

SUSTAINABILITY

Otokar has disclosed its economic, social and environmental performance transparently through reports complying with GRI standards since 2013.



Operating in two diverse industries, Otokar recognizes that each comes with different stakeholder expectations and material topics. While this diversity brings richness, it also requires meticulous planning and management of sustainability strategies and practices. On our sustainability journey, we are inspired by global best practices and guided by Koç Holding. As we create value for our stakeholders, we strive to uphold our ethical values in all processes, listen to the opinions and suggestions of all our stakeholders, starting with our employees, suppliers, business partners and customers, and respect people and the environment.

SUSTAINABILITY APPROACH

Otokar's sustainability approach extends beyond its own operations to encompass the entire value chain and deliver exemplary performance. In line

with this vision, Otokar has disclosed its economic, social and environmental performance transparently through reports complying with GRI standards since 2013. As a result of our sustainability efforts, we have also been listed in the BIST Sustainability Index since 2014.

SUSTAINABILITY MANAGEMENT

The Board of Directors is the governing body responsible for setting the strategic direction for Otokar's social, economic and environmental issues. As with all other areas of operation, sustainability strategy and direction is also determined by the Board of Directors, which oversees the senior management's sustainability performance. The Sustainability Principles Compliance Report, prepared annually according to the formats specified in the CMB's decision

of June 23, 2022, is reviewed by the Corporate Governance Committee and then submitted to the Otokar Board of Directors for approval before it is appended to the relevant year's annual report and announced on the Public Disclosure Platform.

The General Manager, who is also a Board member, oversees the sustainability-related activities to ensure that they are implemented in accordance with company policies and applicable legislation. While the overarching responsibility for sustainability falls on the Board of Directors, Otokar's material topics are identified during workshops with the participation of Working Group members and senior management. Meanwhile, the operational activities are coordinated by the Corporate Communications and Sustainability Department.

Material Topics

The identified material topics are reviewed every year and updated as needed. In 2021, a materiality analysis was conducted, involving surveys with 14 different stakeholder groups, including Otokar managers and executives along with external stakeholders. The results were then evaluated by the Sustainability Working Group. This materiality analysis was expanded with Koç Holding's material topics, updated in 2023, along with SASB's industry-specific materiality map and external expert opinions to shape the ultimate Otokar Sustainability Model.

Stakeholder Communication and Engagement Platforms

In all its operations, Otokar aims to create value for all its stakeholders.

Accordingly, the company aims to engage in constructive and transparent communication based on mutual trust, cooperation and benefit with all its stakeholders, including its clients, employees, suppliers and shareholders, regulatory bodies, government authorities, NGOs and the media. In determining the communication methods and frequency, Otokar considers the needs and expectations of the respective stakeholder groups. As a publicly traded company listed in Borsa Istanbul, Otokar maintains shareholder relations in accordance with applicable laws and regulations and capital market legislation requirements, and communicates transparently and regularly with

investors and shareholders through the Investor Relations Department. The Corporate Communications and Sustainability Department is responsible for communicating with stakeholders other than the shareholders, determining corporate communication strategies and practices, and implementing community development projects.

The intranet and the custom-developed mobile app are the primary channels used to communicate with Otokar employees. Internal management changes, important announcements and press releases are announced via the intranet. Work environment surveys among the employees, management bodies such as OHS committees, self-assessment interviews, open door



Principles	Compliance Status as of March 2024			
	Yes	Partial	No	N/A
A) General Principles	10	1	1	-
B) Environmental Principles	18	2	4	-
C) Social Principles	18	-	-	-
D) Corporate Governance Principles	2	-	-	-

meetings and suggestion system are other important channels used in internal communication. These channels enable the employees to communicate their expectations, opinions and suggestions and to contribute to the management processes. The internal newsletter "This Month at Otokar," the Otokar Line blog, and the company's social media accounts are channels used to communicate with the employees, clients, and the authorized dealers and service centers. The training programs offered to the employees and the authorized dealers and service centers also strengthen the communication between the company and its stakeholders.

