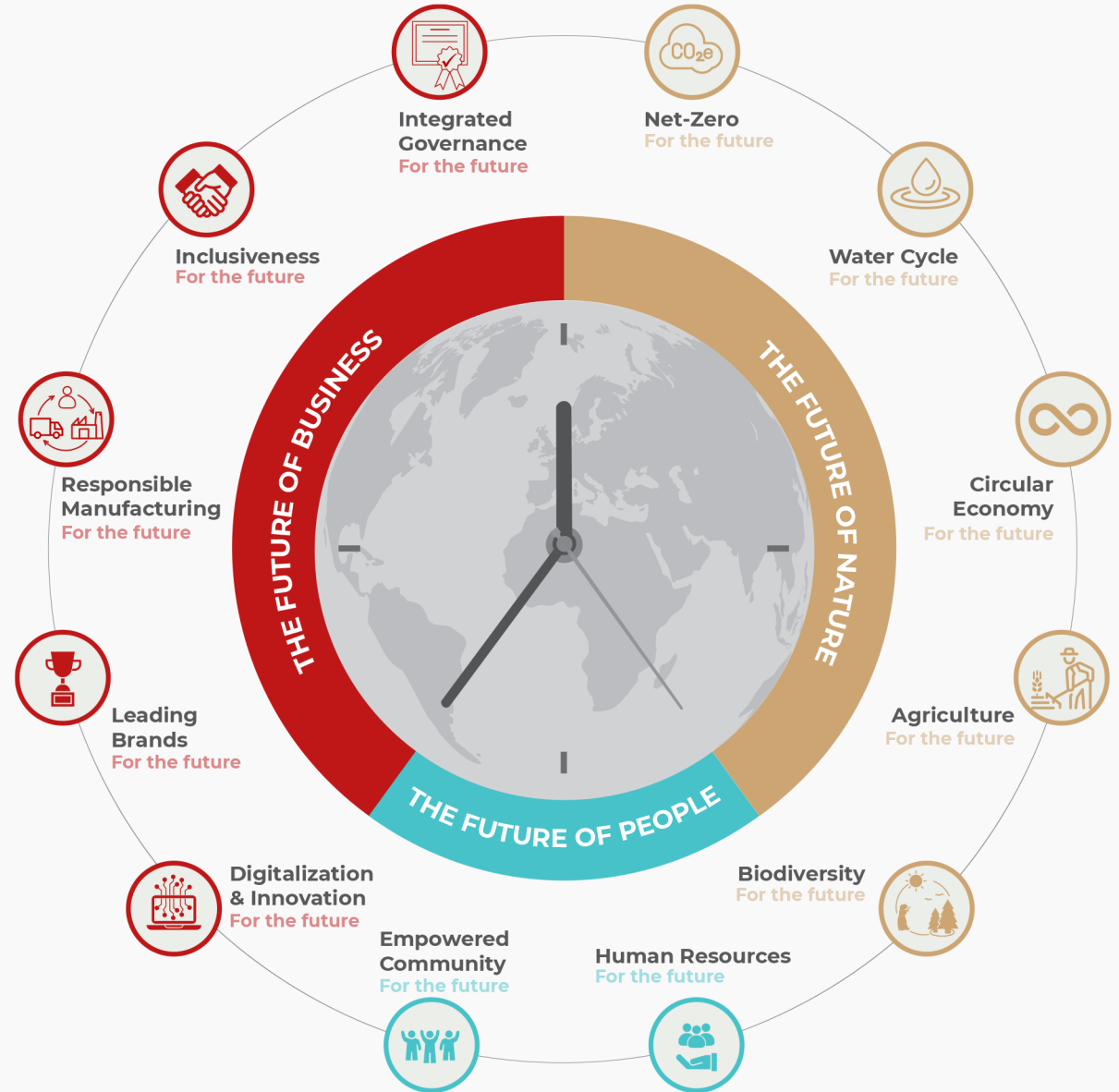


# FROM ANADOLU TO THE FUTURE

## Anadolu Group Sustainability Strategy

Act today for a better future

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



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As Anadolu Group, we gathered our environmental, social and governance activities under our sustainability strategy, which we call From Anadolu to the Future. Today, we take a step to heal the future and implement our strategy in twelve focus areas in three pillars:

**The Future of Nature, The Future of Business** and **The Future of People**. We advance our ongoing efforts in line with goals.

This strategy approved by  
Anadolu Group Board of Directors.

