



SOCAR Türkiye
Integrated Report 2025



RESPONSIBLE

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About the Report

SOCAR Turkey Enerji A.Ş. (SOCAR Türkiye), we conduct our operations throughout our value chain in accordance with the principles of transparency, accountability, responsibility, and fairness, while addressing our responsibilities toward the economy, production, people, society, and the environment through an approach that places sustainability at the center. In line with this approach, we aim to share our performance in economic, environmental, social, and governance areas, our strategic priorities, and our value creation approach with our stakeholders in an open and regular manner through our third Integrated Report.

In our 2025 Integrated Report, prepared for the 12-month reporting period covering January 1 2025, to December 31 2025, and consistent with our consolidated financial statements, we bring together our financial and non-financial data through an integrated perspective. We present these data to you, our valued stakeholders, in a comparable, accurate, and transparent manner.

This report, which presents our business results and sustainability performance in accordance with the principle of transparency, also conveys the impact we create across our value chain and our roadmap for the future through a holistic perspective.

Legislation and Compliance

This report details the financial, environmental, social, and governance performance achieved during the reporting period, as well as practices and developments in the area of corporate governance. The financial statements presented in this report transparently present the financial position of SOCAR Türkiye and its subsidiaries (collectively referred to as the “Group”) as of December 31 2025, as well as their financial

performance and cash flows for the financial period ending on that date, in accordance with Turkish Financial Reporting Standards (TFRS).

The disclosures and indicators related to non-financial data in the report have been prepared in accordance with the International Integrated Reporting Framework (IIRC) published by the IFRS Foundation and the International Integrated Reporting Council (IIRC), as well as the Global Reporting Initiative (GRI) Standards and GRI Standard 11: Oil and Gas Sector Standard 2021. The report has been prepared to include the six main value-creating capitals defined by the IIRC: financial capital, produced capital, intellectual capital, human capital, social capital, and natural capital.

Reporting Scope and Measurement Approach

The report presents the environmental performance data of our companies, Petkim, STAR Refinery, SOCAR Storage and SOCAR Terminal, separately. However, certain social performance indicators are presented holistically to cover the entire SOCAR Türkiye organization. Selected non-financial data pertaining to these companies has been included within the scope of the audit. The differences in scope throughout the report were determined by considering the nature of the relevant indicators and data availability.

The greenhouse gas emissions data presented in this report are reported based on a financial control approach. The Scope 1 and Scope 2 emissions of subsidiaries subject to full consolidation in SOCAR Türkiye’s financial statements and over which financial control is exercised are fully included in the reporting.

During the reporting period, greenhouse gas emissions are tracked and reported in accordance with the calculation methodology defined in the Regulation on the Monitoring of Greenhouse Gas Emissions. Furthermore, Scope 1 and Scope 2 greenhouse gas emissions were calculated in accordance with the framework of the Greenhouse Gas Protocol: Corporate Accounting and Reporting Standard (2004) and reported in metric tonnes of CO2 equivalent. The calculations are based on fuel and electricity consumption data, and national and international sources are used as emission factors.

Audit

The audit of certain selected non-financial data disclosed in this report was carried out by Güney Bağımsız Denetim ve SMMM A.Ş. (EY), and an assurance statement has been obtained.

The statement of assurance regarding the selected non-financial data included in the report can be found on page 388.

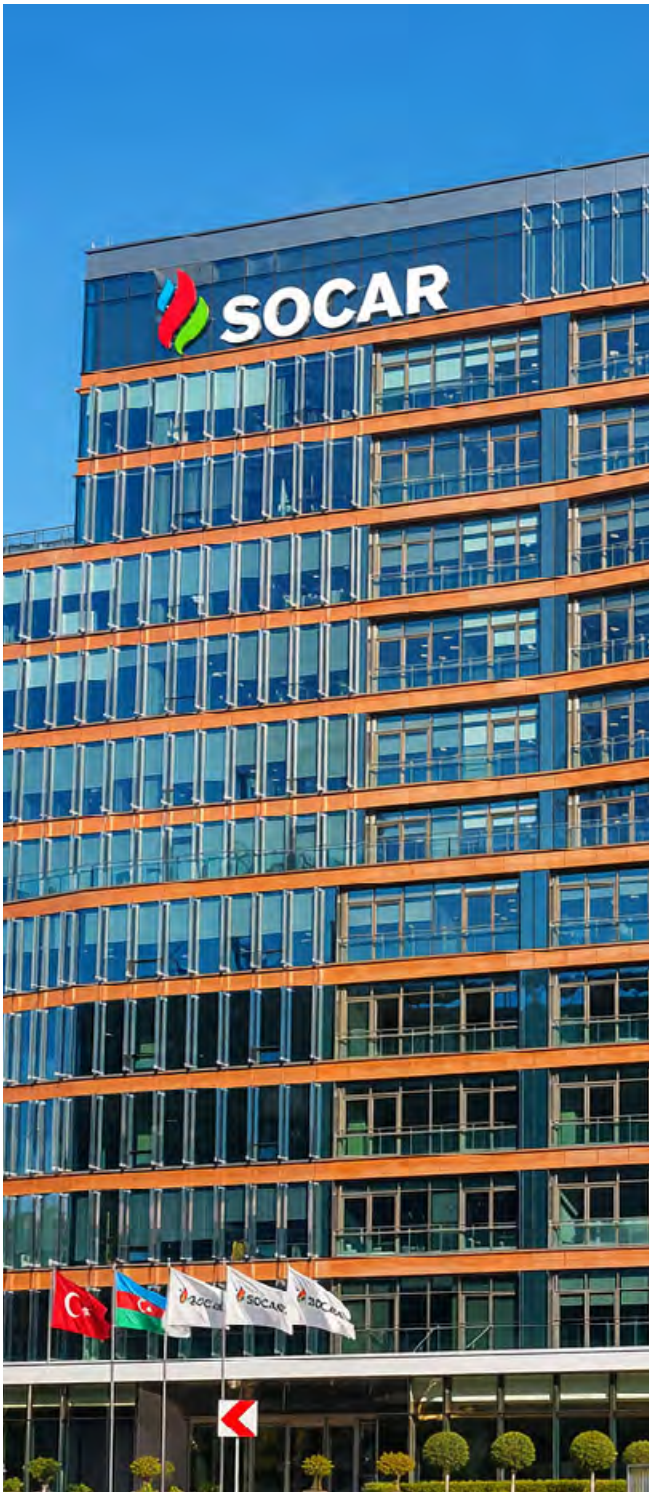
Verified Data



Contact

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Message from the Chairman of the Board



Rovshan Najaf Chairman of the Board

Dear Stakeholders,

2025 stands as a year in which structural transformations in global energy markets deepened and institutions required stronger strategic clarity. Throughout this challenging global landscape, SOCAR Türkiye sustained its operations without interruption, drawing on 18 years of accumulated experience, robust corporate governance principles, and a strong value-creation culture.

Our investments in Türkiye reached approximately USD 19 billion as of year-end 2025; this cumulative investment positions SOCAR Türkiye as Türkiye's largest foreign direct investor and integrated industrial holding. Our Aliğa-based production infrastructure delivers tangible and measurable contributions to the Turkish economy through a broad value chain spanning refining and petrochemicals, port operations, and energy trading. This investment portfolio, a reflection of the brotherhood and strategic partnership between Azerbaijan and Türkiye, rooted in deep historical ties, stands as the strongest expression of our commitment to jointly contribute to both countries' sustainable development agendas.

Regional energy security remains at the heart of SOCAR Türkiye's priorities. In 2025, the commencement of Azerbaijani gas deliveries to Aleppo, Syria, via Türkiye marked a concrete contribution to building a new energy bridge between the South Caucasus and the Middle East. The commissioning of the İğdır-Nakhchivan Natural Gas Pipeline further reinforced regional supply security while deepening energy cooperation between Azerbaijan and Türkiye. Our technical support for SOCAR's expansion strategy in the Mediterranean basin constitutes another important link in scaling this regional vision to the global level.

Sustainability is no longer a stand-alone area of corporate responsibility; it is an integral component of our long-term value-creation strategy. Guided by this conviction, we systematically integrate climate-related risks and opportunities into our strategic planning

processes and continue our decarbonization investments with planned resolve in line with our Net Zero target. Wind energy investments aimed at expanding our renewable energy capacity, energy efficiency projects, and circular economy applications are tangible indicators of our commitment to advancing our environmental performance year after year. At the same time, by strengthening our commitment to the United Nations Women's Empowerment Principles (WEPs), we continue to position diversity and inclusion as one of our corporate priorities.

As the Board of Directors, mindful of our responsibility to preserve and enhance SOCAR Türkiye's long-term value-creation capacity, we position governance quality as a priority across every dimension of our business model. The Culture Committee, the CSR and Sponsorship Committee, and the Ethics and Compliance Committee, all of which were established in 2025, represent concrete steps toward placing our corporate governance structure on a more transparent, accountable, and stakeholder-oriented foundation. We believe these structures will make significant contributions to internalizing our corporate values throughout the organization, managing our environmental and social responsibilities systematically, and strengthening our culture of compliance.

Our sense of responsibility toward the communities in which we operate goes beyond being a good corporate citizen; it forms the foundation of our long-term social license to operate. Our corporate social responsibility projects in education, the environment, health, and entrepreneurship represent a systematic

expression of our contribution to Türkiye's social development agenda. The SOCAR Türkiye Social Impact Report, which documents that we generate approximately 3 units of social benefit for every 1 unit of social investment, demonstrates the measurable reality of this contribution.

Our third Integrated Report, prepared to convey our value-creation journey to stakeholders through a transparent and holistic approach, is structured in accordance with the International Integrated Reporting Council (IIRC) Framework and the GRI Standards; selected non-financial data have been subjected to independent assurance. The performance presented in this report across economic, environmental, social, and governance dimensions is a genuine reflection of the long-term resilience and value-creation capacity of our company.

I extend my sincere thanks to all our employees, esteemed managers, trusted business partners, and stakeholders whose support has never wavered, for their dedicated contribution to achieving this performance throughout 2025. I have full confidence that SOCAR Türkiye will continue to deliver value to the energy sector, to Türkiye, and to the region in the period ahead.

