TALAY LOGISTICS

2025

SUSTAINABILITY REPORT

Sustainable transformation in integrated logistics



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2025 SUSTAINABILITY REPORT

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About the Report and Message from Management
Period, scope, data governance and management message

02 

About Talay Logistics
Corporate identity, network, services, fleet and customer profile

03 

Strategy, Governance, Ethics and Compliance
Stakeholder engagement, priorities, risk, ethics and compliance

04 

Sustainable Logistics and Economic Value
Economic value, supply, investment and efficiency

05 

Climate, Energy, Carbon and Environment
Energy, solar PV, I-REC, GLEC, carbon, water and waste

06 

Employees, Human Rights and OHS
Employment, diversity, training and road safety

07 

Responsible Value Chain and Society
Suppliers, carriers, customers and community contribution

08 

Performance, Targets and GRI Index
KPIs, targets, verification, data governance and index

01

ABOUT THE REPORT AND MESSAGE FROM MANAGEMENT

2025 reporting period, scope, data governance and management message

TRANSPARENCY • TRACEABILITY • ASSURANCE

A sustainability approach that starts with transparency

Talay Logistics clearly sets out its reporting scope, data reliability and management responsibility.

REPORTING PERIOD AND CORPORATE SCOPE

Türkiye operations, a single reporting boundary

Talay Lojistik A.Ş. reports its sustainability performance across its operating network in Türkiye.

2025
01 JANUARY — 31 DECEMBER
REPORTING PERIOD

14
OPERATING LOCATIONS
TÜRKİYE SCOPE

TR
MAIN GEOGRAPHY
TÜRKİYE OPERATIONS



Reporting boundary

Head office, regional offices, warehouses, container depots and fleet parks

OPERATIONAL SCOPE

One report, an integrated logistics network

Overseas offices are shown as part of the operating network; they are not included in the reporting boundary.


MANAGEMENT & OFFICES


WAREHOUSE OPERATIONS


FLEET & TRANSPORT


CONTAINERS & ISO TANKS

LOCATIONS WITHIN SCOPE

14 operating locations, a single network in 7 provinces

Map numbers are arranged from north to south, starting with İstanbul.



6
Head office and regional offices



5
Warehouses and container depots



3
Fleet parks



The 14 operating locations in Türkiye constitute the reporting scope for 2025 sustainability performance.

NORTH TO SOUTH — 7 PROVINCES

1. **İstanbul · 5 locations**
   Büyükçekmece HQ · Asian Side Office
   Çatalca Container Depot · Çatalca Warehouse · Tuzla Fleet Park
2. **Kocaeli · 3 locations**
   Gebze Yakut Warehouse · Şekerpınar Container Depot · Çayırova Fleet Park
3. **Bursa · 1 location**
   Nilüfer Regional Office
4. **Ankara · 1 location**
   Çankaya Regional Office
5. **İzmir · 2 locations**
   Bayraklı Regional Office · Kemalpaşa Container Depot
6. **Adana · 1 location**
   Seyhan Regional Office
7. **Mersin · 1 location**
   Akdeniz Fleet Park

SERVICES WITHIN THE REPORTING BOUNDARY

Six service areas, one integrated operational system

Operational services and support functions are managed together within the same reporting boundary.



Intermodal Transport and Operations Management

Integration of road, rail and sea transport; operations, customer relations and vehicle sourcing.

Fleet and Transport

Drivers, maintenance and repairs, damage, tyres, inventory, routes and domestic/international fleet operations.





Warehouses and Container Yards

Warehouse operations, container stacking, yard driving, port control and yard management.

ISO Tank Operations

Operations, sales, pricing, tank storage, safe handling and specialised equipment management.





Contract Logistics

Warehouse management, materials-handling equipment, domestic haulage, value-added services and customer integration.

Corporate Support Functions

Finance, accounting, HR, quality, procurement, administration, strategy, IT and communications.



INTEGRATED MANAGEMENT — **Operations • People • Assets • Customers • Data • Risk** — **SINGLE REPORTING BOUNDARY**

REPORTING UNITS AND MEASUREMENT PRINCIPLES

Seven data types, one measurement and traceability framework

Each indicator is considered together with its unit, source, time boundary and audit trail.

TRY

BASE CURRENCY
Foreign-currency entries retain the original amount and TRY equivalent.

2025
1 January — 31 December

REPORTING PERIOD
Comparisons use the same time boundary.

SAP + INVENTORIES
Finance, operations, HR, IT and risk records



Financial

TRY • EUR and USD where required

The original currency and its TRY equivalent are retained together.



Energy

kWh • MWh • litre • m³ • GJ/toe

Electricity, fuel, natural gas and renewable energy records.



Greenhouse gas

$kgCO_2e$ • tCO_2e • gCO_2e/tkm

ISO 14064, GLEC, I-REC and activity data.



Information assets and risk

units • risk score • risk level

Monitored through the asset inventory and risk analysis forms.



Water

m³ • m³/person·year

ISO 14046, meter and source records.



Operations

trips • TEU • tonnes • tkm • km • units

Services are reported as separate KPIs using their respective units of measurement.



Human resources

people • FTE • hours • rate (%)

The distinction between year-end and annual average is clearly stated.

MEASUREMENT PRINCIPLE

Unit + source + time boundary + audit trail

Each KPI is reported together with its underlying data source and unit of measurement.

DATA SOURCES AND EVIDENCE MAP

Data leaves a trail from source to disclosure.

The 2025 report does not rely on the output of a single system. Finance, operations, people, customer and information security data are generated in their respective sources; they are checked by the responsible departments and converted into reporting evidence.

01 — RECORD

Source system or inventory

02 — OWNERSHIP

Responsible department and data owner

03 — CONTROL

Reconciliation, consistency and boundary checks

04 — DISCLOSURE

KPI, methodology note and archived evidence

TRANSPARENT REPORTING APPROACH

Only indicators with a verified scope, data owner and evidence trail are reported. Data gaps and methodological limitations are shared openly.

INDEPENDENT VERIFICATION, ASSURANCE AND CERTIFICATIONS

Each document represents a different level of assurance.

Verified / calculated results

ISO 14064-1:2018
Reasonable assurance

2024 carbon footprint
67,260.04 / 67,216.64 tCO_2e

ISO 14046:2014
Reasonable assurance

2025 water footprint
252 m^3 groundwater • 1,627.63 m^3 surface water

GLEC / ISO 14083
Calculation report

2025 logistics emissions
40,176.11 tCO_2e • 13.38 gCO_2e/tkm

I-REC
Evidence of energy attributes

2025 renewable electricity
100 MWh redeemed

Supporting systems

ISO 9001 • ISO 14001 • ISO 45001 • ISO 10002
ISO/IEC 27001 • ISO 50001 • EcoVadis • Green Logistics / AEO

ASSURANCE BOUNDARY

ISO 14064 and ISO 14046 provide evidence of data verification. GLEC, I-REC and management system certificates support the report.

MESSAGE FROM SENIOR MANAGEMENT

We see sustainability as central to our growth strategy.

The logistics sector, which sustains the continuity of global trade, generates economic value while also assuming environmental and social responsibilities. At Talay Logistics, we see sustainability as central to our business model and long-term growth strategy.

In line with this approach, we share our 2025 performance based on the principles of transparency and accountability, aiming to turn our measurable targets into lasting value together with our stakeholders.

Through our rebranding in 2024, we integrated our intermodal expertise with road, sea, rail and air transport; warehousing, contract logistics and customs services. By developing our European block train network through rail- and Ro-Ro-centred solutions, we are expanding lower-carbon, efficient and competitive transport; we provide end-to-end services to our customers through our organisation in Türkiye and Europe.

We turn our environmental responsibility into tangible investments. Recognising our responsibility as the first logistics company to actively use a 100% electric tractor unit, we are expanding our electric fleet; we use solar energy generated at our Büyükçekmece head office to charge vehicles. We strengthen efficiency, traceability and resilience through low-emission fleet technologies, fuel optimisation and our in-house digital solutions.

Building on our people, ethical management and continuous improvement, we will continue to expand our intermodal capacity, electric fleet, and investments in renewable energy and digitalisation. We thank our employees, customers, business partners and all stakeholders who place their trust in us on this journey.



Onur Talay

Chair of the Board & CEO
Talay Logistics

02

ABOUT TALAY LOGISTICS

A multimodal logistics network extending from Türkiye to Europe

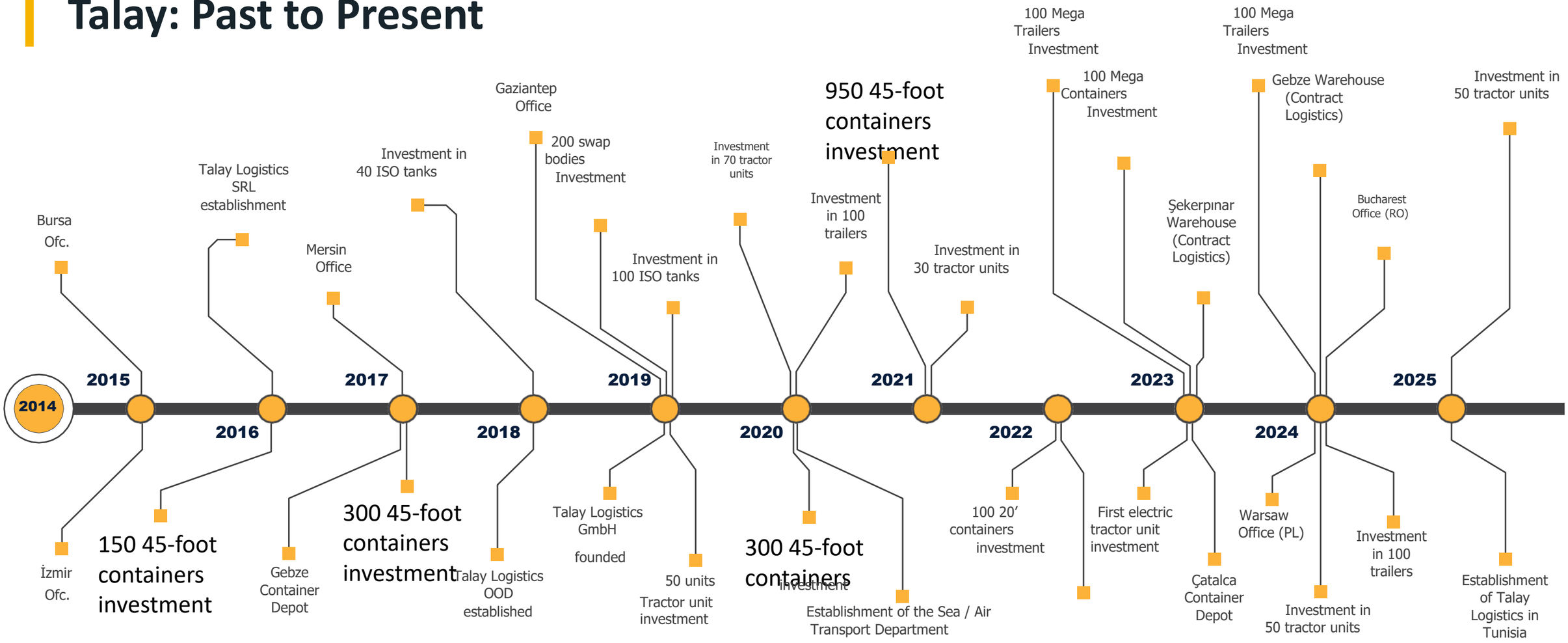
- **INTEGRATED LOGISTICS NETWORK**

Integrated logistics, strong regional reach

Talay Logistics offers end-to-end solutions to its customers by integrating road, rail and sea transport with warehouse, container and ISO tank operations. Its operating network in Türkiye is supported by operating locations in Europe.

CORPORATE IDENTITY • HISTORY

Talay: Past to Present



CORPORATE TRANSFORMATION

Sustainability is embedded in our growth model.

Talay's journey focuses on intermodal growth, verifiable emissions data, renewable energy and digital traceability. 2025 marks a critical milestone, when logistics emissions became measurable and shareable with customers through the GLEC / ISO 14083 approach.

TRANSFORMATION MILESTONES

2014 → 2031

Sarp Intermodal
Intermodal growth model and expansion into European corridors.

Talay Logistics
Transition from Sarp Intermodal to an end-to-end logistics service model.

GLEC / ISO 14083 / ISO 14046
Logistics emissions calculation covering 3.0 billion tkm and 40.18 million $kgCO_2e$.

2014 | 2023 | 05·24 | 2024 | 2025 | 26–31

Green Logistics
Institutionalising certification and environmental contribution practices.

Carbon Base Year
ISO 14064-1 verified inventory and base-year approach.

Target Roadmap
New train routes, a 20,000 m^2 bonded warehouse, solar PV and driver performance.

SCALE
Growth in the intermodal network and European corridors

MEASUREMENT
Verifiable data through ISO 14064-1, GLEC, ISO 14083 and ISO 14046

TRANSFORMATION
Solar PV, train routes, bonded warehousing and driver performance

We turn scaled operations into measurable data, and measurable data into low-carbon growth decisions.

SECTOR LEADERSHIP AND AWARDS

Sector leadership at the Atlas Logistics Awards for 7 consecutive years

The uninterrupted series of first-place awards in 2018–2024 demonstrates the sector’s recognition of Talay’s expertise in rail and intermodal transport.

FIRST PLACE FOR SEVEN CONSECUTIVE YEARS!

2018 • 2019 • 2020 • 2021
2022 • 2023 • 2024

The meaning of continuity

Seven years of success demonstrate that route development, terminal coordination and intermodal operational discipline have become an enduring competence. Beyond performance in a single period, this result represents the sector’s recognition of consistent service quality.



INTERNATIONAL EXTERNAL ASSESSMENTS

EcoVadis progress strengthens external stakeholder trust.

External assessments translate progress in sustainability management and a systematic approach to transport services into measurable results.

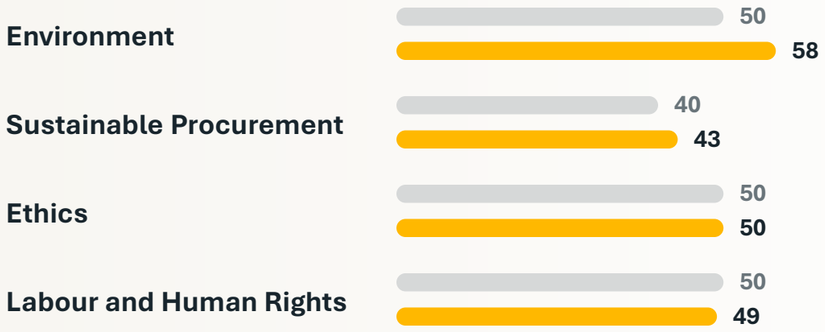
EcoVadis · Overall Score

49 → **51**

2024 2025

Category performance · 2024 → 2026

2024 grey • 2025 yellow





COMMITTED
APR 2026

GREEN LOGISTICS COMPETENCE

Our green logistics approach has been officially certified.

The issuance of the Green Logistics Authorisation Certificate on 18 April 2023 demonstrates that the approach to intermodal transport and environmental performance has become an institutional competence.



OFFICIAL COMPETENCE

Green Logistics Authorisation Certificate

The certificate is tangible evidence of an approach that combines environmental responsibility with operational decisions.

01 Intermodal infrastructure

The competence to manage rail, road and terminal processes holistically.

02 Operational efficiency

A management approach that addresses resource use, route planning and service continuity together.

03 Reducing environmental impact

The commitment to make lower-impact transport solutions and continuous improvement corporate priorities.

CUSTOMER AUDITS AND VALUE CHAIN TRUST

Three strategic customer audits support a culture of continuous improvement.

Assessments by Zer Grup, Kibar Holding and DOW create a strong feedback mechanism through which supply chain management, customer expectations, safety and sustainability processes are regularly tested.

Zer Grup / Koç Zer

2025–2026
Supply chain and logistics audit

Kibar Holding

2025
Customer audit

DOW

2026
Comprehensive customer audit under SQAS

WE SUCCESSFULLY PASSED CUSTOMER AUDITS.

CORPORATE IDENTITY AND OPERATING NETWORK

A Türkiye-based, multimodal logistics network

Legal name, headquarters, operational footprint and contact details



Talay Lojistik A.Ş.
REGISTERED COMPANY NAME

8 countries
OPERATING NETWORK

21 locations
14 IN TÜRKİYE + 7 IN EUROPE

İstanbul
BÜYÜKÇEKMECE HEAD OFFICE

Since 2014

Talay Logistics began its journey in 2014 as Sarp Intermodal, moving to an end-to-end logistics service model through its rebranding in 2024. It integrates its expertise in intermodal transport with road, rail, sea and air transport; liquid cargo transport, warehousing, contract logistics, customs clearance and domestic distribution solutions.

Combining Ro-Ro, rail and road operations within the same loading unit offers fixed transit times, route efficiency and lower-carbon transport options. Different cargo and sector needs are met through an extensive equipment infrastructure comprising containers, ISO tanks, swap bodies, chassis, trailers and specialist teams.

SUSTAINABLE VALUE PROPOSITION

Technology, intermodal network and equipment investments are managed together to offer customers traceable, flexible, cost-effective logistics solutions with reduced environmental impacts.

info@talay.com • +90 (212) 495 17 00

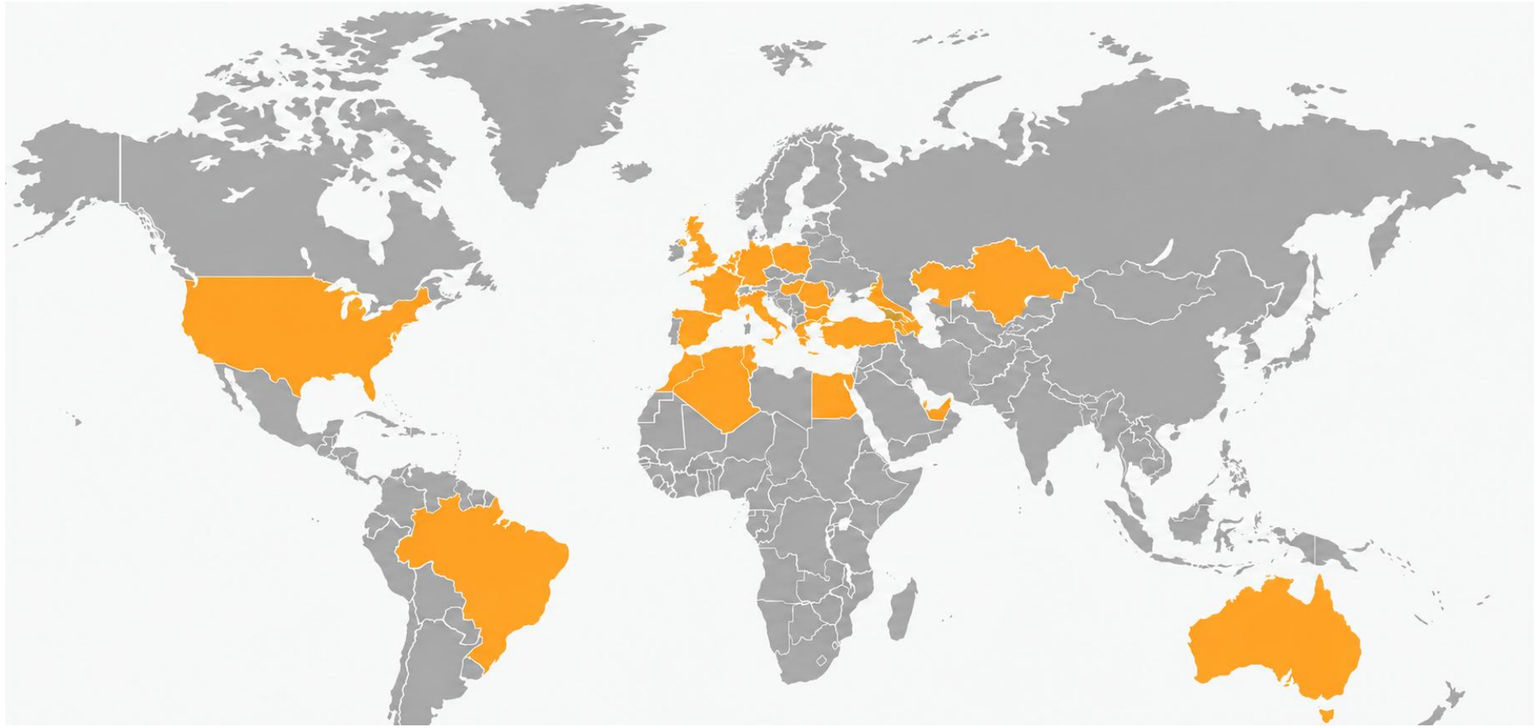
Türkoba Mah. Kayalar Cad. No:10/1, Büyükçekmece / İstanbul

CORPORATE IDENTITY / LOGISTICS NETWORK

Integrated network across 30 countries

Talay's international logistics reach extends from Europe to the Americas and from North Africa to Oceania.

5 SERVICE REGIONS **30** COUNTRIES **1** INTEGRATED NETWORK



Multimodal operational capability supports Talay in providing reliable and flexible services across global trade corridors.

SERVICE REGIONS — **30 COUNTRIES**

Türkiye

Europe

Spain · France · Germany · Netherlands · Belgium
Poland · Italy · United Kingdom · Greece · Hungary · North Macedonia · Bulgaria · Romania · Slovenia · Croatia

Americas

United States of America · Brazil

Middle East and North Africa

Egypt · Morocco · Tunisia · Algeria · Armenia · Georgia · Azerbaijan · Syria · Kazakhstan · United Arab Emirates (Dubai) · Saudi Arabia

Oceania

Australia

INTERNATIONAL REACH AND OPERATING LOCATIONS

An integrated network extending from Türkiye to Europe

Talay’s operational infrastructure in Türkiye is supported by operating locations in Europe, strong agency links and multimodal transport options.

14
operating locations in Türkiye

7
Operating locations in Europe

8
Countries with a corporate presence

Türkiye operations

İstanbul • Kocaeli • Bursa • Ankara • İzmir • Adana • Mersin

European network

Trieste • Neuhaus am Inn • Sète • Plovdiv • Vilnius • Bucharest • Warsaw

The 2025 reporting scope covers the 14 operating locations in Türkiye.



SECTORS WE SERVE

Sector-specific, end-to-end logistics solutions

Talay Logistics offers transport, warehousing and intermodal services tailored to the speed, safety, traceability and regulatory requirements of different sectors.



Sector expertise is supported by road, intermodal, sea, air, warehousing and ISO tank capabilities.

TALAY | SERVICE PORTFOLIO

END-TO-END SERVICE PORTFOLIO

An integrated structure spanning specialised equipment and multimodal transport, customs clearance, warehousing and contract logistics.

01 **Liquid cargo transport**

02 **Rail**

03 **Air**

04 **Sea**

05 **Road**

06 **Contract logistics**

07 **Warehousing**

08 **Domestic transport**

















Multimodal network • Specialised equipment • End-to-end visibility

SPECIALISED EQUIPMENT TRANSPORT

Safety, product integrity and intermodal reach in liquid cargo transport.

We manage chemical and food-grade liquid cargo end to end using ISO tank equipment, **our specialist operator network** and intermodal connections. Our operational design is based on **equipment dedicated to each product group** and control steps.

CORE CAPABILITIES

- Separately dedicated ISO tank solutions for chemical cargo and food products
- Pre-loading cleaning, suitability and equipment checks
- ADR-compliant processes and deployment of competent drivers
- Tank leasing, heating, handling and storage support

Safety and product integrity are managed from before loading through to delivery.



MULTIMODAL TRANSPORT

The rail network offers scalable capacity on European and Caucasus routes.

Rail operations in the Türkiye–Europe and Türkiye–Georgia/Azerbaijan corridors are supported by departures from İstanbul as well as Sète and Trieste connections. Different equipment and wagon options are integrated into the door-to-door model.

CORE CAPABILITIES

- Block train and regular service solutions
- Wagon and equipment arrangements suited to different cargo types
- Road-connected intermodal and multimodal flows
- Route optimisation and 24/7 operational communication

Rail is a strategic option that increases long-distance capacity while reducing dependence on road transport.



GLOBAL TRANSPORT MODES

Air transport provides speed and reliability for time-critical and sensitive cargo.

End-to-end solutions are provided for urgent, high-value and sensitive cargo through suitable equipment, security measures and an international agency network. The operational model ensures traceability, speed and operational reliability from airport delivery through to door delivery.

CORE CAPABILITIES

- IATA competence and charter flight arrangements
- Dangerous goods (DGR) and specialised cargo solutions
- Sea+air and road+air combined transport solutions
- Insurance, customs clearance, cargo tracking and operational coordination

The right route and service selection ensures an optimum balance between speed, cost and operational reliability.

GLOBAL TRANSPORT MODES

Our sea transport network connects different cargo profiles to global markets.

Through shipping line agreements and our WCA membership, import and export transport is managed across a wide geography, particularly North and South America, the United Kingdom, Northern Europe, North Africa and the Far East. Regular service options are offered from Türkiye's leading ports.

CORE CAPABILITIES

- End-to-end port-to-port, door-to-port and door-to-door transport solutions
- FCL and LCL loading options
- Dangerous goods (DG) and out-of-gauge (OOG) cargo arrangements
- Insurance, customs clearance, cargo tracking and carrier coordination

The right service and equipment selection ensures an optimum balance between cost, transit time and operational reliability.



GLOBAL TRANSPORT MODES

Road transport solutions offer flexibility and door-to-door reach on European routes.

Full and part-load transport from different regions of Türkiye to Europe is planned using owned capacity, a supplier network and different trailer options. Requirements for suitable equipment and competent drivers apply to ADR cargo.

CORE CAPABILITIES

- Regular weekly full and part-load departures
- Curtainsider trailers and trailers for hanging garments and coil transport
- Transport arrangements within Europe and to third countries
- Digital monitoring, customer updates and 24/7 support

Flexible capacity, suitable equipment and real-time visibility are the core performance components of the road transport service.



