere and constructive communication. We maintain the same perspective in our team's communication with one another, with our leaders, and with other stakeholders. Hence, we uphold an "open-door" policy, ensuring that our team members can readily approach our leaders with their suggestions, concerns, or feedback. We utilize various platforms to actively engage with our team, encouraging them to share their diverse ideas, which we then harness to benefit

We believe in the power of a feedback culture and encourage all our teams and leaders to openly share and receive feedback.



from their unique perspectives. Consequently, we have the opportunity to gather suggestions and ideas spanning a wide range of areas, encompassing solutions from Trendyol and enhancements within our business environment. At our monthly Townhall meetings, we ensure transparent communication by sharing all the latest developments with our team, while our Culture Meetings are dedicated to discussing and reinforcing our values and culture.

Employee Engagement Pulse Survey:

Through the biannual surveys we conduct, we gather valuable feedback regarding our team's expectations, engagement, and needs. This process allows us to identify areas that require improvement and formulate actionable plans to address them. In the surveys conducted in 2022, we reached a **89%** participation rate. Our employee engagement score was **84** out of **100**.

Employee Communities: In our commitment to fostering open, versatile, and dependable communication, our primary objective is

to enhance our teams' engagement and productivity. In this context, we foster opportunities for our team members to enjoy shared experiences and learn from one another. As a team, we unite and enjoy quality time through various initiatives such as Trendyol Employee Communities, which center around art, sports, and music, special occasions that bring our entire team together, and events tailored to specific functions and roles.

Furthermore, we facilitate the connection of team members with shared interests by organizing various employee communities, allowing them to exchange ideas and experiences beyond their regular work routines. Within the "Parents" community, Trendyol team parents come together to share their experiences in raising their children. In the "Pet Friends" community, they share their insights and adventures in pet care, while the "Special Nutrition" community allows them to exchange experiences related to special diets and nutrition.

HEALTH AND SAFETY

We uphold our steadfast commitment to a strong team-oriented approach, a core value at Trendyol, by prioritizing the safety and well-being of our team members in all aspects. We firmly believe in the proactive approach of ensuring our team's sense of security and preventing all forms of work-related accidents. Guided by our Occupational Health and Safety Policy, we diligently strive to establish and maintain a safe and healthy work environment in full compliance with all legal requirements. To ensure a secure working environment, we routinely conduct internal and external audits performed by Occupational Health and Safety professionals. Our OHS Board holds monthly meetings to oversee these processes, review the outcomes of regular audits, occupational accidents, and the actions taken to address root causes. During these meetings, we proactively generate solutions with the goal of eliminating risky situations. Leveraging the findings from audits and meetings, we are actively developing Emergency Scenarios to outline how our team should respond in emergency situations. Through the implementation of these scenarios, our ultimate aim is to safeguard our team, ensuring their safety and well-being in the face of any emergency, without any harm. To ensure the effective adoption of our scenarios, we regularly conduct drills and exercises.

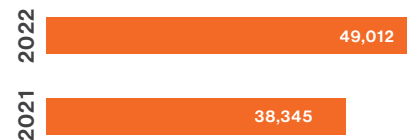
With this approach, we successfully executed numerous projects in 2022. As we aimed to enhance both quality and efficiency in our warehouses, we also implemented the 6S System, focused on achieving zero accidents concerning employee health and safety. Consequently, we established a system that empowers our team members to self-monitor their activities and safety measures. As part of our commitment to the health and safety of our blue-collar team members involved in transfer operations, we conducted an ergonomic risk analysis using artificial intelligence to assess potential risks.

In 2022, we achieved a significant improvement in workplace safety, reducing the number of work accidents by **10%** compared to the previous year, totaling **492**, and lost-time accidents by **19%**, with a total of **119** incidents. In 2022, as in previous years, there were no fatal work-related accidents or occupational diseases.

We place a strong emphasis on health and safety training. To ensure accessibility for our entire team, we offer a variety of digital training programs. This year, we have raised our commitment to occupational health and safety by increasing our training hours by **29%** compared to the previous year. This resulted in a total of **49,021** training hours, averaging **26.1** hours of training per employee.

Our primary focus is on the goals that drive the development, happiness, and safety of our team.

OCCUPATIONAL HEALTH AND SAFETY TRAINING (HOURS)



Employee Well-Being

In our efforts to establish an ecosystem where our team members experience happiness, we actively support their physical and mental well-being. Beyond providing supplementary benefits like sports facilities, access to dieticians, and psychological and nutritional support, we host a variety of online and in-person seminars and events each month, covering a wide range of topics. To ensure a comprehensive understanding of well-being within the Trendyol community, we conduct training sessions on time management, resilience, and stress management, both for our team members and the organization as a whole.

Future Focus

Our primary focus is on goals that drive the development, happiness, and safety of our team. We remain committed to diversity, equality, and inclusion within our teams and throughout our ecosystem, and we provide support through training initiatives, awareness campaigns, and ongoing monitoring of performance indicators. In the upcoming period, our goal is to identify the challenges and opportunities within our organization to enhance our policies. We plan to promote diversity by integrating it into key projects, processes, and practices.

We persist in our forward progress, guided by the remedial action plans we have developed based on the feedback collected through Employee Pulse Surveys. In accordance with these efforts, our objective is to maintain an employee turnover rate below sector averages, ensuring that Trendyol retains its valuable talent while sustaining growth.

Our Business Partners

OUR PERSPECTIVE AND GOALS

E-commerce and technology exert a profound and far-reaching transformative influence due to their immense power and scope. As of 2022, the volumetric and economic impact of e-commerce in Türkiye has seen significant growth. In 2022, e-commerce volume in Türkiye increased by **109%** compared to the previous year, reaching **TL 800.7 billion**. Orders surged by **43%**, reaching a total of **4 billion 787 million**.⁸

As Türkiye's first decacorn, we have played a pivotal role in promoting digitalization and fostering the growth of approximately **250,000** sellers to date. We have empowered Trendyol's sellers, the vast majority of which are small and medium-sized enterprises, to expand their businesses by facilitating access to new markets and customers. In addition to the significant impact we have had through the Trendyol marketplace, we are further accelerating our transformation by collaborating with the suppliers involved in producing Trendyol-branded products.

We amplify our sustainable impact by offering programs and services to Trendyol sellers to access the market, supporting women

Our Goals

- Achieve **15%** increase in the number of sellers in Trendyol's women entrepreneurs program by 2025
- Achieve **15%** increase in the number of small and medium-sized enterprises participating in e-commerce through Trendyol by 2025

Our Journey

- Approximately **250,000** businesses and **2.3 million** individual sellers
- SMEs account for **99.4%** of all our sellers
- Share of **38%** female entrepreneurs among Trendyol sellers⁹
- **59 thousand** restaurants under Trendyol Yemek
- **8 thousand** businesses under Trendyol Hızlı Market
- **22,000** delivery couriers
- **15,000** delivery points
- **2,200** customer experience teams

entrepreneurs, and providing guidance to our suppliers to enhance their environmental and social performance.

As Türkiye's leading e-commerce platform, we empower hundreds of thousands of businesses to achieve their sales goals and generate economic value. We also support thousands of restaurants and enterprises in connecting with their customers more efficiently and swiftly through our applications like Trendyol Yemek and Trendyol Hızlı Market. We enhance the delivery experience with technology, collaborating with over **20,000** courier partners and maintaining **8,000** pick-up and delivery points as part of Trendyol Express.

As of 2022, nearly **250,000** businesses offer their products to customers via our e-commerce platform. Over **45%** of these businesses are located outside Türkiye's three largest provinces, enabling producers and service providers from all over the country to access new markets through Trendyol. Particularly, **86%** of businesses situated outside İstanbul, İzmir, and Ankara have reported reaching new customer groups thanks to Trendyol.

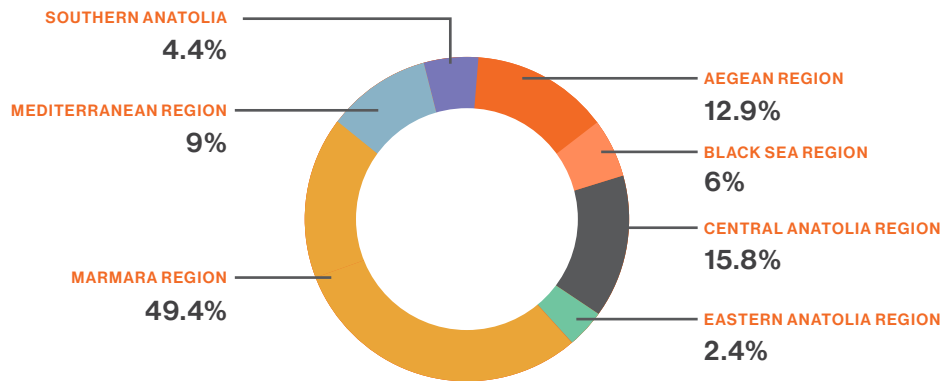
Did you know?

Businesses and individual sellers offering their products on Trendyol; achieve an 84% increase in company performance and expand to new regions and customer bases, increased their turnover by 79%, report an improved understanding of consumers and the market (78%), report improved customer experience (72%), report increased product diversity (%66), and believe Trendyol enhances their brand (63%).



⁸ ETBIS, E-Commerce Data for 2022i

⁹ Includes companies operating as sellers on Trendyol, led by at least one female founder.