Sincerely,

Rovshan Najaf
Chairman of the Board

Message from the CEO



Elchin Ibadov
CEO

Dear Stakeholders,

2025 was a markedly challenging year for the energy and petrochemicals sectors. While supply surplus in oil markets intensified price pressures, capacity additions originating in Asia pulled petrochemical margins below historical averages, and elevated natural gas prices constrained demand dynamics. In parallel, currency movements and persistent geopolitical uncertainties further increased pressure on operational costs. Despite all these conditions,

SOCAR Türkiye continued to create value through its operational resilience, strategic flexibility, and strong internal efficiency culture.

In 2025, we sustained our strong financial performance. Our total assets reached TRY 692 billion, while our investment expenditures rose to approximately USD 19 billion. These figures stand as concrete evidence that we did not compromise on our investment commitments even within a challenging macroeconomic environment.

One of the most significant operational achievements of 2025 was STAR Refinery's reaching its all-time highest production level, enabled by the improvements implemented following the planned shutdown in 2024. With its 13 million tonnes of annual crude oil processing capacity, STAR Refinery continues to be one of the most advanced refineries in the region. At Petkim, while celebrating the 60th anniversary of the facility, we successfully completed the Pre-FEED phase under the Master Plan that will shape the future of Türkiye's petrochemicals industry, and finalized our preparations to move into the FEED tender process.

On the new-investments front, as a critical strategic move, we completed the acquisition of the Central Anatolia Combined-Cycle Gas Turbine Power Plant (İÇAN). This investment represents a significant step that brings SOCAR's 'Gas-to-Power' strategy to life — integrating our energy supply and production activities and extending the value chain upstream. We strengthened our strategic presence in the aviation segment through our 25% partnership in TFS Akaryakıt Hizmetleri, the exclusive jet fuel supplier of İstanbul Airport.

During the year, our Group company SOCAR Terminal signed a strategic partnership agreement with Mediterranean Shipping Company (MSC), one of the global leaders in container shipping. Through the joint investments to be carried out under this collaboration at SOCAR Terminal — the largest container port in the Aegean region — we will further advance Türkiye's position in the global supply chain.

Our programs in operational efficiency and corporate collaboration translated into tangible financial and strategic gains in 2025. Through our Değer Benim program, we generated approximately USD 115 million in financial contribution; under our Cost Optimization program, we identified budget improvement potential of approximately USD 33 million. Through our Etki360 program, we delivered a total of 67 projects across four main pillars ranging from employee engagement to corporate excellence. Within the scope of our Reciprocity program, we project-managed and implemented 36 of the more than 300 collaboration ideas generated, achieving significant financial returns. The value-creation approach demonstrated at SOCAR Türkiye has been adopted for roll-out across the broader SOCAR Group.

In line with our sustainability priorities, our energy efficiency and process optimization projects delivered 356,000 Gcal (gigacalories) of energy savings. Through decarbonization projects implemented at Petkim and STAR Refinery, we prevented a total of 52,000 tonnes of CO₂ emissions. We expanded our renewable energy supply through YEK-G and I-REC certifications.

To contribute to the development of a more responsible, transparent, and sustainable

approach across the full life cycle of carbon-based molecules — from production through use to recovery — we launched the Responsible Carbon Cycle Platform. With the goal of evolving this platform into an international cooperation base, we are engaging with stakeholders from a range of sectors on topics including understanding of carbon flows, strengthening digital traceability, and promoting low-carbon solutions, in order to evaluate shared needs, opportunities, and areas of collaboration.

In 2025, we completed the integration of our Information Technology teams into SOCAR Tech, which was established to manage operational efficiency, cybersecurity, and digitalization investments within a holistic governance framework. This structure provides the foundation for delivering digital projects across the Group rapidly and efficiently, in alignment with our strategic priorities.

In line with our "People First" value, which places human beings at the heart of our business, we continued to expand our investments in the professional development of our employees. As of year-end 2025, the target achievement rate of our Continuing Professional Development (CPD) program reached 98%, and our occupational health and safety training hours totaled 104,499 hours. While the share of women in managerial positions reached 26%, we extended diversity and inclusion practices to all levels of the organization within the scope of our commitment to the Women's Empowerment Principles (WEPs).

At SOCAR Türkiye, we integrate the economic value we create with a strong sense of social responsibility. To transparently share the social impact of the corporate social responsibility

projects we have carried out over the past five years, we published the SOCAR Türkiye 2020–2024 Social Impact Report. Through our social investments — spanning volunteering, the environment, education, disaster response, and health — we measured that we generate approximately 3 units of social benefit for every 1 unit of resources deployed. Within the scope of our Goodness Movement program, we successfully completed 17 social responsibility projects with the participation of 706 volunteers.

In 2025, we further strengthened our corporate governance structure with new committees. The committees we established to manage our corporate culture, our work in social responsibility, and our ethics and compliance processes within a more systematic framework brought a holistic perspective to our decision-making. In addition, we established new committee structures aimed at enhancing the agility and effectiveness of the procurement processes of SOCAR Türkiye and its Group companies, fully aligned with our governance principles.

These steps stand as resolute indicators of our journey to translate the maturity of our corporate governance into long-term value-creation capacity.

This Integrated Report is an honest and transparent record of SOCAR Türkiye's performance, commitments, and contributions throughout 2025 across every dimension of our business. I extend my thanks to all the colleagues, esteemed business partners, investors, and stakeholders who contributed to the preparation of this report. In the period ahead, we will continue to produce, transform, and create value with the same resolve, discipline, and 'One Team' spirit.

Sincerely,

Elchin Ibadov
CEO

RESPONSIBLE





About SOCAR Global and SOCAR Türkiye

About SOCAR Global

SOCAR, established in 1992 as our ultimate parent company, leverages its expertise and global presence through the State Oil Company of the Azerbaijan Republic (SOCAR Global). SOCAR Global operates across a wide value chain, from exploring, producing, and processing oil and natural gas resources to distributing crude oil, natural gas, and natural gas condensates, bringing Azerbaijan's abundant natural resources to the global market. In this framework, it markets crude oil and petrochemical products both domestically and internationally, while ensuring the security of Azerbaijan's natural gas supply.

The integrated solutions developed by SOCAR Global through its network of representatives in 13 countries and strategic partnerships support our ambition to stand out in the energy sector. We further enhance global collaborations via trading companies based in Singapore, Vietnam, Nigeria, and Switzerland. With its strong group structure, SOCAR Global continues to generate value by maintaining investments in Türkiye, Georgia, Ukraine, Romania, and Greece.

Through our strategic initiatives with SOCAR Global, we are deepening our trust-based partnership with Türkiye under the principle of "two brotherly countries", and the projects we implement locally continue to strengthen and reinforce these ties.





About SOCAR Türkiye

As SOCAR Türkiye, we commenced operations in 2008 as the Turkish subsidiary of SOCAR, Azerbaijan's national oil and natural gas company. Our company, founded with the acquisition of a 51% stake in Petkim during its privatization process, has become Türkiye's largest foreign investor and integrated industrial group over the past 18 years. We make significant contributions to our country's energy supply security, industrialization, and economic development by operating in strategic areas such as refining, petrochemicals, energy trading, port operations, and renewable energy. Our facility in Aliğa is located at the center of our investments as the first area in Türkiye to receive the title of "Special Industrial Zone". With our STAR Refinery, Petkim, TANAP, and SOCAR Storage projects, our total investment has reached approximately USD 18.9 billion.

We contribute to Türkiye's energy supply security and industrial ecosystem. We further strengthen the strong ties between Azerbaijan and Türkiye through our long-term investments and collaborations. In line with our sustainable growth approach, we act with a socially and environmentally conscious mindset. We view creating social impact as an integral part of our corporate responsibility;

we aim to generate long-term value through education, social development, and environment-focused projects. We are determined to continue our efforts to leave a lasting and positive impact not only in economic performance but also in social and environmental areas.

SOCAR Türkiye At a Glance

As SOCAR Türkiye, Türkiye's largest integrated industrial group supporting sustainable growth, we continue to create value through the sectoral diversity we achieve by bringing together leading companies from different business sectors within our group.

This structure allows us to manage our business processes with a focus on coordination and operational efficiency, increasing our competitiveness while supporting long-term and balanced growth. In this way, we continue to strengthen our leading position in the sectors in which we operate.

Corporate Center and Other Business Areas



SOCAR Corporate Center

Implements all strategic corporate functions for SOCAR Türkiye and provides various corporate services for business units, other assets, and corporate headquarters departments.



SOCAR SHIPPING AGENCY

Shipping and port agency services



SCR

Design, construction, and control works, comprehensive renovation and construction



SOCAR TERMINAL

The largest container terminal and port operations in the Aegean Region*

*SOCAR Terminal acquired Petlim's shares on 30 June 2025. A partnership agreement was signed with MSC on 15 September 2025.