SUPPLY CHAIN SOLUTIONS

Contract logistics integrates transport and warehousing within a single operational model.

Customer-specific contractual solutions bring supply chain planning, inventory management, warehousing and distribution processes together around shared performance targets.

CORE CAPABILITIES

- Current-state and process analysis
- Demand, capacity and distribution planning
- Contract transport and warehousing operations
- KPI monitoring, regular reporting and continuous support

Processes integrated under a single contract clarify accountability, increase visibility and accelerate improvement.



SUPPLY CHAIN SOLUTIONS

Warehousing services manage product safety and operational agility together.

Our warehousing services are tailored to the varying product requirements of the chemical, automotive, FMCG, food, packaging, healthcare and cosmetics sectors. Processes are managed using technology-supported monitoring and control.

CORE CAPABILITIES

- Order, inventory, stacking and labelling management
- Regular monitoring of temperature and product conditions
- Packaging, repacking and box replacement
- Barcode-controlled receiving, put-away and dispatch processes

Warehouse management is not only about space utilisation; it is about product integrity, traceability and service continuity.



NATIONAL DISTRIBUTION NETWORK

The domestic transport network offers safe and traceable delivery throughout Türkiye.

Transport services are provided across 81 provinces through owned vehicles, extensive supplier capacity and a regional office network. The delivery process is tracked end to end through equipment selection suited to different sectors and cargo profiles.

CORE CAPABILITIES

- Vehicle–equipment planning suited to the cargo and sector
- Compliant operations for cargo covered by ADR
- Regular services, door-to-door delivery and route management
- 24/7 monitoring, status updates and customer communication

The strength of the national network comes from managing reach, on-time delivery and operational visibility together.



TALAY | SERVICE PORTFOLIO

SECTORS WE SERVE

Operational expertise tailored to different product characteristics and regulatory requirements.

01 **Chemicals**

02 **Automotive**

03 **FMCG**

04 **Food**

05 **Packaging**

06 **Healthcare**

07 **Cosmetics**



Multimodal network • Specialised equipment • End-to-end visibility

ALEX | DIGITAL OPERATIONS PLATFORM

ALEX makes logistics visible and predictable.

Provided specifically for Talay by our external consultant ALEX Bilişim, ALEX is software that enables us to manage our logistics operations independently. Developed in line with our needs, this platform operates on a standalone basis without relying on any external system, enabling continuous monitoring of all processes from order to delivery.

WHAT DOES ALEX DO?

- Traceability and management of operational processes from order to delivery
- Vehicle assignment and fleet management processes following operational route planning
- Management of loading documents, digital archive (POD/CMR)

Real-time monitoring of vehicles, trips and driver behaviour is carried out through the **VEKTÖR** software obtained from our external supplier.

INTEGRATED SERVICE PORTFOLIO

One contact point, a multimodal logistics solution.

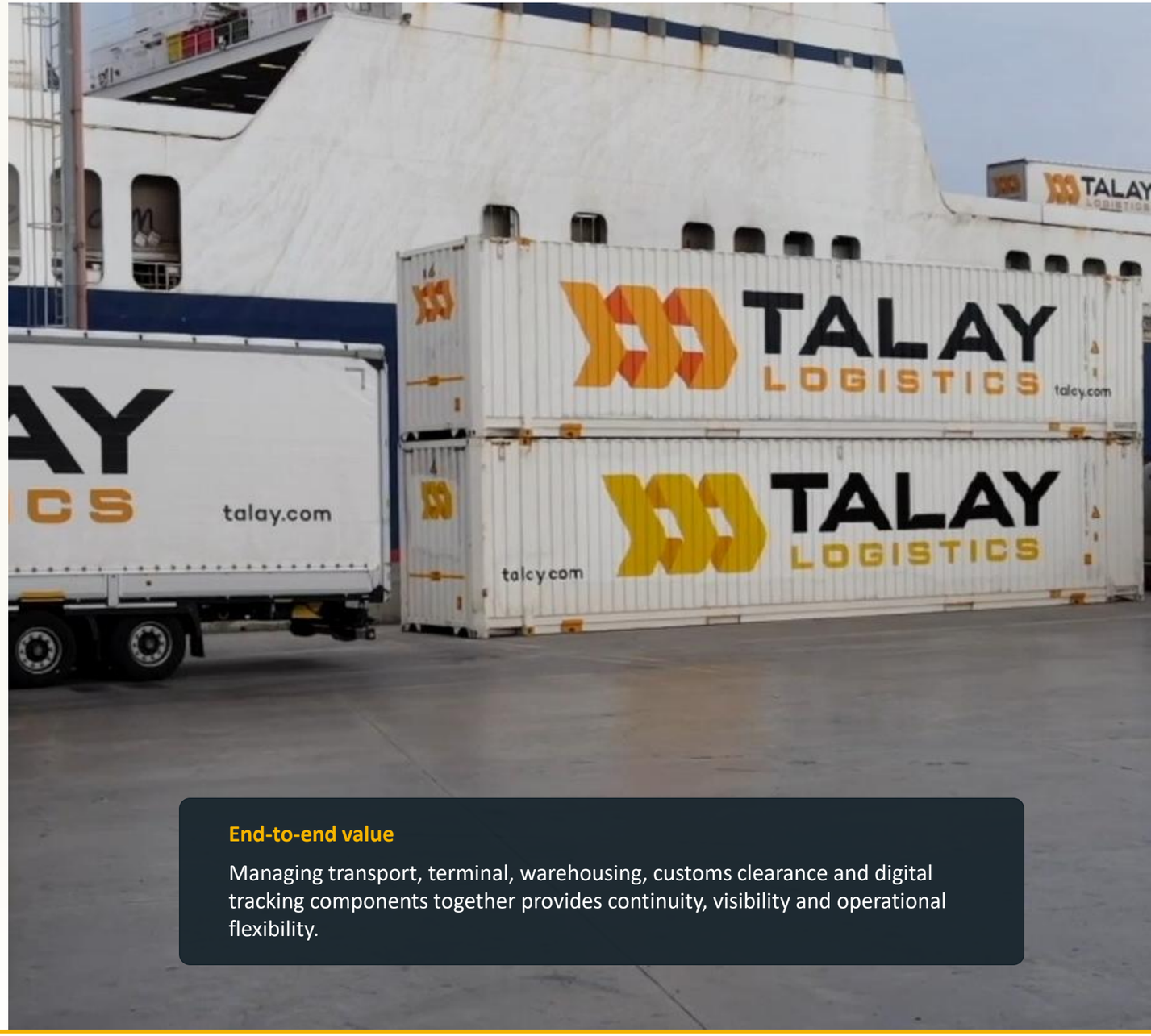
Talay combines transport modes with operations, customs, warehousing and digital visibility within a single service architecture.

TRANSPORT MODES

- 01 **Intermodal**
- 02 **Road & Fleet**
- 03 **Sea Freight**
- 04 **Air Freight**
- 05 **ISO tank containers**

SOLUTION LAYERS

Contract logistics • Customs & foreign trade • Digital process management
Customer needs are met by jointly planning the appropriate mode, equipment and operational layers.



End-to-end value

Managing transport, terminal, warehousing, customs clearance and digital tracking components together provides continuity, visibility and operational flexibility.

01 INTERMODAL BUSINESS MODEL AND VALUE CREATION

The cargo remains in the same loading unit while the transport mode changes.

Intermodal: the integration of different transport modes, such as road, rail and sea, into a single transport chain without handling the cargo itself.



01 Collection
Controlled collection from the customer's location and first mile

02 Main haul
Long-distance operations predominantly by rail or sea

03 Hub & Customs
Terminal, port, documentation and operational coordination

04 Last mile
Planned delivery by the local fleet and digital document closure

Lower carbon intensity

Rail and sea options that reduce reliance on road transport on suitable routes.

Operational flexibility

Service continuity through alternative terminals, routes, agents and equipment.

End-to-end traceability

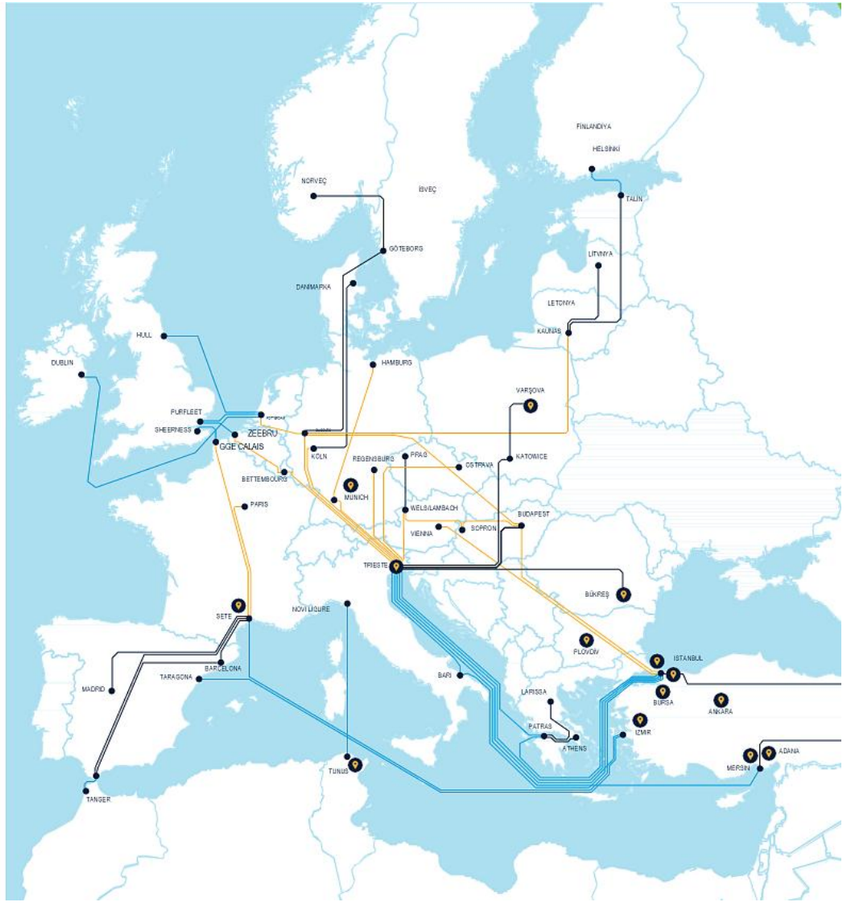
ALEX, SAP, VEKTÖR, the customer portal, POD/CMR and operational notifications enable digital tracking.

2025: 66,311 intermodal trips • GLEC emissions intensity: 13.38 gCO_2e/tkm

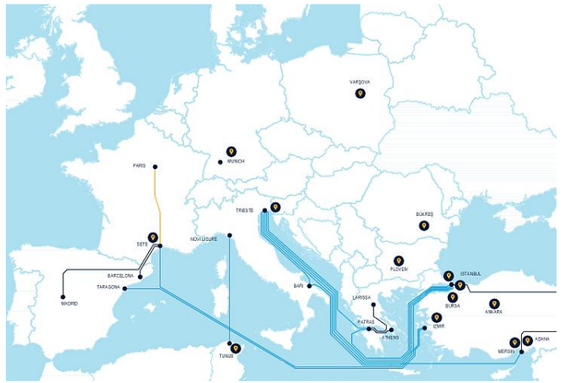
INTERMODAL NETWORK

Our European Intermodal Corridors: Five Maps, One Network

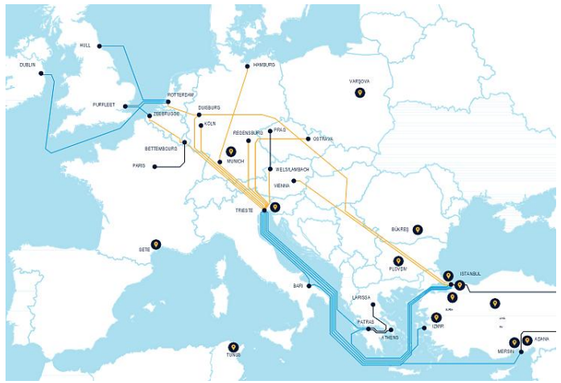
OVERALL EUROPEAN SERVICE NETWORK



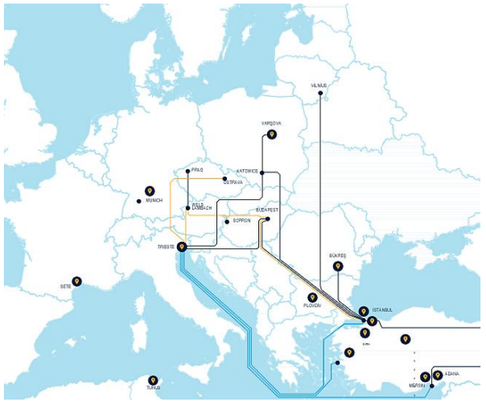
BU–MED | Balkans–Mediterranean



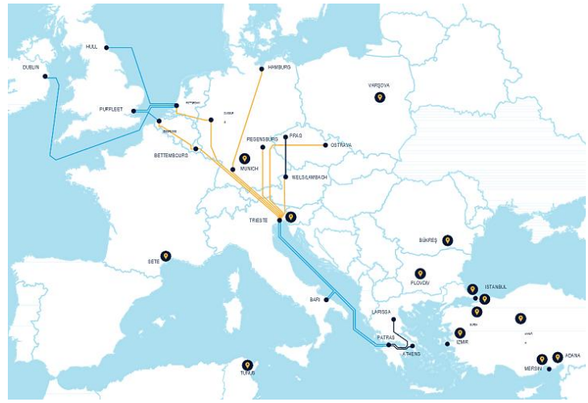
BU–CEN | Central Europe



BU–EAST | Eastern Europe



GREECE–EUROPE ROUTE



ROUTE TYPES — Rail — Road — Sea — Our Offices

02- ROAD TRANSPORT AND FLEET

With our own fleet and flexible capacity, we keep freight moving.

The actual fleet and operational indicators for 2025 are monitored alongside our approach to safety, training and efficiency.

2025 FLEET AND OPERATIONAL SCALE

155
Owned tractor units

30
Leased vehicles

1,800
45’ containers

416
45’ swap bodies

13.32 million
Total km

The motorised fleet and transport equipment are classified separately; capacity and environmental performance indicators are reported with their respective scopes specified.



03- SEA FREIGHT TRANSPORT

Integrated sea freight for global trade.

Talay manages sea freight operations in an integrated manner with port, customs, inland connection and warehousing processes.

8,500	10.2	€1,200
TEU handled	million EUR revenue	Revenue per TEU

Integrated operating model

Port • Customs • Inland connection • Warehousing • Digital tracking

Measurement approach

"Operational volume is monitored in TEU, while economic contribution is tracked through total revenue and revenue per TEU."

The 2025 sea freight data show both the operational scale and economic contribution of this transport mode.



04- AIR FREIGHT TRANSPORT

Global reach for time-critical cargo.

Talay plans air cargo operations end-to-end through carrier coordination, customs processes and digital visibility.

2025 AIR CARGO AND SOLUTION LAYERS

- 63 Tonnes of air cargo
- 02 Time-critical shipments
- 03 Carrier coordination
- 04 Customs processes
- 05 Digital traceability

INTEGRATED OPERATIONS

Air cargo • Customs & foreign trade • Inland connection

Each shipment is planned with the appropriate service components according to time, route, capacity and delivery requirements.

Responding to time sensitivity

Air freight provides rapid access for highly time-sensitive shipments, while supporting service continuity through inland connections and customs coordination.

05- ISO TANK CONTAINERS

Reusable, safe and multimodal liquid logistics.

Steel tank containers manufactured to ISO standards are designed for the leak-tight, controlled transport of liquid products without changing the transport container.

Chemicals & petrochemicals

Acids, solvents, resins and industrial liquids

Food-grade products

Vegetable oils, concentrates and food-grade bulk liquids

Products covered by ADR

Liquids classified as dangerous goods that require specific operational discipline

Leak-tight • Reusable • ISO-compliant • Multimodal



ISO TANK CONTAINER SERVICES AND OPERATIONAL SCALE

Tank logistics means end-to-end operations management.

All critical steps, from agency services to site planning and from cleaning to digital tracking, are coordinated within a single control chain.

2025 OPERATIONAL SCALE

9,047
tank transport operations

207
ISO tank containers

Current fleet in 2026

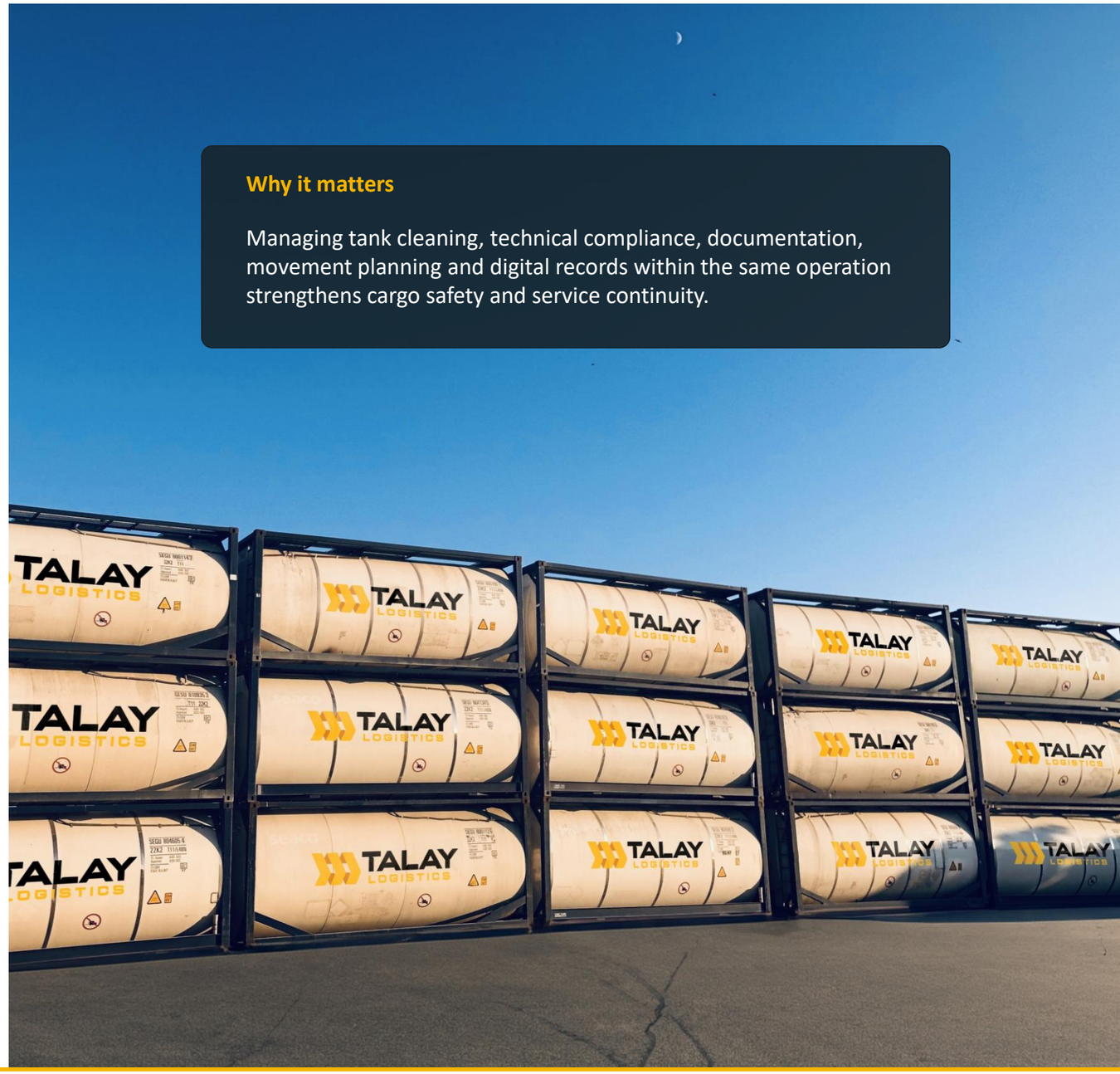
247 ISO tank containers

SERVICE CHAIN

1. Agency services & documentation
2. Inland transport & intermodal
3. Warehousing & yard operations
4. Cleaning, maintenance & testing
5. Portal & traceability

Why it matters

Managing tank cleaning, technical compliance, documentation, movement planning and digital records within the same operation strengthens cargo safety and service continuity.



OPERATIONAL SAFETY AND STANDARDS

Safety begins before every tank movement.

Cleaning, driver competence, regulatory compliance and record-keeping discipline are managed as a single control chain.

Pre-loading cleaning and inspection

Tanks are cleaned, inspected and put into operation with third-party inspection where necessary.

ADR and regulatory compliance

Dangerous goods transport is carried out in accordance with ADR requirements and operating authorisation documents.

Competent drivers and instructions

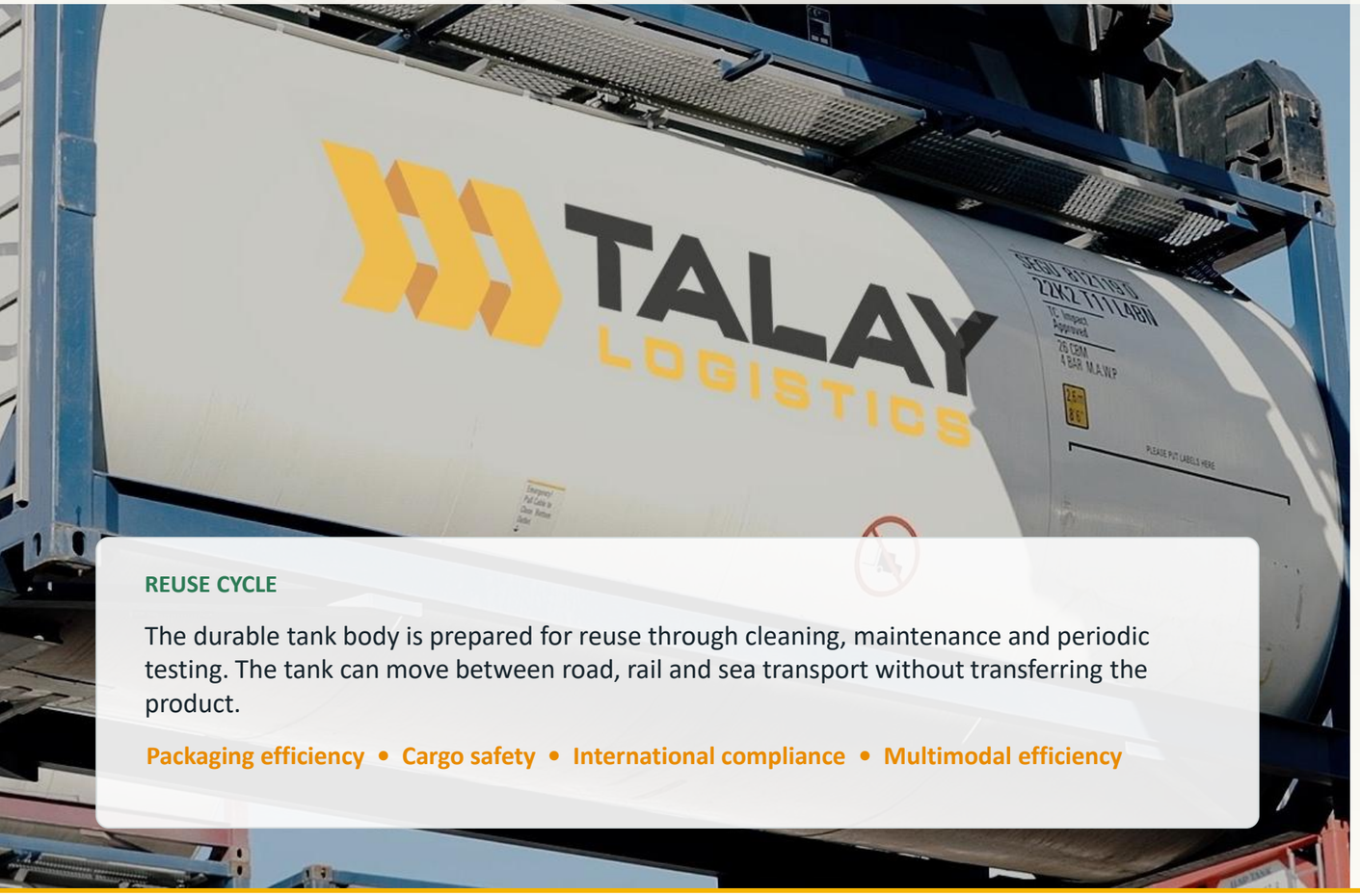
Inland transport uses drivers holding Türkiye’s SRC5 dangerous-goods qualification and product- and operation-specific instructions.

SQAS and ISO management systems support loading, unloading, damage reporting and record controls.

SUSTAINABILITY AND OPERATIONAL ADVANTAGES OF ISO TANK CONTAINERS

The same tank, different transport modes: fewer transfers, greater control.

The reusable tank structure has the potential to reduce packaging needs, product transfers and operational touchpoints.



REUSE CYCLE

The durable tank body is prepared for reuse through cleaning, maintenance and periodic testing. The tank can move between road, rail and sea transport without transferring the product.

Packaging efficiency • Cargo safety • International compliance • Multimodal efficiency

How should climate impact be assessed?

An emissions advantage cannot be inferred from the tank type alone. The product, route, load factor, return movement and the packaging–transport scenario used for comparison are assessed together.

Talay adopts a route- and customer-specific quantitative analysis approach instead of making a general reduction claim.

Operational outcome

The closed system supports controlled management of leakage and contamination risks. The ISO tank structure and ADR discipline provide a common operational standard suitable for cross-border use.

TALAY ISOTANK SERVICES

ISO tank containers are Talay’s area of expertise.

The safe movement of chemical and food-grade liquids is managed through unified coordination of equipment, the agency network, site services and digital traceability.