BREAKDOWN OF BUSINESSES AND SELLERS BY REGION**Supporting Small and Medium Enterprises (SMEs)**

Small and medium-sized enterprises (SMEs) constitute a significant portion of the Turkish economy. Trendyol offers a range of benefits to SMEs, facilitating their market access and growth through our e-commerce platform. Our millions of active users enable these businesses to tap into an extensive customer network, opening up the possibility of boosting their sales. Furthermore, through the technological infrastructure we offer, we assist them in streamlining processes like product listing, payment transactions, and inventory management, thereby enhancing their operational efficiency.

Beyond these efforts, we empower them to make informed strategic choices, optimize their operations, and enhance their brand recognition. We offer support at various stages, including product storage, logistics assistance for deliveries, and data analytics, all of which play a crucial role in facilitating their growth and success. We take immense pride in witnessing the economic resilience and growth of our SMEs on the platform, along with their valuable contributions to the Turkish economy.

In 2022, the number of small and medium-sized enterprises selling on Trendyol platforms increased by close to **2%** compared to the previous year, reaching **243,580** sellers.

Over **99%** of our total sellers are SMEs selling through our platform all over Türkiye.

In 2022, to support the local economy and SMEs, we introduced numerous additional benefits specifically tailored for new businesses joining us. Throughout the year, we offered businesses a commission discount for the first **30** days, along with advertising budget support to help them expand their market reach. Additionally, we provided small-scale sellers with commission discounts of **10%** and **20%** based on revenue targets. We extended additional support to our association member sellers through collaborations with various associations and business networks.



Sellers referred by the Turkish Footwear Manufacturers Association (TASD) enjoyed a **35%** commission discount for **90** days.



Sellers referred by Chambers and Commodity Exchanges of Türkiye (TOBB) received a **100%** commission discount, with a maximum benefit of **TL 30,000** within their initial **30** days on the platform.



trendyol

Geographically Indicated Products

Through the "Locally-Sourced Products" Program, initiated in collaboration with the Union of Chambers and Commodity Exchanges of Türkiye (TOBB) at the end of 2021, products bearing geographical indications registered by the Turkish Patent and Trademark Office from various regions across Türkiye are available to consumers on the Trendyol platform. Sellers of geographically indicated products benefit from a range of advantages, including a **15%** commission discount for the initial **90** days, advertising and marketing support, specialized assistance in operational processes, access to e-commerce training through Trendyol Academy, competitive shipping rates negotiated with corporate partners, and the availability of dedicated e-commerce consultants assigned to each seller. Through

these initiatives, our goal is to boost the local economy and assist Anatolian producers in increasing their sales and expanding their businesses.

Support for Women Entrepreneurs

As a signatory of the Women's Empowerment Principles, a collaborative initiative by UN Women and UN Global Compact, we introduced the Future is Women Program in partnership with KAGİDER (Women Entrepreneurs Association of Türkiye) to promote women's involvement in the digital economy. This program provides women entrepreneurs with the chance to enhance their skills in various domains, including e-commerce, sales promotion, customer satisfaction, and marketing. Women entrepreneurs aiming to expand their businesses and enhance brand visibility can access millions of customers throughout Türkiye via our platform.

We provide a range of opportunities to women-led SMEs and women-owned cooperatives with **51%** or more capital. We offer women-led SMEs an **80%** commission discount for up to 60 days, up to **TL 75,000**, in addition to favorable terms and advertising support. Women's cooperatives receive an **80%** commission support in all product categories, without any time or turnover thresholds. We also add "Female Entrepreneur" stickers to the products of our women sellers who participate in this program.



GELECEK ADINLARIN
trendyol | KAGİDER

You can find the details of the program from the Society section. ✨

Future Focus

Our aim is to contribute more to the local economy and support the growth of businesses selling through Trendyol every day. In this journey, aside from striving to achieve the goals we have set for women entrepreneurs and small and medium-sized enterprises, we continuously enhance our platform to ensure all businesses have the opportunity to grow and thrive in the long run with easy market access. We will continue to create special projects that empower our business partners within the Trendyol ecosystem, serving as their gateway to the global market.

Society

OUR PERSPECTIVE AND GOALS

We believe that companies bear a responsibility to support the communities within which they operate. Beyond mere expansion, we are committed to generating positive impact by harnessing our technological and innovative capabilities to uplift the communities we engage with, leveraging our extensive influence.

We have identified the areas where we can maximize our influence by seeking input from our stakeholders and conducting a social impact materiality analysis informed by external environmental evaluations. As part of the analysis, we sought input from our employees, business partners, NGOs, and customers to identify the areas where Trendyol to enhance its social impact. After collecting feedback from stakeholders and identifying areas with the highest impact, we have determined our focus areas for work.

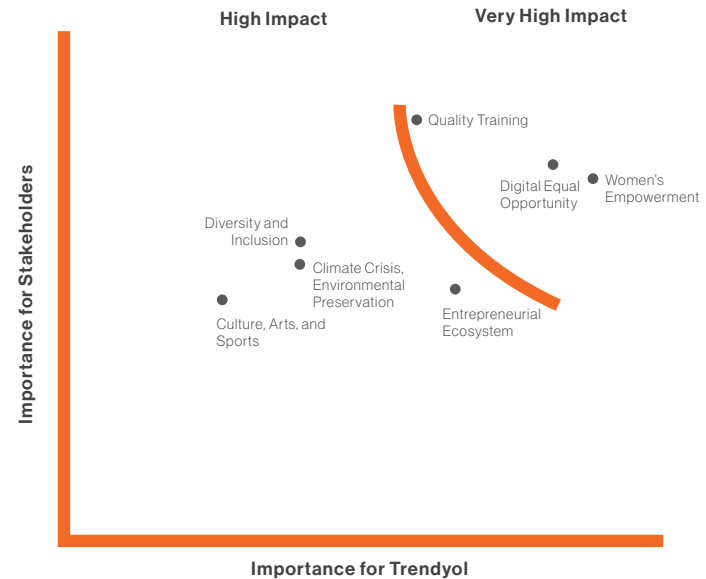
Our primary goal is to create meaningful and impactful projects through collaboration with stakeholders and society, with a focus on Equal Digital Opportunity, Quality Education, and Women's Empowerment.

Our Goals

- We strive to enhance our positive impact through Corporate Social Impact programs that focus on promoting equal digital opportunity, women's empowerment, and quality education.
- Reach over one million people through the Villages of Tomorrow program by 2028
- Increase the number of volunteers in our social investment programs

Our Journey

- 4 digitalization centers in Adana, Diyarbakir, Izmir and Hatay through Villages of Tomorrow project
- **TL 8 million** revenue generated for NGOs with Goodness Movement
- e-commerce training reached **19 thousand** women entrepreneur through Future is Women program



Villages of Tomorrow

We are actively working on the Villages of Tomorrow project, a collaboration we initiated in partnership with the United Nations Development Program (UNDP), aimed at preparing Türkiye's villages for a more sustainable and prosperous future. With this project, we intend to leverage Trendyol's expertise in digital technologies to enhance employment prospects, enhance production capabilities, preserve cultural heritage, and elevate living standards in rural regions of Türkiye. In this endeavor, we seek to optimize the project's effectiveness by drawing on the United Nations Development Program's extensive experience in rural development, with whom we have established a collaborative partnership.

As part of the Villages of Tomorrow project, which seeks to provide accessible digital technologies to all, we will establish digital centers in selected villages. These centers will serve as catalysts for local development. In these centers, which will adopt an inclusive approach by including young people, women, and people with disabilities, we aim to create various development and training programs with a focus on utilizing technology to enhance production processes. In this way, we will support local products, each representing unique value, to directly reach consumers from the producers in the villages.


Through these digital centers, we will assist farmers in enhancing their crop yields, lowering their expenses, and enhancing soil conservation by promoting smart agricultural

Did you know?

The digital centers under Villages of Tomorrow will provide training to local producers in various areas, including e-commerce, e-export, product development, marketing, branding, packaging, finance, and quality control. As a result, village products will be able to reach the end consumers directly under the Anadolu brand.



year of the project, we will choose three focal products for development in each village. The neighboring villages are also expected to benefit from this project. Once the project is completed, it is expected that the number of new e-commerce entrepreneurs in villages will increase by **60%**. With Villages of Tomorrow, our goal is to reach ten villages and impact more than one million people within five years.

 **Yarının Köyleri** You can find the details of Villages of Tomorrow through our website. 



Please scan the QR code for Villages of Tomorrow video.

“Future is Women” Program

We are actively working to enhance our understanding of diversity and inclusion, not only within our internal culture but also across our broader stakeholder ecosystem. As a signatory of the Women’s Empowerment Principles, a collaborative initiative by UN Women and UN Global Compact, we introduced the “Future is Women” Program in partnership with KAGİDER (Women Entrepreneurs Association of Türkiye) to promote women’s involvement in the digital economy. This program provides women entrepreneurs with the chance to enhance their skills in various domains, including e-commerce, sales promotion, customer satisfaction, and marketing. Women entrepreneurs aiming to

techniques. As part of our commitment to quality education, we aim to boost the skills of children and young individuals by conducting programming, algorithm, and robotics workshops for children in rural areas, along with digital art workshops for young people. Within these centers, harnessing the enabling potential of digital technologies across various aspects of life, we will offer digital solutions for educational and healthcare services, as well as computer-aided product design.