SOCAR TECH

Technological transformation and information technology for the company



SOCAR FIBER

Fiber optic line investment for electronic communications



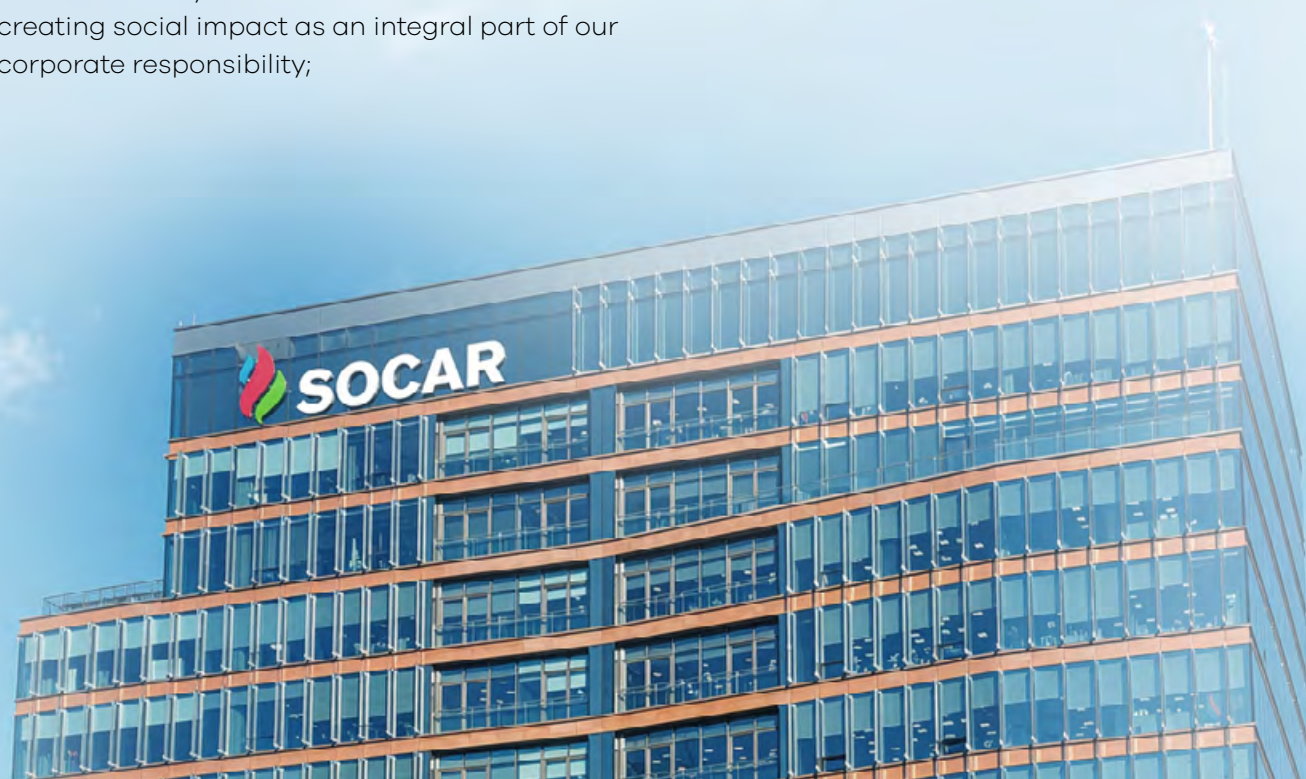
SOCAR BROKER Insurance & Reinsurance

Insurance, reinsurance, and claims advisory services



The largest link in the Southern Gas Corridor, transporting Azerbaijani natural gas to Europe via Türkiye*

*TANAP Shareholding Structure: "Southern Gas Corridor" Closed Joint Stock Company – SGC (51%), BOTAŞ (30%), BP Pipelines (TANAP) Limited (12%), SOCAR Caspian Holding Ltd (7%)



Refining and Petrochemical Business Unit



Türkiye's first and only integrated petrochemical producer



Producer of diesel fuel, jet fuel, LPG, petcoke, reformate, and naphtha



Storage and operations



Wholesale and retail fuel sales, aviation and marine fuel sales



Jet fuel refueling, storage, and transfer activities*

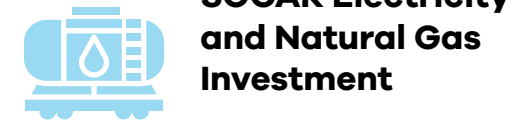
**TFS Partnership Structure: STAR Rafineri A.Ş. 25%, Turkish Airlines 25%, ZTF Akaryakıt Sanayi ve Ticaret A.Ş. 25%, and Taya Gayrimenkul Yat. İşl. A.Ş. 25%*



Innovative, sustainable, environmentally friendly, and market-oriented products and technologies



Natural gas-to-electricity, trade, and sales activities



Gas imports, wholesale trade of gas and energy

Natural Gas Business Unit



The Central Anatolia Natural Gas Combined Cycle Power Plant (İÇAN)*, one of SOCAR's strategic investments strengthening its energy value chain in Türkiye, generates electricity from gas with a capacity of 870 MW and high efficiency combined cycle technology

** On January 30 2026, the acquisition of the Central Anatolia Natural Gas Combined Cycle Power Plant, with a production capacity of 870 MW, was completed.*



Monitoring investment opportunities in production, wholesale, and retail sales, construction and operation of infrastructure and other projects, energy trading activities*

**BOS Energy Partnership Structure: 50% BOTAS, 50% SOCAR Turkey Enerji A.Ş.*

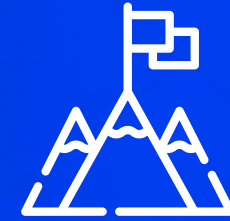
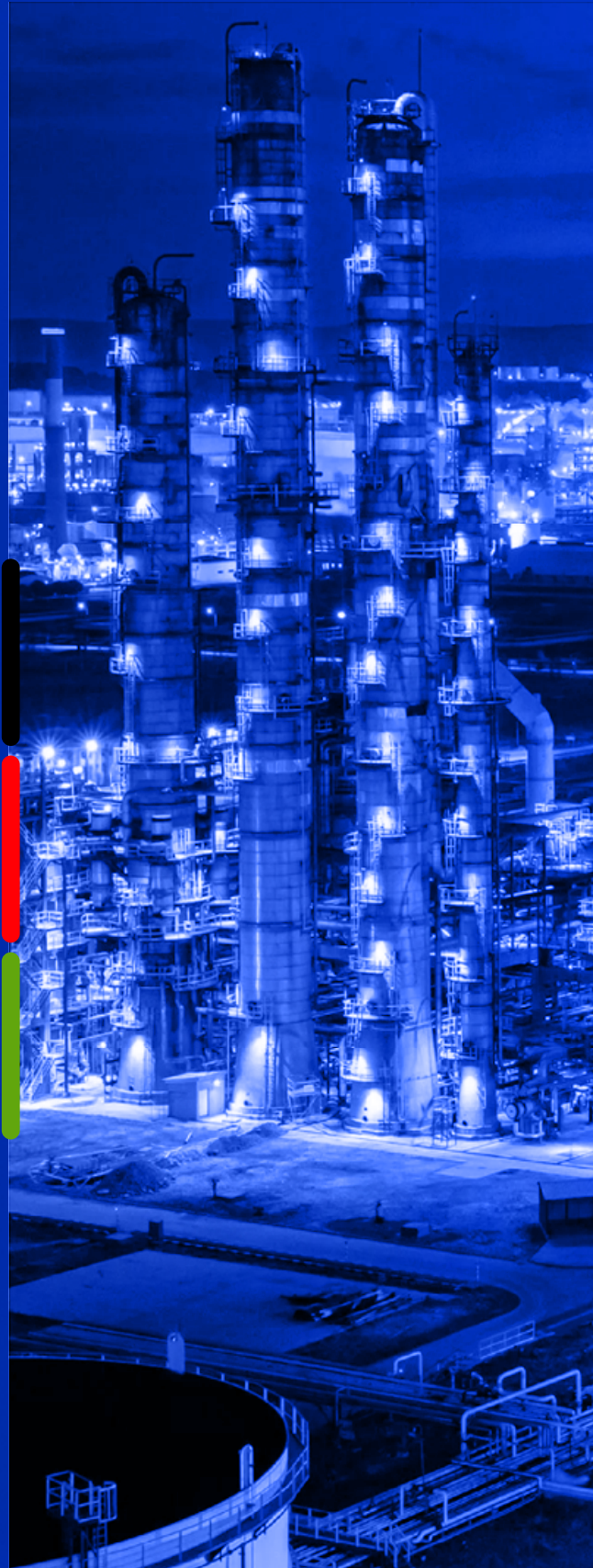


Corporate Profile, Vision, Mission and Corporate Values

As one of Türkiye's largest integrated industrial structures, we manage multiple stages of the value chain from end to end, ensuring efficiency and coordination across our business processes. We leverage the latest technologies to strengthen our operational capabilities and increase our impact in different sectors with our pioneering applications.

Sustainability constitutes a core pillar of our corporate approach throughout all these processes. In this context, we aim to develop leading solutions within our sector to address environmental and social challenges, particularly climate change. With the objective of leaving a more livable world for future generations, we shape our operations around a sustainable business model and an integrated value chain perspective.

We continue to see our strong performance in the area of sustainability reflected in the results we have achieved on both national and international platforms. Having been included in the FTSE4Good Index Series for the first time as part of the 2023 financial year assessment, we have maintained our position in the index for the 2025 financial year assessment, for which we carried out our work this year. We have outperformed the chemical sector average by having our rating upgraded by S&P Global. We are also successfully carrying out our work within the LSEG platform at Petkim, the first petrochemical company to be included in the BIST Sustainability 25 Index.



Mission

To operate and develop our entire value chain from the source to the end user in an efficient and sustainable manner with our experienced, knowledgeable and committed human resources at all levels.



Vision

To be an integrated energy company that creates value for all stakeholders with full awareness of our economic and social responsibilities.



Corporate Values



Occupational Safety

Occupational safety is our top priority. In every action, we are committed to protecting our employees, society, the environment and future generations.



One Team

With our belief in the power of collaboration with our colleagues and business partners at all levels, we work as one team to achieve our goals and objectives.



Responsibility

We recognize the scale and impact of our operations. We take responsibility for every step we take in line with our corporate mission, vision and strategy.



Continuous Improvement

We focus on continuous learning, knowledge sharing and implementing best practices to achieve results beyond targets and expectations and to ensure the best results.



People First

We respect our environment and act responsibly. We prioritize the welfare of our employees and the communities we serve.

Working Principles



In line with our “Human-First” approach, we implement people orientated practices in all our decisions and processes and adopt strategies that support this approach.



We adopt a high performance culture and add value to the personal and professional skills of our employees by supporting continuous professional development.



We create strategic game plans and develop alternative plans to adapt to changing conditions in an agile and flexible manner.



We transform our energy into strong collaborations and derive our strength from “One Team” spirit.



SOCAR Türkiye Milestones



2008

- The acquisition of Petkim was completed in 2008, and operations commenced in Türkiye with the aim of establishing Petkim as one of Europe's largest production centers.

2011

- The foundation stone for the STAR Refinery was laid.
- A 20% increase in capacity has been achieved at the LDPE-T Plant, and an agreement has been signed to increase the capacity of the ethylene plant.