# Sustainability Strategy: From Anadolu to the Future

## The right time to build a better future is today.

Sustainability transformation is realizing that transformation is 'a present-day activity'. It takes creating new habits, aiming positive change and taking action, knowing that the smallest act can change the world when we come together. Thus, we consciously stand among the pioneers of change, act today for a better future.

## We are connected to our roots, we work in harmony and we build bridges between Anatolia and the world.

We connect deeper with the land we live on, with the business we do and with the communities that we share a purpose with. Owing to our ability to think globally and act locally, we build bridges between Anatolia and the world, planting seeds of goodness today for our common future.

## We are a part of the collective movement. We act today better for a sustainable future.

We are aware that the sustainability transformation has become indispensable all over the world. We truly know that the ultimate key to build a better future for our world and communities is "sustainability". We acknowledge the fast-changing expectations and needs that come along with the dynamics of the new century and the new world rising. Foreseeing this global shift, we are eager to create shared value environmentally, socially and in terms of governance in all the regions where we have been operating since many years. We move forward with new and enhanced goals. We bring sustainability focused strategic transformation into action. As we transform, we consciously aim that every piece of land, every piece of work and every single life we touch transform, heal and strengthen with us. Through our strategy "From Anadolu to the Future", we build a sustainable future in every region we operate today. We act today for the future of nature, business and people, in order to build a better tomorrow.

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



# Strategic Pillars and Focus Areas

## THE FUTURE OF NATURE



**We act today for the future of nature.**

# We act today for The Future of Nature

The right time to take action for the future of nature is today. Thus, we consciously aim to nourish lives in every country and field in which we operate. We are deeply aware that the continuity of our business depends on the gifts that nature offers us. We know that the most fundamental relationship between humanity and nature is the constant exchange of resources. We plant seeds that nourish our world today, we carry the love and respect we have for nature to our work. We protect “The Future of Nature”, preserving all living things with whom we share the planet; the continuity of our business and the welfare of the communities we are connected to. We embrace international pledges, particularly the United Nations Sustainable Development Goals and the European Green Deal.

We provide tangible solutions for the future of nature:

We combat climate change.

We encourage low carbon manufacturing, embracing **the net-zero for the future** principle. We responsibly source the raw materials we use, water in particular, and reintroduce the wastes resulting from our operations into the economy.

We preserve **the water cycle for the future**, working consciously to provide uninterrupted flow for our common future, providing solutions for reducing and reusing water.

We embrace the principle of **circular economy for the future** as we reduce, recycle and re-use waste instead of linear consumption in our waste management processes.

We consciously support **agriculture for the future**. We actively take steps to transform agriculture, knowing that it is the true pioneer of a sustainable world today and tomorrow. We encourage the suppliers in our value chain to adopt restorative and regenerative agricultural practices, ensuring that the agricultural products that have a significant share in our portfolio are manufactured with innovative and purposeful methods.

We protect **biodiversity for the future**. We consciously conduct projects that preserve the diversity of all ecosystems and life forms, reducing the impacts of our operations for a better, more sustainable world today.

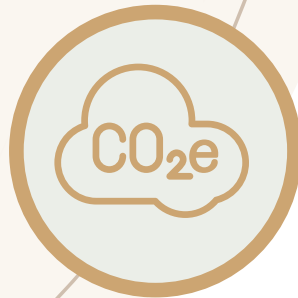
# Net-Zero

## For the future

**“Think solutions, act today.”**

We are a part of the net-zero movement.

We deeply feel the environmental, social and economic effects of the climate change. We act today to transform these influences for a better future. Embracing the net-zero for the future principle, we gradually reduce greenhouse gas emissions in our battle against climate crises. We are a part of the solution today in order to build a better future.



# Water Cycle

## For the future

**“Progress is possible by flowing forward through new paths.”**

We create innovative solutions to use water resources effectively.

The mounting pressure on natural resources jeopardizes the continuity of our resources today and for the future. That's why we consciously integrate the water cycle for the future principle into each and every work we do, encouraging responsible use of resources to manage the risk. We develop innovative solutions that allow us to build a better future. We focus on reducing and reusing water in our manufacturing processes to ensure effective use of water resources. We protect the water cycle by creating innovative solutions today in order to build a better future.





## Circular Economy For the future

**“The steps we take today  
become future’s resources.”**

We create solutions aligned with circular economy to sustain the product cycle.