Beginning with four pilot villages in Adana, Diyarbakır, İzmir, and Hatay, in response to the earthquake disaster, our objective is to extend the Villages of Tomorrow initiative to a total of ten villages within five years. During the first

The Goodness Movement, a sustainable and innovative fundraising model involving around 70 NGOs, serves as a platform through which we assist these organizations in generating income and raising awareness about various social issues.



expand their businesses and enhance brand visibility can access millions of customers throughout Türkiye via our platform.



Goodness Movement

In 2020, our Goodness Movement initiative, initiated to support NGOs that faced disruptions in their activities due to the pandemic, united non-governmental organizations on our platform. It empowers them to make their products available to millions of customers. The Goodness Movement, a sustainable and innovative fundraising model involving around **70** NGOs, serves as a platform through which we assist these organizations in generating income and raising awareness about various social issues. The revenue generated from

the boutique established as part of this movement is channeled directly to civil society organizations. As of the end of 2022, the total additional revenue generated has surpassed **TL 8 million.**

We have also introduced the Digital Support Cards initiative to assist participating civil society organizations in boosting their revenue streams. Through this initiative, we provide our customers with the opportunity to support non-governmental organizations by purchasing Digital Support Cards, thereby contributing to the promotion of awareness about these NGOs. In addition to aiding NGOs in establishing sustainable income sources, we also place significant emphasis on facilitating their digital transformation. Through Trendyol Academy, we offer NGOs comprehensive training opportunities to master the intricacies of e-commerce, including product listing, procurement and operational process management, sales strategy development, and enhancing customer satisfaction.

Trendyol Scholarship Programs

Elevating our social impact in the realm of quality education stands as a top priority within our social investment strategy. In line with this goal, we initiated the Trendyol and TOG Education

Scholarship program, aimed at providing support to financially challenged university students. This program encompasses a five-year scholarship that covers the full cost of participants' university education. Additionally, all students participating in the program have the opportunity to benefit from internship and mentorship opportunities at Trendyol. Simultaneously, in collaboration with the Turkish Education Foundation (TEV), we introduced the Trendyol Heart to Heart Scholarship Fund to offer educational scholarships to students impacted by earthquakes. Through this scholarship fund, we extend educational scholarships to children from families affected by earthquakes, supporting them throughout their primary, secondary, high school, and university education.

Did you know?

Ardan Özmenoğlu's limited edition artwork "Mimoza," of which only 50 pieces were available, was completely sold out within a mere 3 hours after being made available for sale on Trendyol Art. Leo Lunatic, acknowledged as one of the top 15 street artists by The Guardian, created his angry panda exclusively for Trendyol. He describes this piece as a representation of the panda, known as one of the world's most quiet and gentle animals, expressing its anger towards the destruction of nature. In partnership with the Art for Goodness Association, the prominent Turkish contemporary painting artist İsmail Acar crafted a piece named "Kaftan" using the serigraphy technique exclusively for Trendyol, with a limited edition of 100 pieces.



Trendyol Art

Through the Trendyol Art program, we create a platform for emerging young artists, enabling their artworks to gain greater visibility and accessibility among our customers. Our objective is to offer innovative digital solutions for young artists, furnishing them with a platform where they can showcase their creations and reach a wider audience. Through Trendyol Art, we are constructing digital connections that link artists, particularly young ones, with art enthusiasts in various cities across Türkiye who may face challenges in accessing art.

Trendyol Art has thus far united nearly **1,000** artworks created by over **150** artists practicing in diverse fields, including painting, printmaking, engraving, photography, sculpture, glass, ceramics, and illustration, allowing art enthusiasts to explore and acquire these pieces.

Museums of Türkiye

Museums of Türkiye is an initiative by Trendyol with the goal of assisting museums in preserving and passing on our cultural heritage to future generations. We facilitate the connection between contemporary artworks and art enthusiasts. Our customers can conveniently access Müzedenal products, an online store in partnership with the Ministry of Culture and Tourism. This platform features offerings from over **180** museums, including Topkapı Palace, Göbeklitepe, Troy, Zeugma, and Ephesus. In this way, our customers can explore and acquire a wide array of products, including museum replicas, jewelry, decorative sculptures, specially printed books, jewelry, mugs, bags, and everyday-use items like t-shirts, all conveniently through Trendyol.

Sports Endorsement

Official Sponsor of the National Football

Team: We proudly serve as an official sponsor for the Turkish National Football Team, the Women's National Teams, and the e-National Teams representing Türkiye on the global stage.

Official Sponsor of the National Olympic

Committee: As part of our commitment to supporting sports, we have taken on the role

of the official sponsor for the Turkish National Olympic Committee (TMOK). We provided sponsorship to five athletes who represented our nation at the 2020 Tokyo Olympics.

Main Sponsor of the National Volleyball

Teams: We proudly hold the position of the main sponsor for the Türkiye National Volleyball Teams. We extend our support to various national teams under the Turkish Volleyball Federation, including the Women's National Volleyball Team, the Men's National Volleyball Team, and others. We are sponsors of Fabrika Volleyball, an initiative created by the Turkish Volleyball Federation with the objective of introducing volleyball to children aged 6-12 in Türkiye.

Future Focus

Within the framework of our social impact strategy, we are committed to ongoing efforts aimed at enhancing our social contributions, particularly in the realms of equal digital opportunity, quality education, and women's empowerment. Through our Villages of Tomorrow project, we aspire to expand our reach to 1 million people in the upcoming period by incorporating new villages to our existing pilot ones. In our commitment to women's empowerment, we will continue to support women entrepreneurs and SMEs, enhance their digital literacy, and stand with women's cooperatives, all in alignment with our Future is Women Program.

We have a transparent and ethical governance approach.



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GOVERNANCE



Ethics

We view our transparent and ethical business practices, which have cultivated trust within the Trendyol ecosystem, as an essential foundation for our efforts on behalf of the Planet and People. Trendyol's business ethics principles and the *Trendyol Corporate Code of Conduct* ✨ are openly shared with all our stakeholders, and we encourage all our suppliers to adhere to the same code of conduct. We conduct an annual review and update of our code of conduct, ensuring that the latest version is shared with our entire team. Through this set of rules, we manifest our governance approach, addressing key issues including the fight against corruption and bribery, the promotion of human rights, and the prevention of discrimination.

To foster a culture that encourages the safe reporting of any known or potential violations related to our Code of Conduct, we have established an ethics hotline, as well as an e-mail address accessible at any time through etik@trendyol.com. Reports can be submitted either anonymously or with the reporter's identification. We conduct awareness-raising activities to ensure that every member of the team feels comfortable reporting violations,

whether anonymously or with their name. In this regard, we display ethics hotline information posters at all our locations. We emphasize that reports to the ethics hotline can be submitted anonymously, and when we receive notifications, we prioritize maintaining the reporter's identity confidential, unless the person provides their consent, or it is necessary to disclose their identity. We carefully and impartially review all reports submitted through the ethics hotline, ensuring confidentiality. The results of these reviews are regularly reported to the Ethics Committee, which is the authority responsible for making decisions regarding ethical violations. In 2022, we received **32** notifications through this hotline, and we successfully resolved each and every one of them. Throughout the year, we did not encounter any cases of discrimination.

Apart from evaluating the reports from the ethics hotline, we regularly conduct audits with our audit team to identify any non-compliance with our code of conduct. We establish an effective control environment by automating specific control points.

ANTI-CORRUPTION AND ANTI-BRIBERY

We maintain a robust anti-corruption and anti-bribery stance, aligning our procedures with both our internal regulations and the anti-corruption laws enforced in various countries worldwide. We expect all stakeholders across our value chain to uphold the same commitment and maintain a zero-tolerance stance when it comes to bribery and corruption. In 2022, we did not detect any instances of corruption or bribery, and there were no reported cases leading to employee dismissal or disciplinary action related to corruption.

HUMAN RIGHTS

At Trendyol Group, we are committed to upholding universal human rights principles in all aspects of our business, aligning with the Universal Declaration of Human Rights and the International Labour Organization's standards. We encourage all stakeholders across our value chain, including businesses in our ecosystem, our team, suppliers, and the communities we serve, to adhere to the principle of respecting human rights. We reject working models such as child labor and forced or compulsory labor, which go against the principles of human rights,

and we conduct thorough checks in this regard. We are committed to a zero-tolerance policy against discrimination, based on age, gender, race, ethnicity, gender identity, national origin, or religious beliefs.

We conduct training programs to keep our team informed about important topics such as business ethics, anti-corruption measures, and human rights. This year, we delivered a total of **4,272** hours of ethics and anti-corruption training to our entire team. We provide training on the Code of Conduct to all new team members when they join the company. During these training sessions, we illustrate our rules with case studies to provide a better understanding. Furthermore, we regularly share warnings and provide information on ethical matters to our entire team through our internal communication channels.

Data Security and Privacy

Earning the trust of our service providers, customers, and other stakeholders hinges on our commitment to safeguarding their privacy and data security. Hence, privacy protection and data security are given the utmost priority within our governance perspective. We uphold our processes and activities in strict compliance with data protection legislation. We prioritize the protection of data belonging to our customers, employees, business partners, and other stakeholders. Our company invests significant resources in implementing robust technical and administrative security measures to ensure the strictest data protection. In our commitment to data security and cyber risk management, we continuously enhance our defenses through improvement projects, enabling us to effectively combat potential threats and vulnerabilities. We employ fully automated systems for real-time monitoring, control, and instant blocking to mitigate the risk of data leakage, thus ensuring robust data security. All our processes are meticulously conducted in accordance with data protection principles, data security protocols, and privacy policies.