2012

- On 23 June, the agreement for the Trans-Anatolian Natural Gas Pipeline Project (TANAP) was signed in Istanbul by Ilham Aliyev, President of Azerbaijan, and Recep Tayyip Erdoğan, Prime Minister of the Republic of Türkiye.

2015

- The foundation stone for the TANAP construction project was laid.
- A 13% stake in SOCAR Türkiye's total share capital was acquired by Goldman Sachs under a share purchase agreement with a put option.
- The foundation stone for the Trans-Anatolian Natural Gas Pipeline Project (TANAP) was laid in the presence of the Presidents of Türkiye, Azerbaijan and Georgia.
- STAR Refinery was awarded the "Best Refinery Financing Deal of the Year" by Project Finance International and Infrastructure Journal.
- STAR Refinery was voted the world's best refinery of 2015 by readers of Hydrocarbon Processing magazine.



2016

- The first phase of the SOCAR Terminal has been completed and operations have commenced.

2018

- The section of TANAP stretching from the Türkiye-Georgia border to Eskişehir was inaugurated in Eskişehir with a grand ceremony held under the patronage of the President of the Republic of Türkiye, Recep Tayyip Erdoğan, and attended by the President of Azerbaijan, Ilham Aliyev.
- The site in Aliğa was designated as a Special Industrial Zone.
- The STAR Refinery was opened with an international ceremony and commenced operations in the fourth quarter of 2018.
- The second phase of the SOCAR Terminal was completed and operations commenced.

2019

- TANAP was completed in July 2019, enabling the transport of Azerbaijani natural gas to Europe.
- Bursagaz, Kayserigaz, SOCAR Energy Trade, Enervis and Millenicom were acquired.
- The integration of the Refining and Petrochemical Business Unit was completed.
- Full-capacity production commenced at the STAR Refinery.
- The SOCAR R&D and Innovation Centre was established.
- The first naphtha produced by the STAR Refinery was delivered to Petkim.

2020

- In 2020, Petkim—a member of the SOCAR Türkiye group—was the only Turkish company selected for the World Economic Forum's (WEF) 'Global Lighthouse Network', which recognizes the world's leading facilities for their use of Industry 4.0 technologies in manufacturing.

2021

- The integration of the Natural Gas Business Unit has been completed.
- In 2021, STAR Refinery—one of the SOCAR Türkiye group companies—was the only Turkish company selected for the World Economic Forum (WEF) 'Global Lighthouse Network', which recognizes facilities worldwide that make the best use of Industry 4.0 technologies in production. STAR Refinery also holds the distinction of being the only refinery in the world to have achieved this status.
- In 2021, STAR Refinery's capacity utilization rate was increased to 100.8%.
- Following initiatives aligned with sustainability targets, Petkim ranked 8th out of 206 companies in the ESG Rating, where leading global organizations are assessed under the 'Environmental, Social and Governance' headings by an independent audit firm.





2022

- ✦ SOCAR Broker was established.
- ✦ In 2022, the company obtained ISCC (International Sustainability and Carbon Certification) for the first time; this certification ensures the transparent traceability of sustainable raw materials and the products manufactured from them throughout the supply chain, and guarantees to stakeholders that the products meet sustainability requirements.
- ✦ SOCAR Petroleum Trade and Shipping became a major and key player in the international marine fuels sector in 2022, achieving a sales volume of 700,000 tonnes. With a market share of 28%, it supplied more than a quarter of international marine fuels.
- ✦ In 2022, the capacity utilisation rate at the STAR Refinery was increased to an average of 113.1%.
- ✦ In 2022, Petkim maintained its sales and profitability performance, achieving sales of TRY 48.9 billion and a net profit of TRY 6.5 billion, breaking the company's all-time profit record.

2023

- ✦ Thanks to its success in 'Agile Transformation', SOCAR Türkiye won a Silver Stevie Award in the 'Energy' category at the Stevie Awards. It was awarded the 'Equal Women at Work Certificate' for its practices regarding equality, inclusion and the promotion of female employees in the workplace.
- ✦ Petkim became the first petrochemical company to be included in the BIST Sustainability 25 Index.
- ✦ Petkim became an indirect 12% shareholder in STAR Refinery, Türkiye's second-largest industrial facility.
- ✦ SOCAR Türkiye group company Petkim once again secured the title of "export champion" by ranking among the top positions in the Aegean Exporters' Associations' "Stars of Export" list, as it did in 2022.

- ✦ STAR Refinery, alongside our companies Petkim, Bursagaz and Kayserigaz, featured in the Capital500 list as part of Capital Magazine's "Türkiye's Top 500 Private Companies" survey.
- ✦ At the Türkiye Customer Experience Awards 2023, one of the most prestigious awards in the field of customer experience, the "Customer Services Are Changing" programme developed for Bursagaz and Kayserigaz, subsidiaries of the SOCAR Türkiye group, received a silver award in the "Best Customer Services" category.

2024

- ✦ Together with its group companies, SOCAR Türkiye won a total of eight awards throughout 2024 on national and international platforms for projects in digital transformation, innovation, finance and internal communications; Petkim ranked 13th on Türkiye's EN-VERIM 100 list for energy efficiency, STAR Refinery became Türkiye's third-largest industrial facility, whilst Bursagaz and Kayserigaz were recognised with various customer experience awards for their digital invoicing and IVR projects; the Natural Gas Business Unit also won two prestigious awards under the International Finance Awards.
- ✦ In the energy sector, the company qualified for the Green Check Certificate at the GOLD level.
- ✦ Following an assessment by S&P Global, Petkim achieved the highest score in Türkiye's chemical sub-sector with 43 points under ESG (Environmental, Social and Governance) criteria, securing first place.
- ✦ SOCAR Türkiye became the first in the global industry to qualify for the ISO 56001 Innovation Management System Certificate and the first in Türkiye to qualify for the TS EN ISO 17483-1 Critical Infrastructure Protection Management System Certificate.
- ✦ SOCAR Broker has joined the ranks of global players by securing a Lloyd's licence, an achievement attained by only a handful of institutions among over 300,000 brokers worldwide to date.

- ✦ The third term of the SOCAR Energy School, launched in collaboration with Sabancı University's Executive Development Unit (EDU), has commenced.
- ✦ SOCAR Petroleum Trade has qualified for the ISCC EU – International Sustainability and Carbon Certification through projects implemented in line with its sustainability strategy.
- ✦ Petkim has increased the value of the USD 300 million credit agreement signed with J.P. Morgan Securities PLC in January 2023 to USD 400 million and extended its maturity to December 2027.
- ✦ The sale process for Millenicom, which has been providing telecommunications services within our group since 2019, has been completed.
- ✦ SOCAR Fiber signed a memorandum of understanding with EXA Infrastructure to provide dark fibre services via the fibre infrastructure located between the Türkiye-Greece and Türkiye-Georgia borders.
- ✦ A process to evaluate international partnership opportunities aimed at expanding SOCAR Terminal's operations and maintaining its regional leadership has been concluded.
- ✦ Following the transformation initiated by Shared Services, the structure providing services to all group companies has been integrated into SOCAR Türkiye.

2025

- ✦ Bursagaz, Kayserigaz and Millenicom have been spun off from SOCAR Türkiye.
- ✦ Petkim and SOCAR Türkiye have transferred their entire shareholding in Petlim to SOCAR Aliğa Liman İşletmeciliği A.Ş.
- ✦ SOCAR Terminal has established a strategic partnership with MSC (Mediterranean Shipping Company), the world's largest container shipping company, by signing a partnership agreement in September 2025, with the aim of expanding, strengthening and scaling up its port operations to a global level.

- ✦ A 25% stake in TFS Akaryakıt Hizmetleri A.Ş. has been acquired by the SOCAR Türkiye group.
- ✦ The Pre-FEED phase of the Petkim Master Plan Project has been successfully completed, and the project has been prepared for transition to the FEED phase.
- ✦ As a result of the consistent performance demonstrated at the STAR Refinery throughout 2025, the highest capacity utilization rate was achieved, with 13 million tonnes of crude oil processed.
- ✦ Through its Regulatory Compliance Management (RCM) practices in the areas of ethics and compliance, the company was awarded the Jury Special Award at the ICA Compliance Awards organized by the International Compliance Association.
- ✦ The SOCAR GRC (Governance, Risk & Compliance) Tool Project won a Bronze Award at the 2025 Stevie International Business Awards.
- ✦ The R&D project carried out in collaboration between SOCAR R&D and Innovation and Petkim's LDPE-T Plant won the "Most Successful Large-Scale Organization" award at the 7th Technopark İzmir Technology Awards, organized by the İzmir Institute of Technology.
- ✦ Our AI-powered data analytics application won a Silver Award at the Brandon Hall Awards, whilst our "Movement for Good" project won a Bronze Award in the Corporate Social Responsibility category.
- ✦ The Q Concept project, a multi-dimensional development approach developed with SOCAR Türkiye Academy, won the Gold Award in the "Most Innovative Creative Project" category at the 2025 Stevie International Business Awards.
- ✦ SOCAR Türkiye won the "Most Effective Social Impact Award of the Year" at the Environmental Communication Summit with its Social Impact Report.
- ✦ In 2025, awards were received in the "Best Company in Investor Relations" and "Best Investor Relations Team" categories at the Extel Europe and EMEA Equities Awards.



SOCAR Türkiye Highlights of 2025



Financial Performance

552

(TRY billion)

Net Sales Revenue
2024: TRY 203 billion

205

(TRY billion)

Exports
2024: TRY 159 billion

18.90

(USD billion)

Total Investment Expenditure
2024: USD 18.6 billion

691.90

(TRY billion)

Total Assets
2024: TRY 585 billion

Operational Performance

2.30

(million tonnes)

Petrochemical Production

13

(million tonnes)

Annual Crude Oil Processing Capacity
2024: 13 million tonnes

2

Storage Terminals

4.20

(USD million)

R&D Investments
2024: USD 4.9 million

44

Number of R&D and Innovation Researchers

9.20

Nelson Refinery Complexity

14

Total Number of Fuel Stations

10%

(rate)

Share of Türkiye's Petrochemical Demand Met

Environmental Performance

1.15

(TRY billion)

Environmental Investments
2024: TRY 958 million

356*

(thousand GJ)

Energy Savings
*Includes energy efficiency and process optimization projects implemented at STAR Refinery and Petkim.