VALUE AREA	CAPABILITY		CUSTOMER BENEFIT	
Service expertise	Chemicals + food	→	Specialised operations	Trust
Global network	4 continents	→	Agency services	Access
Site services	Cleaning + testing	→	Technical control	Quality
Digital control	Portal	→	Tank & documentation	Transparency
Multimodal structure	Road + rail + sea	→	Unified planning	Efficiency

ISO tank container services are a combination of expertise, networks and process control rather than simply equipment transport.



PROPOSED MONITORING SET

ISO tank container service growth should be managed through five indicators.

Service growth should be monitored together with utilisation, time, service quality and emissions intensity, independently of equipment numbers.

INDICATOR	BASELINE	MONITORING	UNIT / DIRECTION	PURPOSE
Capacity utilisation rate	2026	Monthly Data frequency	%	Efficiency
Empty equipment waiting time	2026	Monthly Data frequency	↓ days	Reduction
On-time delivery	2026	Monthly Data frequency	%	Service
Cleaning-maintenance cycle	2026	Monthly Data frequency	↓ days	Speed
Operational emissions intensity	2026	Annual $kgCO_2e$ / operation	↓ intensity	Carbon

2025 OPERATIONAL PERFORMANCE

As operational scale grows, carbon intensity becomes visible

Service volumes are tracked in their respective units; logistics emissions performance is monitored per tkm.



OPERATIONAL VOLUME

66,311
Intermodal trips

9,047
ISO tank operations

69%
Average warehouse occupancy

8,500 TEU
Sea freight operations

63 tonnes
Air cargo

2025 GLEC / ISO 14083

13.38
gCO_2e / tkm
Emissions intensity

3.002 billion
Total tkm activity

40,176.11 tCO_2e
Total logistics emissions

The intensity metric provides a common basis for comparing routes and customer solutions.

PRODUCT PORTFOLIO

One Equipment Type, Multiple Product Families

Product acceptance is planned with consideration for physical and chemical compatibility, previous cargo, cleaning standards and product class.

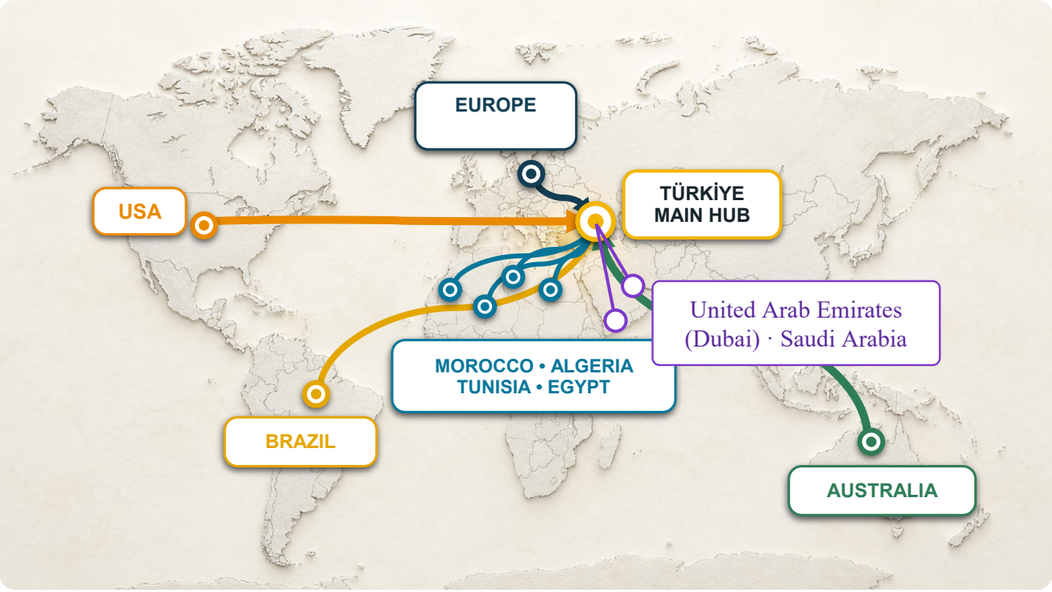
CHEMICALS	Acids	Acetic • phosphoric • propionic	ADR + material compatibility
CHEMICALS	Solvents	Acetone • isopropanol • ethyl acetate	Leak-tightness + documentation
CHEMICALS	Resins & polyols	Epoxy • polyester • polyol • glycol	Temperature + cleaning
CHEMICALS	Oils & waxes	Base oil • paraffin • slack wax	Residue control
FOOD	Vegetable oils	Olive • Sunflower • maize oil	Food-grade cleaning
FOOD	Concentrates	Apple juice • black carrot juice	Hygiene + segregation

Acceptance sequence: product compatibility → tank history → cleaning certificate → customer requirement → loading approval



GLOBAL SERVICE NETWORK

The ISO tank container network reaches 21 countries.



The map provides a schematic view of service network connections.

GEOGRAPHICAL SCOPE OF THE NETWORK

6 SERVICE REGIONS

21 COUNTRIES

- Europe
- North America
- South America
- Middle East
- North Africa
- Oceania

Our Türkiye-based operations reach different markets through our business partners, comprising agents, tank operators, terminals and carriers.

SERVICE REGIONS AND KEY MARKETS

Europe	12 countries	European Union / United Kingdom
North America	1 country	United States of America
South America	1 country	Brazil
Middle East	2 countries	United Arab Emirates (Dubai), Saudi Arabia
North Africa	4 countries	Morocco, Algeria, Tunisia, Egypt
Oceania	1 country	Australia

OPERATIONAL SCALE

ISO tank container operations reach 900–1,000 movements per month.



Import and export flows require physical transport, documentation, border crossings, terminal and site planning to be combined in a single operational order.

1 portal
order • documentation • tank visibility

4 interfaces
road • port • rail • sea

900–1,000
Monthly ISO tank import–export movements

5,000+
Monthly total import–export movements

20%
ISO tank share of monthly movements

THREE CRITICAL CONTROLS

01 **Operational order**
Product, tank, route and time window

02 **Documents & borders**
Documentation, entry-exit and agent coordination

03 **Site & terminal**
Cleaning, warehousing, loading and delivery

PRODUCT INTEGRITY

Product Integrity Is Protected Through a Chain of Evidence.

Supporting every critical control from cleaning to delivery with records provides a common evidence base for safety, regulatory compliance and customer trust.

01

PRODUCT & PREVIOUS CARGO

Compatibility, tank history and loading requirements

02

CLEANING CERTIFICATE

Cleaning record, site inspection and release

03

INDEPENDENT INSPECTION

Third-party supervision and approval where necessary

04

ADR & COMPETENCE

Documentation, driver competence and operational instructions

05

TRANSPORT EVIDENCE

CMR/POD, entry-exit and delivery records

06

MAINTENANCE & TESTING

Periodic testing, repairs and technical compliance

Cleaning → compatibility → competence → transport document → delivery → maintenance/test record

DIGITAL OPERATIONS, TRACEABILITY AND CUSTOMER PORTAL

A visible and traceable process from order to delivery.

Beyond providing information to customers, digital infrastructure supports the integrated monitoring of route, documentation, load factor, energy and emissions data.

01 — **Customer portal**
Order and operational visibility for authorised users

02 — **POD / CMR tracking**
Digital viewing of documents and tracking of closure

03 — **Automatic notifications**
Timely sharing of transactions and updates

04 — **ALEX & SAP integration**
Joint management of operational, fleet, customer and performance data

05 — **Data analytics**
Assessment of routes, traffic, driver behaviour and risks

Digital visibility brings service quality and environmental performance data together in a shared data trail.

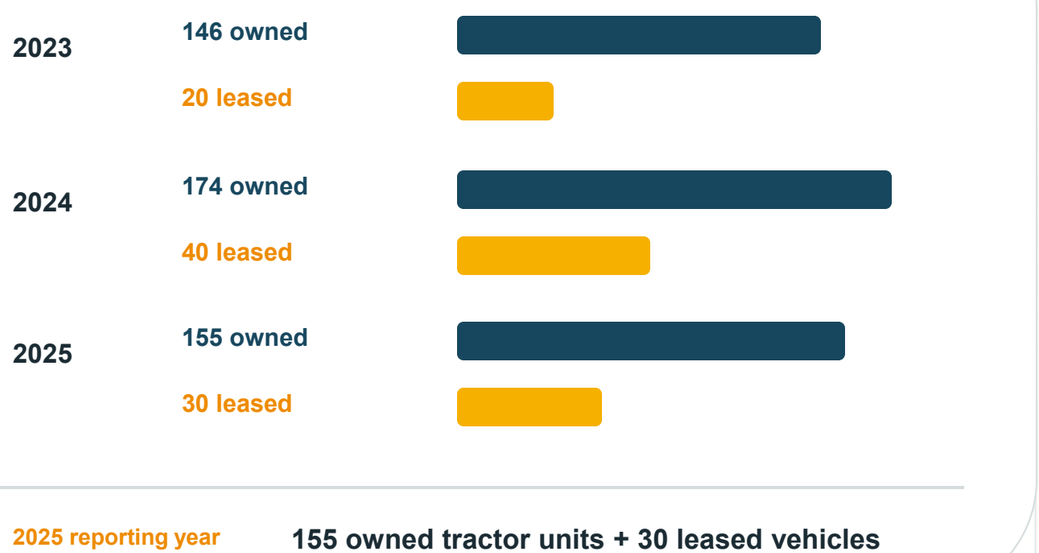


2023–2025 FLEET AND EQUIPMENT DEVELOPMENT

As the motor fleet is rebalanced, intermodal capacity grows

Vehicles and transport equipment are tracked separately to show how capacity is changing.

MOTOR VEHICLE FLEET



2025 reporting year — **155 owned tractor units + 30 leased vehicles**



2023–2025 INTERMODAL EQUIPMENT GROWTH

Intermodal capacity grew across three equipment types.

Growth in the equipment fleet strengthens the operational infrastructure that scales Talay's flexible, low-carbon transport solutions.

ISO TANK CONTAINERS

2023 2025

130 → 207

+59%



+77 units of equipment

LOGISTICS EQUIPMENT

45' SWAP BODIES

2023 2025

208 → 416

+100%



+208 units of equipment

LOGISTICS EQUIPMENT

OWNED 45' CONTAINERS

2023 2025

1,600 → 1,800

+12.5%



+200 units of equipment

LOGISTICS EQUIPMENT

CURRENT FLEET TECHNOLOGY AND EQUIPMENT INVENTORY

Scale, diversity and low-emission transformation.

49	Owned tractor units
165	Leased tractor units
214	Total core fleet

247	ISO tank containers
1,881	45’ containers
516	swap bodies
413	Chassis
376	Curtainsider trailers

2 electric vehicles • Charging infrastructure and renewable energy integration



2025 CUSTOMER PORTFOLIO AND SECTOR DISTRIBUTION

A diversifying customer base, sector-specific solutions.

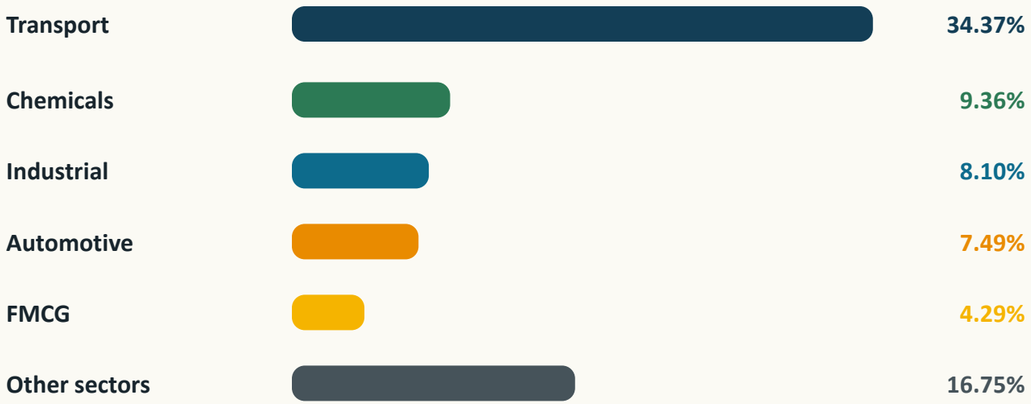
Customer and sector structures are monitored through aggregated indicators while maintaining commercial confidentiality.

2,424
Total customers

66,311
Intermodal operations

34.37%
Transport revenue share

Revenue share by sector





03

SUSTAINABILITY STRATEGY, GOVERNANCE, ETHICS AND COMPLIANCE

Stakeholder engagement, material topics, risks and opportunities, ethical management and compliance approach

GOVERNANCE • ETHICS • RISK & COMPLIANCE

A management model that brings responsibility into decision-making

Sustainability is integrated into corporate decision-making through senior management oversight, functional ownership, ethical principles and measurable targets.

MANAGEMENT SYSTEMS AND CORPORATE ASSURANCE

Commitment becomes certification; certification becomes everyday practice.

The assurance architecture addresses environmental measurement, responsible management and operational competence together.

THREE-LAYER ASSURANCE ARCHITECTURE

01 Measurement and verification

Carbon and water footprints are monitored through defined boundaries, methods and independent verification steps.

02 Management approach

Responsible procurement, social responsibility and supply chain security are embedded through management systems.

03 Operational competence

The Green Logistics Certificate, authorised economic operator status and operating authorisation documents support service reliability.

Certificates are not an end in themselves; they provide a common working basis for process discipline, record quality and continual improvement.

Corporate authorisation documents



ISO 9001



ISO 14001



ISO 45001



ISO 10002



ISO/IEC 27001



AEO

ASSURANCE OF CLIMATE AND WATER DATA

Carbon and water data undergo independent assurance.

Measurement boundaries, the data trail and the verification opinion are parts of the same assurance chain.

01
Define the boundary
Organisational and operational scope

02
Collect the data
Fuel, energy, route and meter records

03
Apply the method
ISO 14064-1 / ISO 14046

04
Verify & report
Independent opinion and areas for improvement

What does it strengthen?

A consistent data boundary provides a reliable basis for comparable indicators, management decisions and stakeholder communication.

What it means for the reader

It demonstrates that the reported impact is not merely a table of results, but a calculation and verification process traceable to its source.

INDEPENDENT VERIFICATION DOCUMENTS


Greenhouse Gas Verification Statement
Sera Gazı Doğrulama Beyanı
TALAY LOJİSTİK A.Ş.
ISO 14064-1:2018

ISO 14064-1:2018


Water Footprint Inventory Verification Statement
Su Ayak İzi Envanteri Doğrulama Beyanı
TALAY LOJİSTİK A.Ş.
ISO 14046:2014

ISO 14046:2014

The 2025 verification file supports methodological assurance of greenhouse gas and water footprint inventories.

RESPONSIBLE BUSINESS PRACTICES AND OPERATIONAL COMPETENCE

Operational responsibility extends beyond a single certificate.

Social responsibility, secure supply chains and public authority authorisations come together within the same control environment.

01 — ISO 20400
Responsible procurement

02 — ISO 26000
Social responsibility

03 — ISO 28001
Supply chain security

04 — Green Logistics
Environmental performance and transport

05 — AEO
Customs security and facilitation

06 — Operating permits
Operations compliant with regulations

This structure establishes a common language of responsibility, from procurement decisions to border crossings and from site safety to environmental performance.

SELECTION FROM THE CERTIFICATE PORTFOLIO



ISO 20400



ISO 26000



ISO 28001





VISION, MISSION AND VALUES

From local values to integrated logistics solutions on a global scale.

Talay aims to create end-to-end value by combining innovative solutions with a sustainable logistics approach.

VISION

To be a global logistics service provider with our local values and end-to-end solutions.

MISSION

Sustainable logistics through innovative solutions.

OUR VALUES

Trust	Solution focus	Responsibility
Innovation	Ethics	Respect for the environment

2026–2031 STRATEGIC PRIORITIES

The roadmap focuses on reducing impact while expanding the network.

Investment, modal shift, renewable energy and digital control advance along the same timeline.

2026 — New capacity in Gebze

A target of 20,000 m² of bonded warehousing and digital archiving in ALEX processes.

26–27 — Expanding the rail network

Increasing train departures for European import and export services and alternative routes in Northern Europe.

27–29 — Renewable energy investment

Expanding solar PV installations on the rooftops of non-bonded warehouses, contract logistics facilities and bonded warehouses.

27–31 — Driver and fleet performance

Using driving data to reduce fuel consumption, empty mileage and fleet emissions.

2031 — Low-carbon integrated network

Scalable transformation through an electric fleet, intermodal services and data-driven customer solutions.



SHARED DIRECTION

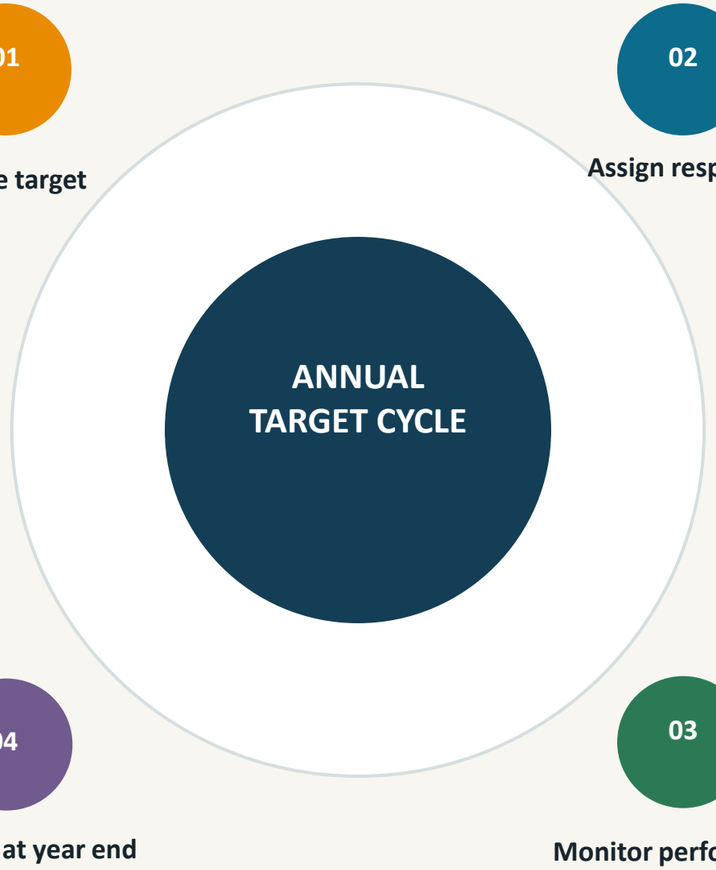
More intermodal options
Lower carbon intensity
More visible operations

MANAGEMENT PERFORMANCE

ESG indicators follow an annual target and review cycle.

Corporate and departmental targets jointly cover sustainability, emissions, OHS, compliance and management systems.

- Sustainability score
- Carbon emissions
- ISO targets

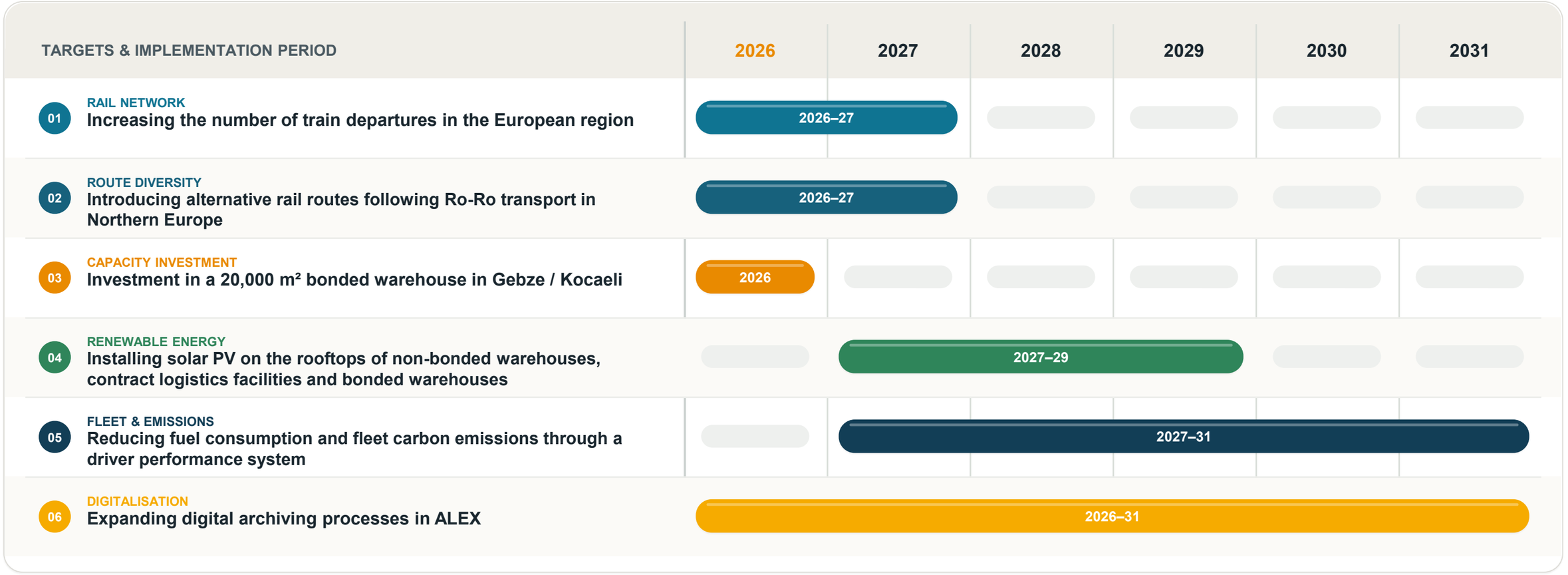


- OHS performance
- Water & waste
- Information security

2026–2031 SUSTAINABILITY TARGETS

The 2026–2031 targets combine growth with low-carbon transformation.

The rail network, new capacity, solar PV investment, fleet performance and digital archiving progress within the same implementation schedule.



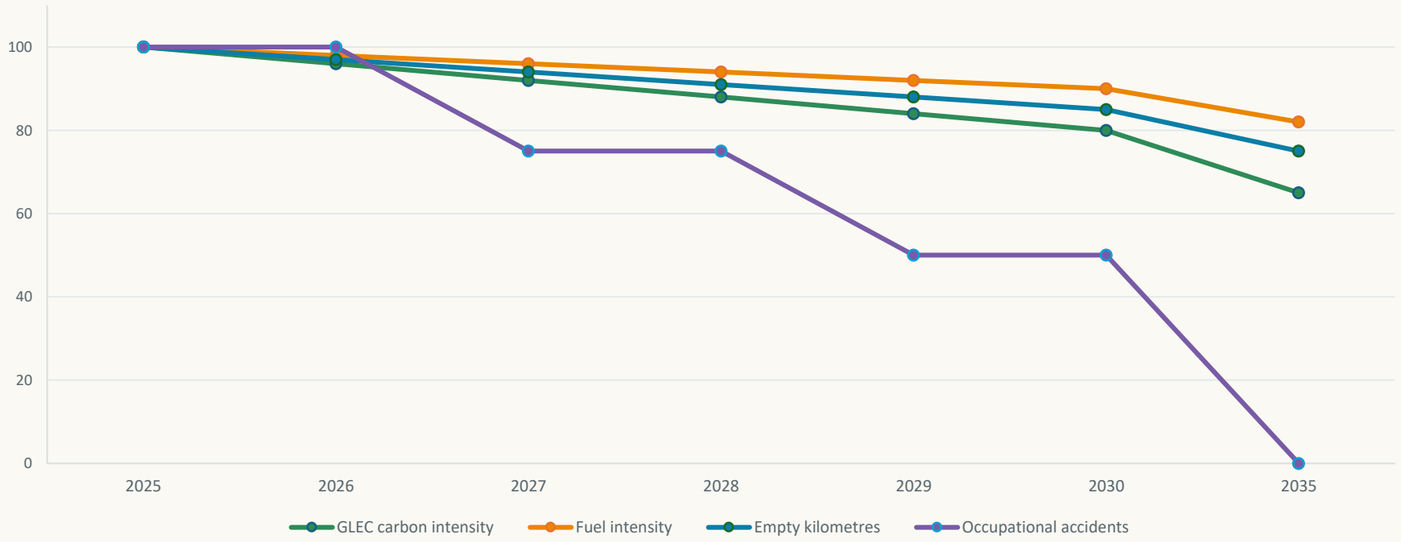
SHARED DIRECTION | Capacity and digital foundations are established in 2026; renewable energy and emissions reduction are scaled up from 2027 onwards.

SUSTAINABILITY TARGETS

From priorities to measurable 2030 commitments.

12 material topics • 27 KPIs • 2026–2030 annual milestones • 2035 transformation vision

REDUCTION PATHWAY | 2025=100 INDEX



2030: carbon intensity −20% • fuel intensity −10% • empty mileage −15% • occupational accidents −50%

2030 MANAGEMENT COMMITMENTS

−20%	GLEC carbon intensity
20%	low-emission owned tractor units
≤2	**occupational accidents • serious consequences: 0**
80%	ESG screening of strategic suppliers
10%	proportion of women drivers
90%	digitalisation of critical processes
0	critical cyber incidents

IMPLEMENTATION HORIZONS

2026
Baseline measurement, ownership and data standard

2027
Scaling up pilots and supplier engagement

2030
Delivering commitments and annual assurance

2035
Low-carbon network, zero serious accidents and a full digital trail

2026 MEASURABLE SUSTAINABILITY TARGETS

We define each target with a figure, an owner and a data system.

Base year performance is managed with a responsible team, monitoring tool and period-end target.

	2025 ACTUAL	2026 TARGET	RESPONSIBILITY
Logistics emissions intensity	13.38	≤ 13.00 gCO_2e/tkm	Sustainability Unit
Fleet carbon intensity	Base year calibration	≤ 0.34 $kgCO_2/km$	Fleet Management
Sustainability score	Assessment cycle	53 EcoVadis target	Sustainability Unit

FROM TARGET TO MANAGEMENT CYCLE

01 Data owner
Record source and responsible team

02 Monthly monitoring
Variance and data quality checks

03 Corrective action
Operational, route and investment decisions

04 Annual assessment
Review of targets, methods and results

OPERATIONAL TARGETS FROM 2025 TO 2026

Growth targets are considered alongside capacity and service quality.