As part of our commitment to cybersecurity and data privacy, we successfully completed the ISO 27001 compliance process, which we initiated in 2021, during the last quarter of 2022. Through our ISO 27001 compliance project, we enhanced our information security management systems, aligning with the most widely recognized framework for information security management. In 2022, we also successfully implemented projects aimed at enhancing data security and privacy. We developed an automated system for extracting customer data processed on Trendyol, and we initiated an encryption project to safeguard our customers' personal data.

We manage our business continuity processes across the entire company to ensure the ongoing sustainability of our operations and to effectively handle potential system interruptions. Our management process encompasses various elements, including Business Continuity Management, Emergency Response, Crisis Management, Disaster Recovery, Risk Management, Business Impact Analysis, Resilience, and Reputation Management.

We manage our business continuity processes across the entire company to ensure the ongoing sustainability of our operations and to effectively handle potential system interruptions.



Our Business Continuity Procedure serves as a guideline for anticipating potential disruptions, assessing the business implications of these disruptions, and establishing protocols for responding to them. Additionally, we employ this procedure to clarify service ownership and response in disaster scenarios, investigate, monitor, review, and report on preventive actions. During disasters, our primary focus is to find the most efficient solutions to interruptions as quickly as possible.

Risk Management and Business Continuity

Our risk management activities are an integral component of our corporate governance framework. As part of our risk management strategy, we engage in comprehensive efforts to identify and efficiently mitigate potential risks that could pose a threat to our stakeholders and operations. We ensure the continuity of our business through an integrated and comprehensive corporate risk strategy, which encompasses various elements including the Business Continuity Management Process, Crisis Management and Emergency Plans, Disaster Recovery, and Reputation Management.

Our Crisis Committee, responsible for managing and responding to crises in exceptional situations, plays a crucial role in identifying significant risks, formulating action plans, and communicating them throughout the organization.

As part of our corporate risk management strategy, we conduct regular assessments and categorize our risks. We identify potential and existing risks and develop action plans in this context. As a result of these analyses, we identify proactive development areas and implement preventive actions. We ensure business continuity at a level that meets the minimum requirements of our activities

through ongoing assessments conducted by our business units. Furthermore, we support the process-life cycles applicable in all sub-units and structures, as well as the activities of institutions and organizations that facilitate stakeholder engagement in this field.

To identify potential risks, we conduct various scenario-based studies. We create action plans by developing scenarios for environmental, physical, and natural disaster risks that could impact business continuity. To prevent or minimize potential business disruptions stemming from such situations, we develop and maintain business continuity plans and crisis management plans that are mutually supportive. Following business impact analyses for potential disaster scenarios, we conduct improvement activities with a focus on digital security, quality control, and data transparency principles.

To manage potential disruptions in the systems we rely on during our operations, we systematically implement our business continuity processes across the entire company, involving all teams. In 2022, we performed a comprehensive business and impact analysis of all the systems utilized in our project aimed at ensuring systemic business continuity. This analysis allowed us to identify

the processes that would be impacted in the event of interruptions. We have developed a roadmap that outlines alternative solutions for maintaining the business continuity of these processes and the specific steps our team should follow in the event of an interruption. In this endeavor, we have identified current needs and adhered to international standards, specifically ISO 22301, to ensure operational excellence. We have identified critical service units and placed a strong emphasis on fortifying institutional memory to eliminate uncertainty in our future endeavors. In this context, we have developed alternative solutions to potential interruptions and minimized the likelihood of disruptions and their potential consequences.

As part of the projects we have undertaken with our business units, we have integrated the social service impact within the evolving landscape with the compliance and control phases in the life cycle, all while maintaining a commitment to reliable service. We have also initiated efforts for regular drills and tests within this adaptable and agile framework.

We continue to work on data migration to backup centers, alongside our cybersecurity systems, to ensure that our systems can operate with minimal impact even in the event of an extraordinary situation and to prevent critical

data losses. With this project, we have updated our Business Continuity procedure to anticipate possible interruptions, assess the business impacts of these interruptions, and establish a framework for coordinating responses in case of any disruption.

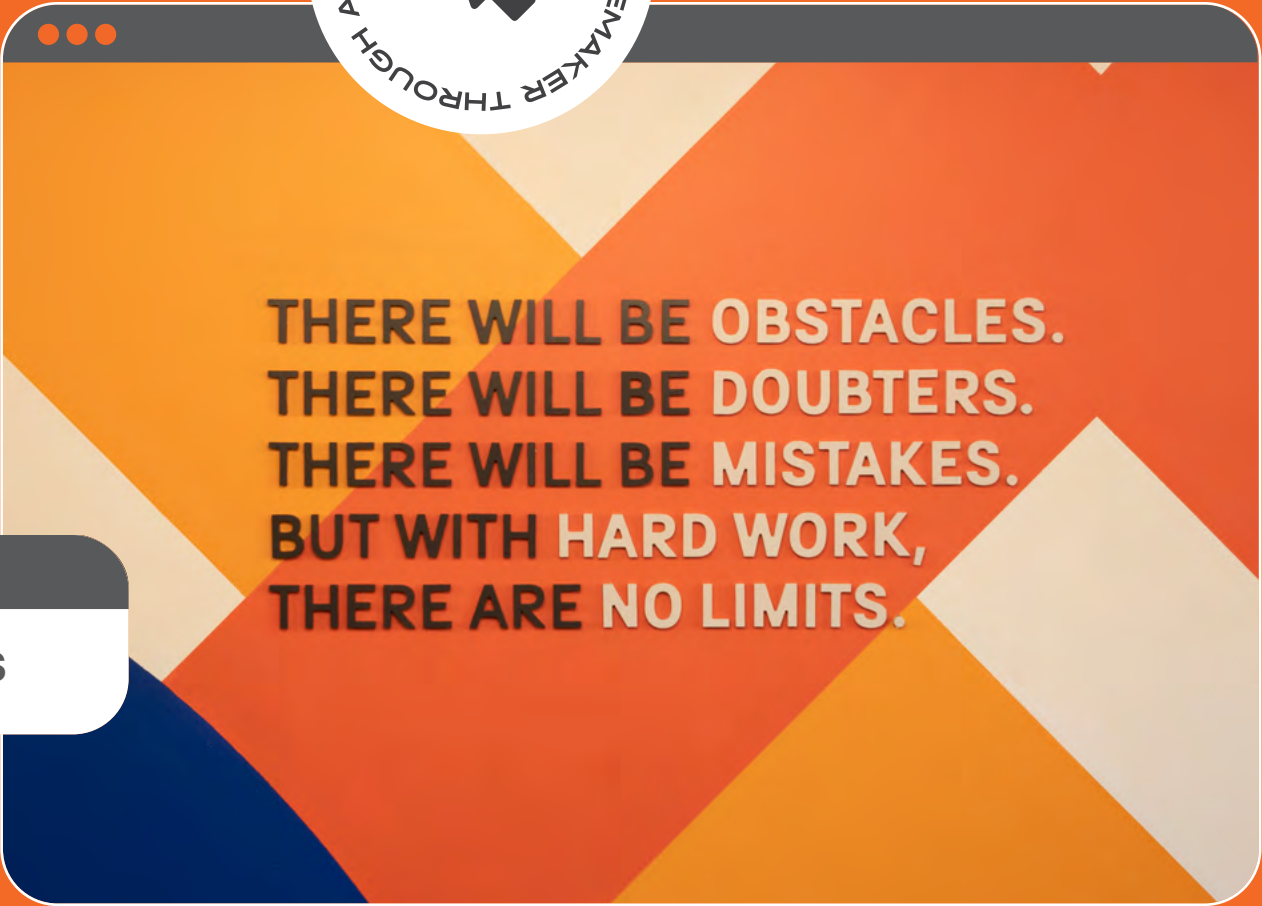
We are actively preparing for the anticipated Marmara Earthquake scenario as part of our Disaster Recovery Plan, which was initiated in 2022 to ensure the continuity of our operations both before and after disaster situations. In this regard, our goal is to identify the individuals responsible for ensuring business continuity and the critical tasks that need to be carried out. Furthermore, we will persist in developing specific emergency action plans for location-based crises, including floods, fires, and other potential scenarios, in collaboration with the relevant units. Moreover, we are devising mandatory training programs to enhance the disaster awareness of our team, alongside voluntary training initiatives that would prepare them to join search and rescue teams in the event of disasters. We will share the pertinent Disaster Recovery Plan with our entire team and ensure its annual updates. This will guarantee that our entire team acts in a manner that minimizes risks during emergency situations, safeguards their well-being, and sustains business continuity.

We value data.