4,550.00

(hour)

Environmental Training Duration

77%

(rate)

Reduction in Total Air Emissions
2024: 2%

44%

(rate)

Reduction in Waste Generation

Social Performance

4,526

(employees)

Total Workforce
2024: 5,688 employees

196,268

(hour)

Employee Training
2024: 282,336 hour

26%

(rate)

Female Management Ratio
2024: 14%

104,499

(hour)

HSE Training
2024: 146,842 hour

58.5%

(rate)

Employees Covered by Collective Bargaining Agreements
2024: 47.2 %

84%

(rate)

Share of Local Suppliers in the Supplier Portfolio
2024: 83%

735

(hour)

Total Volunteering Hours by SOCAR Türkiye Volunteers
2024: 2,760 hour

Strategic Developments and Recognition



SOCAR Terminal signed a strategic partnership agreement with MSC.



Pre-FEED activities under the Petkim Master Plan were completed, and the FEED tender process was initiated.



STAR Refinery processed 13 million tonnes of crude oil, achieving the highest capacity utilization rate through its consistently strong operational performance.



SOCAR Türkiye acquired a 25% stake in Turkish Fuel Services (TFS).



2025 Achievements and Awards

Award / List Name	Award Recipient	Awarding Organization	Category /Title	Achievement	Year
Stars of Export Awards	Petkim	Aegean Exporters' Associations	Regional Export Performance	Aegean Region Export Champion	2024
List of Türkiye's 500 Largest Industrial Companies	STAR Refinery Petkim	Istanbul Chamber of Industry	General Industry Ranking	STAR Refinery: 3rd Petkim: 29th	2025
2024 IKMIB Export Stars Awards	STAR Refinery SOCAR Petroleum Trade	IKMIB - Istanbul Chemical Products and Goods Exporters' Association	"Mineral Fuels Export" Category	STAR Refinery 1st, SOCAR Petroleum Trade 2nd	2024
Fortune 500 Türkiye Survey	STAR Refinery	Fortune Türkiye	Türkiye's Largest Companies	STAR Refinery - 13th	2024
	SOCAR Petroleum Trade			SOCAR Petroleum Trade - 37th	
	Petkim			Petkim - 42nd	
	SOCAR Energy Trade			SOCAR Energy Trade - 87th	
	TFS Fuel			TFS Fuel Services - 25th	
Capital 500 List	STAR Refinery	Capital Magazine	Türkiye's Largest Companies	STAR Refinery – 11th	2024
	SOCAR Petroleum Trade			SOCAR Petroleum Trade – 52nd	
	Petkim			Petkim – 95th	
	SOCAR Energy Trade			SOCAR Energy Trade – 48th	
	TFS Fuel			TFS Fuel Services – 31st	
List of the Largest Companies in the Aegean Region	STAR Refinery Petkim	Regional Industrial Organizations	Regional Company Rankings	STAR Refinery: 1st Petkim: 3rd	2025
Capital 500 Awards	Petkim	Capital Magazine	Chemical Industry	Leading Company in the Sector	2024

Award / List Name	Award Recipient	Awarding Organization	Category /Title	Achievement	Year
Fast Company's List of the 50 Best Workplaces for Innovators	SOCAR Türkiye	Fast Company	List of the 50 Best Workplaces for Innovators	17th	2025
CHRO Summit 2025	SOCAR Türkiye	DataExpert & BMI	Türkiye's Top 50 Most Effective CHROs List	Naila Mammadova – Head of HR and Corporate Services at SOCAR Türkiye	2025
Future of CISO Summit & Awards	SOCAR Tech	CXO Media and Future of Consultancy	CISO Hall of Excellence	Asım Gençer Gökce - SOCAR Tech Director of Information Security	2025
66th EOQ Congress	SOCAR Türkiye	European Organization for Quality (EOQ)	European Quality Leader (EQL)	Dr. Ömer Özkan, Head of the Corporate Quality Group at SOCAR Türkiye	2025
Extel 2025 European and Emerging EMEA Region Equity Awards	Petkim	Extel	Chemical Companies	Best Investor Relations Team & Best Company	2025
Extel Corporate Investor Survey	Petkim	Extel	Chemical Companies	Ranked 1st in 7 categories	2025
Industrial Energy Efficiency Project Competition	Petkim	Ministry of Industry and Technology of the Republic of Türkiye	Energy Efficiency	2nd Place	2025
2025 GE VERNOVA Excellence Award	SOCAR Türkiye	GE Vernova	Asset Performance Management	Innovation in APM Implementation	2025
ICA 2025 Compliance Awards Europe	SOCAR Türkiye	International Compliance Association (ICA)	Innovative Regulatory Compliance Implementation	Jury Special Award	2025
MENA Stevie Awards	SOCAR Türkiye	Stevie Awards	Innovation in Human Resources Management, Planning & Practice	Gold Award for the HR Board Game Project	2025
MENA Stevie Awards	SOCAR Türkiye	Stevie Awards	Innovative Achievement in Human Resources	Silver Award for the CPD Project	2025
MENA Stevie Awards	SOCAR Türkiye	Stevie Awards	Innovation in Business to Business Services	Silver Award for the Corporate Risk and Business Continuity Management Digitalization Project	2025



Award / List Name	Award Recipient	Awarding Organization	Category /Title	Achievement	Year
MENA Stevie Awards	SOCAR Türkiye	Stevie Awards	From Idea to Publication Category: Thought Leadership Campaign of the Year Status	Bronze Award for the “Fikirden Yayına” Project	2025
2025 Stevie Awards for Great Employers	SOCAR Türkiye	Stevie Awards	Achievement in Internal Communications ve Achievement in Employee Engagement	Bronze Award for Internal Communications Activities	2025
2025 Stevie Awards for Great Employers	SOCAR Türkiye	Stevie Awards	Best Strategy for a Corporate Learning University	Silver Award for work conducted under the University Coordination Council	2025
2025 Stevie Awards for Great Employers	SOCAR Türkiye	Stevie Awards	Achievement in Certification Programs	Bronze Award for Internal Communication Activities	2025
Stevie International Business Awards	SOCAR Türkiye	Stevie Awards	Internal Communication	Gold Award	2025
Stevie International Business Awards	SOCAR Türkiye	Stevie Awards	Most Innovative and Creative Project	SOCAR Türkiye Academy – Gold Award for the Q Concept	2025
Stevie International Business Awards	SOCAR Türkiye	Stevie Awards	Corporate Social Responsibility	Silver Award for the Goodness Movement Project	2025
Stevie International Business Awards	SOCAR Türkiye	Stevie Awards	Governance, Risk, and Compliance Solutions	Bronze Award for the Risk, Business Continuity Management, and Regulatory Compliance (GRC) Project	2025
Stevie Awards for Technology Excellence	SOCAR Türkiye	Stevie Awards	Company of the Year – Information Technology	Gold Award	2025
2025 GLOBALCCU Awards	SOCAR Türkiye	Global CCU	Best Corporate University	Silver Award with SOCAR Türkiye Academy	2025

Award / List Name	Award Recipient	Awarding Organization	Category /Title	Achievement	Year
Business Honors Awards	SOCAR Türkiye	Business Honors Awards	Best Corporate Social Responsibility Project	Two awards for “Goodness Movement” Project	2025
International Brilliance Awards 2025	SOCAR Türkiye	Brilliance Awards	Brilliance in Employee Experience (Employee Experience)	Gold Award for Internal Communication Projects and Activities	2025
Communicator Awards	SOCAR Türkiye	Academy of Interactive & Visual Arts (AIVA)	Employee & Internal Communications	Award for the Employee Engagement Program	2025
Brandon Hall Excellence Awards 2025	SOCAR Türkiye	Brandon Hall Group	Corporate Social Responsibility	Bronze Award for the “Goodness Movement” Project	2025
Brandverse Awards	SOCAR Türkiye	Marketing Türkiye & BoomSonar	Energy Companies: Data Analytics / Employer Branding Communications	Awards for internal communication and data analytics initiatives	2025
International Environment and Communication Summit Awards	SOCAR Türkiye	International Environment and Communication Platform	Social Impact / Communication	Award for the SOCAR Türkiye Social Impact Report	2025
Platin Business Book Awards	SOCAR Türkiye	Platin Magazine	Special Award	Platinum Special Award for the “Cep Kitapları” project	2025
Social Benefit Awards	SOCAR Türkiye	Social Benefit Platform	Social Responsibility	Awarded for the “Girişimde Kadın Enerjisi” project	2025
IDC Türkiye Future Enterprise Awards 2025	SOCAR Türkiye	IDC	AI-Ready Enterprise / Process Mining	2nd Place for the Process Mining Project	2025
Turk of America	SOCAR Türkiye	Turk of America Magazine	Thought Leadership	Awarded for the “Fikirden Yayına” Project	2025
Future of AI & Cloud Summit Awards	SOCAR Türkiye	Future of AI	Best Machine Learning	Awarded for the DCU Project	2025

RESPONSIBLE *for*

Sustainability and Corporate Governance



Social and
Relationship
Capital



Intellectual
Capital



Manufactured
Capital



SOCAR SOCAR Türkiye Integrated Report 2025





RESPONSIBLE *for*

Sustainability and Corporate Governance



Corporate Governance at SOCAR Türkiye

At SOCAR Türkiye, we have shaped our corporate governance approach within a holistic framework to ensure the coordinated management of our group companies operating across various sectors. Through this structure, we aim to ensure alignment and consistency in the face of changing operational conditions and strategic decision-making processes.

We manage our group companies, which operate across a wide range of sectors including petrochemicals, refining, natural gas, trading, logistics, consultancy, insurance, shipping and electricity generation, under the SOCAR Türkiye umbrella through an integrated structure. In line with this integration approach, we are strengthening collaboration mechanisms among our group companies and developing common practices in areas such as risk management, human resource development and corporate culture. In this way, we contribute both to enhancing operational efficiency and to evaluating strategic investment opportunities.