We provide tangible solutions that support the circular economy today. We offer practices to enable the recycling and reuse of wastes to reintroduce them into the economy. We embrace and encourage this approach throughout our whole value chain. We contribute to the circular economy by taking solid steps today in order to build a better future.

## Agriculture For the future

**“Healthy soil brings  
about a healthy future.”**

We preserve and nourish our resources with regenerative and restorative agriculture practices.

Modern industrial agriculture affects soil health, acting a part of a major role in climate change. Being aware of the fact, we consciously adopt the agriculture for the future principle. We implement regenerative and restorative agricultural practices into our operations. We willingly and passionately contribute to the regeneration of the soil, increasing soil health and biological diversity, improving the water cycle and the ecosystems, increasing the carbon capacity of the soil and thus fighting against climate change. We preserve and nourish our resources today in order to build a better future.





# Biodiversity

## For the future

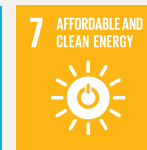
“Diversity in the ecosystem is vital for a better future.”

We conserve biodiversity and reduce global risks.

Biodiversity loss and ecosystem destruction are among the top global risks of today. Thus, we consciously place the biodiversity for the future principle at the heart of our business. We take solid steps to preserve biodiversity in alignment with the requirements of the United Nations Convention on Biological Diversity. We design and develop practices to secure all ecosystems and life forms by reducing the impact of our operations on natural habitats. We work consciously to reduce global risks today in order to build a better future.



The contribution of our strategic pillar  
**“The Future of Nature”** to  
**Sustainable Development Goals**





# THE FUTURE OF BUSINESS



## Digitalization & Innovation For the future

**“Those who foresee opportunities design the future.”**

We lead digital transformation and support entrepreneurship with our sustainable business approach.



## Leading Brands For the future

**“Create value to make a difference.”**

We make a difference by offering unique experiences through customer-oriented solutions.



## Responsible Manufacturing For the future

**“Let the value you create be the mark you leave.”**

We contribute to the responsible value chain through responsible product and service development.



## Inclusiveness For the future

**“Inclusivity moves us all forward.”**

We grow, prosper and get stronger together with our stakeholders.



## Integrated Governance For the future

**“Be fair, transparent, responsible and accountable.”**

We strengthen our governance approach through effective risk management.

**We act today for the future of business.**

# We act today for The Future of Business

The right time to take action for the future of business is today. We consciously operate in a wide geography. As one of the major driving forces of the Turkish economy, establishing partnerships with global brands and multinational companies, we are aware of the scope our impact.

We provide tangible solutions to build a better future for business:

We make responsible and purposeful investments that provide benefits in environmental, social and governance areas to secure “the Future of Business” and to meet the expectations of business partners, suppliers, customers, investors and public institutions.

We own the principle of **digitalization and innovation for the future** as we move forward by seeing opportunities. Following tech developments closely, we passionately integrate them into our business. We prioritize R&D and innovation studies. We lead digital transformation and support entrepreneurship. We believe in creating shared value and making a difference.

Embracing the principle of creating **leading brands for the future**, we meet the fast-changing needs of our customers with customer-oriented solutions and with our leading consumer products. In every single work we do, we intend that the only trace we leave for tomorrow is the value we create.

Owning the principle of **responsible manufacturing for the future**, we prioritize environmental and social standards throughout the supply chain, ensuring that the products and services we offer meet the international quality standards. We acknowledge that being inclusive moves us all forward.

Standing by the principle of **inclusiveness for the future**, we empower all our stakeholders, including the vulnerable segments along the value chain, increasing welfare and creating shared value.

Embracing the principle of **integrated governance for the future**, we acknowledge environmental, social and governance risks and opportunities while managing our portfolio and making conscious investment decisions for a better future.

# Digitalization & Innovation

## For the future

“Those who foresee opportunities design the future.”

We lead digital transformation and support entrepreneurship with our sustainable business approach.

Modern technological developments bring along risks and opportunities for the business world. Thus, we intentionally embrace the principle digitalization and innovation for the future, placing it at the core of our business. We develop innovative products and services that meet the expectations of our stakeholders and the future; we utilize opportunities with a business approach empowered by digitalization and innovation. We increase efficiency by integrating technological developments into our processes. We encourage entrepreneurship inside and outside our company. We keep going beyond boundaries and creating opportunities today in order to build a better future.



# Leading Brands

## For the future

“Create value to make a difference.”

We make a difference by offering unique experiences through customer-oriented solutions.