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APPENDICES



Performance Indicators

ENVIRONMENTAL PERFORMANCE INDICATORS

ENERGY CONSUMPTION	2020	2021	2022
Natural Gas (mhw)	12,175.06	11,672.98	13,359.56
Diesel - Company Vehicles (lt)	159,939.09	251,588.80	227,113.13
Gasoline - Company Vehicles (lt)	28,368.59	130,430.33	470,022.50
Electricity (mhw)	6,100.49	8,777.28	42,117.72
Renewable Electricity (mhw)	964.43	794.77	934.42
Non-Renewable Electricity (mhw)	5,136.06	7,982.51	41,138.3

GREENHOUSE GAS EMISSIONS (TONS CO ₂ E)	2020	2021	2022
Scope 1 Emissions	1,267.1	3,041.8	3,940.97 ✓
Scope 2 Emissions	2,840.6	3,543.8	22,028.1 ✓
Scope 3 Emissions	165,860.1	258,221.2	260,238.10
Total Emissions	169,967.8	264,806.8	286,203.61

WASTE (TONS)	2020	2021	2022
Hazardous Waste	0	1,168	2,093
Non-Hazardous Waste	714	53	106
Total Waste	714	1,221	1,988
Recycled Waste	714	927	1,887
Waste Sent to Disposal	0	241	885

Performance Indicators

SOCIAL PERFORMANCE INDICATORS

EMPLOYEE DEMOGRAPHICS	2020			2021			2022		
	FEMALE	MALE	TOTAL	FEMALE	MALE	TOTAL	FEMALE	MALE	TOTAL
Total Number of Employees	716	1,117	1,833	1,103	1,865	2,968	1,394 ✓	2,482 ✓	3,876 ✓
White-Collar Employees	682	1,079	1,761	1,101	1,857	2,958	1,394	2,477	3,871
Blue-Collar Employees	34	38	72	2	8	10	0	5	5
Under 30 Years of Age	435	600	1,035	644	953	1,597	765	1,162	1,927
30 to 50 Years	281	514	795	458	908	1,366	626	1,316	1,942
Above 50 Years	0	3	3	1	4	5	3	4	7

LEADER DEMOGRAPHICS	2020			2021			2022		
	FEMALE	MALE	TOTAL	FEMALE	MALE	TOTAL	FEMALE	MALE	TOTAL
Total Number of Leaders	133	212	345	219	317	536	301 ✓	500 ✓	801 ✓
Under 30 Years of Age	21	36	57	32	35	67	40	43	83
30 to 50 Years	112	176	288	186	282	468	258	455	713
Above 50 Years	0	0	0	1	0	1	3	2	5

EMPLOYEES WITH DISABILITIES	2020	2021	2022
Total	16	19	36
Female	5	3	12
Male	11	16	24

EMPLOYEE TURNOVER RATE	2020	2021	2022
Total	6.24%	6.81%	7.70%
Female	6.76%	6.64%	7.51%
Male	5.87%	6.92%	7.82%

NEWLY HIRED EMPLOYEES	2020			2021			2022		
	FEMALE	MALE	TOTAL	FEMALE	MALE	TOTAL	FEMALE	MALE	TOTAL
Newly Hired Employees	76	216	292	451	849	1,300	389	745	1,134
Under 30 Years of Age	48	135	183	291	472	763	256	448	704
30 to 50 Years	28	80	108	160	376	536	132	294	426
Above 50 Years	0	1	1	0	1	1	1	3	4

OCCUPATIONAL HEALTH AND SAFETY	2020	2021	2022
Number of work-related injuries (All cases)	552	548	492
Number of work-related injuries (Lost-time cases)	120	147	119
Number of occupational diseases	0	0	0
Number of work-related fatalities	0	0	0
Injury Rate (IR)	33.86	15.99	13.82
Lost-Time Injury Frequency Rate (LTIFR)	7.36	4.29	3.34
Lost-Day Rate (LDR)	7.85	4.87	4.16
Occupational Disease Rate (ODR)	0	0	0

ASSOCIATION MEMBERSHIPS AND SUPPORTED INITIATIVES



Reporting Guide

This reporting principles (the "Reporting Principles") provides information on the data preparation and reporting methodologies of indicators within the scope of the limited assurance in the DSM Grup Danışmanlık İletişim ve Satış Tic. A.Ş.'s (the "Company" or "Trendyol") Trendyol 2022 Sustainability Report (the "2022 Sustainability Report").

The indicators include social indicators, environmental indicators. It is the responsibility of the Company's management to ensure that appropriate procedures are in place to prepare the indicators mentioned above in line with, in all material respects, the Guidance.

The information included in this guide is for the FY 22 fiscal year ending December 31, 2022 (January 1 - December 31, 2022) and the following companies for environmental KPIs as detailed in the "Key Definitions and Reporting Scope" section;

- DSM Grup Danışmanlık İletişim ve Satış Ticaret A.Ş.
- Trendyol Lojistik A.Ş.
- DSM Hızlı Teslimat Hizmetleri ve Lojistik A.Ş.
- DSM Ödeme ve Elektronik Para Hizmetleri A.Ş.
- DSM E-dönüşüm ve Bilişim A.Ş.
- DSM Turkey Sigorta Aracılık Hizmetleri A.Ş.

The information included in this guide is for the FY 22 fiscal year ending December 31, 2022 (January 1 - December 31, 2022) and the following companies for social KPIs as detailed in the "Key Definitions and Reporting Scope" section;

- DSM Grup Danışmanlık İletişim ve Satış Ticaret A.Ş.
- Trendyol Lojistik A.Ş.
- DSM Technologies GMBH
- Trendyol B.V.
- DSM Hızlı Teslimat Hizmetleri ve Lojistik A.Ş.
- Trendyol E-Commerce LLC
- Trendyol UK Limited
- DSM Ödeme ve Elektronik Para Hizmetleri A.Ş.
- DSM E-dönüşüm ve Bilişim A.Ş.
- DSM Turkey Sigorta Aracılık Hizmetleri A.Ş.

General Reporting Principles

In preparing this guidance document, consideration has been given to following principles:

- Information Preparation – to highlight to users of the information the primary principles of relevance and reliability of information; and
- Information Reporting – to highlight the primary principles of comparability / consistency with other data including prior year and understandability / transparency providing clarity to users.

Reporting Guide

Key Definitions and Reporting Scope

For the purpose of this report, the Incorporation defines:

TYPE	INDICATOR	SCOPE
Social	Total Number of Employees (#)	In the reporting period, it refers to the total number of employees who are followed by the Trendyol human resources department data platform, including all employees who have been logged into the platform as of 31.12.2022, and whose Employment Declaration has been made to the Social Security Institution. The total number of employees includes all subsidiaries of Trendyol.
	Total Number of Female Employees (#)	In the reporting period, it refers to the total number of female employees who are followed by the Trendyol human resources department data platform, including all female employees who have been logged into the platform as of 31.12.2022, and whose Employment Declaration has been made to the Social Security Institution. The total number of female employees includes all subsidiaries of Trendyol.
	Total Number of Male Employees (#)	In the reporting period, it refers to the total number of male employees who are followed by the Trendyol human resources department data platform, including all male employees who have been logged into the platform as of 31.12.2022, and whose Employment Declaration has been made to the Social Security Institution. The total number of male employees includes all subsidiaries of Trendyol.
	Share of Female Employees (%)	In the reporting period, it refers to the ratio obtained by dividing the total number of female employees by the total number of employees, including all employees who have been logged into the platform as of 31.12.2022 on the Trendyol human resources data platform.
	Total Number of Leaders (#)	In the reporting period, it includes the total Leaders employees who have been logged into the platform as of 31.12.2022 in the human resources data platform at Trendyol. The definition of a leader is stated as "employees who has other employees reporting to him/her".
	Total Number of Female Leaders (#)	In the reporting period, it includes the total Female Leaders who have been logged into the platform as of 31.12.2022 in the human resources data platform at Trendyol. The definition of a leader is stated as "employees who has other employees reporting to him/her".
	Total Number of Male Leaders (#)	In the reporting period, it includes the total Male Leaders who have been logged into the platform as of 31.12.2022 in the human resources data platform at Trendyol. The definition of a leader is stated as "employees who has other employees reporting to him/her".
	Share of Women in Leadership Positions (%)	In the reporting period, it refers to the ratio obtained by dividing the number of female leaders by total number of leaders which includes all employees who have been logged into the platform as of 31.12.2022 in the human resources data set at Trendyol.
Enviromental	Scope 1 Emissions (ton CO₂e)	It refers to the greenhouse gas emissions resulting from the Company's Natural Gas, Gasoline, Diesel consumption and the consumption of HFC-134A, R410A and HFC-32 refrigerant gases during the reporting period. Scope 1 Greenhouse Gas Emission includes the figures of "DSM Grup Danışmanlık İletişim ve Pazarlama Ticaret A.Ş." and its subsidiaries which are "Trendyol Lojistik A.Ş." and "DSM Fast Delivery Services and Logistics Inc.".
	Scope 2 Emissions (ton CO₂e)	It refers to the greenhouse gas emissions resulting from the Company's electricity consumption. Scope 2 Greenhouse Gas Emissions includes the figures of "DSM Grup Danışmanlık İletişim ve Çözüm Ticaret A.Ş." and its subsidiaries which are "Trendyol Lojistik A.Ş.", "DSM Fast Delivery Services and Logistics Inc.".

Reporting Guide

Data Preparation

1.SOCIAL INDICATORS

Share of Female Employees (%)

The Company calculate the Share of female employees (%) with the following formula;
 Total Number of Female Employees/ Total Number of Employees

Share of Women in Leadership Positions (%)

The Company calculate the Share of Women in Leadership Positions (%) with the following formula;
 Total Number of Female Leaders / Total Number of Leaders

2.ENVIRONMENTAL INDICATORS

Scope 1 Emissions (ton CO₂e)

In the scope-1 emissions calculation, the amount of natural gas consumption, the gasoline consumption of company-owned vehicles, the diesel consumption amount of rental vehicles, the gasoline consumption amount of rental vehicles, the amount of direct greenhouse gas emissions resulting from the consumption of HFC-134A, R410A and HFC-32 refrigerants are included.