We conduct our corporate governance practices on the basis of transparency, accountability, responsibility and commitment to ethical principles. We regard the sharing of policies and practices governing our business processes and relationships with stakeholders as a key element of our governance approach. Through this approach, we are establishing a governance framework that supports sustainable growth in the sectors in which we operate.

Together with our group companies, we closely monitor evolving international standards in environmental, social and governance (ESG) areas. In line with this, we feature in various indices that assess our sustainability performance and use the evaluation results obtained on these platforms to strengthen our corporate sustainability approach. Through our practices that support continuous improvement in the ESG field, we are increasing our visibility on international platforms.

Board of Directors and Senior Management

Board of Directors

The SOCAR Türkiye Board of Directors acts as the Company's highest governing body. The Board of Directors is responsible for determining the Company's strategic direction, monitoring corporate risks and overseeing the activities of senior management. The Board also ensures the application of ethical principles across the Company and safeguards the corporate culture. Our Board of Directors consists of a total of seven members, comprising a chairman and six members. Board members are appointed in accordance with the provisions of the Turkish Commercial Code and the Company's Articles of Association. In accordance with the relevant legislation, Board members are appointed for three-year terms, and the General Meeting has the authority to replace Board members where it deems necessary. The members of the Board of Directors were appointed on 20 August 2024 for a three-year term, and no changes to the Board membership occurred during the reporting period. There are no independent members on our Board of Directors.

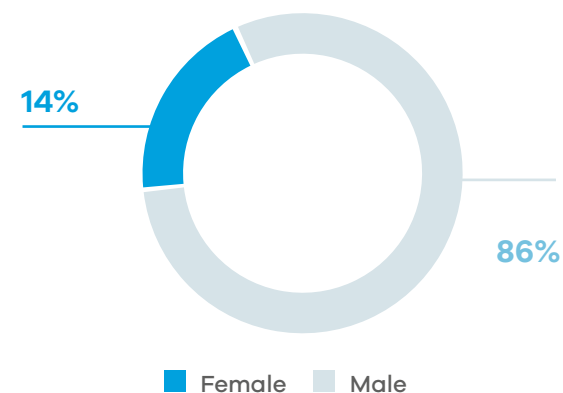
Role	Board of Directors	Term of Office on the Board of Directors	Attendance at Board of Directors Meetings
Chairman	State Oil Company of the Azerbaijan Republic (Representative: Rovshan Najaf)	4.5	1/1
Member	Kanan Najafov	4.4	1/1
Member	Zaur Gurbanov	4.4	1/1
Member	Anar Akhundov	1.7	0/1
Member	Elshad Nasirov	4.5	0/1
Member	Anar Mammadov	2.2	1/1
Member	Ziba Mustafayeva	1.7	1/1

The CEO does not serve as a member of the Board of Directors. This structure ensures a clear corporate separation between strategic direction and operational management processes, thereby strengthening the effectiveness of our governance mechanisms.

The nomination and election processes for Board members and committee members are conducted within a corporate framework, in accordance with the "Terms of Reference for the Corporate Governance and Sustainability Committee" document, which is submitted by the Board of Directors and approved by a Board resolution.

In our Board of Directors structure, we place importance on including members with diverse experiences and areas of expertise, without discrimination based on language, religion or gender. The fact that our Board of Directors represents diverse geographical and cultural backgrounds supports our Company's international group structure and the diversity approach that forms part of our sustainability-focused corporate governance.

Board of Directors Gender Distribution



Our Board of Directors meets at regular intervals throughout the year to review the Company's strategic agenda. In 2025, our Board of Directors meeting took place on 12 September. We hold these in-person Board of Directors meetings at our Company headquarters or at other suitable locations.

At Board of Directors meetings, decisions are taken with the affirmative vote of at least four members. With an attendance rate of 71% in 2025, we support collective assessment in decision-making processes and ensure that Board of Directors decisions are taken with a strong consensus.

To strengthen the flow of information supporting the work of our Board of Directors, we have established regular reporting mechanisms. Through the monthly activity reports we prepare, we provide a detailed overview of the Company's overall situation. In these reports, we share with the Board of Directors and our executives the macroeconomic outlook, operational and financial performance indicators, developments within business units, and significant developments regarding occupational safety and environmental issues.





Board Members	Rovshan Najaf	Kanan Najafov	Zaur Gurbanov	Anar Akhundov	Elshad Nasirov	Anar Mammadov	Ziba Mustafayeva
Sectoral Experience	>10 years	>10 years	>10 years	>10 years	>10 years	>10 years	>10 years
Governance in Global Organizations	●	●	●	●	●	●	●
Finance	●		●	●		●	
Corporate Governance	●	●	●	●	●	●	●
Supply Chain	●	●		●	●		●
Human Resources, Employee Rights and Remuneration	●	●	●			●	●
Marketing and Sales	●	●		●	●		
Sustainable Finance and Investment	●		●	●			●
Strategy and Risk Management	●	●	●	●	●	●	●
Sustainability	●	●	●		●		
Audit and Control	●	●	●	●		●	●
Digitalization	●	●	●				
Employee Rights and Social Security	●		●	●			●
Industry Experience	●	●	●		●	●	●
R&D and Innovation	●				●		



Company	Date of Notice	Date of the General Meeting
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SOCAR Türkiye	30.12.2025	03.02.2026
Petkim	05.05.2025	29.05.2025
STAR Refinery	28.08.2025	24.09.2025
SOCAR Terminal	12.09.2025	30.09.2025
SOCAR Storage	30.09.2025	21.10.2025
SOCAR R&D and Innovation	30.05.2025	30.06.2025
SCR Real Estate	30.05.2025	13.06.2025
SOCAR Petroleum Trade	30.09.2025	21.10.2025
SOCAR Energy Trade	20.05.2025	26.05.2025
SOCAR Fiber	30.05.2025	07.07.2025
SOCAR Broker	30.05.2025	30.06.2025
Bos Energy	10.10.2025	24.10.2025

Senior Management

Senior Management

Role

Elchin İbadov	CEO of SOCAR Türkiye
Kanan Mirzayev	Petkim General Manager & Head of SOCAR Türkiye Refining and Petrochemical Business Unit
Fuad İbrahimov	Head of Natural Gas Business Unit
Akın Börekçi	Head of Information Technology
Mikayil Yusifov	Head of Communications and Public Relations
Naila Mammadova	Head of Human Resources and Corporate Services
Ömür Önk	Head of Strategy and Sustainability
Rufat Hasanov	Head of Finance
Shahin İsmayilbayli	Head of Legal, Compliance and Corporate Governance



Remuneration and Performance Appraisal Processes

As SOCAR Türkiye, we adopt a balanced remuneration approach across our Group companies while maintaining a competitive remuneration framework in external markets. When determining remuneration for our senior executives, we review and update our compensation practices in line with the findings of global benchmarking methodologies that incorporate internationally recognized market data and are tailored according to company size. Through this approach, we establish a remuneration structure that is competitive, performance-oriented, and aligned with the markets in which we operate.

We structure the remuneration of our senior executives around two main components: "Base Salary" and "Variable Pay." When determining base salaries, we take into account market practices, the size of our Company, our long-term strategic objectives, and the scope of responsibilities associated with relevant positions.

We carry out these assessments within the framework of international standards and applicable legal regulations. Within the variable pay component, we reward both the individual contributions of our executives and our Company's overall performance through annual performance bonuses.

In our performance evaluation processes, alongside financial indicators, we also consider our long-term sustainability targets and compliance with our environmental, social, and governance (ESG) policies. In line with this approach, we evaluate the performance of our executives based not only on short-term financial results but also on their contributions to our corporate sustainability objectives.

To recognize the contributions of our employees, we provide an annual Performance Bonus in addition to fixed salaries. The budget and distribution of this bonus are determined by the Remuneration and Nomination Committee,

which reports directly to the Board of Directors, taking into account our Company's overall performance. In assessing the performance of our senior executives, we consider not only financial achievements but also progress toward long-term sustainability goals and alignment with our environmental, social, and governance (ESG) policies. Through this approach, we demonstrate our commitment not only to financial objectives but also to our environmental and social responsibilities. As part of our long-term incentive mechanisms, we include our senior executives in the Long-Term Incentive Plan, which has a vesting period of more than two years.

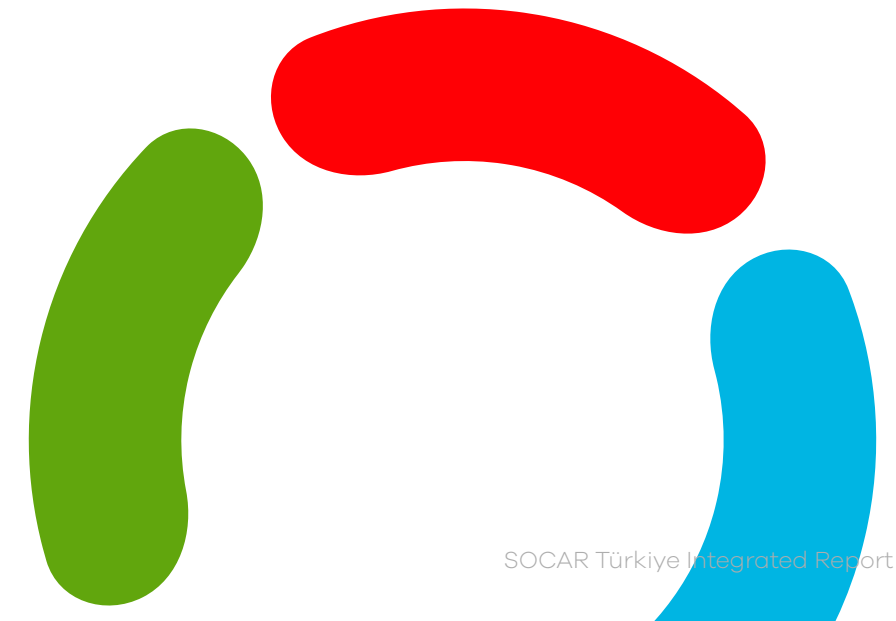
To support the continuity of our senior leadership team and strengthen organizational readiness for critical positions, we hold Talent Committee meetings annually. Through this process, which includes all senior executives, including the CEO, we evaluate succession plans for the short, medium, and long term and identify potential

candidates, enabling us to make decisions that support leadership continuity. These practices contribute to strengthening management continuity and enhancing organizational preparedness for critical roles.