While increasing scale, the targets keep time, load factors and customer experience on the same management agenda.

INDICATOR	2025	2026 TARGET	
Intermodal operations	66,311	56,000	−15.55%
Sea transport operations	8,500 TEU	9,500 TEU	+11.8%
ISO tank container operations	9,047	9,500	+5.0%
Average warehouse occupancy	69%	90%	+21 percentage points
Customer portfolio	2,400	2,500	+4.2%

Volume indicators are not success criteria on their own; they are assessed alongside emissions intensity, safety and service quality.

MANAGEMENT FOCUS

Capacity

Preparing warehouse, equipment and modal options for target volumes.

Efficiency

Monitoring transit time, load factors and empty kilometres alongside growth.

Customer value

More options, visibility and disciplined on-time delivery.

FLEET, EQUIPMENT AND RESOURCE EFFICIENCY

Capacity growth is balanced by plans to cut empty kilometres.

Fleet and equipment targets are monitored together for greater operational flexibility, better load factors and lower impact per unit.

		2025	2026 TARGET
01	Owned tractor units	155	222
02	Leased tractor units	30	165
03	45’ containers	1,800	1,881
04	ISO tank containers	207	247
05	Approximate empty km rate	21%	20%

THREE RULES LINKING CAPACITY TO IMPACT

01 The right equipment

Selecting a tractor unit, container or ISO tank container suited to the load and route.

02 Focus on loaded km

Reducing empty movements through return loads and network planning.

03 Performance data

Linking CAN bus, driver and maintenance data to fuel and emissions decisions.

TRIP-LEVEL CARBON CALCULATION AND CUSTOMER REPORTING

Every trip makes the carbon impact of modal choice visible.

Route, weight and transport mode data are linked to a common calculation chain for total emissions and an all-road comparison.

01 Trip & route

Trip number, customer, origin–destination and mode

02 Activity data

Weight; road, sea and rail km

03 Modal factor

Road 0.121 • Sea 0.012 • Rail 0.016

04 Comparison

Total CO_2e, all-road equivalent and difference

2025 COMPANY-WIDE TRANSPORT FILE

66,311

Intermodal operations

The report brings together route, mode, weight and CO_2e fields at trip level, providing a basis for customer- and corridor-specific analysis.

2026 CUSTOMER-SPECIFIC EXAMPLE — ZER

700
Unique trips

71.3%
Calculated difference relative to all-road transport

27 July 2026
Cut-off date

This rate is a customer example modelled using the ‘all-road equivalent’ field in the source file; its scope is not the same as the corporate GLEC intensity indicator.

Trip-level calculations enable customers to assess alternative routes and modes using a common data language.

SUSTAINABILITY GOVERNANCE

Decisions, data and responsibility come together at the same table.

The governance approach brings target ownership, data quality, risks and actions onto the regular management agenda.

01 — **Management oversight**

Strategic priorities and investment decisions

02 — **Sustainability coordination**

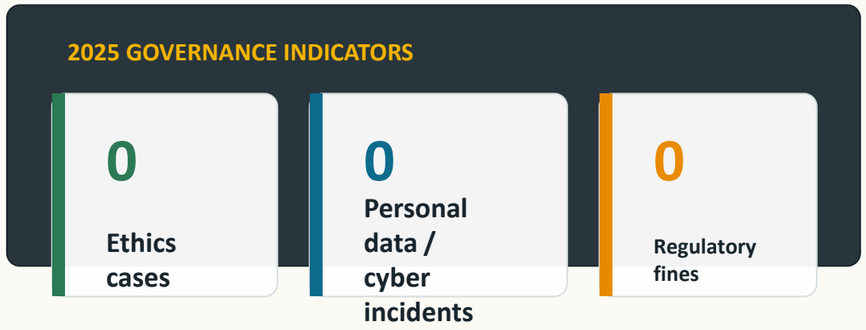
Indicator monitoring, reporting and improvement

03 — **Functional ownership**

Fleet, operations, HR, procurement, risk and IT

04 — **Data trail**

Inventories and supporting records in SAP, ALEX and VEKTÖR





LOW-CARBON TRANSFORMATION

Energy, fleet and modal choice share one transformation plan.

Talay combines renewable energy generation, intermodal transport, driver performance and the transition to electric vehicles in a single reduction approach.

2025 BASELINE

171,235.6
kWh
Rooftop solar PV generation

100
MWh
I-REC certificate

21%
rate
Empty km

2027–2031 FOCUS

- ✓ Expanding solar PV installations on warehouse rooftops
- ✓ Fuel and emissions management using driver and CAN bus data
- ✓ Alternative routes focused on rail and Ro-Ro
- ✓ Scaling up electric vehicles and charging infrastructure

OUR COMMITMENT TO STAKEHOLDERS

More measurable, safer and lower-impact logistics.

We see sustainability not only as a reported outcome, but as a service standard improved every day for our customers, employees and business partners.

01 **More low-carbon options**
Presenting alternative routes and modes with comparable data.

02 **Transparent measurement**
Reporting trip, energy and emissions data using traceable methods.

03 **Safe operations**
Keeping employee, cargo and supply chain safety at the centre of processes.

04 **Digital visibility**
Providing customers with the operational and impact information they need at the point of decision.

OUR DIRECTION IS CLEAR

We direct every kilometre, every mode and every investment decision towards safer, measurable and lower-impact logistics.



STAKEHOLDER ENGAGEMENT

The network aligns expectations on a shared basis of responsibility.

Talay's stakeholder ecosystem encompasses groups that receive, produce and regulate services, and those affected by its operations.

5 MAIN STAKEHOLDER CIRCLES

01 — Internal stakeholders

Employees • management • employees' families • shareholders

02 — Customers & market

Customers • financial institutions • agencies

03 — Operational network

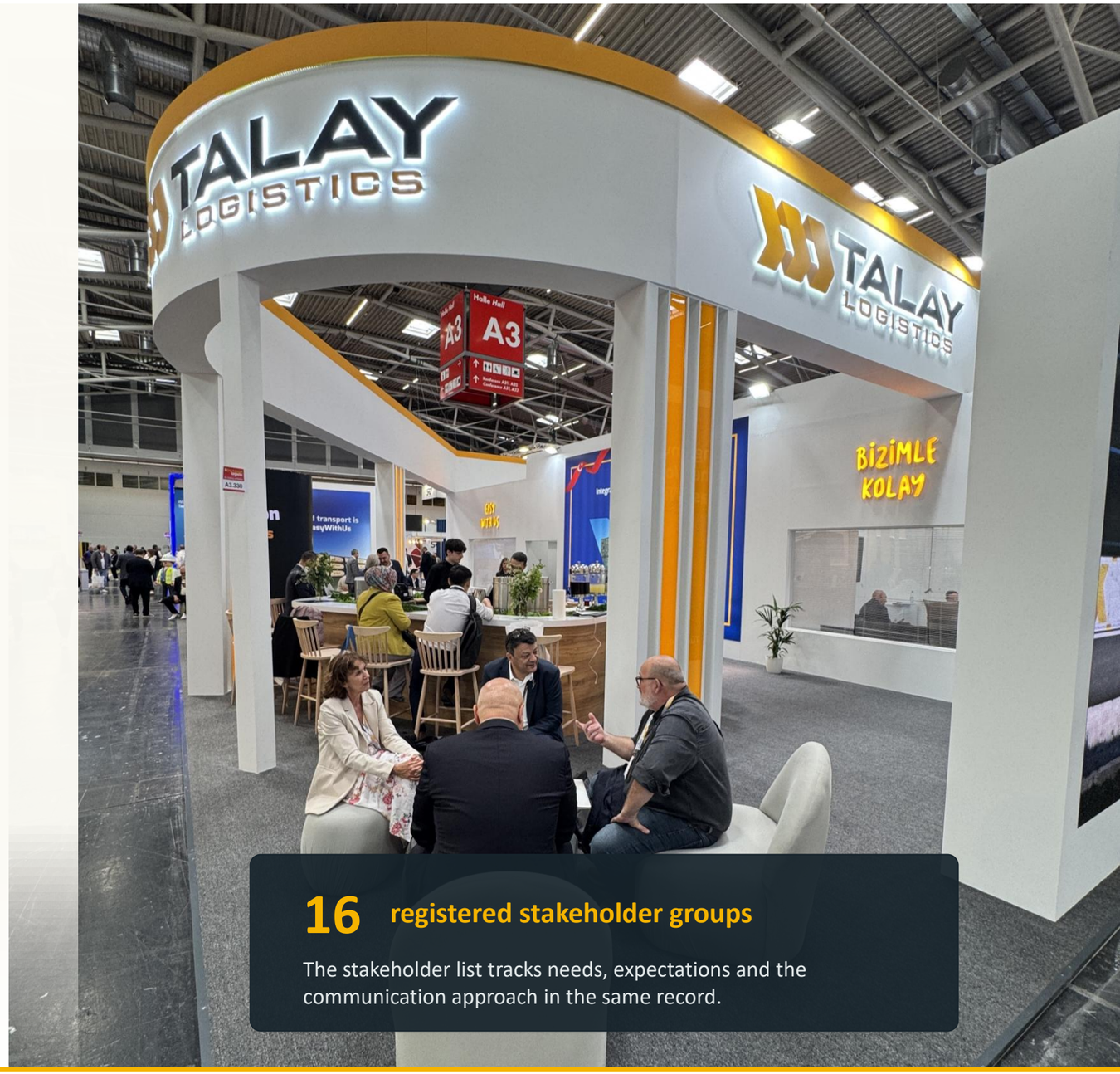
Drivers • agents • suppliers • carriers

04 — Authorities & assurance

Authorities • municipalities • audit organisations

05 — Community & knowledge

Local communities • NGOs • visitors • technical resources



16 registered stakeholder groups

The stakeholder list tracks needs, expectations and the communication approach in the same record.

STAKEHOLDER EXPECTATIONS

The right response starts by listening to stakeholder expectations.

Expectations, the communication approach and the responsible process are defined together for each stakeholder group.

	STAKEHOLDER	KEY EXPECTATION	MANAGEMENT RESPONSE
01	**Customers**	Quality, on-time and damage-free delivery, data security	**Operations coordination • ALEX • ISO 10002**
02	**Employees**	Safe workplace, development, participation and privacy	**HR processes • OHS Committee • training and reporting**
03	**Operational partners**	Predictable business, payment, delivery schedules and contractual discipline	**Contracts • procurement • operations and fleet**
04	**Government & authorities**	Regulatory compliance, transparency and audit evidence	**Registered Electronic Mail (KEP) • official portals • document and record sharing**
05	**Local communities & NGOs**	Environmental protection, safety and community contribution	**Environment/OHS management • community and volunteering communication**

Stakeholder expectations are not static; they are reviewed regularly alongside changes in regulations, market conditions and operations.



COMMUNICATION ARCHITECTURE

The right channel, recorded contact and clear responsibility.

Stakeholder communication takes place through digital, official or face-to-face channels according to the topic, stakeholder and nature of the event.

01 **Digital operations**

ALEX • SAP SF • VEKTÖR • satellite tracking • Teams • portal

02 **Direct communication**

Email • telephone • face-to-face discussion • meeting

03 **Official communication**

Registered Electronic Mail (KEP) • official portals • public authority websites

04 **Engagement & assurance**

Committees • suggestion and reporting boxes • audit reports

Communication records make responsibility, responses and the improvement trail visible.

COMMUNICATION FREQUENCY

Communication follows the rhythm of needs, not the calendar.

Talay's communication plan combines ongoing, periodic and event-based contact mechanisms.

REAL-TIME

Drivers & operations

Satellite tracking and messaging throughout the journey

MONTHLY

Employee participation

Suggestion and reporting boxes at the end of each month

2–3 MONTHS

OHS Committee

According to hazard classification
Every 2 or 3 months

6 MONTHS

Waste management

With licensed companies
Every 6 months and as needed

PERIODIC

Authorities & audit

Certificate renewal, inspection and audit periods

EVENT-BASED

Complaints & emergencies

When an event occurs recording and response

Core principle of communication frequency

Routine matters are managed at defined intervals; operational matters, complaints, safety issues and emergencies are managed when the event occurs. This keeps communication both planned and ready to respond.

FROM FEEDBACK TO IMPROVEMENT

The stakeholder voice becomes a recorded action cycle.

Communication creates value when messages received are assessed and feedback is provided on the outcome.

01

Listen

Requests, suggestions, complaints or reports are received through the relevant channel.

02

Record

A record is created through ALEX, a form, a portal, minutes or official correspondence.

03

Assess

The responsible department determines the impact, urgency and action required.

04

Respond

The stakeholder is informed through the appropriate channel and at the appropriate time.

05

Improve

Recurring issues are translated into a process, training, control or target.

EXAMPLE PRACTICES

Employee report

Monthly check → OHS/Quality assessment

Customer complaint

ALEX record → relevant department action → response

Audit finding

Report → corrective action → closure evidence

2025 MATERIALITY APPROACH

Priorities were determined from a strategy and risk perspective.

In the 2025 reporting period, material topics were identified by senior management; the strategic plan, departmental business plans and SWOT analyses were taken into account.

INPUTS USED

01

Strategic plan

Growth, service, customer and organisational capacity priorities

02

Departmental business plans

Targets for operations, fleet, HR, finance, IT and support functions

03

SWOT & Risk records

Strengths, areas for development, external threats and opportunities

PLAN TO STRENGTHEN MATERIALITY ASSESSMENT

The 2026 cycle deepens management insight with stakeholder input.

The aim is to make the topic list more traceable through impact evidence, stakeholder views and management decisions.

01 Impact universe

Identify actual/potential impacts on operations, the value chain and stakeholders.

02 Stakeholder engagement

Gather the views of employees, customers, drivers, suppliers, public authorities and communities.

03 Impact assessment

Score using the criteria of scale, scope, remediability and likelihood.

04 Management validation

Assess the results alongside strategy, risk, regulations and business plans.

05 Topic approval

Approve the list of material topics, their scope and topic owners.

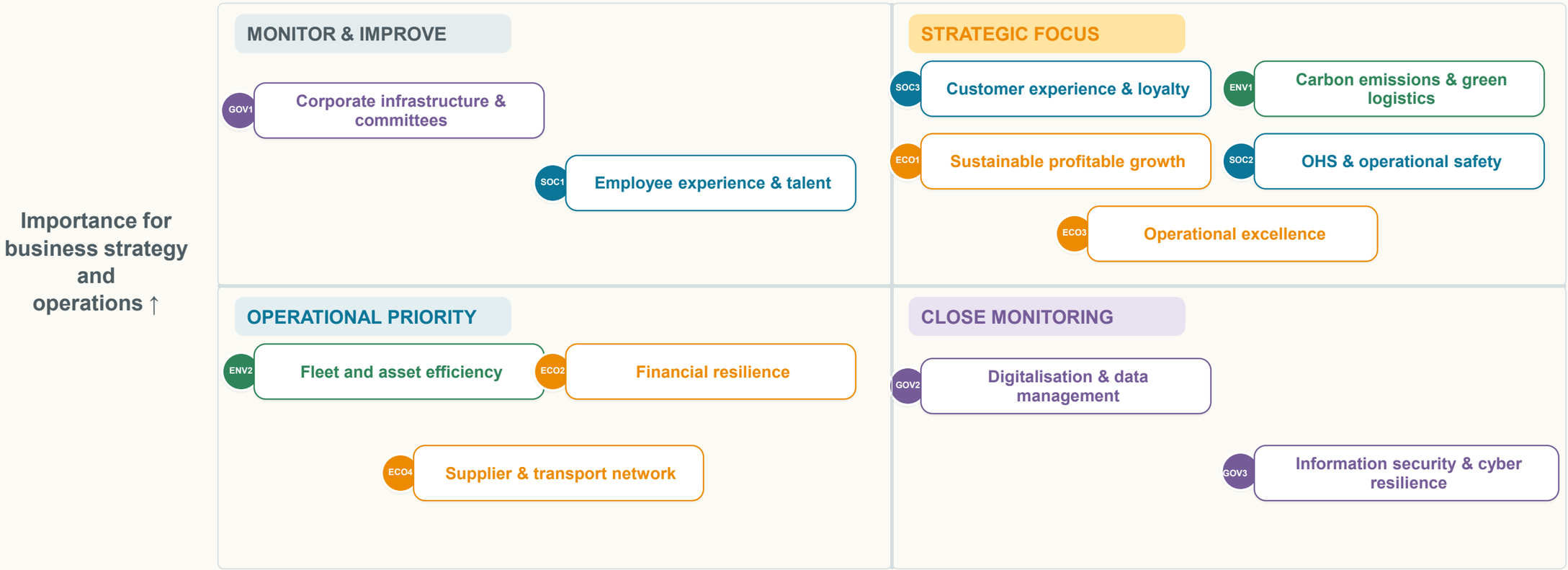
06 Annual review

Update the list when new impacts emerge or stakeholder expectations and data change.

Expected output: impact definition + stakeholder views + scoring rationale + management approval + topic owner + monitoring indicator

MATERIALITY MAP

Management priorities are determined by impact and business significance.



Topic positions are a qualitative synthesis of the presentation's impact–risk–opportunity narrative; they are not numerical survey scores.

2025 MATERIAL SUSTAINABILITY TOPICS

An integrated agenda covers twelve topics in four impact areas.

Material topics are managed together under environmental, social, governance and economic/operational dimensions.

1-ENVIRONMENTAL

01 Carbon emissions & green logistics

02 Fleet and asset efficiency

2-SOCIAL

01 Employee experience & talent

02 OHS & operational safety

03 Customer experience & loyalty

3-GOVERNANCE

01 Corporate infrastructure & committees

02 Digitalisation & data management

03 Information security & cyber resilience

4-ECONOMIC / OPERATIONAL

01 Sustainable profitable growth

02 Financial resilience

03 Operational excellence

04 Supplier & transport network

1-ENVIRONMENTAL AND OPERATIONAL IMPACT–RISK–OPPORTUNITY

Solutions that reduce impact also strengthen service continuity.

Environmental performance and operational reliability are two complementary dimensions of the same risk management approach.

Carbon & green logistics

IMPACT — **Lower emissions per unit and strong customer value**

RISK — Fuel consumption, chemical/waste incidents and regulatory risk

OPPORTUNITY — **Intermodal routes, solar PV, I-REC and trip-level carbon data**

Fleet & resource efficiency

IMPACT — **Better vehicle utilisation, load factors and cost control**

RISK — Breakdowns, waiting, empty km and delivery delays

OPPORTUNITY — **Vehicle tracking, maintenance planning, CAN bus data and alternative routes**

Management principle: reduce risk and turn it into an opportunity for low-carbon, more resilient services.

2-SOCIAL, GOVERNANCE AND DIGITAL RESILIENCE

People, data and the control environment grow stronger together.

Social sustainability is integrated with safe working conditions, talent, data security and accountable management.

Employee experience & talent

IMPACT **Engagement, motivation and institutional memory**

RISK Poor hiring decisions, turnover, loss of motivation and skills

OPPORTUNITY **Induction, performance, training and talent continuity**

OHS & operational safety

IMPACT **Employee health, safe facilities and service continuity**

RISK Occupational and vehicle accidents, equipment damage and security breaches

OPPORTUNITY **Risk monitoring, awareness, fleet and site checks**

Customer privacy

IMPACT **Trust, legal compliance and digital service continuity**

RISK Unauthorised access, improper sharing and reputational damage

OPPORTUNITY **Access control, audit trail, incident management and awareness**

In 2025, there were no ethics complaints, personal data breaches, cybersecurity incidents or regulatory fines.

3-GOVERNANCE IMPACT–RISK–OPPORTUNITY

Strong governance turns data into decisions and risks into actions.

Committees, digital systems and cyber resilience are the foundation of accountable, traceable and uninterrupted management infrastructure.

Corporate infrastructure & committees

IMPACT
Accountability, clear responsibility and decision-making discipline

RISK
Gaps in authority, fragmented monitoring and delayed management action

OPPORTUNITY
Committee structure, assignment of responsibilities, decision records and regular reporting

Digitalisation & data management

IMPACT
A single data source, rapid decisions and reliable performance monitoring

RISK
Manual errors, data inconsistency and system integration interruptions

OPPORTUNITY
SAP, ALEX, CRM and WMS integration; automated control and reporting

Information security & cyber resilience

IMPACT
Customer data, digital trust and operational continuity

RISK
Cyberattack, unauthorised access, data loss and service interruption

OPPORTUNITY
ISO 27001, access control, backups, incident management and training

Governance principle: responsibility, data integrity and cybersecurity are managed within a single control environment.

4-ECONOMIC / OPERATIONAL IMPACT–RISK–OPPORTUNITY

Resilient growth comes from strong operations and value chains.

Profitable growth is managed alongside financial discipline, accurate shipments, efficient processes and a flexible supplier–transport network.

Sustainable profitable growth

IMPACT **Investment capacity, employment and long-term stakeholder value**

RISK Cost increases, margin pressure and resource constraints

OPPORTUNITY **Low-carbon services, customer diversification and efficiency-led growth**

Financial resilience

IMPACT **Strong cash position, payment discipline and business continuity**

RISK Delayed collections, exchange rate volatility and margin pressure

OPPORTUNITY **Accurate pricing, receivables tracking, scenario analysis and system control**

Operational excellence

IMPACT **Accurate shipments, traceability, quality and customer satisfaction**

RISK Incorrect loading, product damage, delays and operational costs

OPPORTUNITY **Checkpoints, cut-off management, process standards and digital tracking**

Supplier & transport network

IMPACT **Route flexibility, competitive quotations and service continuity**

RISK Single-source dependency, subcontracted carrier delays, cost increases

OPPORTUNITY **Alternative suppliers, agents, countries and routes**

Economic principle: margins, service quality, supply flexibility and capacity for low-carbon solutions are maintained together.

MATERIAL TOPIC MANAGEMENT CYCLE

Material topics have clear owners and measurable targets.

Each material topic is linked to the same management cycle through its impact, risk, target, responsibility and performance indicator.

01 — **Topic owner**

Authority, responsibility and data source

02 — **Impact & risk**

Actual/potential impact, risk and opportunity

03 — **Target & action**

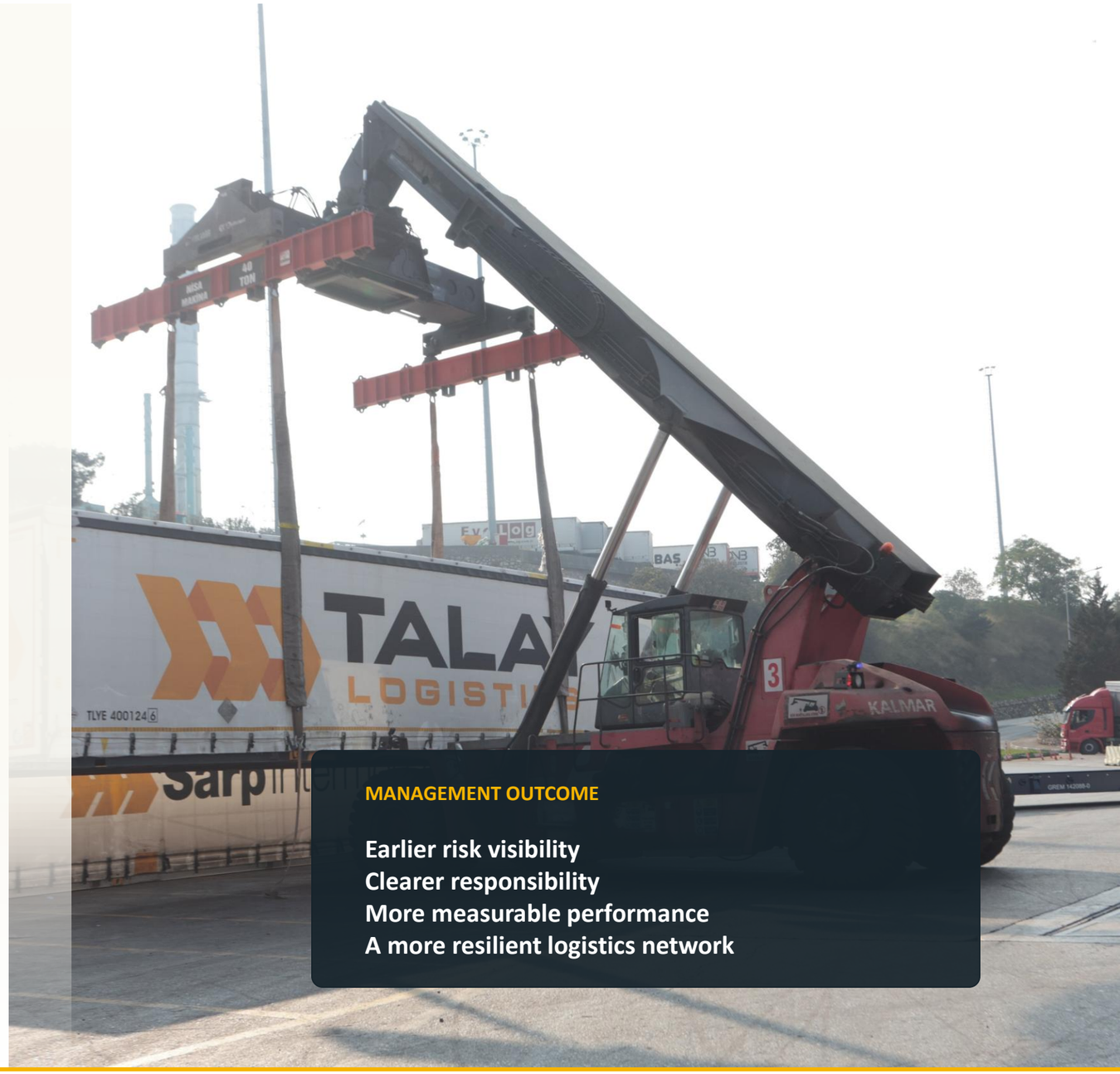
Period target, project and control

04 — **Indicator**

Outcome, intensity, frequency or quality metric

05 — **Review**

Variance, stakeholder feedback and new decisions



MANAGEMENT OUTCOME

Earlier risk visibility
Clearer responsibility
More measurable performance
A more resilient logistics network

MANAGEMENT APPROACH

Each material topic follows a measured, reviewed management cycle.