Trendyol Natural Gas Activity Data:

Natural gas consumption data is consisted of "DSM Grup Danışmanlık İletişim ve Satış Ticaret A.Ş." and its subsidiaries, "Trendyol Lojistik A.Ş." and "DSM Hızlı Teslimat Hizmetleri ve Lojistik A.Ş." Natural gas consumption of "Trendyol Lojistik A.Ş." is calculated by converting the kWh amount into m3 based on the invoices obtained from service providers. The natural gas consumption data of "DSM Grup Danışmanlık İletişim ve Satış Ticaret A.Ş." and "DSM Hızlı Teslimat Hizmetleri ve Lojistik A.Ş." is obtained in m3 through invoices obtained from service providers.

*Total Trendyol Lojistik A.Ş. Activity data (kWh)*10.64=Total Trendyol Lojistik A.Ş. Activity data (m3)*
 10.64 kWh = 1 sm3

Natural Gas - Carbon Emission Formula as a result of stationary combustion:

*(Total Trendyol Activity Data (sm3)*1.9 (Emission Factor))/1000 =Total Carbon Emissions (ton CO2)*

Company owned vehicles (Gasoline)- Activity Data:

Gasoline consumption activity data for company-owned vehicles is consisted of the gasoline purchases from the service provider. The data on fuel consumption is tracked through invoices between the service provider company and Trendyol. These company-owned vehicles are only provided to managers and white-collar employees.

Company owned Vehicles (Gasoline)- Carbon Emission Formula as a result of mobile combustion:

(Total Trendyol Activity Data (lt) 2.31 (Emission Factor) (kg CO2/Birim))/1000= Total Carbon Emissions (tCO2)*

Rental Vehicles (Diesel)- Activity Data:

Diesel consumption activity data for rented vehicles is consisted of the diesel purchases from the service provider. The data on fuel consumption is tracked through invoices between the service provider company and Trendyol. These rental vehicles are only provided to managers and white-collar employees.

Rental Vehicles (Diesel) – Carbon Emission Formula as a result of mobile combustion:

(Total Trendyol Activity Data (lt) 2.67 (Emission Factor) (kg CO2/Birim))/1000= Total Carbon Emissions (tCO2)*

Rental Vehicles (Gasoline)- Activity Data:

Gasoline consumption activity data for rented vehicles is consisted of the gasoline purchases from the service provider. The data on fuel consumption is tracked through invoices between the service provider company and Trendyol. These rental vehicles are only provided to managers and white-collar employees.

Reporting Guide

Rental Vehicles (Diesel)- Carbon Emission Formula as a result of mobile combustion:

(Total Trendyol Activity Data (lt)* 2.31 (Emission Factor) (kg CO₂/Birim))/1000= Total Carbon Emissions (tCO₂)

Scope 2 Emissions (ton CO₂e)

Scope-2 emissions calculation indicates the amount of greenhouse gas emissions resulting from grid electricity consumption during the reporting period.

Grid Electricity- Electricity Consumption Activity Data:

Grid electricity consumption data is consisted of "DSM Grup Danışmanlık İletişim ve Satış Ticaret A.Ş.", "Trendyol Lojistik A.Ş." and "DSM Hızlı Teslimat Hizmetleri ve Lojistik A.Ş.", including the total amount paid in the invoices. The calculation is based on converting the consumption into kilowatt-hours (kWh) using the monthly unit price published by the Energy Market Regulatory Authority of Turkey (EPDK).

EMRA2022 Unit Price List:

<https://www.epdk.gov.tr/Detay/Icerik/3-1327/elektrik-faturalarina-esas-tarife-tablolari>

Grid Electricity- Carbon Emission Formula as a result of Electricity Consumption

(Total Trendyol Activity Data (kWh)*0.447 (Emission Factor) (kg CO₂))/1000= Total Carbon Emissions (ton CO₂)

TRENDYOL EMISSION FACTORS

Scope 1 and 2 Greenhouse Gas Emissions

Scope 1 and Scope 2 emissions have been calculated in accordance with ISO 14064-1, with the principle of operational control within the framework of the "Greenhouse Gas Protocol: Corporate Accounting and Reporting Standard".

In the calculations, CO₂ equivalent factors consisting of CO₂, CH₄, N₂O, HFCs (SF₆ and refrigerant gas) CO₂ equivalent emission factors were used. The emission sources are detailed in the table below. Global Warming Potential (GWP) coefficients are from 5th Assessment Report of the Intergovernmental Panel on Climate Change (IPCC) and Greenhouse Gas Protocol (<https://www.gov.uk/government/publications/greenhouse-gas-reporting-conversion-factors-2021>) and the resultant ton CO₂-e value is calculated by multiplying with the appropriate coefficients.

Emission sources – Scope 1	Emission Calculation Methodology
Stationary	IPCC 2006 guidelines, fuel NCV and density values are from regulations published by Energy Ministry. IPCC GWP coefficients are from 5th assessment Report.
Mobile	IPCC 2006 guidelines, fuel NCV and density values are from regulations published by Energy Ministry. IPCC GWP coefficients are from 5th assessment Report.
Emission Factors – Scope 2	Ton CO ₂ -e/MWh
Turkey Electricity (from grid)	The 2020 electricity consumption point emission factor which is shared by the Republic of Turkey Ministry of Energy and Natural Resources / TEİAŞ was taken into account.

Restatement

The measuring and reporting of sustainability-related data inevitably involves a degree of estimation. Restatements are considered where there is a change in the data of greater than 5 percent at the Incorporation level.

Independent Assurance Report



Limited Assurance Report

to the Board of Directors of DSM Grup Danışmanlık İletişim ve Satış Tic. A.Ş.

We have been engaged by the Board of Directors of DSM Grup Danışmanlık İletişim ve Satış Tic. A.Ş. (the "Company") to perform a limited assurance engagement in respect of the Selected Sustainability Information (the "Selected Information") stated in the Trendyol 2022 Sustainability Report (the "2022 Sustainability Report") for the year ended 31 December 2022 and listed below.

Selected Information

The scope of the Selected Information for the year ended 31 December 2022, which is subject to our limited assurance work, set out in the pages 18, 30, 45 and 46 of the 2022 Sustainability Report with the sign "🟡" is summarized below:

Environmental Indicators

- Scope 1 (tCO₂e)
- Scope 2 (tCO₂e)

Social Indicators

- Total Number of Employees (#)
- Total Number of Female Employees (#)
- Total Number of Male Employees (#)
- Share of Women Employees (%)
- Total Number of Leaders (#)
- Total Number of Female Leaders (#)
- Total Number of Male Leaders (#)
- Share of Women in Leadership Positions (%)

Our assurance was with respect to the Selected Information marked with "🟡" in the 2022 Sustainability Report, and we have not performed any procedures with respect to earlier periods or any information other than Selected Information marked with "🟡" in the 2022 Sustainability Report and, any other elements included in the 2022 Sustainability Report and, therefore, do not express any conclusion thereon.

PwC Bağımsız Denetim ve Serbest Muhasebeci Mali Müşavirlik A.Ş.
Kılıçali Paşa Mah. Meclis-i Mebusan Cad. No:8 İç Kapı No:301 Beyoğlu/İstanbul
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Criteria

The criteria used by the Company to prepare the Selected Information is set out in section Appendix-1: Trendyol 2022 Sustainability Report-Reporting Principles (the "Reporting Principles") on pages between 48 and 51 of the 2022 Sustainability Report.

The Company's Responsibility

The Company is responsible for the content of the 2022 Sustainability Report and the preparation of the Selected Information in accordance with the Reporting Principles. This responsibility includes the design, implementation and maintenance of internal control relevant to the preparation of Selected Information that is free from material misstatement, whether due to fraud or error.

Inherent Limitations

Non-financial performance information is subject to more inherent limitations than financial information, given the characteristics of the subject matter and the methods used for determining such information.

The absence of a significant body of established practice on which to draw to evaluate and measure non-financial information allows for different, but acceptable, measures and measurement techniques and can affect comparability between entities. The precision of different measurement techniques may also vary. Furthermore, the nature and methods used to determine such information, as well as the measurement criteria and the precision thereof, may change over time. It is important to read the Selected Information in the context of the Reporting Principles.

In particular, the conversion of different energy measures to megawatt-hour (MWh) and energy used to carbon emissions is based upon, inter alia, information and factors generated internally and/or derived by independent third parties as explained in the Reporting Principles. Our assurance work did not include examination of the derivation of those factors and other third-party information.

Our Independence and Quality Management

We have complied with the independence and other ethical requirements of the Code of Ethics for Professional Accountants issued by the International Ethics Standards Board for Accountants, which is founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behavior.

Our firm applies International Standard on Quality Management 1 and accordingly maintains a comprehensive system of quality management including documented policies and procedures regarding compliance with ethical requirements, professional standards, and applicable legal and regulatory requirements.

Independent Assurance Report



Our Responsibility

Our responsibility is to form a limited assurance, based on limited assurance procedures, on whether anything has come to our attention that causes us to believe that the Selected Information has not been properly prepared in all material respects in accordance with the Reporting Principles. We conducted our limited assurance engagement in accordance with International Standard on Assurance Engagements 3000 (Revised), *Assurance Engagements other than Audits or Reviews of Historical Financial Information*, and, in respect of greenhouse gas emissions, International Standard on Assurance Engagements 3410, *Assurance Engagements on Greenhouse Gas Statements*, issued by the International Auditing and Assurance Standards Board.

A limited assurance engagement is substantially less in scope than a reasonable assurance engagement under ISAE 3000 (Revised) and ISAE 3410. Consequently, the nature, timing and extent of procedures for gathering sufficient appropriate evidence are deliberately limited relative to a reasonable assurance engagement.