Otokar joins trade and industry associations and unions operating in its fields and partners with non-governmental organizations working for sustainability. The company also serves on the joint working platforms or management bodies of these organizations to support their activities.

COMPLIANCE WITH CMB SUSTAINABILITY PRINCIPLES

Otokar closely follows the best sustainability practices, including those specified in the Capital Market Board's (CMB) Sustainability Principles Compliance Outline, striving to comply with the generally accepted best sustainability practices. The majority of the sustainability topics Otokar manages are congruent with the Sustainability Principles Compliance Outline introduced by CMB in 2020. Otokar is already in compliance with the majority of the non-mandatory

principles in the Sustainability Principles Compliance Outline imposed by the Capital Markets Board on a "comply or explain" basis, with future plans to adhere to the remaining principles that currently lack full compliance.

BIST Sustainability Index

Otokar aims to create long-term value by integrating economic, environmental and social factors with corporate governance principles. Since 2014, Otokar has been included in the BIST Sustainability Index, whose constituents are listed companies with the highest corporate sustainability performance, in recognition of its sustainability focused efforts. Through the Sustainability Index, Otokar discloses information on its environmental, social and corporate governance activities as well as their performance results and relevant targets to its stakeholders. Otokar is also included in the ESG rating of the LSEG.

Code of Ethics

Otokar Code of Ethics is based on and aligned with Koç Holding Code of Ethics and Implementation Principles, and binding on all Otokar employees, suppliers and partners. Similarly, UN Global Compact, to which Koç Holding is a signatory on behalf of all Group companies, is binding on Otokar's entire value chain. Therefore, Otokar strives to spread the ethical principles wider.

Otokar Ethics Board has been formed to design and effectively implement the processes regarding compliance

with business ethics guidelines and prevention of unethical behaviors, including bribery and corruption, within the organization and across the value chain. This Board is responsible for the processes, from planning and conducting audits and detecting violations to creating action plans for responding to such incidents. Accordingly, both Otokar Internal Audit teams and Koç Holding Audit teams conduct individual audits on the company's operations. Employees may report suspicious incidents and behaviors to their superiors or directly contact the Otokar Reporting and Notification Line or the Koç Holding Ethics Line.






























CONSISTENT GROWTH

As a leader in the Turkish automotive and defense industries, Otokar aims for consistent growth in global markets and creating value for its stakeholders, while always striving to contribute to the national economy and society.

In 2024, the 61st anniversary of the company, Otokar continued to capture significant success worldwide and introduce innovations, becoming an international company that employs nearly 4,000 people and exports to more than 75 countries on five continents. The company reported TL 34 billion in revenues and USD 619 million in exports, which accounted for 64% of total revenues.

R&D AND INNOVATION

Otokar had demonstrated its customer-focused innovation approach already during its inception. The company was established with the aim of

Main Topic	Material Topic	Related SDGs
Sustainable Development	Consistent Growth	  
	R&D and Innovation	   
	Digitalization	
	Sustainable Supply Chain Management	  
	Community Investments	 
Product Responsibility	Product Quality	 
	Customer Satisfaction	 
	Cybersecurity and Data Security	
Employee Satisfaction	Employee Engagement	
	Equal Opportunity, Diversity and Inclusion	  
	Continuous Development and Talent Management	 
	Occupational Health and Safety	
	Human Rights	
Ecological Environment	Climate Change	 
	Energy Efficiency	  
	Resource Use and Waste Management	  
	Water Stewardship	

Sustainable Development Indicators	2023	2024
Revenues (TL million)	39,327	33,886
Share of Exports in Revenues (%)	75	64
Employees* (year-end)	4,393	3,772
Share of R&D Spending in Revenues (%)	4	5
Share of Otokar Design Vehicle Sales in Revenues (%)	95	71
Local Sourcing Ratio (%)	48	53
Number of Supplier Audits	27	42

* The details are provided in the Employee Numbers Table on page 28.

manufacturing Türkiye's first intercity buses for passenger transportation and focused on R&D and innovation to develop optimal products that meet the evolving transportation needs. Since then, closely following customer expectations, market requirements, trends and technologies, and being able to respond to these needs with its own technology has formed the basis of Otokar's R&D and innovation approach.