Risk prevention, impact mitigation and the pursuit of opportunities are addressed within the same process.

01

Define its impact

Identify actual and potential environmental, social and economic impacts.

02

Assess the risk

Consider severity, likelihood, regulatory requirements and service continuity together.

03

Implement the action

The process owner carries out control, project, training or improvement activities.

04

Monitor performance

Track the outcome through targets, KPIs, records and evidence.

05

Review

Update the decision in light of variances, stakeholder feedback and changing conditions.

Shared basis for management

Waste and resource management stand out for the environment; loading, dispatch and vehicle tracking for operations; OHS, training and engagement for people; and information security, internal control and documentation for governance.

SUSTAINABLE DEVELOPMENT GOALS

Talay's impact is directly linked to six Global Goals.

Mapping was based on the tangible link between activities, impact areas and management practices.

07

Affordable and Clean Energy

Rooftop solar PV, I-REC and preparation for electric tractor units

08

Decent Work and Economic Growth

OHS, employee development and sustainable profitable growth

09

Industry, Innovation and Infrastructure

Intermodal network, digitalisation and resilient logistics infrastructure

12

Responsible Consumption and Production

Resource efficiency, waste segregation and supply chain management

13

Climate Action

Carbon measurement, low-carbon transport and fleet efficiency

17

Partnerships for the Goals

Partnerships with customers, carriers, agents, suppliers and public authorities

The SDG link shows how Talay's material topics align with the global sustainability agenda.

SUSTAINABILITY GOVERNANCE

The committee turns targets into cross-functional shared responsibility.

The Sustainability Committee monitors environmental, social and governance performance, develops projects and reports to the Board of Directors.

KEY DUTIES

01 **Updating strategy and priorities**

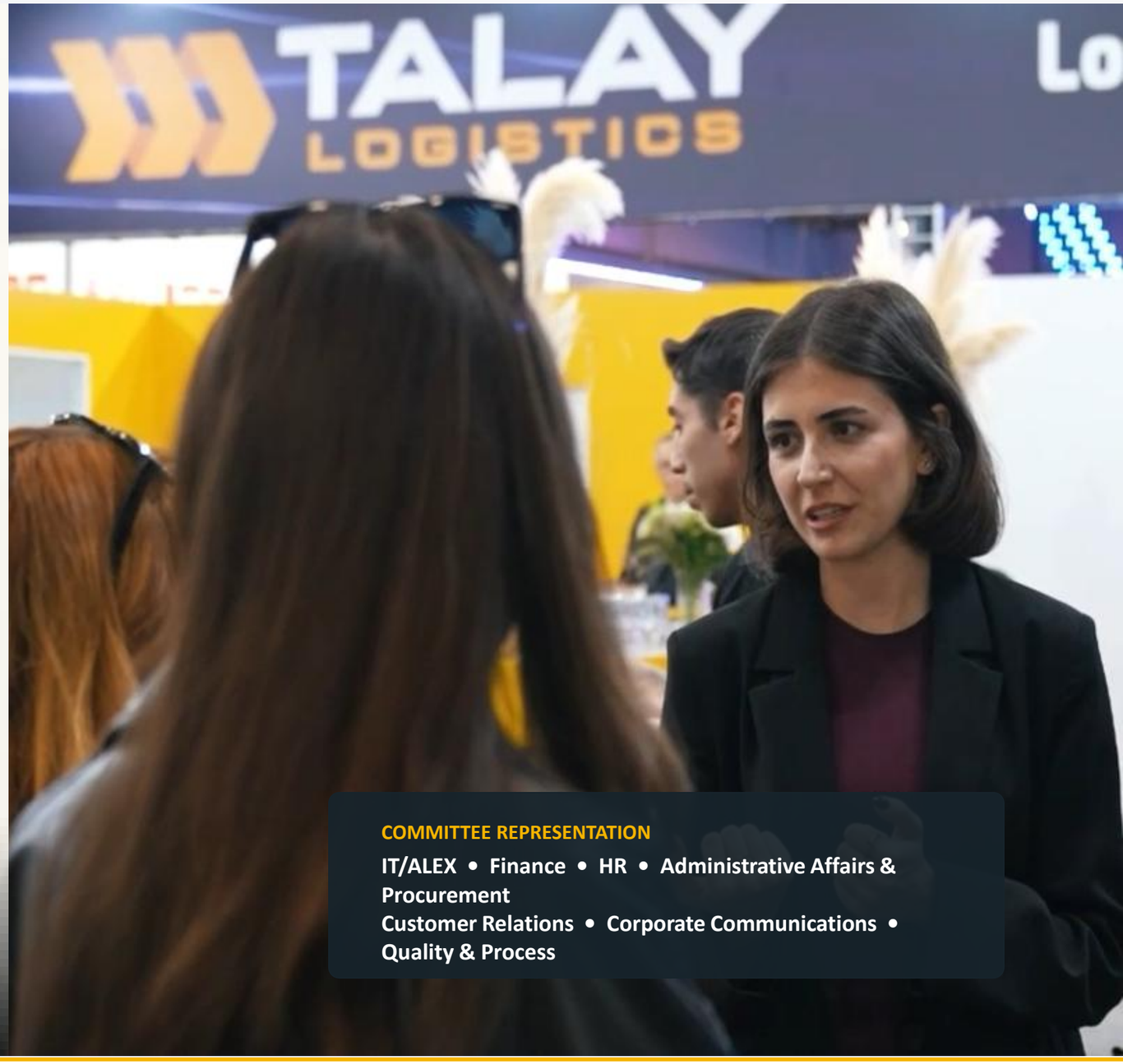
02 **Monitoring energy, carbon, waste and diversity indicators**

03 **Assessing stakeholder analyses and feedback**

04 **Developing and reporting improvement projects**

At least 2 meetings per year

Committee reports are submitted to the Board of Directors.



COMMITTEE REPRESENTATION

IT/ALEX • Finance • HR • Administrative Affairs & Procurement
Customer Relations • Corporate Communications • Quality & Process

SUSTAINABILITY RESPONSIBILITY

Responsibility extends from management oversight to process owners.

Management sets the direction; the Sustainability Unit coordinates the agenda; functional owners take responsibility for delivering targets and managing risks, data and actions.

MANAGEMENT OVERSIGHT

CEO and senior management; policy, priority and resource decisions

COORDINATION

The Sustainability Unit collects indicators and brings topics to the shared agenda

IMPLEMENTATION

HR, finance, communications, procurement, customer relations, quality and digital teams

GOVERNANCE PRINCIPLE

The target owner is clear; data and actions are incorporated into the relevant function's day-to-day decisions.

ENTERPRISE RISK MANAGEMENT

ESG risks are not a separate list; they form part of the enterprise risk system.

Environmental, people, process and information security risks are monitored within their respective management systems; shared impacts are brought together on the committee agenda.

01 **ENVIRONMENT**

ISO 14001 environmental aspects and risk analysis

02 **PEOPLE & OHS**

ISO 45001 risk analysis, OHS Committee and site safety

03 **PROCESS**

ISO 9001 process risk–opportunity forms

04 **INFORMATION SECURITY**

ISO 27001 asset and risk analyses

Shared monitoring areas: energy, carbon, waste, diversity, business continuity and compliance.

CORPORATE GOVERNANCE

Strategy, management and implementation follow a three-tier structure.

Each level has a different decision-making responsibility; information and results are conveyed to management through the same line.

01

BOARD OF DIRECTORS

Represents the company; sets key policies and strategic targets; approves the budget and resources; oversees regulatory and ethical compliance.

02

CEO & SENIOR MANAGEMENT

Communicates strategic direction throughout the organisation; ensures coordination between commercial, operational, financial, audit and development functions.

03

EXECUTIVE BOARD

Assesses KPIs and performance, investment and resource allocation, budgets and cash flow, committee reports, the voice of the customer and commercial risks.

The decision-making line flows downwards; performance, risk and stakeholder feedback flow upwards.

SENIOR MANAGEMENT STRUCTURE

Growth, operations, control and corporate development are managed together.

The structure ensures that commercial decisions are balanced with operational capacity, financial discipline, audit and stakeholder communication.

COMMERCIAL GROWTH

Murat Boğ
CCO

Semih Sert
Director of Corporate Communications

OPERATIONS & SERVICE

Yiğit Altiparmak
General Manager

Ömer Çağlar
Deputy GM, Contract Logistics & Business Development

CEO

ONUR TALAY

Direction and coordination

CONTROL & FINANCIAL DISCIPLINE

Özgür Dondurmacı
General Manager, Audit

Murat Burak Keskin
Deputy GM, Financial Affairs

STRATEGIC DEVELOPMENT

Mustafa Kukul
Director of Strategic Planning and Business Development

CORPORATE GOVERNANCE • ESG INTEGRATION

Sustainability Unit Organisational Chart

A responsibility and reporting model extending from senior management oversight to functional work areas



SUSTAINABILITY LINK

The ESG agenda connects decision-making with implementation.

Each topic is assessed on the relevant board's or management's agenda and translated into action by the responsible functions.

	TOPIC	DECISIONS / COORDINATION	IMPLEMENTATION OUTCOME
01	Strategic targets & KPIs	Executive Board	Performance and resource decisions
02	ESG risks	Committee reports + Executive Board	Priority controls and actions
03	Carbon, green logistics & digitalisation	Operations + Fleet + IT + Finance + Commercial	Cross-functional transformation projects
04	Stakeholder expectations & voice of the customer	Executive Board	Service and reporting response
05	Legal compliance & ethics	Board of Directors oversight	Policy, audit and corrective action

The sustainability link shows that sustainability is a shared concern of the management system and day-to-day business decisions, rather than a project belonging to a single department.

DELEGATION OF AUTHORITY AND ESCALATION

Authority flows down, while results and risks return to management.

Sustainability, climate, OHS and ethics matters are monitored through a defined line of responsibility.

01

BOARD OF DIRECTORS

Oversight, policy and key strategic decisions

02

CEO & EXECUTIVE BOARD

Assessment of priorities, resources, performance and risks

03

SUSTAINABILITY COMMITTEE

Coordinates indicators, stakeholder feedback and projects

04

PROCESS OWNERS

Actions by HR, environmental management, OHS, finance, IT, procurement, communications and operations

AUTHORITY

The responsible function carries out control, project, training and improvement activities.

REPORTING

Targets, KPIs, records and evidence are brought onto the agendas of the committee and senior management.

ESCALATION

Critical risks, non-compliance or serious ethics issues are communicated to senior management without delay.

The responsibility structure aligns authority and accountability.

REMUNERATION AND SUSTAINABILITY

Remuneration management takes company and individual performance into account; the link to sustainability is disclosed only to the extent supported by evidence.

- ✓ **Grading system and pay bands**
- ✓ **Annual pay review**
- ✓ **Company performance and market conditions**
- ✓ **Inflation and individual performance**
- ✓ **Target and competency assessments**
- ✓ **HR recommendation and management approval**



PREVENTING CONFLICTS OF INTEREST

Early disclosure of conflicts of interest safeguards impartial decisions.

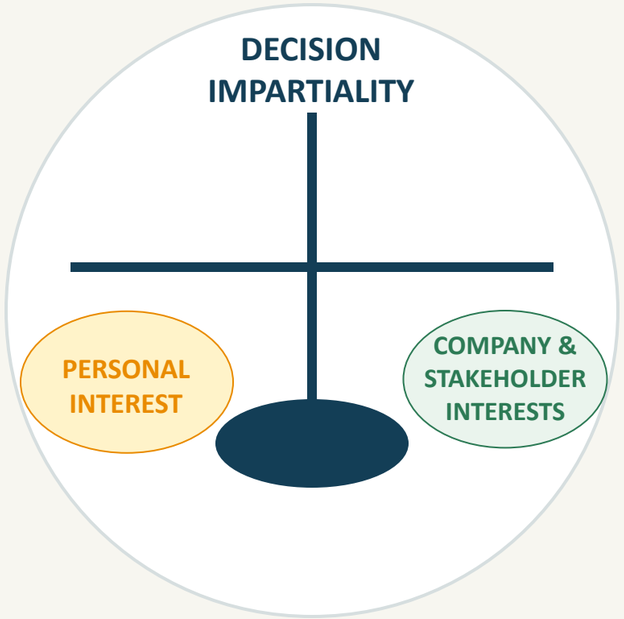
The Ethical Principles and Business Ethics Policy and the Corporate Social Responsibility Policy define common boundaries for employees and managers.

POLICY EXPECTATION

Managers and employees are expected to avoid situations that could create conflicts between their personal interests and those of the company and its stakeholders in business decisions.

PURPOSE OF DISCLOSURE

To make the relationship visible before a decision is taken; to protect impartiality and stakeholder trust.



EXAMPLES OF RISK SITUATIONS

01 **Taking on other work or duties that would interfere with company responsibilities**

02 **Giving acquaintances an unfair advantage in recruitment**

03 **Being an unofficial owner or partner of a company providing services to Talay**

ZERO TOLERANCE

Bribery, corruption, fraud, money laundering, anti-competitive practices and all forms of misconduct are prohibited.

ETHICS REPORTING MECHANISM

Reports are assessed confidentially and lead to action where necessary.

Employees may submit written or verbal reports through Human Resources, employee representatives, department managers, the reporting form and on-site reporting boxes.

01

REPORT

Use a written or verbal channel

02

KEEP CONFIDENTIAL

Information is kept confidential among authorised parties

03

ASSESS

Boxes are checked monthly by the relevant representatives

04

TAKE ACTION

Corrective action and disciplinary proceedings are initiated for serious matters

CONFIDENTIALITY ASSURANCE

The full name and workplace / job title fields on the reporting form are not mandatory.

INVESTIGATING ETHICS INCIDENTS

Reports are resolved through impartial assessment and corrective action.

Harassment, discrimination, bribery or other non-compliance is addressed under the same principles of confidentiality and discipline.

01

RECEIVE THE REPORT

A record is created through a written or verbal channel.

02

MAINTAIN CONFIDENTIALITY

Information is shared only among authorised parties.

03

CONDUCT A PRELIMINARY ASSESSMENT

HR, the employee representative or the relevant manager examines the matter.

04

INVESTIGATE & DECIDE

In serious cases, senior management and the disciplinary mechanism become involved.

05

MONITOR ACTION

HR follows up on corrective action and decisions.

ACCESSIBILITY OF ETHICAL RULES

Ethical principles are made visible through digital access and regular communications.

Employee access to current policies and procedures is the first prerequisite for an ethical culture to be reflected in everyday decisions.

01

SAP SUCCESSFACTORS

Employee access to current policies and procedures

02

E-MAIL

Notifying employees of new publications and revisions

03

ALEX

Moving documents to a shared access platform

THE VALUE OF ACCESS

Easy access to current rules is a preventive control against the risks of non-compliance, bribery, discrimination and conflicts of interest.

CONFIDENTIAL REPORTING CHANNELS

Ethical concerns can be raised securely through multiple channels.

The reporting mechanism should be open and inclusive, allowing access for drivers, subcontractors and suppliers as well as employees.

WHO CAN USE IT?

01 Employees

02 Drivers

03 Subcontractors

04 Suppliers

REPORTING CHANNELS

Human Resources	Written or verbal reporting
Employee representative / manager	Confidential referral to HR
FRM.01.05.04 Reporting Form	Full name and job title fields are not mandatory
On-site reporting boxes	Monthly confidential checks involving multiple parties

CONFIDENTIALITY PRINCIPLE

Reported matters are kept confidential among authorised parties; serious complaints lead to corrective action and disciplinary proceedings.

REGULATORY COMPLIANCE

No significant fines or lawsuits in 2025.

The compliance outcome provides reliable reporting evidence when supported by periodic legal, financial, quality and operational records.

RECORDS SUPPORTING THE DECLARATION

- Legal dispute and litigation records
- Administrative fine / sanction records
- Audit and non-conformity records
- Management declaration and period-end control

2025

SIGNIFICANT ADMINISTRATIVE FINE LAWSUIT • SANCTION • NON-COMPLIANCE

0



ANTI-CORRUPTION

Policy and annual training reinforce zero tolerance among employees.

Bribery and corruption risk is managed through codes of conduct, awareness training, reporting and incident monitoring.

01

POLICY

The Ethical Principles and Business Ethics Policy and the Corporate Social Responsibility Policy prohibit bribery, corruption, fraud and misconduct.

02

TRAINING

Anti-bribery and anti-corruption training is offered to employees through the E-Nokta portal as part of the annual training plan.

03

REPORTING

Employees can raise ethical concerns through HR, a representative, a manager, the reporting form or reporting boxes.

04

INVESTIGATION

Corrective action and the Disciplinary Procedure are applied where necessary; outcomes are expected to be monitored through records.

FAIR COMPETITION

There were no competition law violations or unfair competition lawsuits in 2025.

The fair competition approach is supported by policies, training and litigation/incident records, beyond a statement of outcomes.

2025

COMPETITION LAW VIOLATION OR UNFAIR COMPETITION LAWSUIT

0

POLICY	**Ethical and CSR principles prohibiting anti-competitive practices**
TRAINING	**Competition law awareness for sales, procurement and management**
RECORDS	**Periodic review of legal files, investigation and litigation records**

PERSONAL DATA MANAGEMENT

The KVKK framework maintains breach, complaint and training records.

The processing, storage, transfer, security and destruction of personal data are managed through policy and the data inventory.

EXISTING MANAGEMENT FRAMEWORK

- ✓ Personal data policy
- ✓ General Data Inventory
- ✓ Privacy notices
- ✓ Explicit consent and request forms
- ✓ Destruction records and undertakings
- ✓ E-mail confidentiality and cookie policies

2025 REPORTING STATUS

Personal data breach	0
Data subject complaint	0
Specific GDPR scope	

Credible disclosure demonstrates not only the existence of policies but also data subject requests, breach records and training coverage.

CYBERSECURITY AND AWARENESS

Cyber risk is managed through both technology controls and human awareness.

The ISO 27001 approach addresses threats, information assets, access, patch management and critical service continuity within the same control framework.

Phishing & social engineering	Testing, awareness, induction and two-factor authentication
Unauthorised access & data loss	Access control, firewall and penetration testing
DLP, patches & data egress	24/7 monitoring, USB/URL filtering and WSUS patch management
Critical service outage	Business Continuity Plan, fault records and initial actions

2025 TRAINING PLAN: ISO 27001 • 59 min | Data protection • 40 min

BUSINESS CONTINUITY

Time targets, initial actions and review arrangements are defined for critical processes.

The plan defines critical processes and the information technology services supporting them, and guides the initial response to disruption.

MTPD	Maximum acceptable downtime
RTO	Target downtime for the critical process
RPO	Acceptable data loss period

REVIEW

Critical processes and plans are evaluated at least once a year at management review meetings.

SCENARIO COVERAGE

Disaster scenario: covered by the plan
Cyberattack scenario: covered by the plan
Supply disruption: Supported by risk assessments

UP-TO-DATE POLICIES

Core policies are up to date; a procurement policy is in place.

Policy scope, approval, revision dates and regular review mechanisms determine the reliability of implementation.

POLICY

01	Quality • Environment • OHS • Information Security
02	Ethical Principles and Business Ethics
03	Personal Data Protection
04	Corporate Social Responsibility / Human Rights

Policies take effect upon senior management approval; they are embedded in daily business processes through access, training and evidence of implementation.

GOVERNANCE AND COMPLIANCE INDICATORS

Zero incidents across five indicators

0	0	0	0	0
Ethics complaints	Penalties for ethical misconduct	Cybersecurity / personal data incidents	Penalties for regulatory non-compliance	Local environmental penalties

ASSURANCE CHAIN FOR ZERO OUTCOMES

Accessible reporting channel → Incident / complaint record → Periodic review → Management approval

04

SUSTAINABLE LOGISTICS AND ECONOMIC VALUE

Low-impact service model, operational efficiency, investments, local procurement and stakeholder value

EFFICIENCY • INVESTMENT • SHARED VALUE

A logistics model where movement meets economic value

Talay Logistics transforms its multimodal transport capacity into economic value through efficiency, local procurement, employment and long-term infrastructure investments.

TAX GOVERNANCE

The statutory calendar, SAP and digital checks track tax compliance.

The Finance Procedure manages tax payments as part of the broader financial control and record integrity framework.



RESPONSIBILITY

Deputy General Manager for Financial Affairs and Finance Director

TAX ACCRUAL

Accounting forwards the tax accrual slip

PAYMENT

Payment is made within the statutory deadline

RECORDING

SAP entry and sharing of payment receipts

RECONCILIATION

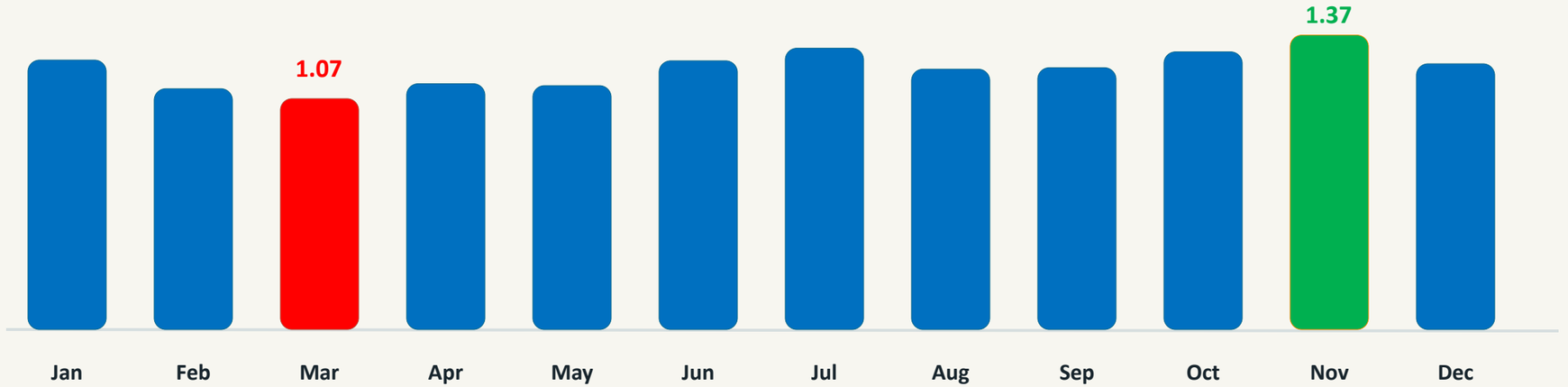
Online checks in ALEX following VAT processing

TRACEABILITY

The tax accrual, payment, SAP entry, payment receipt and reconciliation steps create an audit trail linking compliance with the statutory calendar and financial control.

MONTHLY INCENTIVE INCOME

The amount remained within the TRY 1.07–1.37 million range throughout the year.



12-month total: TRY 14,585,636.70

TRY 1.215 million

monthly average

November

highest month
TRY 1,367,098.21

March

lowest month
TRY 1,072,223.09

FINANCIAL ASSISTANCE RECEIVED FROM GOVERNMENT

2025 incentive income of TRY 14.59 million

TRY 14,585,636.70

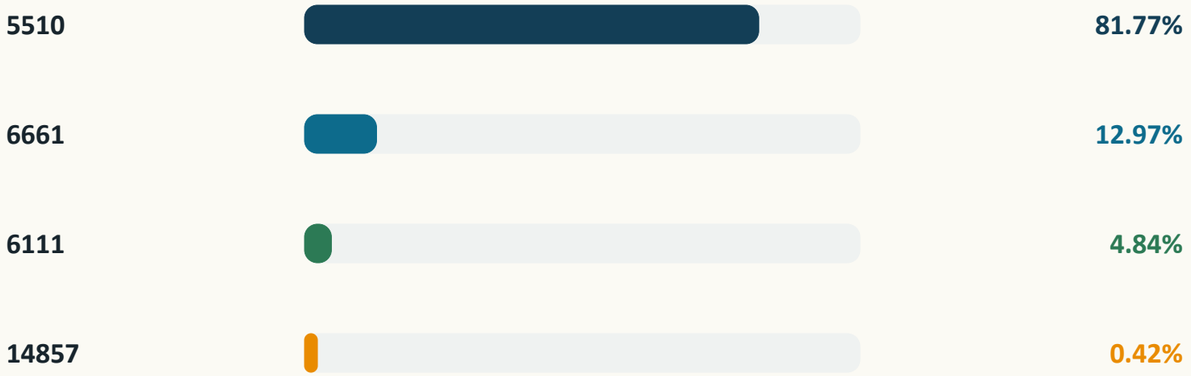
2025 total incentive income

81.77%

Share of incentive no. 5510 in total incentive income

TRY 11,926,980.02

INCENTIVE BREAKDOWN



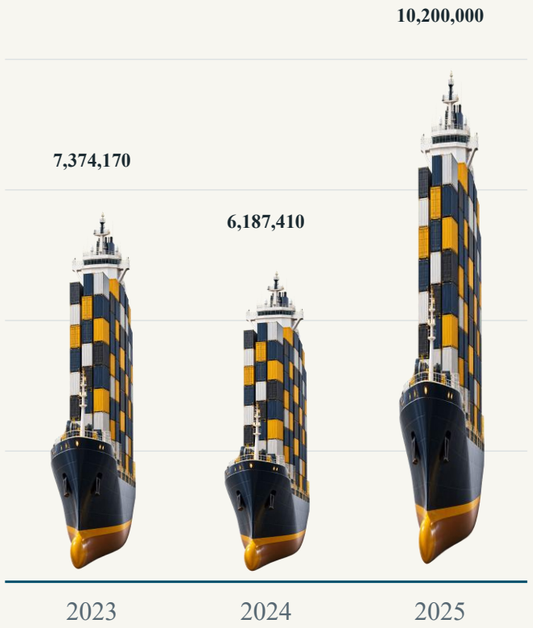
ECONOMIC PERFORMANCE BY TRANSPORT MODE

Revenue trends by transport mode

2023–2025 comparison (€) • Each chart has its own scale.