Decisions regarding the remuneration of our Board members are made by shareholders through voting and are safeguarded under the Turkish Commercial Code and our Articles of Association. The remuneration to be paid to Board members is determined by the General Assembly. Attendance fees paid to Board members are provided in accordance with the provisions of the Turkish Commercial Code.



SOCAR





Committees

We are strengthening coordination and collaboration between the SOCAR Türkiye Board of Directors and senior management through our committees at various levels. Through these committees, we examine strategic issues in detail, conduct assessments in relevant areas and submit recommendations to our Board of Directors.

We have four committees that report directly to our Board of Directors. These committees are the Audit Committee, the Early Detection of Risk Committee, the Corporate Governance and Sustainability Committee, and the Remuneration and Appointments Committee. Each committee consists of at least two Board members and conducts its work by reporting directly to our Board of Directors. Where the number of committee members exceeds two, the majority of members are selected from among the Board members.

The members of the committees reporting to the Board of Directors are appointed by the Board of Directors, and appointments are made in accordance with the principles defined in each committee's own regulations. This approach contributes to the clear definition of the committees' roles and responsibilities.

In 2025, changes were made to the membership of the Remuneration Committee, one of the committees reporting to the Board of Directors, and to the Committee's Regulations. In this context, Elchin Ibadov has been appointed as Deputy Chair. Rovshan Najaf continues in his role as Chair, whilst Zaur Gurbanov and Ziba Mustafayeva continue to serve as Deputy Chairs.

In addition to the Board of Directors' committees, our robust Senior Management committee structure, which focuses on the Company's strategic priorities, strengthens coordination across the organisation and ensures that critical issues are addressed effectively. Our committees operating within the Executive Board aim to enhance the Company's operational efficiency and support the Senior Management's focus on strategic matters.

During the regular meetings held by our committees in accordance with their roles and responsibilities, we evaluate current practices, identify areas for development and address opportunities for improvement. To strengthen coordination between committees, we encourage the sharing of information across different committee structures.

Through this multi-layered committee structure established at various levels, we comprehensively address critical areas such as oversight, risk management, sustainability, remuneration, talent development, ethics and corporate social responsibility at the Board of Directors and Senior Management levels.

SOCAR Türkiye Board of Directors Committees

Audit Committee

Corporate Governance and Sustainability
Committee

Early Detection of Risk Committee

Remuneration and Appointments Committee

R&P Business Unit Committees

Maintenance/Turnaround Committee

Değer Benim Decision Board

HSE Committee

Business Unit Management Committee

Risk Management Committee

Procurement and Supply Chain Management
Committee

Investment Committee

SOCAR Türkiye Executive Committees

Extended Executive Committee

Group Ethics and Compliance Committee

CSR and Sponsorship Committee

Group Crisis Management Committee

Group Risk Management Committee

Group Sustainability Committee

Group Talent Committee

Corporate Center Management Committee

Corporate Center and Business Units
Management Committee

Değer Benim Decision Board

Reciprocity Committee

Gas Business Unit Committees

Değer Benim Decision Board

HSE Steering Committee

Business Unit Management Committee

Risk Management Committee

Procurement Committee

Investment Committee



For further details regarding our committees, please refer to the section titled **"Board of Directors Annual Report"** in the 'Annexes' section.



Policies, Procedures, and Indices



You can find details of our relevant policies and procedures on our [Ethical Values & Policies](#) webpage.

Our Policies



Information Security Policy



HSE Policy



Business Continuity Policy



Diversity, Equity and Inclusion Policy



Human Rights Policy



Anti-Corruption and Trade Controls Policy



SOCAR Türkiye Quality Policy



Public Relations Policy



Enterprise Risk Management Policy



Biodiversity Policy

Procedures

- Regulatory and Legislative Changes Management Procedure
- Permit, License and Authorization Process Procedure
- Public Institutions and NGO Relations Procedure
- SOCAR Public Procurement Authority* Permit Process Procedure
- Strategic and Operational Planning Procedure

* The region on the Aliğa Peninsula, where SOCAR Türkiye has important subsidiaries such as STAR Refinery and Petkim, is known as Türkiye's first "Special Industrial Zone".

Quality Management

Our approach to quality management systems goes beyond the traditional understanding; we continuously update the content of our management systems in line with the dynamics of the VUCA world. We integrate new standard requirements and changes into our systems swiftly and flexibly. We believe that by developing practices that go beyond the expectations set out in the standards, we achieve differentiation within our field of activity. In this regard, we regard adopting a proactive approach whilst implementing our quality management systems as a fundamental requirement.

In line with our commitment to adding value for our customers by providing high-quality energy products and services, we conduct our quality management processes within the framework of the **SOCAR Türkiye Quality Policy**. To carry out our operations in a high-quality, efficient, effective and sustainable manner, we conduct our work within the scope of the Integrated Management System using a process-based, risk and opportunity-driven approach.

Under the ISO 9001 Quality Management System, we systematically manage product development,

production and customer feedback processes to enhance product quality and customer satisfaction. Furthermore, through the ISO 55001 Asset Management System, we effectively manage the balance of performance, cost and risk throughout the lifecycle of our production infrastructure, thereby supporting operational efficiency.

We review the effectiveness of system requirements through comprehensive internal audits conducted annually. In 2025, whilst ensuring the continuity of our existing certifications, we successfully completed the recertification processes for the ISO 9001 Quality Management System, the ISO 14001 Environmental Management System and the ISO 45001 Occupational Health and Safety Management System. In 2025, we successfully transitioned to the Turkish Standards Institute following a change in our certification body. We continue to meet the TÜRKAK accreditation requirement for our management system certificates, which is a legal obligation.

The table below outlines the Integrated Management Systems we maintain across SOCAR Türkiye Corporate Center and our group companies.





Our Integrated Management Systems	SOCAR Türkiye Corporate Center	Petkim	STAR Refinery	SOCAR Storage	SOCAR Terminal	SOCAR Energy Trade	SOCAR Fiber	SOCAR R&D and Innovation	SOCAR Petroleum Trade	SOCAR Tech
ISO 9001 Quality Management System	●	●	●	●	●	●				
ISO 14001 Environmental Management System	●	●	●	●	●	●				
ISO 45001 Occupational Health and Safety Management System	●	●	●	●	●	●				
ISO 27001 Information Security Management System		●	●	●	●		●			●
ISO 50001 Energy Management System		●	●		●					
ISO 17025 Laboratory Accreditation Management System		●	●							
ISO 22301 Business Continuity Management System		●	●	●						
ISO 10002 Customer Satisfaction Management System		●			●					
ISO 31000 Risk Management System		●			●					
ISO 55001 Asset Management System		●	●							
ISCC EU International Sustainable Carbon Certification									●	
ISCC CORSIA International Sustainable Carbon Certification for SAF									●	
ISO 14064-1 Corporate Carbon Footprint					●					
ISO 56001 Innovation Management System								●		
ISO 28000 Security Management System					●					
TS EN 17483-1 Standard for the Protection of Critical Infrastructure		●								
ISO 37000 Corporate Governance Standard	●									



Investor Relations

As one of the key drivers of economic cooperation between Azerbaijan and Türkiye, and with the support of our majority shareholder SOCAR, we are marking our 17th year in Türkiye. With total investments amounting to USD 18.9 billion across our SOCAR Türkiye group companies, we continue to hold our position as Türkiye's largest foreign investor. Thanks to the strong collaboration between our group companies, we have adopted an integrated and experienced central management model.

With our **integrated value chain** spanning petrochemicals, refining, natural gas, energy trading and logistics, we gain a significant advantage in enhancing our operational efficiency. Ownership of Türkiye's second-largest refinery, the integrated structure of the Aliğa Petrochemical Complex, and the advantages provided under strategic investment incentives place us in a strong position regarding supply security and cost optimisation.

Through our vertically integrated business model, we operate across various energy and industrial sectors, thereby strengthening our revenue diversification. Through our corporate risk management and financial risk management practices, we closely monitor fluctuations in market conditions; our foreign exchange-based operations enable us to establish natural hedging mechanisms against currency risks.

As the SOCAR Türkiye Investor Relations unit, we prioritise transparent, consistent and timely communication with our shareholders by adopting investor relations practices in line with international standards. In addition to Petkim, our sole publicly listed subsidiary, we act as a strategic communication hub to ensure investors are informed accurately and effectively regarding investments carried out and planned within the Group.

As part of our communication activities with investors, we regularly share our financial performance, strategic priorities and operational developments. By conveying investor feedback to senior management, we establish an effective communication bridge between investors and company management. Furthermore, we contribute to the widespread adoption of practices compliant with the Turkish Commercial Code and Capital Markets Legislation across the Company; we support the implementation and continuous improvement of corporate governance standards that safeguard the interests of all our stakeholders, particularly shareholders.

Throughout 2025, we responded to all 20 information requests received on average each month via email and telephone from our investors. We organised 4 teleconferences with the participation of senior management to share information regarding the Company's financial position, strategies and operations. We also held a special teleconference addressing the impact

of inflation accounting on our Company. As part of the meetings we organised, we engaged in direct interaction by holding one-on-one meetings with approximately 72 institutional investors.

We held our Annual General Meeting for the 2024 financial year in accordance with the Corporate Governance Principles on 3 February 2026 at 15:00 at our company headquarters in Istanbul.

We regularly participate in events organised by the Investor Relations Association (TÜYİD) to monitor current developments in the field of investor relations and to share information.

We view the implementation of international standards in sustainability reporting in a manner consistent with local practices as a strategic priority for the development of a common reporting framework. In this regard, we play an active role in platforms that support the sharing of information and the dissemination of best practices. In collaboration with TÜYİD and the IFRS Foundation, at the event we hosted on 14 November 2025, we comprehensively addressed the impact of the implementation of ISSB standards in Türkiye on the investor relations function.