The procedures we performed were based on our professional judgment and included inquiries, observation of processes performed, inspection of documents, analytical procedures, evaluating the appropriateness of quantification methods and reporting policies, and agreeing or reconciling with underlying records.

Given the circumstances of the engagement, in performing the procedures listed above we:

- made inquiries of the persons responsible for the Selected Information;
- understood the process for collecting and reporting the Selected Information. This included analysing the key processes and controls for managing and reporting the Selected Information;
- evaluated the source data used to prepare the Selected Information and re-performed selected examples of calculation.
- performed limited substantive testing on a selective basis of the preparation and collation of the Selected Information prepared by the Company and
- undertook analytical procedures over the reported data.

Limited Assurance Conclusion

Based on the procedures we have performed and the evidence we have obtained, nothing has come to our attention that causes us to believe that Company's Selected Information for the year ended 31 December 2022, is not properly prepared, in all material respects, in accordance with the Reporting Principles.



Restriction of use

This report, including the conclusion, has been prepared for the Board of Directors of the DSM Grup Danışmanlık İletişim ve Satış Tic. A.Ş. as a body, to assist the Board of Directors in reporting DSM Grup Danışmanlık İletişim ve Satış Tic. A.Ş.'s performance and activities related to the Selected Information. We permit the disclosure of this report within the 2022 Sustainability Report for the year ended 31 December 2022, to enable the Board of Directors to demonstrate they have discharged their governance responsibilities by commissioning a limited assurance report in connection with the Selected Information. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Board of Directors of DSM Grup Danışmanlık İletişim ve Satış Tic. A.Ş. as a body and DSM Grup Danışmanlık İletişim ve Satış Tic. A.Ş. for our work or this report save where terms are expressly agreed and with our prior consent in writing.

PwC Bağımsız Denetim ve
Serbest Muhasebeci Mali Müşavirlik A.Ş.

Mert Tüten, SMMM
Independent Auditor

Istanbul, 8 December 2023

GRI Content Index

Declaration of Use	Trendyol, operated by DSM Grup Danışmanlık İletişim ve Satış Ticaret A.Ş., has provided a report in accordance with GRI Standards, covering the period from January 1 to December 31, 2022.
GRI 1 Used	GRI 1: Foundation 2021
GRI Sector Standard Used	As there is currently no sector-specific standard for Group structures, no sector standard has been applied.

GRI STANDARD	DISCLOSURES	PLACE OF DISCLOSURE	REASON FOR OMISSION OF INFORMATION	
GENERAL DISCLOSURES				
GRI 2: General Disclosures 2021	2-1	Organizational Details	About the Report, page 4-5	
	2-2	Entities Included in the Organization's Sustainability Reporting	About the Report, page 4-5	
	2-3	Reporting Period, Frequency and Contact Point	About the Report, page 4	
	2-4	Restatements of Information	There is no information re-stated in the reporting period.	
	2-5	External Assurance	About the Report, page 4, Independant Assurance Report, page X	
	2-6	Activities, Value Chain and Other Business Relationships	About the Report, page 5 Trendyol Ecosytem, page 7-9 Our Value Chain, page 10	
	2-7	Employees	Our Team, page 29-30	
	2-8	Workers Who Are Not Employees	Our Team, page 29-30	
	2-9	Governance Structure and Composition		Trendyol has an inclusive perspective in terms of management structure and does not share details about the structure.
	2-10	Nomination and Selection of the Highest Governance Body		
	2-11	2-11 Chair of the Highest Governance Body		
	2-12	Role of the Highest Governance Body in Overseeing the Management of Impacts		
	2-13	Delegation of Responsibility for Managing Impacts		

GRI STANDARD	DISCLOSURES	PLACE OF DISCLOSURE	REASON FOR OMISSION OF INFORMATION	
GENERAL DISCLOSURES				
GRI 2: General Disclosures 2021	2-14	Role of the Highest Governance Body in Sustainability Reporting	Sustainability Management, page 12	
	2-15	Conflicts of Interest	Ethics, page 42 Trendyol Corporate Code of Conduct	
	2-16	Communication of Critical Concerns	Ethics, page 42 Trendyol Corporate Code of Conduct	
	2-17	Collective Knowledge of the Highest Governance Body		Trendyol has an inclusive perspective in terms of management structure and does not share details about the structure.
	2-18	Evaluation of the Performance of the Highest Governance Body		
	2-19	Remuneration Policies	Egalitarian Performance Management, page 32	
	2-20	Process to Determine Remuneration	Egalitarian Performance Management, page 32	
	2-21	Annual Total Compensation Ratio	Inclusive Work Environment, page 30 Egalitarian Performance Management, page 32	
	2-22	Statement on Sustainable Development Strategy	Being a Changemaker, page 6	
	2-23	Policy Commitments	Ethics, page 42	
	2-24	Embedding Policy Commitments	Ethics, page 42 Trendyol Corporate Code of Conduct	
	2-25	Processes to Remediate Negative Impacts	Ethics, page 42 Trendyol Corporate Code of Conduct	
	2-26	Mechanisms for Seeking Advice and Raising Concerns	Ethics, page 42 Trendyol Corporate Code of Conduct	
	2-27	Compliance with Laws and Regulations	Ethics, page 42 Trendyol Corporate Code of Conduct	
	2-28	Member Associations	Association Memberships and Supported Initiatives, page 47	
	2-29	Approach to Stakeholder Engagement	Strategy Design, page 11	
2-30	Collective Bargaining Agreements	Toplu iş sözleşmesi kapsamında çalışanımız bulunmamaktadır.		

GRI STANDARD		DISCLOSURES	PLACE OF DISCLOSURE	REASON FOR OMISSION OF INFORMATION
MATERIAL TOPICS				
GRI 3: Material Topics 2021	3-1	Process to Determine Material Topics	Strategy Design, page 11	
	3-2	List of Material Topics	Trendyol Sustainable Impact Plan, page 14	
ECONOMIC PERFORMANCE				
GRI 3: Material Topics 2021	3-3	Management of Material Topics	Sustainability Management, page 12	
GRI 201: Economic Performance 2016	201-1	Direct Economic Value Generated and Distributed	Trendyol Ecosystem, page 7 Our Sphere of Influence, page 9	
	201-2	Financial Implications and Other Risks and Opportunities Due to Climate Change	Our Accomplishments in 2022 under the Sustainable Impact Plan, page 16	
	201-3	Defined Benefit Plan Obligations and Other Retirement Plans	Egalitarian Performance Management, page 32	
	201-4	Financial Assistance Received from Government	There is no financial assistance received from the state.	
MARKET PRESENCE				
GRI 3: Material Topics 2021	3-3	Management of Material Topics	Sustainability Management, page 12	
GRI 202: Market Presence 2016	202-1	Ratios of Standard Entry-Level Wage by Gender Compared to Local Minimum Wage	Inclusive Work Environment, page 30 Egalitarian Performance Management, page 32	
INDIRECT ECONOMIC IMPACTS				
GRI 3: Material Topics 2021	3-3	Management of Material Topics	Trendyol Ecosystem, page 7 Our Sphere of Influence, page 9	
GRI 203: Indirect Economic Impacts 2016	203-1	Infrastructure Investments and Services Supported	Society, page 37-39	
	203-2	Significant Indirect Economic Impacts	Our Sphere of Influence, page 9 Society, page 37-39	

GRI STANDARD		DISCLOSURES	PLACE OF DISCLOSURE	REASON FOR OMISSION OF INFORMATION
PROCUREMENT PRACTICES				
GRI 3: Material Topics 2021	3-3	Management of Material Topics	Sustainable Production, page 25	
GRI 204: Procurement Practices 2016	204-1	Proportion of Spending on Local Suppliers	Sustainable Supply Chain, page 27	
ANTI-CORRUPTION				
GRI 3: Material Topics 2021	3-3	Management of Material Topics	Trendyol Corporate Code of Conduct	
GRI 205: Anti-Corruption 2016	205-1	Operations Assessed for Risks Related to Corruption	Ethics, page 42 Trendyol Corporate Code of Conduct	
	205-2	Communication and Training About Anti-Corruption Policies and Procedures	Ethics, page 42 Trendyol Corporate Code of Conduct	
	205-3	Confirmed Incidents of Corruption and Actions Taken	Ethics, page 42	
ANTI-COMPETITIVE BEHAVIOR				
GRI 3: Material Topics 2021	3-3	Management of Material Topics	Trendyol Corporate Code of Conduct	
GRI 206: Anti-Competitive Behavior 2016	206-1	Legal Actions for Anti-Competitive Behavior, Anti-Trust, and Monopoly Practices	Ethics, page 42	
MATERIALS				
GRI 3: Material Topics 2021	3-3	Management of Material Topics	Packaging and Waste, page 20 Sustainable Production, page 25	
GRI 301: Materials	301-1	Material Used by Weight or Volume	Packaging and Waste, page 21 Sustainable Production, page 25-26	
	301-2	Tax Governance, Control, and Risk Management	Packaging and Waste, page 22-23 Sustainable Production, page 25-26	
	301-3	Stakeholder Engagement and Management of Concerns Related to Tax	Packaging and Waste, page 23-24	