SEA TRANSPORT

2023–2025 +38.3%



ISOTANK

2023–2025 −14.3%



INTERMODAL OPERATIONS

2023–2025 +38.1%



05

CLIMATE, ENERGY, CARBON AND ENVIRONMENTAL PERFORMANCE

Integrated management of energy, emissions, water, waste and natural resource impacts

REDUCTION • RENEWABLE ENERGY • CIRCULARITY

From measurement to transformation for low-carbon logistics

Energy and emissions data are addressed alongside solar PV, I-REC, intermodal solutions, resource efficiency and environmental risk management.

CLIMATE RISKS

Climate risk affects resource availability, facility operations and service continuity.

Environmental and operational impacts are visible in the current risk assessment.

01

Physical resilience

The impact of fire, leaks, extreme weather and environmental emergencies on facilities and operations

02

Transition risk

The need to comply with regulations, customer expectations, and energy and carbon performance requirements

03

Resource pressure

Cost and disruption risk in energy and water consumption, wastewater, waste and hazardous material management

RISK CONTROLS

Control measures reduce the severity of environmental risks

The scores in the source form show the risk profile both before and after controls are applied.

RISK AREA	INITIAL SCORE	AFTER CONTROLS	KEY CONTROL
Chemical leak	32	16	Floor sealing, inspections and leak response training
Fire / environmental emergency	32	16	Fire equipment, annual emergency drills and an emergency action plan
Hazardous waste and chemical storage	16	8	Controlled area, separate collection and licensed disposal
Electricity / natural resource consumption	4	2	Regular consumption monitoring and improvement data

The scores summarise the company's current environmental aspect risk assessment for this report.

CLIMATE OPPORTUNITIES

Risk management creates low-carbon, resilient logistics opportunities.

Talay's existing practices provide a concrete starting point for strengthening its measurement infrastructure.

01	Energy & carbon	Consumption monitoring, solar PV, I-REC and quantification of transport emissions	**Measurable reductions and customer value**
02	Water & wastewater	Consumption records, a new treatment plant and a water-saving approach	**Resource efficiency and compliance**
03	Waste & circularity	Separation at source, recovery and licensed disposal	**Reducing pollution risk and resource loss**
04	Emergency preparedness	Fire drills, leak response training and isolated areas	**Stronger operational resilience**
05	Environmental management	Annual risk updates and control records based on ISO 14001	**Systematic improvement and audit evidence**

GREEN + DIGITAL TRANSFORMATION

Lower carbon starts with more visible operations.

When physical transformation and data infrastructure develop together, environmental benefits become measurable and manageable.

01 **Modal shift**

Greater use of sea and rail instead of road transport

02 **Clean energy**

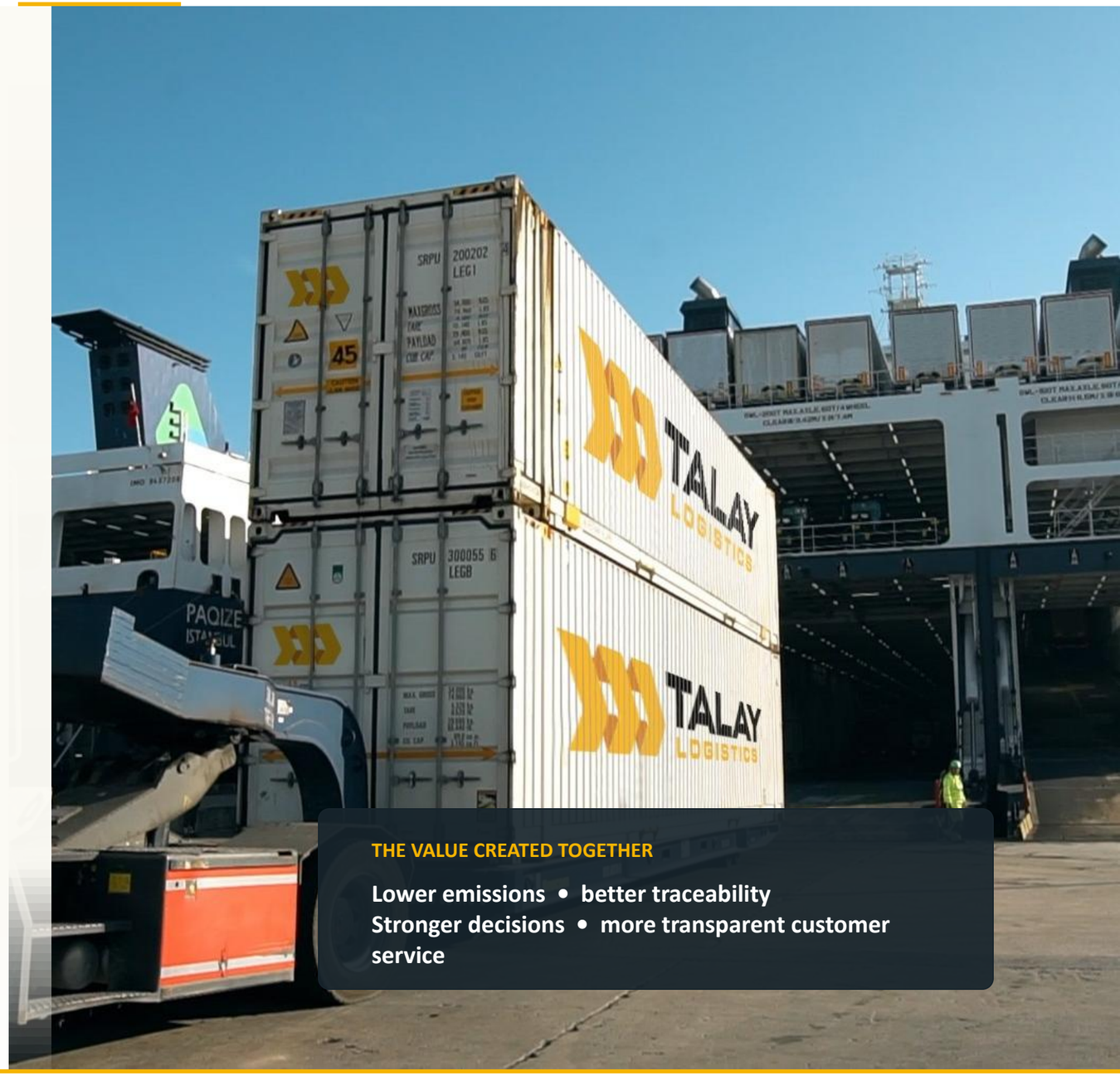
Büyükçekmece rooftop solar PV and preparations for electric tractor units

03 **Digital backbone**

Visibility through ALEX, SAP, VEKTÖR, CAN bus and operational records

04 **Customer evidence**

Shipment-based emissions calculation and annual carbon reporting



THE VALUE CREATED TOGETHER

Lower emissions • better traceability
Stronger decisions • more transparent customer service

LOW-CARBON CUSTOMER SOLUTION

The intermodal model transforms transport services into measurable carbon value.

Talay offers an alternative to an all-road scenario by combining road, rail and sea transport on the same route.

ROAD TRANSPORT — First/last mile

RAIL TRANSPORT — Low emissions over long distances

SEA TRANSPORT — High capacity and route flexibility



OUTPUT PROVIDED TO THE CUSTOMER

CO_2e calculation by route and mode
All-road comparison
Emissions saved

SELECTED CUSTOMER EMISSIONS REPORTS

Intermodal transport saved 918.1 tonnes CO_2e across 508 shipments.

Four customer reports were compared against an all-road scenario for the same shipments.

4	508	260.9 t	1,179.0 t	918.1 t	77.9%
customer reports	shipments	intermodal CO_2e	all-road CO_2e	avoided CO_2e	reduction rate

CUSTOMER	SHIPMENTS	INTERMODAL CO_2e	ALL-ROAD	AVOIDED CO_2e	REDUCTION
Cellofoam Ses Yalıtım	38	19.520 t	29.046 t	9.526 t	32.8%
Mefa Endüstri	6	1.345 t	5.937 t	4.592 t	77.3%
Erkon Döküm	18	41.036 t	172.535 t	131.500 t	76.2%
Organik Kimya	446	199.004 t	971.499 t	772.496 t	79.5%

CUSTOMER CARBON REPORTING

By route and transport mode, each shipment becomes a traceable carbon record.

Reporting helps customers understand their supply chain emissions and compare them with an all-road alternative.

01 — Transport data

Route, weight, shipment and mode information

02 — Distance breakdown

Road, rail and sea kilometres

03 — Calculation by mode

CO_2e calculation for each transport component

04 — Counterfactual scenario

All-road emissions for the same transport

05 — Customer output

Total emissions and CO_2e saved

It makes the emissions from the transport service, the all-road comparison and the difference between the two scenarios visible. The logistics service thus provides data for the customer's sustainability and supply chain transparency work.

MONITORING ENVIRONMENTAL IMPACTS

We measure our impact to protect our future.

We monitor our environmental performance using greenhouse gas, noise and biodiversity indicators.

MONITORING PRIORITIES

GREENHOUSE GAS

The 2024 ISO 14064 inventory has been completed.
The 2025 GLEC calculation has been carried out.

NOISE

There is no night work. There are no noise complaints.
Noise measurement records are available.

BIODIVERSITY

There is no proximity to protected or sensitive areas.

ELECTRICITY AND RENEWABLE ENERGY

Rooftop solar PV generated the equivalent of 58.3% of electricity demand.

In 2025, rooftop generation reached 171.2 MWh.

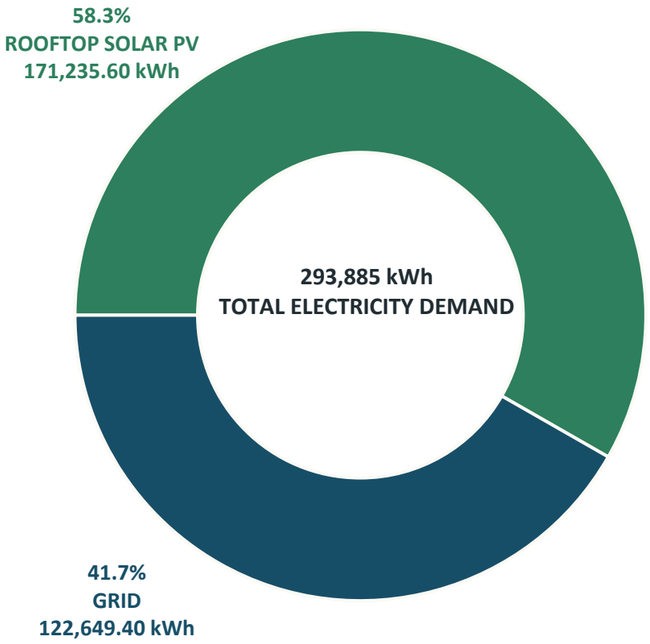
293.9 MWh	171.2 MWh	100 MWh
total electricity demand	rooftop solar PV generation	I-REC certificate

171,235.6 kWh ÷ 293,885 kWh = 58.27%

RENEWABLE ELECTRICITY AND LAND

Rooftop solar PV met 58.3% of 2025 electricity demand.

Renewable generation, I-REC use and permits are managed separately from building certification.



100 MWh

2025 I-REC certificate

The renewable nature of the electricity has been documented; solar PV generation and I-REC use have been tracked separately.

Permit exemption letters

Letters confirming exemption from environmental permit requirements for the Büyükçekmece headquarters and Gebze warehouse are on file.



The International Tracking Standard Foundation
Founders of I-REC

This Redemption Statement has been produced for

TALAY LOJİSTİK ANONİM ŞİRKETİ

by

RONESANS ELEKTRIK ENERJI TOPTAN SATIS A.S.

confirming the Redemption of

100.000000

I-REC Certificates, representing 100.000000 MWh of electricity generated from renewable sources

This Statement relates to electricity consumption located at or in

TÜRKOBA MAH. KAYALAR CAD. SARP INTERMODAL NO: 10 İÇ KAPI NO: 1 BÜYÜKÇEKMECE/İSTANBUL
Turkey

in respect of the reporting period

2025-01-01 to 2025-12-31

The stated Redemption Purpose is

Scope 2 Reporting

2025 I-REC certificate

There are no recorded environmental complaints for the 2025 period; the relevant records have been monitored periodically.

ISO 14046 WATER FOOTPRINT

Our water footprint was verified in accordance with ISO 14046.

It covers the activities of the Büyükçekmece Headquarters for the 2025 period; inventory results were independently verified by QSI.

1,879.63
m³/year • blue water footprint

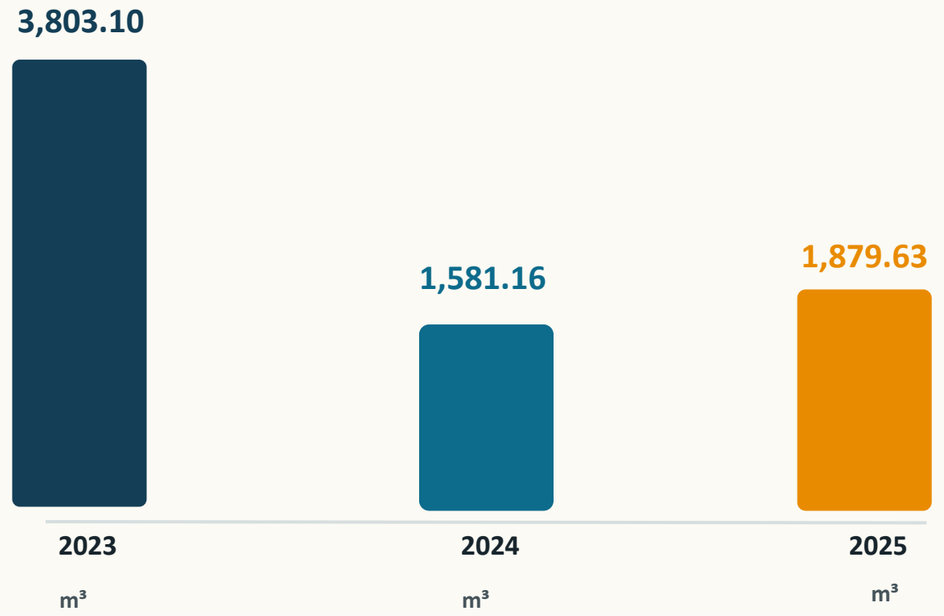
414.76 m³
net water consumption

11.391
m³/person·year water intensity

1,879.63 m³ withdrawal – 1,464.87 m³ discharge = 414.76 m³
2025 water mass balance

INDEPENDENT VERIFICATION
QSI • Reasonable level of assurance • Reporting period: 1 January–31 December 2025

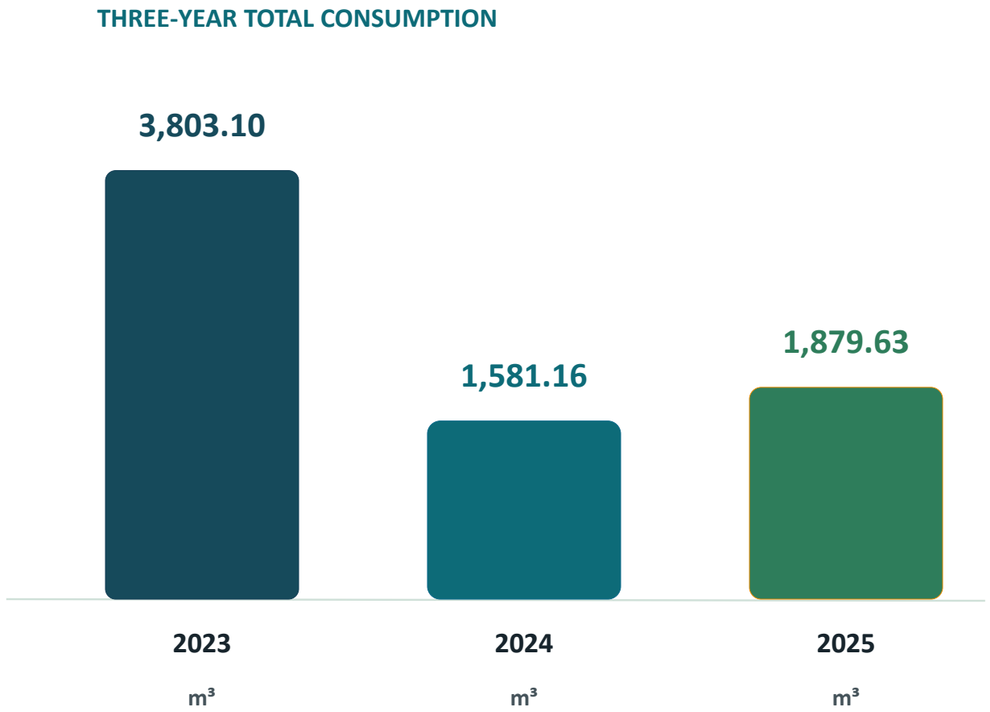
THREE-YEAR TOTAL CONSUMPTION (m³)



WATER MANAGEMENT

2025 water consumption of 1,879.63 m³

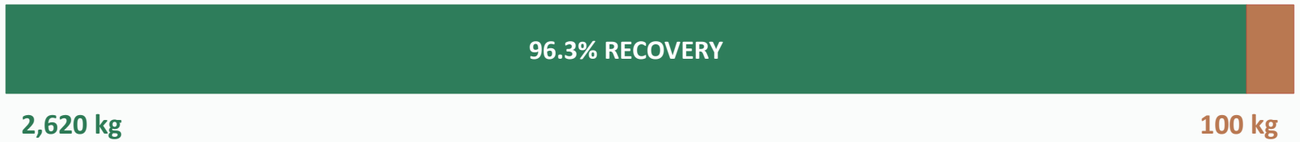
According to the ISO 14046 Water Footprint Inventory Report, water consumption at our Büyükçekmece location was 1,879.63 m³.



WASTE AND RECOVERY

In 2025, 96.3% of waste was directed to recovery

Of a total of 2,720 kg of waste, 2,620 kg was included in the recovery stream. The disposal method and waste code for the remaining 100 kg are retained in the evidence chain.



2,720 kg	2,620 kg	96.3%
2025 total waste	recovered	recovery rate

CORPORATE CARBON FOOTPRINT

The 2024 inventory shows where carbon impact is concentrated.

The ISO 14064-1 inventory and 2025 GLEC transport performance are monitored within different scopes and methodological boundaries.

24

67,260.04 tCO_2e

2024 location-based total emissions
Reasonable-assurance QSI verification

S2

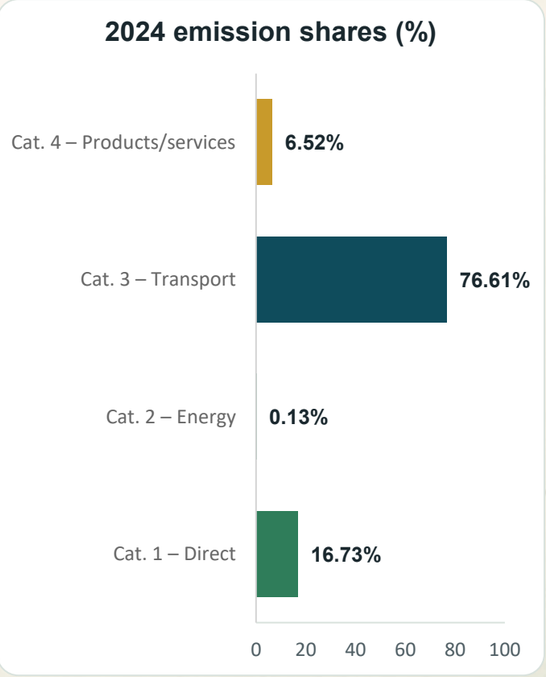
90.34 → 46.94 tCO_2e

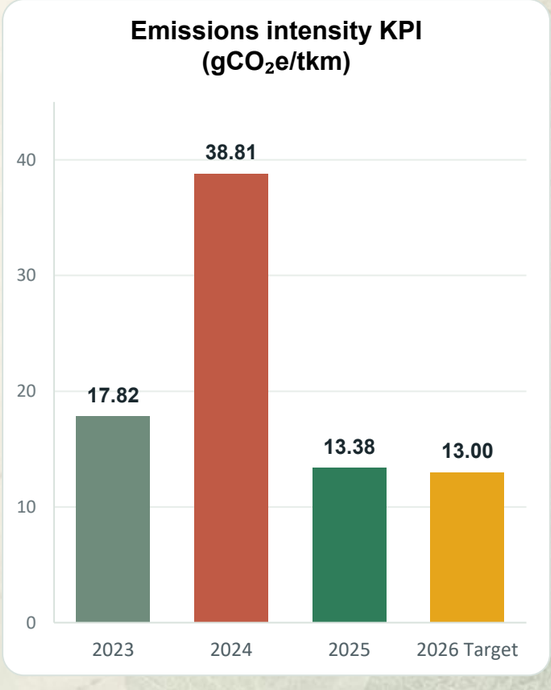
Scope 2 electricity: location / market
Market-based difference: 43.40 tCO_2e

25

13.38 gCO_2e/tkm

2025 GLEC: 3.002 billion tkm
40,176 tCO_2e transport and hub emissions





2025 GLEC / ISO 14083

Carbon intensity makes transport activity visible on a common scale.

A total of 40,176.11 tCO_2e was calculated for 3.002 billion tkm of logistics activity during 1 January–31 December 2025.

3.002 billion	40,176.11	13.38
tkm logistics activity	tCO_2e total logistics emissions	gCO_2e / tkm intensity

39,125.37 tCO_2e transport + 1,050.74 tCO_2e hubs

Total 40,176.11 tCO_2e • 2025 GLEC result

WHY DOES INTENSITY MATTER?

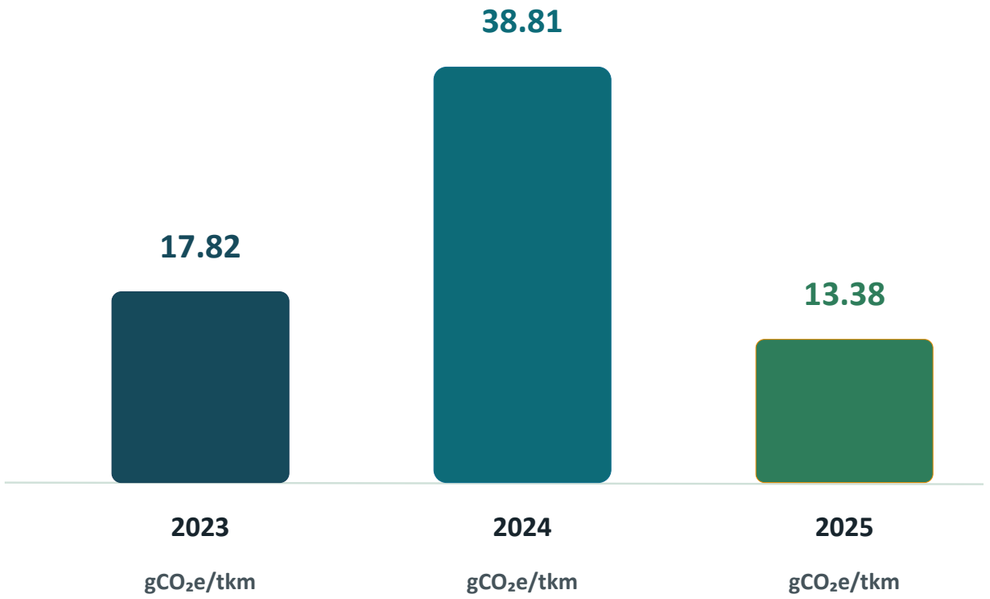
It links absolute emissions to the freight transported and distance travelled. Comparisons must maintain the same scope, DAF approach, factor version and data quality.



EMISSIONS INTENSITY

2025 GLEC intensity: 13.38 gCO_2e/tkm

INTENSITY IN THE SOURCE SERIES



13.00

2026 intensity target

2025: 13.38

Target difference: –2.8%

ABSOLUTE TOTALS

2024 ISO 14064 inventory: 67,260.04 tCO_2e;
2025 GLEC service result: 40,176.11 tCO_2e.

BALANCE BY MODE

Maritime transport handled 76.9% of activity with 50.6% of emissions.

Transport activity and the emissions burden are not distributed equally across modes. Hub operations also accounted for a further 2.6% of total emissions.

ROAD
14.2 | 28.0
activity | emissions (%)



RAIL
9.0 | 18.7
activity | emissions (%)



MARITIME
76.9 | 50.6
activity | emissions (%)





COMPLIANCE WITH ENVIRONMENTAL LEGISLATION

There were no environmental fines, sanctions or non-compliances in 2025.