Otokar's capability to develop technologies, designs and applications with wholly owned intellectual property rights is among its key competitive advantages, made possible thanks to the activities carried out with 693 employees at the advanced R&D Center, which ranks among a handful facilities worldwide.

The high technology vehicle groups and systems Otokar manufactures are designed in-house. In 2024, Otokar's R&D spending corresponded to 5% of the company's revenues.

DIGITALIZATION

Otokar has designed its digital transformation strategy in a way to

ultimately make it an integral part of the company culture, while also leading the industry with its digitalization efforts. Accordingly, Otokar builds its digital transformation vision on four pillars: Customer Facing Digital Channels, Digitalized Production and Supply Chain, Analytical Decision and Marketing, and Digital Products and Services to develop projects. The company's performance in 2024 is explained in detail under the "Digital Transformation" section of this report.

SUSTAINABLE SUPPLY CHAIN MANAGEMENT

Otokar considers all national and global sourcing alternatives, starting with suppliers in the immediate vicinity, to be competitive in both domestic and international markets. A highly effective communication system that enables harmony and information sharing is developed to facilitate effective cooperation with existing suppliers. Otokar prefers to work with suppliers that invest in technological development and human resources and respect the environment and human health. The company also supports the development of its existing suppliers in these areas.

Otokar establishes long-term business relationships with companies that are capable of delivering quality products on time and in competitive terms, prioritize research and development to specialize in their respective fields, manufacture in national and international environment and occupational safety standards, and adopt a contemporary management approach

The objective of the Supply Chain Compliance Policy is to communicate Otokar's core principles and values to the suppliers by creating a roadmap for the standards they need to follow. With this policy, Otokar also aims to provide guidance in the supplier selection and monitoring processes. All Otokar employees and managers are required to adhere to this policy, which is an integral part of Koç Group's and Otokar's Code of Ethics. In 2024, local suppliers accounted for 53% of sourcing, while 42 suppliers have been audited.

COMMUNITY INVESTMENTS

Otokar aims to support the development and welfare of its communities, drawing from the

Product Responsibility Indicators	2023	2024
Ratio of Commercial and Defense Industry Vehicles Assessed for Health and Safety Impacts (%)	100	100
Customer Complaint Resolution Rate (%)	94	95
Number of Incidents Detected Regarding Loss, Theft or Leaking of Customer Data	0	0

motto of the late Vehbi Koç, the founder of Koç Holding, who said, 'I exist if my country exists'. Adopting a responsible corporate citizenship approach, Otokar also contributes to the social, environmental and economic development of society in line with the sustainable development goals. All the activities carried out for these purposes are guided by the principles defined in Otokar Social Investment Policy, which forms an integral part of Otokar's Code of Ethics.

PRODUCT QUALITY

Otokar's primary mission is to design, manufacture and market commercial vehicles and various defense industry products with global competitive strength, all developed to meet customer expectations. Otokar envisions preserving the local and national identity of its products by developing technologies in-house and ensuring continued satisfaction of its clients, employees and shareholders with its total excellence philosophy. In line with this primary mission, Otokar has defined the Core principles of its Quality Policy by considering the changing and evolving conditions. Therefore, the company manages product and service quality in line with the internationally accepted product and management standards.

Pursuant to applicable laws and statutory requirements, the defense industry products are only sold to the

Turkish Armed Forces and other internal security and police forces. Exporting defense industry products is subject to the approval of the Turkish Ministry of Defense. These products are only exported to the authorized organizations within the framework of the applicable export laws and regulations, and the requirements of the respective governments' export licenses. All of Otokar's products and services – both commercial vehicles and defense industry - are assessed for their health and safety impact.