GRI STANDARD		DISCLOSURES	PLACE OF DISCLOSURE	REASON FOR OMISSION OF INFORMATION
ENERGY				
GRI 3: Material Topics 2021	3-3	Management of Material Topics	Carbon Mitigation, page 18	
GRI 302: Energy 2016	302-1	Energy Consumption within the Organization	Carbon Mitigation, page 18	
	302-2	Energy Consumption Outside the Organization	Carbon Mitigation, page 18	
	302-3	Energy Intensity	Carbon Mitigation, page 18	
	302-4	Reduction of Energy Consumption	Carbon Mitigation, page 18	
WATER AND EFFLUENTS				
GRI 3: Material Topics 2021	3-3	Management of Material Topics	Sustainability Management, page 12	
GRI 303: Water and Effluents 2018	303-1	Interactions with Water as a Shared Source		Since it is not considered as a very high or high priority issue as a result of Trendyol Materiality Analysis, it is not included in the report.
	303-2	Management of Water Discharge-Related Impacts	Performance Indicators, page 45	
	303-3	Water Withdrawal	Performance Indicators, page 45	
	303-4	Water Discharge	Performance Indicators, page 45	
	303-5	Water Consumption	Performance Indicators, page 45	

GRI STANDARD		DISCLOSURES	PLACE OF DISCLOSURE	REASON FOR OMISSION OF INFORMATION
EMISSIONS				
GRI 3: Material Topics 2021	3-3	Management of Material Topics	Carbon Mitigation, page 18	
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG Emissions	Carbon Mitigation, page 18	
	305-2	Energy Indirect (Scope 2) GHG Emissions	Carbon Mitigation, page 18	
	305-3	Other Indirect (Scope 3) GHG Emissions	Carbon Mitigation, page 18	
	305-4	GHG Emissions Intensity	Carbon Mitigation, page 18	
	305-5	Reduction of GHG Emissions	Carbon Mitigation, page 18	
WASTE				
GRI 3: Material Topics 2021	3-3	Management of Material Topics	Packaging and Waste, page 20	
GRI 306: Waste 2020	306-1	Waste Generation and Significant Waste-Related Impacts	Packaging and Waste, page 21-24	
	306-2	Management of Significant Waste-Related Impacts	Packaging and Waste, page 21-24	
	306-3	Waste Generated	Packaging and Waste, page 21	

GRI STANDARD		DISCLOSURES	PLACE OF DISCLOSURE	REASON FOR OMISSION OF INFORMATION
SUPPLIER ENVIRONMENTAL ASSESSMENT				
GRI 3: Material Topics 2021	3-3	Management of Material Topics	Sustainable Production, page 25	
GRI 308: Supplier Environmental Assessment 2016	308-1	New Suppliers that were Screened Using Environmental Criteria	Sustainable Supply Chain, page 27	
	308-2	Negative Environmental Impacts in the Supply Chain and Actions Taken	Sustainable Supply Chain, page 27	
EMPLOYMENT				
GRI 3: Material Topics 2021	3-3	Management of Material Topics	Our Team, page 29	
GRI 401: Employment 2016	401-1	New Employee Hires and Employee Turnover	Egalitarian Performance Management, page 32	
	401-2	Benefits Provided to Full-Time Employees that are not Provided to Temporary or Part-Time Employees	Continuous Development Opportunity, page 30-32	
	401-3	Parental Leave	Inclusive Work Environment, page 30	
LABOR/MANAGEMENT RELATIONS				
GRI 3: Material Topics 2021	3-3	Management of Material Topics	Our Team, page 29-32	
GRI 402: Labor/Management Relations 2016	402-1	Minimum Notification Periods Regarding Operational Changes	Trendyol Corporate Code of Conduct	

GRI STANDARD	DISCLOSURES	PLACE OF DISCLOSURE	REASON FOR OMISSION OF INFORMATION
OCCUPATIONAL HEALTH AND SAFETY			
GRI 3: Material Topics 2021	3-3	Management of Material Topics	Health and Safety, page 33
GRI 403: Occupational Health and Safety 2018	403-1	Occupational Health and Safety Management System	Health and Safety, page 33
	403-2	Hazard Identification, Risk Assessment, and Incident Investigation	Health and Safety, page 33
	403-3	Occupational Health Services	Health and Safety, page 33
	403-4	Worker Participation, Consultation, and Communication on Occupational Health and Safety	Health and Safety, page 33
	403-5	Worker Training on Occupational Health and Safety	Health and Safety, page 33
	403-6	Promotion of Worker Health	Health and Safety, page 33
	403-7	Prevention and Mitigation of Occupational Health and Safety Impacts Directly Linked by Business Relationships	Health and Safety, page 33
	403-8	Workers Covered by an Occupational Health and Safety Management System	Health and Safety, page 33
	403-9	Work-Related Injuries	Performance Indicators, page 47
	403-10	Work-Related Ill-Health	Performance Indicators, page 47

GRI STANDARD	DISCLOSURES	PLACE OF DISCLOSURE	REASON FOR OMISSION OF INFORMATION
TRAINING AND EDUCATION			
GRI 3: Material Topics 2021	3-3	Management of Material Topics	Continuous Development Opportunity, page 30-31
GRI 404: Training and Education 2016	404-1	Average Hours of Training per Year per Employee	Continuous Development Opportunity, page 31
	404-2	Programs for Upgrading Employee Skills and Transition Assistance Programs	Continuous Development Opportunity, page 30-32
	404-3	Percentage of Employees Receiving Regular Performance and Career Development Reviews	Egalitarian Performance Management, page 32
DIVERSITY AND EQUAL OPPORTUNITY			
GRI 3: Material Topics 2021	3-3	Management of Material Topics	Inclusive Work Environment, page 30 Diversity and Inclusion Guide
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of Governance Bodies and Employees	Inclusive Work Environment, page 30
	405-2	Ratio of Basic Salary and Remuneration of Women to Men	Inclusive Work Environment, page 30
NON-DISCRIMINATION			
GRI 3: Material Topics 2021	3-3	Management of Material Topics	Trendyol Corporate Code of Conduct
GRI 406: Non-Discrimination 2016	406-1	Incidents of Discrimination Cases and Corrective Actions Taken	Ethics, page 42 Trendyol Corporate Code of Conduct

GRI STANDARD		DISCLOSURES	PLACE OF DISCLOSURE	REASON FOR OMISSION OF INFORMATION
FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING				
GRI 3: Material Topics 2021	3-3	Management of Material Topics	Trendyol Corporate Code of Conduct	
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1	Operations and Suppliers in which the Right to Freedom of Association and Collective Bargaining May be at Risk	There are no employees covered by collective labour agreements.	
CHILD LABOR				
GRI 3: Material Topics 2021	3-3	Management of Material Topics	Ethics, page 42 Trendyol Corporate Code of Conduct	
GRI 408: Child Labor 2016	408-1	Operations and Suppliers at Significant Risk for Incidents of Child Labor	Ethics, page 42 Trendyol Corporate Code of Conduct	
FORCED OR COMPULSORY LABOR				
GRI 3: Material Topics 2021	3-3	Management of Material Topics	Ethics, page 42 Trendyol Corporate Code of Conduct	
GRI 409: Forced or Compulsory Labor 2016	409-1	Operations and Suppliers at Significant Risk for Incidents of Forced or Compulsory Labor	Ethics, page 42 Trendyol Corporate Code of Conduct	

GRI STANDARD	DISCLOSURES	PLACE OF DISCLOSURE	REASON FOR OMISSION OF INFORMATION
LOCAL COMMUNITIES			
GRI 3: Material Topics 2021	3-3	Management of Material Topics	Society, page 37-39
GRI 413: Local Communities 2016	413-1	Operations with Local Community Engagement, Impact Assessments, and Development Programs	Society, page 37-39
	413-2	Operations with Significant Actual and Potential Negative Impacts on Local Communities	Society, page 37-39
SUPPLIER SOCIAL ASSESSMENT			
GRI 3: Material Topics 2021	3-3	Management of Material Topics	Sustainable Supply Chain, page 27
GRI 414: Supplier Social Assessment 2016	414-1	New Suppliers that were Screened Using Social Criteria	Sustainable Supply Chain, page 27
	414-2	Negative Social Impacts in the Supply Chain and Actions Taken	Sustainable Supply Chain, page 27
CUSTOMER HEALTH AND SAFETY			
GRI 3: Material Topics 2021	3-3	Management of Material Topics	Sustainable Production, page 25
GRI 416: Customer Health and Safety	416-1	Assessment of the Health and Safety Impacts of Product and Service Categories	Sustainable Production, page 25-27
	416-2	Incidents of Non-Compliance Concerning the Health and Safety Impacts of Products and Services	Sustainable Production, page 25-27

GRI STANDARD	DISCLOSURES	PLACE OF DISCLOSURE	REASON FOR OMISSION OF INFORMATION
MARKETING AND LABELING			
GRI 3: Material Topics 2021	3-3	Management of Material Topics	Sustainable Production, page 25
GRI 417: Marketing and Labeling	417-1	Requirements for Product and Service Information and Labeling	Sustainable Production, page 25-27
	417-2	Incidents of Non-Compliance Concerning Product and Service Information and Labeling	Sustainable Production, page 25-27
	417-3	Incidents of Non-compliance Concerning Marketing Communications	Sustainable Production, page 25-27
CUSTOMER PRIVACY			
GRI 3: Material Topics 2021	3-3	Management of Material Topics	Data Security and Privacy, page 42
GRI 418: Customer Privacy 2016	418-1	Substantiated Complaints Concerning Breaches of Customer Privacy and Losses of Customer Data	Data Security and Privacy, page 42

About

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Disclaimer

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