0

2025 ENVIRONMENTAL FINES AND SANCTIONS

COMPANY STATEMENT

PERIODIC RECORDS SUPPORTING THE STATEMENT

01 Environmental permits and exemption letters

02 Audit and non-compliance records

03 Local community and customer complaint records

04 Fine/sanction records and management statement

06

OUR EMPLOYEES, HUMAN RIGHTS, OHS AND ROAD SAFETY

Fair working conditions, inclusion, competence development and safe operations

PEOPLE • EQUALITY • SAFE WORK

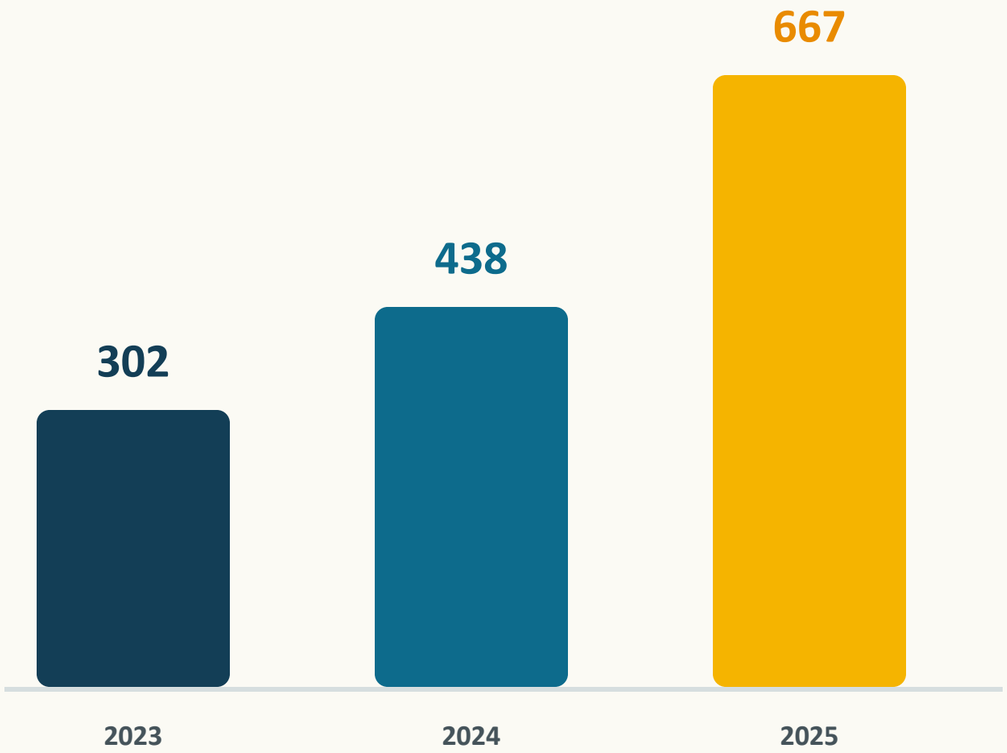
An approach combining a people focus with on-site safety

Employee wellbeing and human rights are supported through training, participation, diversity, a preventive OHS culture and road safety practices.

SCALE OF EMPLOYMENT

The number of employees reached 667 in 2025.

TOTAL NUMBER OF EMPLOYEES



2025 GENDER DISTRIBUTION

157
FEMALE EMPLOYEES
23.5%

510
MALE EMPLOYEES
76.5%



No new-hire or turnover data are available; no unverified figures are reported.

FEMALE EMPLOYMENT AND DEVELOPMENT

As employment grew, the number of female employees increased by 42.7%.

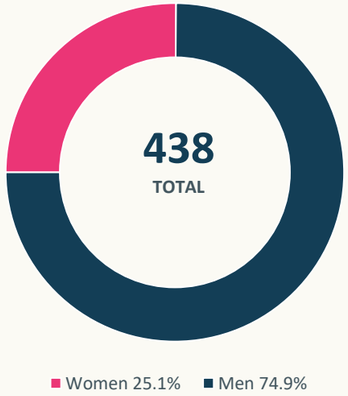
2024–2025 comparison | The number of female employees rose from 110 to 157

2024–2025 EMPLOYEE PROFILE COMPARISON

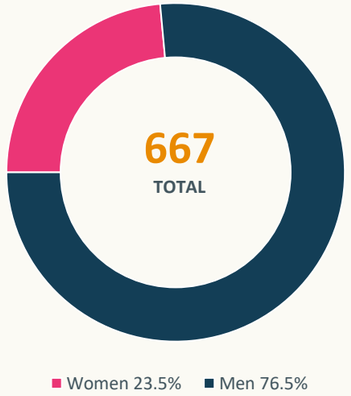
TOTAL EMPLOYEES	WHITE-COLLAR	BLUE-COLLAR	WOMEN	MEN
2024 438 → 2025 667	2024 244 → 2025 346	2024 194 → 2025 321	2024 110 → 2025 157	2024 328 → 2025 510
▲ +229 | +52.3%	▲ +102 | +41.8%	▲ +127 | +65.5%	▲ +47 | +42.7%	▲ +182 | +55.5%

CHANGE IN GENDER DISTRIBUTION

2024 | 438 employees



2025 | 667 employees



ABSOLUTE INCREASE IN FEMALE EMPLOYMENT

The number of female employees rose from 110 to 157, representing growth of 42.7% and a net increase of 47 employees.

FEMALE EMPLOYMENT AND DEVELOPMENT

One female driver is a first step towards broader equal representation.

The 2025 annual training programmes systematically support drivers' operational safety and other employees' professional competencies.

1

FEMALE DRIVER

TRAINING COVERAGE

OHS • quality • induction • dangerous goods • behaviour-based safety (BBS) • environment • personal data protection • personal development



EQUALITY AND INCLUSION

Equality is defined, with emphasis on pay ratios and non-discrimination.

Employees with disabilities are assigned a support person and receive annual training support.

PAY EQUITY

PRINCIPLE	There is no discrimination between female and male employees.
MEASUREMENT	For GRI 405-2, the ratios of women's to men's basic salaries and total remuneration at the same job levels are calculated.
INCIDENT RECORD	The absence of discrimination, harassment or workplace bullying incidents is supported by the annual incident record.

EMPLOYEES WITH DISABILITIES

3

EMPLOYEES WITH DISABILITIES

01 Assignment of an OHS support person

02 Participation in the annual training plan

03 Monitoring on the OHS Committee agenda

FAIR PAY AND WORKING HOURS

A procedure governs pay, while the employee time and attendance system (PDKS) tracks shifts and overtime.

Above-minimum-wage pay, benefits and working-hours controls are addressed within the same employee experience framework.

01

PAY MANAGEMENT

The pay management procedure provides the corporate basis for the approach to positions, the market and internal practices.

02

SOCIAL SUPPORT

Health insurance, a meal card, gift vouchers and sales bonuses complete the benefits package.

03

TIME AND ATTENDANCE MONITORING

Shifts, overtime and working hours are recorded through the employee time and attendance system (PDKS).

EMPLOYEE EXPERIENCE

Benefits are defined.

BENEFITS PROVIDED TO FULL-TIME EMPLOYEES

01

HEALTH

Supplementary health insurance

02

MEALS

Ticket meal card

03

RECOGNITION

Birthday gift vouchers

04

PERFORMANCE

Sales bonuses

TRAINING AND COMPETENCE DEVELOPMENT

Training extends from safe driving to ethics and digital awareness.

The annual programme systematically supports the operational safety and professional competencies of driver, field and office teams.

667

TRAINING ATTENDANCES

Reported participation in driver training: 100%

Annual plan:

- 48 hours of training are provided per driver.
- 38 hours of training are provided per white-collar employee.
- 25 hours of training are provided per blue-collar employee.

OVERALL TRAINING COVERAGE

OHS • quality • induction • safe and economical driving • ADR/DGSA • BBS • environment • ISO/IEC 27001 • personal development

PREVENTIVE OHS CULTURE

Training, participation and personal protective equipment form the same preventive safety chain.

Committee meetings are held regularly.

12

HOURS

GENERAL • HEALTH • TECHNICAL OHS TRAINING

01

TRAINING

All employees have received training, and sample evidence is available.

02

PARTICIPATION

The OHS Committee meets regularly.

03

PPE

PPE is issued on recruitment; the maintenance and replacement process is monitored.

PERFORMANCE AND HUMAN RIGHTS

Individual performance management will roll out company-wide in 2027.

Human rights policies are in place, and the risks of child labour and forced labour are covered by supplier assessments.

PERFORMANCE MANAGEMENT

20

SALES EMPLOYEES UNDER INDIVIDUAL PERFORMANCE MONITORING

Targets and results are managed through the ALEX system.

2027

The extension of individual performance management to other departments is planned.

HUMAN RIGHTS FRAMEWORK

01 **Corporate Social Responsibility Policy**

02 **Ethical Principles and Business Ethics Policy**

03 **Human Resources Policy and HR Handbook**



The policy → risk assessment → supplier control → corrective action chain forms the basis of human rights due diligence.

HUMAN RIGHTS AND OHS MANAGEMENT

Human rights risks are managed through supplier controls, and OHS through ISO 45001.

01 IDENTIFY THE RISK

02 ASSESS THE SUPPLIER

03 MONITOR NON-COMPLIANCE

ISO 45001

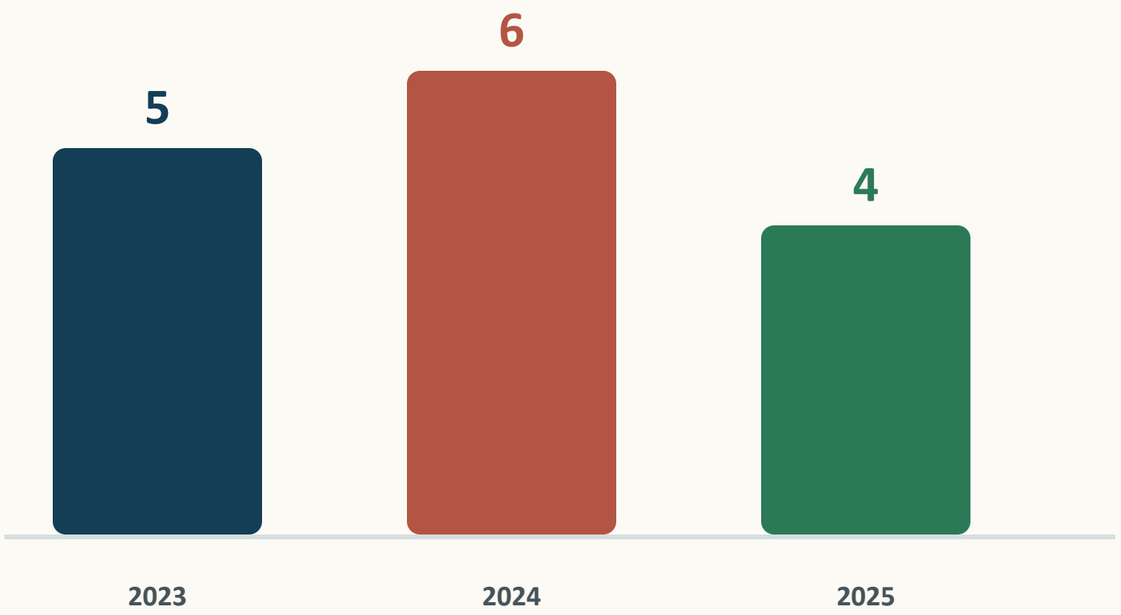
CERTIFICATION SCOPE

Intermodal • air • maritime • ISO tank containers • foreign trade • customs • HR • sales • insurance • finance • process development • administrative activities

OCCUPATIONAL HEALTH AND SAFETY PERFORMANCE

The number of occupational accidents fell to 4 in 2025; there were no lost days or fatal accidents.

ANNUAL NUMBER OF OCCUPATIONAL ACCIDENTS



33%

COMPARED WITH 2024 REDUCTION IN THE NUMBER OF ACCIDENTS

From 6 accidents to 4

0

LOST DAYS COMPANY STATEMENT

0

FATAL ACCIDENTS COMPANY STATEMENT

DIGITAL DRIVING AND HEALTH SURVEILLANCE

The VEKTÖR system provides a shared view of driving behaviour and working and rest periods.

Health surveillance is complemented by pre-employment medical examinations and periodic screening in early 2026.

01

SPEED & BEHAVIOUR

Speed violations, harsh braking, rapid acceleration and idling data are monitored in real time.

02

WORK & REST

Drivers' working and rest periods are monitored through VEKTÖR.

03

HEALTH SURVEILLANCE

Pre-employment medical examinations are mandatory; periodic screening was conducted for all personnel.

TELEMATICS

Driving behaviour + time management

HEALTH

Pre-employment examination + periodic screening

When assessed together, this dataset supports early intervention in response to signs of fatigue and risky driving.

EMPLOYEE WELLBEING AND VOICE

Satisfaction is measured.

Driver induction covers fatigue and stress.

76.7

2025 EMPLOYEE SATISFACTION SCORE

01

LISTEN

Surveys, suggestion forms and boxes

02

RESPOND

Assignment of responsibility and feedback to the employee

03

IMPROVE

Action, closure and trend analysis

0

TO DATE SUGGESTIONS REPORTED

Zero suggestions does not simply mean there are no problems; access, trust and feedback quality should be monitored together.

EMERGENCY AND OPERATIONAL PREPAREDNESS

Preparedness requires plans, drills, contractor controls and dangerous goods expertise together.

Environmental and OHS emergency plans, supplier assessments and Dangerous Goods Safety Adviser (DGSA) support ensure operational continuity.

01

EMERGENCY PLANS

Environmental and OHS scenarios

02

CONTRACTOR OHS

Annual supplier assessment

03

ADR MANAGEMENT

Consultancy, annual training and records

04

INFORMATION SECURITY

Business continuity plan and statement of 0 incidents

FIRE SAFETY

Periodic inspections and drills are conducted.

The 2025 periodic inspection was conducted for Büyükçekmece Headquarters and Gebze Yakut Warehouse.

2025

BÜYÜKÇEKMECE

Headquarters

2025

GEBZE YAKUT

Warehouse

Inspection → drill → assessment → action

07

RESPONSIBLE VALUE CHAIN, CUSTOMERS AND SOCIETY

Supplier and carrier management, customer experience, service safety and community contribution

COLLABORATION • TRUST • STAKEHOLDER VALUE

Collaboration that extends responsibility beyond operational boundaries

The value chain extending from suppliers to customers and local communities is managed through ethical expectations, performance monitoring, safe service and open communication.

SUPPLIER ONBOARDING CONTROLS

The approved list, contractual provisions and ESG assessment form the framework for supplier approval.

A new supplier's suitability is assessed alongside its field of activity, contractual responsibilities and environmental, OHS and ethical criteria.

01 APPROVED LIST

Visibility of supplier category and field of activity

02 CONTRACT

Environmental, OHS, ethics and data-sharing provisions

03 ESG ASSESSMENT

Selection and assessment procedure and records

SUPPLIER PERFORMANCE ASSURANCE

Annual assessments are conducted; outcome indicators are consolidated in a single monitoring table.



KPIs TO BE CONSOLIDATED

01 Suppliers assessed

02 Suppliers audited

03 Findings identified

04 Actions closed

The existence of a procedure demonstrates the management system; the strength of performance is measured through coverage and closure rates.

SUSTAINABLE PROCUREMENT

Supplier continuity is managed.

Procedures and assessment infrastructure are in place. Fuel type, biofuel content and quality certificates are critical inputs for emissions calculations.

EXISTING CONTROLS

0

SUPPLIERS SUSPENDED OR TERMINATED FOR ESG / OHS / ETHICS REASONS

A procurement procedure and supplier assessment process are in place.

SUPPLY CONTINUITY AND LOCAL VALUE

Maintenance contracts, alternative sources and ALEX monitoring support operational resilience.

Expenditure and the proportion of local suppliers are also measured to make the contribution of local procurement visible.

01

TYRES & MAINTENANCE

Tatko contract; environmental and OHS assessment questions

02

ALTERNATIVE SOURCES

Continuity through multiple approved suppliers

03

ALEX MONITORING

Profit/loss visibility by operation

04

LOCAL CONTRIBUTION

RESILIENCE

Maintenance + alternative sources + performance monitoring

CUSTOMER ESG REQUESTS

Customer requests range from document sharing to carbon data.

Requests include evidence for use in supplier prequalification, audits, climate reporting and low-carbon service decisions.

ESG ASSESSMENT	EcoVadis scorecard and sustainability information
CARBON & CLIMATE	ISO 14064 verification, emissions report and EU Carbon Border Adjustment Mechanism (CBAM) data
MANAGEMENT SYSTEMS	ISO 9001, ISO 14001, ISO 45001 and ISO/IEC 27001 certifications
LOW-CARBON LOGISTICS	Intermodal option, emissions comparison and Green Logistics certificate
SECURE SUPPLY CHAIN	Evidence of compliance under SQAS and AEO

KEY CUSTOMER EXPECTATIONS

01

MANAGEMENT SYSTEMS

ISO 9001 • 14001 • 45001 • 27001

02

CLIMATE EVIDENCE

ISO 14064 verification statement

03

LOGISTICS QUALIFICATIONS

Green logistics • SQAS • AEO

2025 CUSTOMER DIALOGUE

SATISFACTION SURVEY

SALES & MARKETING MEETINGS

Improvements are supported by customer meetings.

CUSTOMER EXPERIENCE AND SERVICE SAFETY

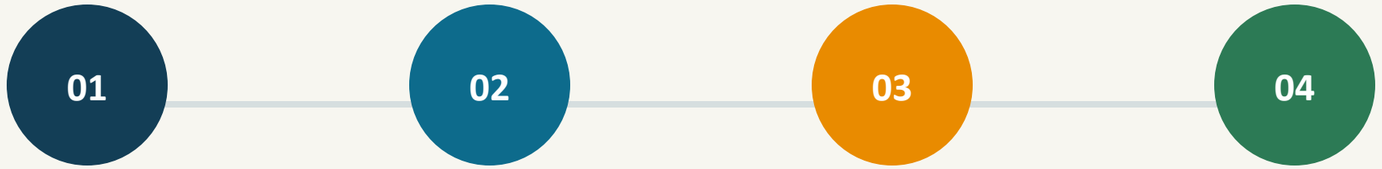
ALEX manages the complaint workflow; service integrity is monitored through the damage-free transport KPI.

In 2025, approximately 2,400 customers were served, and no return operations were recorded.

≈2,400

SERVED IN 2025
CUSTOMERS

Customer complaints are managed by the sales, operations and customer relations departments.



2025 RETURN OPERATIONS	0

LOCAL COMMUNITY IMPACT

While logistics centres create economic value, their traffic, noise and resource impacts are also managed.

Contributions to local employment, procurement and infrastructure are balanced through systematic monitoring of environmental and operational impacts.

POSITIVE IMPACTS

01 Local employment and the regional economy

02 Goods and services from local suppliers

03 Supply chain continuity and infrastructure

04 Employee training and community support

IMPACTS TO BE MANAGED

01 Vehicle entries/exits and traffic congestion

02 Noise and emissions generation

03 Energy, water and waste impacts

04 Engagement with neighbouring communities

Management tools: regular maintenance • energy efficiency • waste management • environmental legislation • OHS • stakeholder feedback

COMMUNITY CONTRIBUTION AND LOCAL VALUE

A tangible contribution to solidarity, a green future and the local economy.

Free support comprising 10 containers following the 6 February 2023 earthquakes, the planting of 1,500 saplings and a 90% local procurement rate delivered tangible impact.

10
CONTAINERS OF SUPPORT
Free disaster logistics

1,500
TREE PLANTING
2023 • 2024 • 2026

90%
LOCAL PROCUREMENT
Contribution to the local economy

SHARED VALUE APPROACH
500 saplings each in 2023, 2024 and 2026; priority for local labour in suitable positions and local suppliers where appropriate.

08

PERFORMANCE, TARGETS AND GRI CONTENT INDEX

KPI results, forward-looking targets, data quality and GRI disclosure mapping

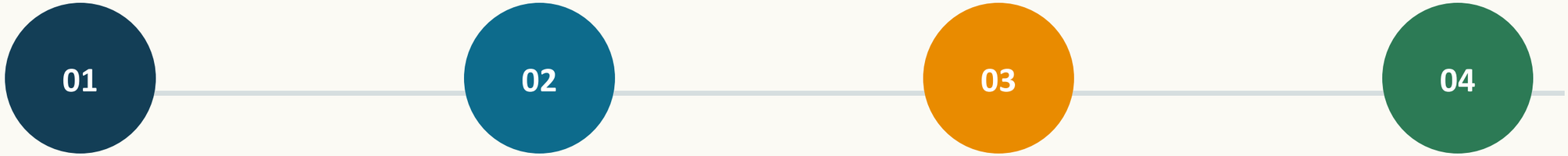
MEASUREMENT • TARGETS • ACCOUNTABILITY

A framework that turns data into performance and performance into trust

Indicators, targets and the GRI Content Index support information that is comparable, traceable and owned by management.

TARGET AND KPI ARCHITECTURE

Targets are reviewed annually, and each KPI's profile is assessed to support comparable performance.



TARGET

Base year + target year

KPI

Definition + unit + formula

RESPONSIBLE

Data-owning department

EVIDENCE

File + system record

EXISTING

Annual target review; HSEQ and departmental targets

DATA GOVERNANCE AND EVIDENCE TRAIL

Document control and an ALEX archive are in place.

01	DATA GENERATION	ISO 9001 • 14001 • 45001 • 27001 processes
02	DOCUMENT CONTROL	Records management
03	DIGITAL ARCHIVE	Document management via ALEX
04	MISSING DATA PLAN	Responsible person • method • target date • evidence of closure

Control sequence: data owner → calculation → evidence → review → deficiency/exception log → approval

REPORT PUBLICATION AND STAKEHOLDER COMMUNICATION

Once published, the report becomes the starting point for dialogue with stakeholders.

The website, LinkedIn, customer sharing and internal communication channels make the performance presented in the report accessible and carry feedback into the next reporting period.

01

WEBSITE

https://talay.com

A permanent and accessible publication point for the report

02

LINKEDIN

talaylogistics

Key results and stakeholder outreach

03

CUSTOMER

Dialogue on services, audits and low-carbon solutions

04

INTERNAL COMMUNICATION

Sharing targets with employees and fostering ownership

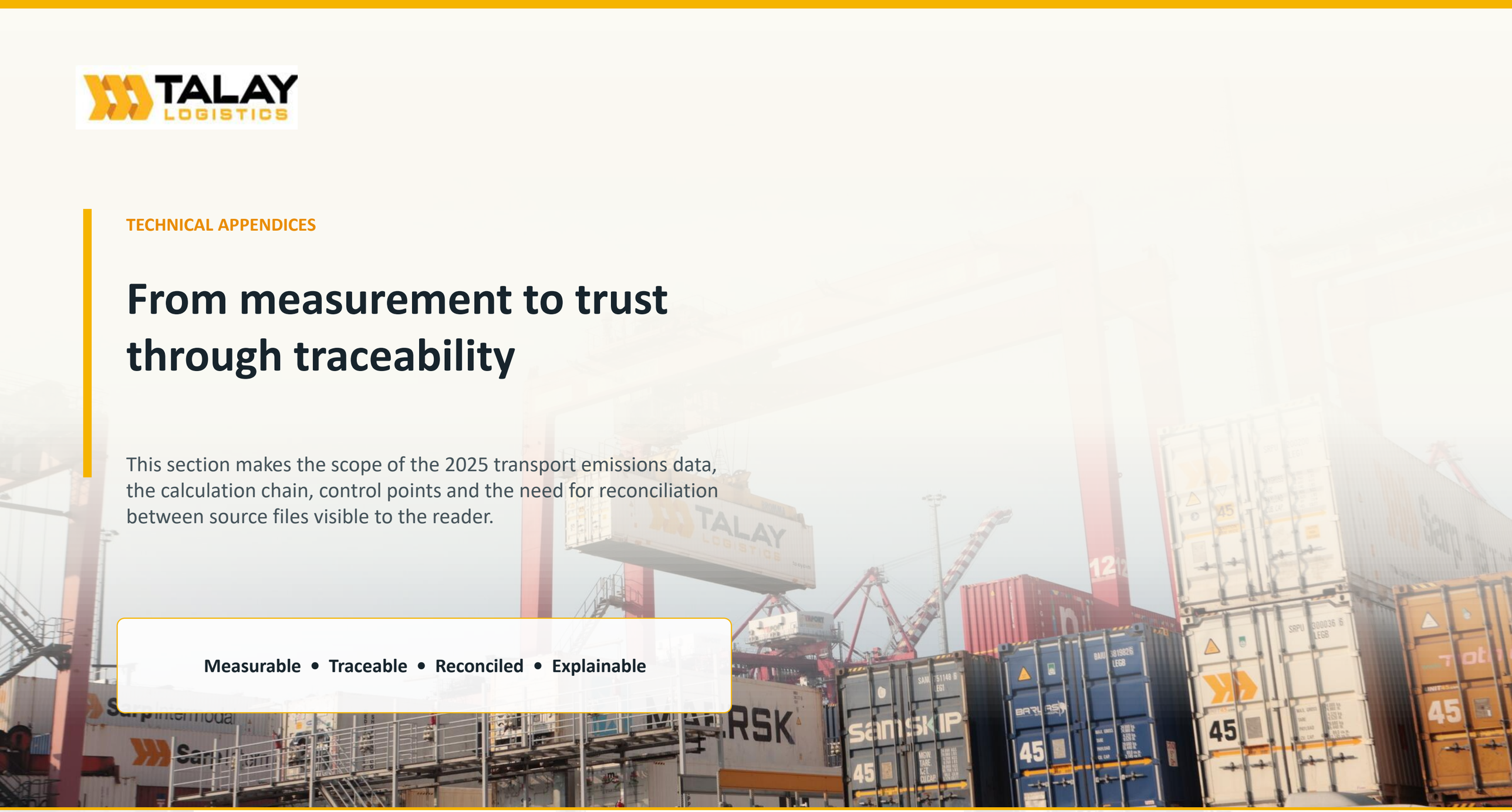
The next cycle: audience reach data → stakeholder feedback → data quality → updated GRI mapping

TECHNICAL APPENDICES

From measurement to trust through traceability

This section makes the scope of the 2025 transport emissions data, the calculation chain, control points and the need for reconciliation between source files visible to the reader.