CUSTOMER SATISFACTION

With over half a century of experience, Otokar is a pioneer and leader in the industry, designing and developing products using its own R&D capabilities. Otokar has introduced many innovations in public transportation and defense industry, always aiming to ensure continued customer satisfaction by generating fast and reliable solutions with its total excellence philosophy. Customer requests and expectations are quickly addressed at no cost with a transparent and objective approach. All customers may contact Otokar 24/7 via the Customer Relations Line at 444 68 57 (444 OTKR). Otokar offers customer-centric solutions to applications submitted to the company in accordance with internal policies, legal and other requirements and organizational, financial and operational requirements. In 2024,

9,265 customer requests and notifications were received by Otokar and 99% were resolved. Customer satisfaction and NPS scores are also monitored using various surveys.

CYBERSECURITY AND DATA SECURITY

As specified in the Information Security Policy, Otokar regards its information assets (including consumer information assets) as an important resource for capturing a competitive advantage and attaining its strategic goals. Therefore, Otokar takes all necessary measures to ensure that these information assets are always available, secure and consistent. Otokar is committed to complying with laws and regulations, fulfilling its contractual information security obligations and putting in maximum effort to ensure the security of customer and consumer information available to the company. To achieve these goals, Otokar has committed to establishing and continuously enhancing an Information Security Management System, managing its risks in accordance with ISO 27001 criteria and allocating the necessary resources. In 2024, 1,477 employees received Information Security Training, and no loss, theft or leakage of customer data was reported.

EMPLOYEE ENGAGEMENT

Otokar aims to attract highly qualified talent to the company and to ensure the loyalty of current employees.

Employee Satisfaction Indicators	2023	2024
Employee Engagement Score	72.3	83.4
Employee Turnover Rate (%)	26	27
Total Female Employment Ratio (%)	5.4	6.8
Female Executive Employment Ratio (%)	9	38
Gender Pay Gap for Managers (Female Employee Salary/Male Employee Salary) %	97	92
Gender Pay Gap for Non-managers (Female Employee Salary/Male Employee Salary) %	95	96
Training Hours per Person	30.5	25.8
Resources Allocated for Training Activities (TL million)	19.3	43.2
Ratio of Employees Subjected to Performance Appraisal (%)	71	100
Number of OHS Field Inspections	185	605
Fatal Accident Rate	0	0
Injury Rate (per million hours)	18.27	5.99
Ratio of Unionized Field Employees (%)	100	100

DIVERSITY, EQUITY AND INCLUSION

Guided by its Code of Ethics, Otokar strives to offer equal opportunity for all, while promoting diversity and inclusion. Otokar believes that achieving diversity in the workplace and particularly in decision-making processes contributes directly to the company's performance. In 2024, Otokar continued to raise awareness within the organization as part of its diversity, equity and inclusion endeavors and to recruit female field workers.

As of 2024, the number of female employees at Otokar stood at 278, corresponding to 6.8% of all employees. Women's representation was 21% on the Board of Directors and 38% among executives. Additionally, 8% of new hires and 3% of the employees leaving the company were women. Otokar is a signatory of the Declaration on Equality at Work, published by the Equality at Work platform, and Women's Empowerment Principles (WEPs), a joint initiative of UN Women and UN Global Compact.

To enhance its diversity and equal opportunity practices further, Otokar also drafted and implemented the Board of Directors Diversity Policy. The target is for the female representation on the Otokar Board of Directors to reach 25% by the end of 2026.