Today, companies maintain their competitiveness through deeper understanding of their customers. Acknowledging this powerful truth of the modern world, we adopt the principle of leading brands for the future. We closely monitor the rapidly changing needs of customers through the operations of our leading brands. We provide customer-oriented solutions, utilizing the power of digitalization. We are committed to offering value-added products and services today in order to build a better future.

## Responsible Manufacturing For the future

“Let the value you create be the mark you leave.”

We contribute to the responsible value chain through responsible product and service development.

It is urgent for the future business world that every step of supply and production processes must be traceable and responsibly managed. We acknowledge that the first step in responsible product and service development is responsible value chain management. Thus, we embrace the principle of responsible manufacturing for the future. We prioritize the suppliers' compliance with the environmental and social standards that are firmly set; we support their growth in environmental and social fields along with governance. We are eager to maintain the standards in the supply chain and expand responsible products and services. We contribute to the responsible value chain today in order to build a better future.

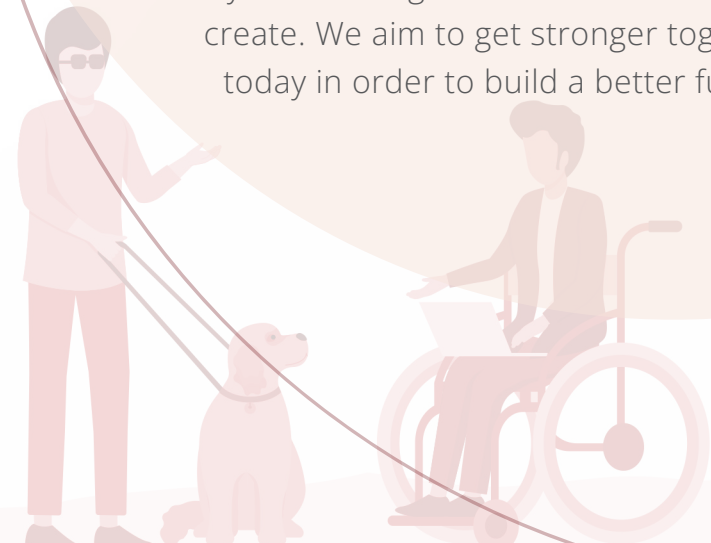


## Inclusiveness For the future

“Inclusivity moves us all forward.”

We grow, prosper and get stronger together with our stakeholders.

We are aware of the major role that today's business world plays in local socioeconomic development. We move forward embracing the principle of inclusiveness for the future. We aim to get stronger together with our stakeholders through inclusivity in our wide value chain. It is crucial for us to ensure that the vulnerable groups in our supply chain are empowered and remain in the economic system through the economic value we create. We aim to get stronger together today in order to build a better future.



# Integrated Governance

## For the future

“Be fair, transparent, responsible and accountable.”

We strengthen our governance approach through effective risk management.

Today, corporations' ability to adapt to a fast-changing world depends primarily on adopting a strong governance approach. We embrace integrated governance through the principle of integrated governance for the future. We strengthen our governance approach through risk management, owning the foundational pillars of fairness, transparency, responsibility and accountability. We manage financial and non-financial risks in an integrated and proactive manner, making investments and new investment decisions accordingly. We keep strengthening our responsible governance approach today in order to build a better future.



The contribution of our strategic pillar  
**“The Future of Nature”** to  
**Sustainable Development Goals**



# THE FUTURE OF PEOPLE



## Human Resources For the future

**“The only limitless resource on Earth is human potential.”**

We put people at the heart of what we do, we unleash the potential of a better future.



## Empowered Community For the future

**“Responsible and purposeful acts empower communities.”**

We conduct purpose-oriented, measurable and effective social projects.

**We act today for the future of people.**

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# We act today for The Future of People

The right time to take action to build a better future for the people is today. Thus, we consciously place our human-oriented governance approach at the core of our relations with all our stakeholders, employees in particular and the communities we are connected to.

We provide tangible solutions to build a better future for the people:

For “the Future of People”, we get stronger together. As we embrace the principle of **human resources for the future**, we provide equal and fair working conditions through our people-oriented corporate culture. We support our employees in their growth and transformation, encouraging creative expression. We encourage new talents to join us.