Measurable • Traceable • Reconciled • Explainable



PUBLISHED 2025 GLEC / ISO 14083 INDICATORS

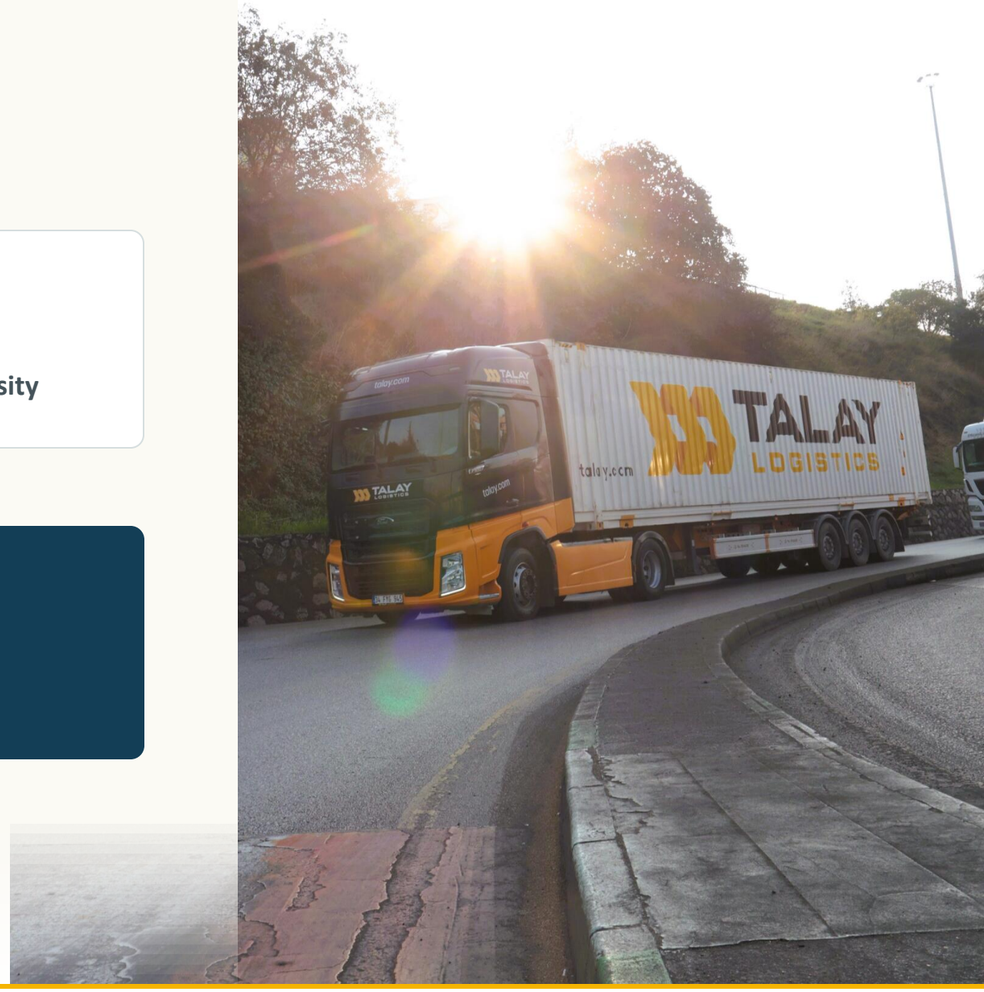
Carbon intensity puts emissions in the context of activity volume.

The published indicator set translates the transport activity covered by the report into a common intensity measure.

3.002 billion	40,176.11 t	13.38
tkm of logistics activity	CO_2e total logistics emissions	gCO_2e / tkm intensity

40,176,114.19 $kgCO_2e$ ÷ 3,001,629,639.47 tkm × 1,000

= 13.3848 gCO_2e/tkm → reported value: 13.38



RAW 2025 WORKING FILE

Operational Data Integrity: Transport Records and Trip Matching Breakdown

174,194	74,976	61,020	15	3
worksheet rows	transport / data records	unique trip numbers	file columns	mode codes: IM • EX • TR

TRIP NUMBER FREQUENCY DISTRIBUTION



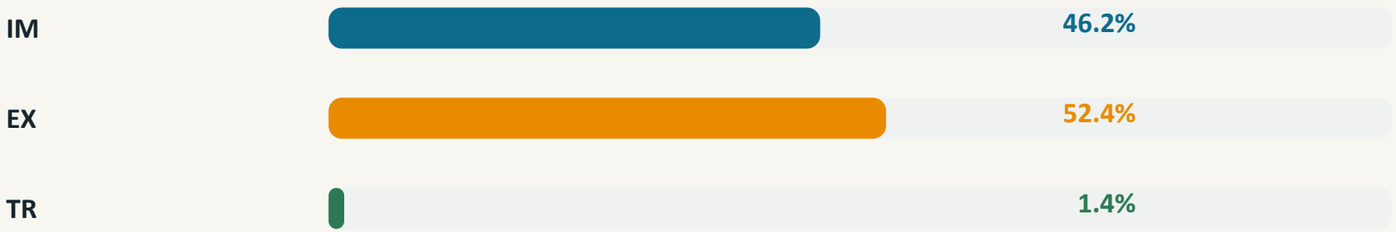
94.3%

MODE CODES IN RAW DATA

EX records account for 52.4% of total raw emissions.

MODE CODE	RECORDS	UNIQUE TRIPS	TOTAL CO_2e	DIFFERENCE COMPARED WITH ALL-ROAD TRANSPORT
IM	32,928	28,461	33,981.22 t	73.2%
EX	39,524	30,037	38,580.09 t	72.8%
TR	2,524	2,522	1,046.69 t	81.9%

SHARE OF RAW CO_2e



UNITS, FORMULAE AND ROUNDING

A consistent calculation language makes results reproducible.

Unit conversion and rounding are applied only at the presentation layer; the calculation chain retains the highest possible precision.

MODAL EMISSIONS FIELDS

Road CO_2 • Sea CO_2 • Rail CO_2

Calculated fields in the source file — $kgCO_2e$

TOTAL EMISSIONS

Road CO_2 + Sea CO_2 + Rail CO_2

Output: $kgCO_2e$

ALL-ROAD TRANSPORT

Weight × road km × 0.121

Output: $kgCO_2e$ — counterfactual scenario in the file

SAVINGS

All-road CO_2 − total CO_2

Output: $kgCO_2e$; ratio = savings / all-road transport

INTENSITY

Total $kgCO_2e$ ÷ total tkm × 1,000

Output: gCO_2e / tkm

1 tonne = 1,000 kg • 1 tCO_2e = 1,000 $kgCO_2e$

Reporting: 2 decimal places • Calculation: source precision

The factor's unit, data source, version, validity date and any user modifications must be retained in a separate factor register.



NEXT REPORTING CYCLE

The next step is to integrate calculations with the evidence trail.

01 Unique trip key

Apply the same aggregation rule to multi-row records

02 Factor register

Retain the source, unit, version and validity date

03 Scope bridge

Document the inclusion/exclusion logic from the raw file to the published KPI

04 Reconciliation check

Periodically reconcile record, trip, emissions and tkm totals

05 Assurance trail

Archive data owner approval, the change log and the evidence file

Explainable data → reliable indicator → comparable performance

TECHNICAL APPENDIX II

Reading performance tables in context

This section presents operational, energy, water, waste and people indicators alongside source definitions, units and scope notes. The aim is not only to show the result, but also to clarify what it represents.

Indicator • Definition • Unit • Scope • Evidence

2025 OPERATIONAL SCALE

Four indicators together describe the annual scale of the service network.

Operational volume is not just a single trip count; intermodal, ISO tank container, sea and air transport services are monitored through different business units and units of measurement.

8,500

sea freight TEU

66,311

intermodal trips

9,047

ISO tank container trips

63 tonnes

air cargo

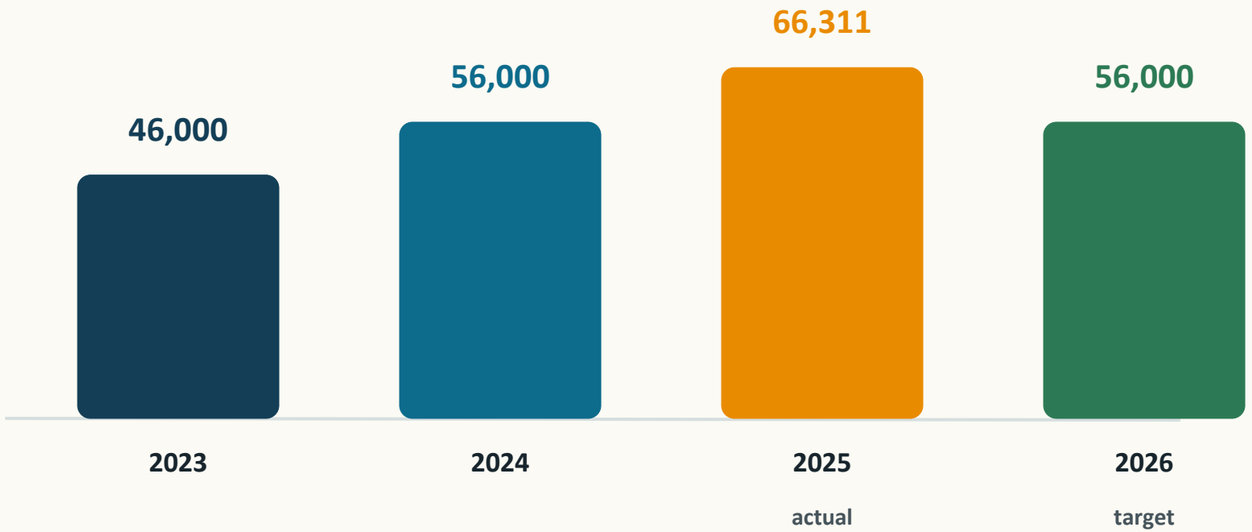




INTERMODAL GROWTH

From 2023 to 2025 44.2% more trips.

An additional 20,311 intermodal trips were recorded over two years. This growth shows the importance of the service model combining transport modes in overall operational volume.





CUSTOMER AND SEA TRANSPORT SCALE

As the service network grows, two indicators move in the same direction.

In 2025, the number of customers increased by 13.1% and sea transport operational volume by 23.9%. The 2026 plan maintains controlled growth in both indicators.

NUMBER OF CUSTOMERS

2024	2,122
2025	2,400
2026 target	2,500

SEA TRANSPORT OPERATIONS

2024	6,859 TEU
2025	8,500 TEU
2026 target	9,500 TEU

ELECTRICITY AND RENEWABLE ENERGY

The rooftop solar PV system generated the equivalent of 58.3% of electricity demand.

In 2025, rooftop generation reached 171.2 MWh.

293.9 MWh	171.2 MWh	100 MWh
total electricity demand	rooftop solar PV generation	I-REC certificate

171,235.6 kWh ÷ 293,885 kWh = 58.27%

Presentation rounding: 58.3%



KPI DATA DICTIONARY

Let us answer the same eight questions for each indicator.

Comparability is established through definitions and ownership, not just formulae. The minimum record structure below forms the control backbone for the next reporting period.

01 **INDICATOR NAME**

A single, clear name visible to the reader

02 **DEFINITION / FORMULA**

Numerator, denominator, inclusions and exclusions

03 **UNIT**

Litres, kWh, m^3, kg, people, trips or ratio

04 **SCOPE**

Company, facility, service, customer, period

05 **DATA OWNER**

Roles responsible for generation, checking and approval

06 **FREQUENCY**

Monthly, quarterly or annual close

07 **EVIDENCE SOURCE**

Meter, invoice, SAP record, payroll, route file

08 **ASSURANCE STATUS**

Control, reconciliation, sampling and verification

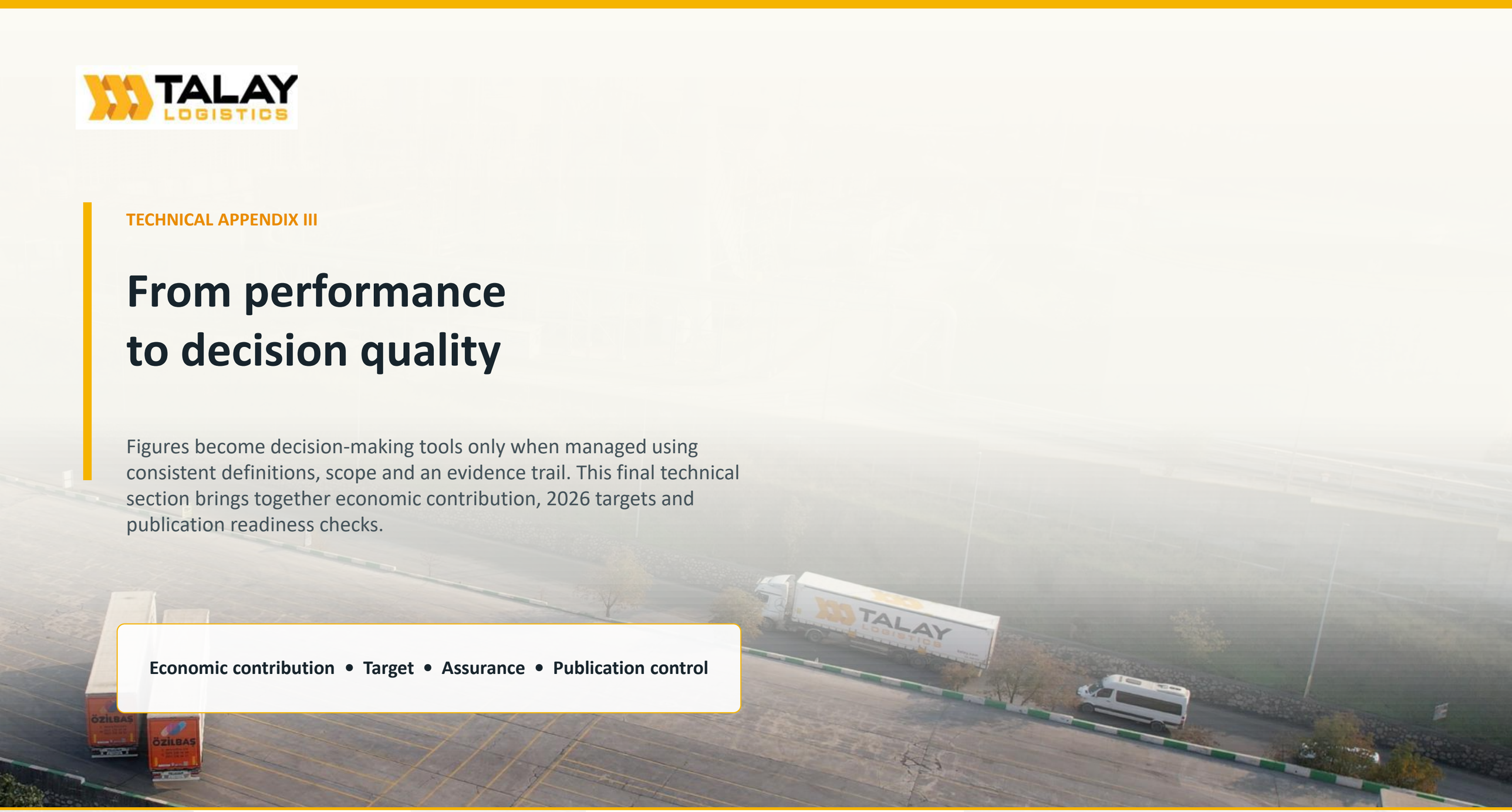
Defined data → consistent calculation → explainable result → reliable report



TECHNICAL APPENDIX III

From performance to decision quality

Figures become decision-making tools only when managed using consistent definitions, scope and an evidence trail. This final technical section brings together economic contribution, 2026 targets and publication readiness checks.



Economic contribution • Target • Assurance • Publication control

2026 OPERATIONAL TARGETS

The growth plan envisages the strongest momentum in sea transport operations.

The targets bring service volume, capacity utilisation and the customer base into a single planning view. Achievement rates must be calculated using the same scope at the 2026 year-end.

INDICATOR	2025	2026 TARGET	
Intermodal operations	66,311	56,000	–15.55%
Sea transport operations	8,500 TEU	9,500 TEU	+11.8%
ISO tank container operations	9,047	9,500	+5%
Average warehouse occupancy	69%	90%	+21 percentage points
Customer portfolio	2,400	2,500	+4.2%

Volume targets are assessed alongside quality, safety and emissions intensity.





2026 FLEET AND EQUIPMENT TARGETS

The capacity plan includes a significant increase in leased tractor units.

2025 → 2026 TARGET				
Owned tractor units	155	→	222	+43.2%
Leased tractor units	30	→	165	+450%
45’ containers	1,800	→	1,881	+4.5%
ISO tank container equipment	207	→	247	+19.3%

PUBLICATION READINESS GATES FOR TARGETS

A target is not ready for publication until it has passed six control gates.

The figures in the target table indicate management's intentions.

01 SCOPE

Company, facility, service and period

02 BASELINE

A starting point verified using the same method

03 TARGET TYPE

Absolute, intensity, ratio or control limit

04 DATA OWNER

Roles responsible for generation, checking and approval

05 EVIDENCE

System record, invoice, meter, payroll or report

06 APPROVAL & MONITORING

Period, deviation threshold and management decision

Target → monthly monitoring → variance analysis → action → annual result → assurance

TOGETHER TOWARDS A MORE SUSTAINABLE FUTURE

Thank you for being part of this journey.

At Talay Logistics, we view sustainability as operational excellence, responsible resource use and lasting value created together with our stakeholders. The contributions of our employees, customers, business partners, suppliers and all stakeholders strengthen our progress towards a safer, more efficient logistics future with a lower impact.

Together, we carry a more sustainable future forward.

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Carbon Expert

This report was prepared by Carbon Expert Sürdürülebilirlik Danışmanlığı Ltd.Şti based on information and data provided by Talay Logistics.

APPENDICES • GRI AND SDG COVERAGE

General Disclosures and Material Topics

GRI disclosures • report pages • relevant Sustainable Development Goals

GRI CODE	DISCLOSURE	REPORT PAGES	RELEVANT SDGs
GRI 1	**GRI 1 – Foundation**	160	
GRI 2	**GRI 2 – General Disclosures**	—	
GRI 2-1	Organizational details	11, 17, 19, 47	
GRI 2-2	Entities included in the organization's sustainability reporting	3–4, 19	
GRI 2-3	Reporting period, frequency and contact point	6, 161	
GRI 2-5	External assurance	6–8, 57, 159–160, 162, 164–168, 173–174, 177	
GRI 2-6	Activities, value chain and other business relationships	3–5, 11–12, 17–43, 45–54, 65–66, 113, 119–121, 150, 169–171, 175–176	
GRI 2-7	Employees	134–135	

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General Disclosures and Material Topics

GRI disclosures • report pages • relevant Sustainable Development Goals

GRI CODE	DISCLOSURE	REPORT PAGES	RELEVANT SDGs
GRI 2-9	Governance structure and composition	68, 82, 87–88, 90–93	
GRI 2-12	Role of the highest governance body in overseeing the management of impacts	68, 82, 87–89, 92–93	
GRI 2-13	Delegation of responsibility for managing impacts	82, 89, 92, 94	
GRI 2-14	Role of the highest governance body in sustainability reporting	92	
GRI 2-15	Conflicts of interest	96–97	
GRI 2-16	Communication of critical concerns	68	
GRI 2-18	Evaluation of the performance of the highest governance body	61	
GRI 2-19	Remuneration policies	61, 95	

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General Disclosures and Material Topics

GRI disclosures • report pages • relevant Sustainable Development Goals

GRI CODE	DISCLOSURE	REPORT PAGES	RELEVANT SDGs
GRI 2-20	Process to determine remuneration	95	
GRI 2-22	Statement on sustainable development strategy	9, 12, 59–60, 62, 70	
GRI 2-23	Policy commitments	56, 58–60, 62, 70, 99, 107, 142	
GRI 2-24	Embedding policy commitments	56, 58, 99, 107, 150	
GRI 2-25	Processes to remediate negative impacts	98, 100, 124, 155	
GRI 2-26	Mechanisms for seeking advice and raising concerns	68, 75, 100, 108	
GRI 2-27	Compliance with laws and regulations	101, 108, 132	

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General Disclosures and Material Topics

GRI disclosures • report pages • relevant Sustainable Development Goals

GRI CODE	DISCLOSURE	REPORT PAGES	RELEVANT SDGs
GRI 2-28	Membership associations	13–16	
GRI 2-29	Approach to stakeholder engagement	54, 71–75, 77, 146, 154, 161	
GRI 2-30	Collective bargaining agreements	139	
GRI 3	**GRI 3 – Material Topics**	—	
GRI 3-1	Process to determine material topics	76–78	
GRI 3-2	List of material topics	78–79	
GRI 3-3	Management of material topics	13–16, 21–31, 34, 43–44, 48, 63–65, 70, 80–81, 83–89, 105–106, 118–121, 146, 151, 153–154, 159–161, 168, 173–175, 177	

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Economic Performance and Governance

GRI disclosures • report pages • relevant Sustainable Development Goals

GRI CODE	DISCLOSURE	REPORT PAGES	RELEVANT SDGs
GRI 201	**GRI 201 – Economic Performance**	83	
GRI 201-1	Direct economic value generated and distributed	37, 54, 113, 156	
GRI 201-2	Financial implications and other risks and opportunities due to climate change	115–117	
GRI 201-4	Financial assistance received from government	111–112	
GRI 202-1	Ratios of standard entry level wage by gender compared to local minimum wage	138	
GRI 202-2	Proportion of senior management hired from the local community	157	
GRI 203-1	Infrastructure investments and services supported	51–52	
GRI 203-2	Significant indirect economic impacts	153	
GRI 204	**GRI 204 – Procurement Practices**	83	

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Economic Performance and Governance

GRI disclosures • report pages • relevant Sustainable Development Goals

GRI CODE	DISCLOSURE	REPORT PAGES	RELEVANT SDGs
GRI 204-1	Proportion of spending on local suppliers	150, 152–153, 157	
GRI 205-1	Operations assessed for risks related to corruption	102	
GRI 205-2	Communication and training about anti-corruption policies and procedures	102, 140	
GRI 205-3	Confirmed incidents of corruption and actions taken	98, 102	
GRI 206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	103	
GRI 207-1	Approach to tax	110	
GRI 207-2	Tax governance, control and risk management	110	
GRI 207-3	Stakeholder engagement and management of concerns related to tax	110	

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Environmental Performance

GRI disclosures • report pages • relevant Sustainable Development Goals

GRI CODE	DISCLOSURE	REPORT PAGES	RELEVANT SDGs
GRI 302	**GRI 302 – Energy**	80	
GRI 302-1	Energy consumption within the organization	57, 69, 123, 152, 172	
GRI 302-4	Reduction of energy consumption	53, 66, 69, 123–124, 145, 172, 176	
GRI 303-1	Interactions with water as a shared resource	125	
GRI 303-5	Water consumption	57, 125–126	
GRI 305	**GRI 305 – Emissions**	12, 80, 115–117, 154	
GRI 305-1	Direct (Scope 1) GHG emissions	57, 128, 152	
GRI 305-2	Energy indirect (Scope 2) GHG emissions	128	
GRI 305-3	Other indirect (Scope 3) GHG emissions	128	

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Environmental Performance

GRI disclosures • report pages • relevant Sustainable Development Goals

GRI CODE	DISCLOSURE	REPORT PAGES	RELEVANT SDGs
GRI 305-4	GHG emissions intensity	36, 44–45, 64, 67, 69, 128–131, 162–167	
GRI 305-5	Reduction of GHG emissions	34–35, 42, 53, 60, 62, 64, 66–67, 69, 119–121, 124, 165, 167, 170, 176	
GRI 306	**GRI 306 – Waste**	153	
GRI 306-3	Waste generated	127, 147	
GRI 306-4	Waste diverted from disposal	127	
GRI 308	**GRI 308 – Supplier Environmental Assessment**	—	
GRI 308-1	New suppliers that were screened using environmental criteria	58, 150, 153	
GRI 308-2	Negative environmental impacts in the supply chain and actions taken	151–152	

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Social Performance and Value Chain

GRI disclosures • report pages • relevant Sustainable Development Goals

GRI CODE	DISCLOSURE	REPORT PAGES	RELEVANT SDGs
GRI 401	**GRI 401 – Employment**	81	
GRI 401-1	New employee hires and employee turnover	134–135	
GRI 401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	138–139	
GRI 401-3	Parental leave	139	
GRI 403	**GRI 403 – Occupational Health and Safety**	81	
GRI 403-1	Occupational health and safety management system	143	
GRI 403-2	Hazard identification, risk assessment, and incident investigation	138, 144–145, 147–148	
GRI 403-3	Occupational health services	145	
GRI 403-4	Worker participation, consultation, and communication on occupational health and safety	141	

APPENDICES • GRI AND SDG COVERAGE

Social Performance and Value Chain

GRI disclosures • report pages • relevant Sustainable Development Goals

GRI CODE	DISCLOSURE	REPORT PAGES	RELEVANT SDGs
GRI 403-5	Worker training on occupational health and safety	36, 41, 140–141, 147	
GRI 403-6	Promotion of worker health	146	
GRI 403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	141, 147, 157	
GRI 403-9	Work-related injuries	144	
GRI 403-10	Work-related ill health	144	
GRI 404-1	Average hours of training per year per employee	136, 140–141	
GRI 404-2	Programs for upgrading employee skills and transition assistance programs	136, 140	
GRI 404-3	Percentage of employees receiving regular performance and career development reviews	142	
GRI 405-1	Diversity of governance bodies and employees	134–138	

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Social Performance and Value Chain

GRI disclosures • report pages • relevant Sustainable Development Goals

GRI CODE	DISCLOSURE	REPORT PAGES	RELEVANT SDGs
GRI 405-2	Ratio of basic salary and remuneration of women to men	137	
GRI 406-1	Incidents of discrimination and corrective actions taken	98, 137	
GRI 407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	139	
GRI 408-1	Operations and suppliers at significant risk for incidents of child labor	142	
GRI 409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	142–143	
GRI 410-1	Security personnel trained in human rights policies or procedures	143	
GRI 413-1	Operations with local community engagement, impact assessments, and development programs	122, 156–157	
GRI 413-2	Operations with significant actual and potential negative impacts on local communities	156–157	
GRI 414	**GRI 414 – Supplier Social Assessment**	—	

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Social Performance and Value Chain

GRI disclosures • report pages • relevant Sustainable Development Goals

GRI CODE	DISCLOSURE	REPORT PAGES	RELEVANT SDGs
GRI 414-1	New suppliers that were screened using social criteria	58, 150	
GRI 414-2	Negative social impacts in the supply chain and actions taken	147, 151–152	
GRI 416-1	Assessment of the health and safety impacts of product and service categories	46, 49, 155	
GRI 416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	41	
GRI 417-1	Requirements for product and service information and labeling	—	
GRI 417-3	Incidents of non-compliance concerning marketing communications	—	
GRI 418	**GRI 418 – Customer Privacy**	32, 50, 81–82	
GRI 418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	104–105, 108, 140	