Otokar formed the voluntary Diversity, Equity and Inclusion Committee - Spectrum - to create a diverse, equal and inclusive work environment where human rights are respected and to build a corporate culture on these principles. The Spectrum committee has already conducted a materiality analysis within the organization and identified the focus areas to address as gender equality, physical disability and generational discrimination. The results of these studies have been published as a manifesto. Furthermore, the employees have received training on this topic. A

Therefore, the company strives to support them by implementing contemporary human resources policies that create an equitable, reliable and peaceful work environment, free from discrimination against religion, language, race and gender without compromising ethical values. The objective of the Human Resources Policy is to be the most preferred employer in the sector and to ensure this continuously. This can be achieved by creating an environment that makes employees proud and by developing the knowledge, skills and competencies that enable the employees to continuously show high performance by unlocking their potential.

Believing that employee happiness and loyalty will bring success in business life, Otokar supports the

high motivation and continuous development of its employees. Offering its employees a fair, equitable and respectful work environment where their rights are protected, Otokar adopts a management approach with people at the center.

In 2024, Otokar recruited 482 new employees. Furthermore, Otokar received 1,310 applications for field jobs and recruited 388 field workers as a result of 1,346 job interviews. On the other hand, 489 field workers' employment status changed from temporary to permanent contracts. In 2024, Otokar also hired 207 high school students and 32 vocational school students as interns. Otokar was also recognized by SATSO with an award as the employer to provide the highest number of jobs with social security in the province of Sakarya in 2024.

dedicated function was created within the mobile app for the employees to enter their suggestions.

CONTINUOUS DEVELOPMENT AND TALENT MANAGEMENT

Otokar recognizes that providing a development-focused work environment plays an important role in individual success and motivation as well as achieving collective business success. Training and development efforts contribute significantly to both employee motivation and Otokar's future success. In line with the primary objectives of the Human Resources Policy, the company creates various learning opportunities to equip employees with new knowledge and skills and improve their competencies.

The company adopts a talent management approach that aims to ensure that the right person is placed in the right position, personal performance is measured and assessed accurately and objectively and employees are provided with the necessary professional knowledge and skills by planning their career paths accordingly. In 2024, all employees underwent performance appraisal and received an average of 25.8 hours of training.

OCCUPATIONAL HEALTH AND SAFETY

In line with its primary mission and in its efforts to attain its strategic goals and capture a competitive advantage, Otokar regards its workforce as its most valuable asset, as stated in the Occupational Health and Safety Policy. Koç Group Occupational Health and Safety Policy, Koç Group OHS Management System Procedure and Koç Group Standards guide Otokar in its OHS endeavors.

Occupational health and safety is addressed through the OHS Committees, which ensure the employees' participation in the OHS processes, reduce the risks and enhance performance. During the regular OHS Committee Meetings,



accident indicators are evaluated, accident causes are analyzed and the measures taken are shared.

Otokar implements all necessary measures to create a healthy and safe environment for anyone who is on site for work, internship or visit purposes. In 2024, as a result of the 605 field inspections, 2,605 corrective actions were initiated and reported to the Senior Management. In 2024, Otokar employees received 23,028 hours of occupational health and safety training, and subcontractors' employees 709 hours. No accidents or illnesses resulting in death were reported in 2024.

HUMAN RIGHTS

Guided by the Universal Declaration of Human Rights, Otokar adopts a respectful human rights approach toward its stakeholders in the communities in which it operates. A fundamental principle for Otokar is to create and maintain a positive and professional work environment for its employees. Otokar follows global ethical principles in matters such as recruitment, promotion, career development, wages, benefits and diversity, respecting the rights of its

employees to establish and join non-governmental organizations of their own choosing. Otokar does not tolerate any form of forced labor, child labor, discrimination and harassment.

Adhering to the UN Universal Declaration of Human Rights and ILO's Declaration on Fundamental Principles and Rights at Work, Otokar respects the rights of its employees, shareholders, business partners, customers and all others affected by its products or services in relation to its activities. Otokar also expects its business partners to act in compliance with its Human Rights Policy.