Standing by the principle of **empowered community for the future**, we conduct social investment programs for various stakeholder groups as we have been doing since many years. First and foremost, we utilize all our experience for creating shared value environmentally, socially and in terms of governance. With our core strategy “From Anadolu to the Future”, we conduct purpose-oriented projects in which our priorities and the needs of our stakeholders intersect. Our goal is to create higher shared value with purpose-oriented collaborations, products and services, aiming for the betterment of every single life we touch today.



# Human Resources

## For the Future

“**The only limitless resource on Earth is human potential.**”

We put people at the heart of what we do, we unleash the potential of a better future.

We believe that the greatest value that corporations have today is the people they work with. Thus, we passionately put people at the center of our business culture. We provide our employees an equal, fair, safe and free environment for new ideas. We support gender equality as we acknowledge that the diversity of employees is a true asset. We believe in the power of unleashing our true potential and we support the growth of our employees who play a key role in achieving our strategic goals. We enable our existing talents to adopt new and empowering skills aligned with the needs and expectations of the new age.

We are proud to be an inspiring, visionary employer aspired by the new talents with whom we will walk our path. We unleash our highest potential together today in order to build a better future.



# Empowered Community For the Future

“Responsible and purposeful acts empower communities.”



We conduct purpose-oriented, measurable and effective social projects.

We acknowledge the importance of creating shared value in today's world. With our social investment approach, we carry out programs that create common value for our stakeholders. Thanks to our powerful product and service portfolio, we develop goal-oriented measurable projects which create value for the stakeholder groups within the scope of our field of activity. We wholeheartedly ensure that the positive impact of our projects is higher than the return on investment. We keep providing nourishing and responsible solutions today in order to build a better future.

The contribution of our strategic pillar  
**“The Future of People”** to  
**Sustainable Development Goals**



# Goals

## THE FUTURE OF NATURE

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

## THE FUTURE OF BUSINESS

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

\*Limited to private label products for Migros.

## THE FUTURE OF PEOPLE

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

# Materiality

	LEVEL OF IMPORTANCE	PRIORITY TOPIC	RELATED SDG	MANAGEMENT	RELEVANT SECTION
<b>Top Priority</b>		Climate change and energy		Risks arising from climate change affect the industries in which we operate at different levels. We focus on energy efficiency and strive to minimize greenhouse gas emissions to contribute to the fight against the climate crisis and mitigate the risks.	<b>The Future of Nature –</b> Net-Zero for the Future 
		Digital transformation	 	Having integrated technology and digitalization into our business processes, we have made our business more efficient and maintained our competitive edge with digital transformation. We are investing in digital technologies in our own business processes and activities.	<b>The Future of Business –</b> Digitalization and Innovation for the Future 
		Water and wastewater	 	We aim to maintain the continuity of our business by managing water resources in the most efficient way possible. We strive to minimize water consumption and wastewater and improve the quality of water emissions.	<b>The Future of Nature –</b> Water Cycle for the Future 
		R&D and innovation	 	We invest in R&D and innovation for the sustainable transformation of our business models. We carry out innovative projects for product, process and operation development, which will sustain our global success and increase end-user satisfaction. We support an entrepreneurship ecosystem both within and outside our company.	<b>The Future of Business –</b> Digitalization and Innovation for the Future 
		Packaging and waste		To fight against waste, one of the most significant environmental concerns, we strive to reduce our waste production at the source as much as possible. We also apply recycling techniques and provide the necessary human, technology and financing resources to dispose of waste in an eco-friendly manner.	<b>The Future of Nature –</b> Circular Economy for the Future 
		Responsible resource management and procurement	 	We aim to strengthen our stakeholders while managing a large value chain in the industries in which we operate. Furthermore, we prioritize transparency and environmental responsibility in our procurements and strive to raise supplier standards.	<b>The Future of Business –</b> Responsible Manufacturing for the Future 
<b>High Priority</b>		Product quality and safety		By maintaining high standards in the value chain, we ensure that our customers always receive safe, high-quality products and services.	<b>The Future of Business –</b> Responsible Manufacturing for the Future 
		Talent management	 	We aim to recruit new-generation talents to Anadolu Group companies, retain the talents we have and develop personal-development and career-planning practices.	<b>The Future of People –</b> Human Resources for the Future 
		Human rights and fair working conditions	 	We protect employee rights and prevent discrimination throughout our value chain, providing an equal and fair work environment.	<b>The Future of People –</b> Human Resources for the Future 
		Risk management		To ensure the sustainability of our business, we identify financial and non-financial risks on a domestic and global scale in advance, take necessary measures and seize new opportunities.	<b>The Future of Business –</b> Integrated Governance for the Future 
		Business ethics		We establish business relationships based on principles of ethics and transparency with all stakeholders, particularly employees.	<b>The Future of Business –</b> Integrated Governance for the Future 
		Stakeholder dialog		We continuously seek opinions and feedback from our stakeholders on a range of topics through various communication platforms.	<b>From Anadolu to the Future</b> Stakeholder Communication