All field workers at Otokar are unionized. At Otokar, which has a high unionization ratio, the terms and conditions of the Collective Bargaining Agreement signed between Türk Metal and MESS apply to the employee-employer relations.

ECOLOGICAL ENVIRONMENT

Otokar designs and manufactures products and services, including buses and light trucks for the automotive industry, and tactical wheeled and tracked vehicles and turret systems for the defense

Ecological Environment Indicators	2023	2024
Environmental Training (hours)	1,652	1,966
Solar Power Generation (GJ)	2,858	3,482
Total Energy Consumption (GJ) Grid and Solar	285,624	271,833
Annual Savings Through Energy Efficiency Initiatives (GJ)	5,533	6,559
Energy Consumption per Unit (GJ/Unit) Grid and Solar	18.02	17.03
Recovered Waste Rate (%)	99	99
Total Recovered Water (thousand m3)	150	155

The energy consumed and greenhouse gas emissions released in Otokar's production processes are monitored and efficiency projects that help reduce energy consumption and emissions are implemented. In 2024, Scope 1, Scope 2 and Scope 3 carbon footprint calculations were made. Scope 1-2-3 emissions were verified by BSI according to ISO14064-1 Standard, taking 2021 as baseline. Scope 1-2-3 emissions for 2022 were accredited by BVQI (Bureau Veritas). GHG standard was used in the calculations with Carbon Trust.

Otokar started preparing to submit its targets to the Science-Based Targets initiative (SBTi) in 2022. Otokar is also an active participant in the Koç Holding Carbon Transition Program, which aims for carbon neutrality by 2050.

The company, which started generating electricity from the photovoltaic panels at the Sakarya plant in 2023, completed and commissioned the new solar energy plant investment on site. Otokar has also completed the legal formalities for the installation of a SPP (Solar Energy Plant) in Malatya.

Emissions released from internal combustion engine (ICE) vehicles can have devastating impact on climate change. Therefore, developing technologies to limit the emissions takes up an important place on the agenda of Otokar as a leading industry player. Otokar focuses on the development of alternative fuel vehicles, electric vehicles and vehicles with high fuel efficiency.

ENERGY EFFICIENCY

In all its operations, Otokar aims to implement and develop a proactive energy management system based on sustainable development. In line with its Energy Policy, Otokar is committed to efficient use of energy and natural resources in all its activities, implementing environment and energy-friendly technologies in new

industry. Otokar defines the limits and applicability of the systems in detail in accordance with ISO 9001:2015, ISO 14001:2015 and AQAP 2110:2016 system documentation. Otokar systematically monitors and contains its environmental impact through the Environmental Management Unit, established pursuant to Regulation on Environmental Management Unit and Environmental Consultancy Firms under the Environmental Law No. 2872, and authorized by the Ministry of Environment, Urbanization and Climate Change.

Otokar takes responsibility for sustainability by increasing the environmental awareness of the people, institutions and organizations in direct and indirect interaction throughout the product lifecycle, conserving biodiversity by fulfilling its environmental obligations toward its local and regional neighbors, and introducing improvements to continuously mitigate climate change with environmentally friendly processes and products.

Otokar's environmental targets are also included in the personal performance appraisals and remunerations system. The environmental performance of the employees is evaluated and tracked

with scorecards and the results are reported to the General Manager and the Board of Directors.

Otokar organizes training activities to ensure that the employees are well-informed and aware about environmental management. In 2024, Otokar employees received 1,966 person*hours of environmental training.

CLIMATE CHANGE

In efforts to tackle climate change, Otokar follows its Environmental Policy, Energy Policy and R&D Strategy, which are all in alignment with Koç Group Climate Change Strategy and Koç Group Climate Change Management model. The Board of Directors is the highest governing body responsible for determining the strategies to address climate change.

Guided by TFCD (Task Force on Climate- Related Financial Disclosures), a risk analysis was conducted regarding climate change. Sustainable products, services and strategies that facilitate the transition to a low-carbon economy were evaluated on the basis of risks and opportunities. The main strategy that Otokar follows for tackling climate change is to work on limiting the impact of its products and manufacturing processes on the climate.

projects and equipment purchases, saving energy and reducing natural resource consumption through efficiency improvements in existing processes and systems.

Energy consumption and greenhouse gas emissions are monitored as key performance indicators, and efficiency projects are implemented to reduce them. During the reporting period, greenhouse gas emission calculations and assurances were performed regarding Scope 1, Scope 2 and Scope 3 emissions in accordance with the ISO 14064 - 1:2006 Standard, GHG Protocol and IPCC 2006 Tier 1 methods. Furthermore, target modeling and feasibility studies were carried out for Scope 1 and Scope 2 emissions. Otokar has established and certified the ISO 50001 Energy Management System, demonstrating its commitment to energy management for mitigating the impacts of greenhouse gas emissions. Aiming to reduce the energy consumption and carbon emissions of the domestic wastewater treatment plant, Otokar launched a pilot project in 2022 and started to generate electricity from photovoltaic panels with an installed capacity of 12.6 kWh. After achieving successful results, a solar power plant (SPP) with an installed capacity of 800 kWh was built. The SPP was commissioned in early 2023, and generated 3,482 GJ of electricity in 2024. During the reporting period, Otokar's operations consumed a total of 271,833 GJ of energy, while the energy efficiency efforts at the Arifiye Plant delivered energy savings of 6,559 GJ.

RESOURCE USE AND WASTE MANAGEMENT

Efficient use of natural resources is a critical matter that Otokar follows diligently. As a responsible company, Otokar aims to utilize the resources needed for its activities at a minimum. Otokar resorts to reusing and recycling the materials needed for production, minimizing waste generation. In line with its environmental policy

and zero waste target, Otokar aims to minimize waste generation during production and to recover and reuse the waste at the highest rate possible. All hazardous and non-hazardous waste generated at the plant is managed with the zero waste principle. After the waste materials are sorted, they are designated as solid-liquid, recycling, temporary storage and disposal. The waste materials sorted for recycling are further separated depending on whether they can be directly recycled or reused as fuel, and shipped out of the plant according to their designations. In 2024, Otokar's operations generated 8,414 tons of waste, including 737 tons of hazardous and 7,678 tons of non-hazardous waste, and 99% of this waste was recovered. No significant leakage was detected in 2024.

All electronic waste generated during the production process is recycled through licensed companies. In addition, areas have been designated for employees to drop their electronic waste from their homes. All processes have been completed for planting trees with the proceeds from recycling these wastes.

This report includes sustainability-related **data and disclosures, which have not been prepared in accordance with the provisions of the Turkish Sustainability Reporting Standards (TSRS) under Public Oversight, Accounting, and Auditing Standards Authority (POA) regulations, and have not been subject to the assurance audit required by POA.** A report, which Otokar will prepare in accordance with POA regulations to include the required data and disclosures under TSRS 1 and TSRS 2, will be disclosed publicly within the statutory timeframe after undergoing sustainability assurance auditing by an independent auditor.

WATER STEWARDSHIP

Otokar recovers and reuses water for improved efficiency. In 2022, efforts were made to improve rainwater harvesting to use more recycled water in production. Accordingly, the roofs of two separate buildings were retrofitted to enable rainwater collection. Rainwater harvesting is carried out using the rainwater collection system, while water circularity is ensured by recycling deionized (distilled) process waters in the Cataphoresis Plant. In 2024, nearly 155 thousand m3 of water was reused in production through recycling and recovery processes, and 3 thousand m3 of water was saved through efficiency projects.

Otokar has five wastewater treatment plants, two for domestic and three for industrial purposes. Wastewater generated from production is treated in these plants in accordance with Otokar Environmental Policy, environmental management systems and applicable regulations and the pollution load is reduced to the values specified in the discharge permits and delivered to the discharge points.