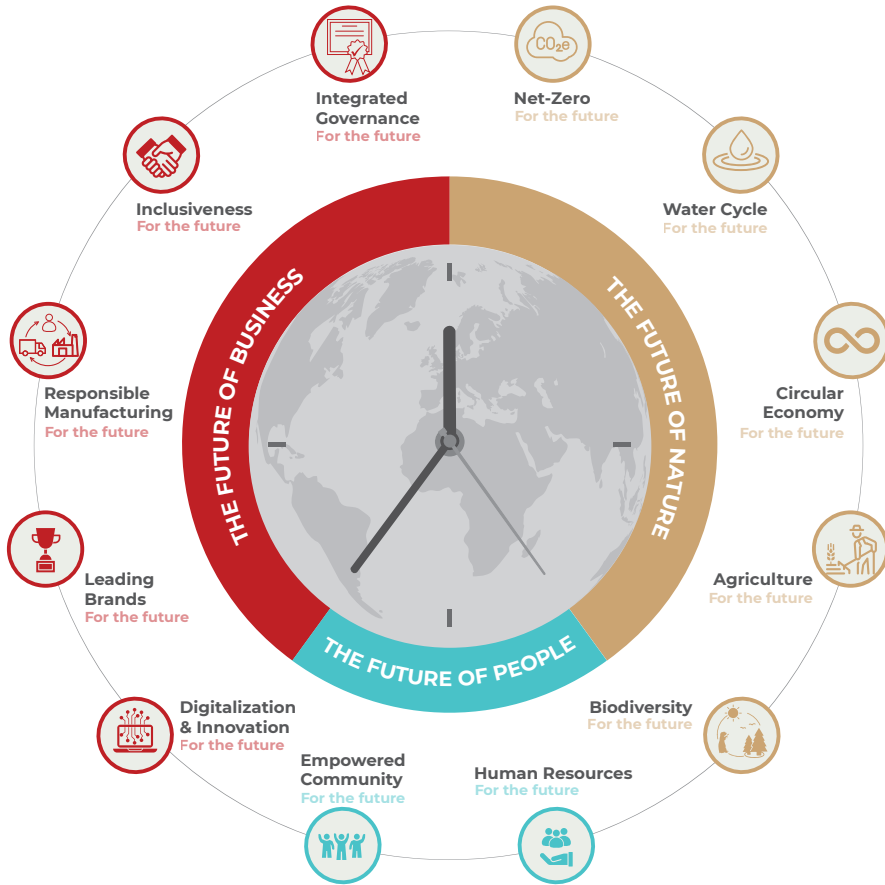
# Management

We manage our sustainability efforts through the Sustainability Committee and the Sustainability Steering Committee, affiliated with the Sustainability Committee.

Sustainability Committee reports to the Board of Directors regarding the visionary goals determined with **“From Anadolu to the Future”** strategy for the purpose of monitoring and supervising the Group companies’ alignment.

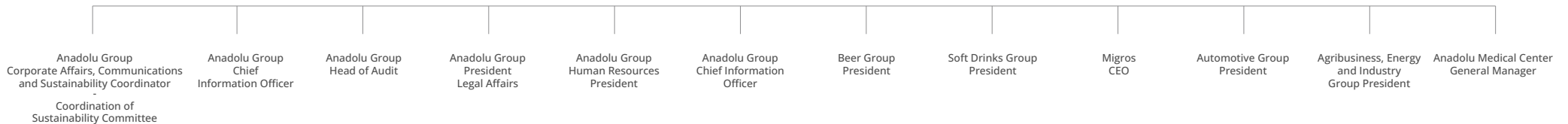
The Sustainability Steering Committee focuses on ensuring the alignment of Group companies and monitoring their target-oriented performances in line with the **“From Anadolu to the Future”** strategy.

With the visionary goals we set within the scope of our strategy, we encourage creating shared value oriented transformations of the Group companies.



## Sustainability Committee

Anadolu Group CEO  
President of Sustainability Committee





**FROM ANADOLU  
TO THE FUTURE**