As part of our risk management approach, we assess not only financial risks but also risks and opportunities related to climate change from a holistic perspective. We are sharing our disclosures on climate and sustainability, the approach adopted across the Group, and the work carried out specifically at Petkim to analyse physical and transition risks related to climate change with the public through Petkim's 2025 Integrated Annual Report and TSRS-Compliant Sustainability Report, which we have prepared in line with the TSRS Standards established in parallel with IFRS Standards, and we are integrating the outcomes into our risk management processes. In this process, we assess climate risks and opportunities together and shape our long-term investment decisions within this framework.



2025 Sectoral Outlook and Financial Performance

The global petrochemical sector continues to face a challenging operating environment in 2025. The commissioning of new capacity in Asia, coupled with the ongoing economic stagnation in Europe and the pressure on demand from high inflation and interest rates, has led to an oversupply and narrowing of margins across the sector. As a result of these developments, the Platts petrochemicals index fell by approximately 10% year-on-year in 2025, and margins across the sector continued to remain below historical averages. As SOCAR Türkiye, whilst conducting our operations under these challenging market conditions, we aim to limit the impact of market fluctuations on our financials by focusing on enhancing operational efficiency, cost discipline and financial resilience.

Thanks to our refinery–petrochemical integration within the Group, we are gaining significant advantages in terms of our financial performance. Thanks to the efficiency gains and capacity increases resulting from the integration between STAR Refinery and Petkim, we achieved the highest crude oil processing level in STAR Refinery's history. Consequently, the annual crude oil processing capacity was increased from 10 million tonnes to 13 million tonnes. By effectively leveraging STAR Refinery's strong operational performance, we contributed a net income of TRY 1,672 million to Petkim's financials using the equity method by the end of the year. Furthermore, to offset the impact of high inflation and the real appreciation of the Turkish lira on costs, we implemented comprehensive efficiency and cost-saving measures across both fixed and variable cost items throughout the year.

Thanks to the integrated structure we have

established with STAR Refinery and our flexibility in leveraging favourable raw material prices in the market, we continue to optimise our costs.

By managing our production planning in line with market conditions to safeguard our profitability, Petkim's plant capacity utilisation rate stood at approximately 63%. The continued application of inflation accounting also had additional effects on our financial results. In response to the challenging market conditions we faced, we took further steps to improve our liquidity structure and net debt ratios, in addition to strengthening our cost management practices. In this context, we significantly bolstered our cash position and balance sheet strength by selling Petkim's shares in Petlim Port and collecting the upfront premium for the STAR Refinery. These transactions contributed to Petkim's net debt level remaining below USD 1 billion. As at 31 December 2025, Petkim shares stood at TRY 16.23, whilst the Company's market capitalization amounted to approximately TRY 41.1 billion (USD 958 million).

Due to changes in global supply dynamics, the restructuring of trade flows and the impact of sanctions, we adopted a more selective and strategic approach to crude oil procurement in our refinery operations. Whilst effectively managing the challenges in raw material supply, we adapted swiftly to changing global supply conditions. By diversifying our supply portfolio, we enhanced our flexibility and strengthened our operational efficiency-focused approach. This enabled us to balance cost pressures whilst continuing to maintain the contribution of strong product margins.

In line with our long-term growth and

transformation objectives, we announced our Master Plan investment to the public and shared our roadmap for the project process with our investors. We anticipate making the final investment decision in 2026. We are closely monitoring investor questions and expectations regarding the Master Plan investment and continue to maintain transparent and effective communication through our investor relations function.

2025 marked a period in which the reflections of our global strategy in Türkiye became clearly evident for our Natural Gas Business Unit. During the year, and in line with our long-term strategic objectives, the acquisition of Bursagaz and Kayserigaz was completed; both companies have been part of our portfolio since 2019 and provide natural gas distribution services to nearly 2 million independent customers.

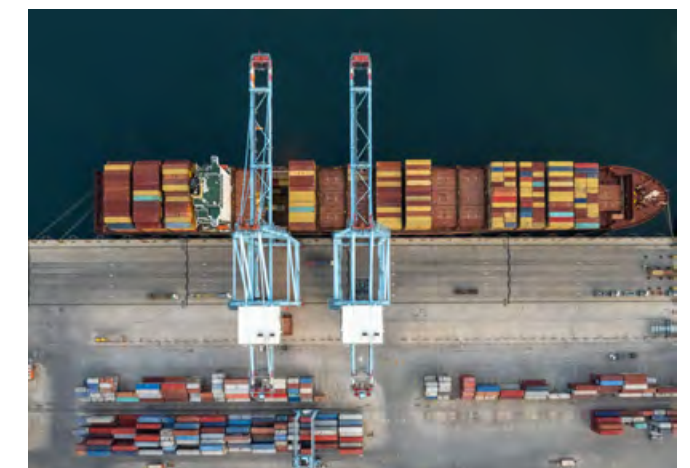
In parallel with our exit from distribution activities, we have strengthened our wholesale trading, supply and international trade operations within the natural gas value chain. Our portfolio management capabilities, which have increased our natural gas and electricity sales volumes, the expansion of cross-border electricity trade and the Supplier Aggregator licence we obtained in 2025 have positioned our business unit as a critical stakeholder in Türkiye's energy transition process. In 2023, we launched cross-border electricity trading activities with Georgia, Bulgaria and Greece, and in 2025 we included the transit of electricity from Azerbaijan to Türkiye via Georgia.

Within the natural gas value chain, our 'Electricity Generation from Natural Gas' strategy constituted one of the most decisive growth steps of 2025. In line with this strategy, we incorporated

the Central Anatolia Natural Gas Combined Cycle Power Plant into our portfolio, a facility of strategic importance for Türkiye's electricity supply security.

The most significant strategic step in 2025 towards scaling our port operations to a global level was the 50-50 joint venture agreement we signed with Terminal Investment Limited (TIL), the port investment arm of MSC, the world's largest container shipping operator. Through this partnership, SOCAR Terminal is moving beyond being merely an operational hub by integrating into TIL's global terminal network; it is becoming a logistics hub that strengthens Türkiye's position within the global supply chain. With MSC gradually redirecting its own vessels to SOCAR Terminal, container volumes at Aliğa are expected to reach record levels once again, and the group's share of Türkiye's container handling market is anticipated to increase significantly.

By launching sustainable aviation fuel (SAF) trade with SOCAR Petroleum Trade, we have begun to expand our traditional jet fuel supply capabilities with sustainable alternatives.





Business Ethics and Compliance

At SOCAR Türkiye, we place our ethical values and compliance approach at the heart of everything we do. We are building a strong ethical culture with the aim of establishing a reliable, responsible and sustainable business model across all the sectors in which we operate. In line with this approach, we encourage our employees, business partners and other stakeholders to act in accordance with our ethical principles.

Our Corporate Values form the fundamental framework guiding our ethical and compliance approach. We place the values of Occupational Safety, One Team, Responsibility, Continuous Improvement and People First at the heart of SOCAR Türkiye's Code of Ethics. In conducting our operations, we embrace as a fundamental commitment the safeguarding of our employees' safety, managing our impact on society and the environment with a sense of responsibility, and protecting future generations. We foster a strong culture of collaboration with our colleagues and business partners at every level; we work with a single team approach to achieve our common goals. Aware of the scale and impact of our operations, we conduct all our activities with a sense of responsibility. By supporting the continuous development of our employees, we contribute to the sustainable improvement of performance across the organization. We adopt a people-centered perspective in all areas where we operate.

We do not limit our ethical values to internal practices; we expect all our stakeholders to act in accordance with these values and to comply with applicable legislation and regulations. In this regard, we share our ethical guidelines with the public in line with the principle of transparency. You can access the [SOCAR Türkiye Code of Ethics](#) via our website.

At SOCAR Türkiye and its group companies, we ensure that all activities comply with ethical principles through the Ethics and Compliance Committee, which reports to the Executive Board. Our Committee, chaired by the CEO of SOCAR Türkiye and meeting periodically, conducts its activities in accordance with internal procedures established to ensure the effectiveness and systematic nature of its work.

To facilitate the reporting of any misconduct, including bribery, corruption, and unethical behaviour that violates the SOCAR Türkiye Code of Ethics and related policies, we operate an Ethics Hotline. Through this channel, we enable our employees and external stakeholders to report potential or actual ethical breaches via email, telephone and written communication channels, anonymously where necessary. We provide regular briefings and training to our employees to ensure the effective and correct use of the reporting mechanism, thereby creating a reporting environment that supports a transparent and ethical corporate culture.

The Compliance Team is responsible for managing the Ethics Hotline. The Ethics and Compliance Committee, which reports to the Executive Committee, monitors the operation of the ethics and compliance framework, including the reporting mechanism, whilst the Corporate Governance and Sustainability Committee, which reports to the Board of Directors, assumes the role of strategic oversight. In line with this structure, we handle all reports submitted to our Company in accordance with the principle of confidentiality and protect the identity of whistleblowers unless requested. We have a zero-tolerance policy towards retaliation or discriminatory practices against those who make reports.

We subject reports to a preliminary assessment process, classifying them according to scope and risk level; where deemed necessary, we initiate investigation processes with the participation of relevant departments. We conduct investigations based on concrete findings and take actions to improve processes and strengthen control mechanisms in line with the results obtained.

In 2025, no confirmed findings of fraud, workplace misconduct (including bullying), misuse of company assets, conflicts of interest, breaches of health and safety regulations, or cases of bribery and corruption were identified in any of the reports submitted to the Ethics Hotline and fully investigated.

Ethics Hotline Communication Channels

- socar.ethicspoint.com
- Anonymous suggestion and complaint boxes located in our facilities

RESPONSIBLE





We utilize digital solutions to strengthen our compliance processes and ensure the protection of personal data. In this context, we use the Personal Data Management Digital Platform to support the management of consent processes relating to employees’ personal data. Through this platform, we track the explicit consents required under the Personal Data Protection Law (PDPL) in a digital environment.

Thanks to this system, which we have been actively using since 2025, we have established a standardized structure for explicit consent processes, thereby reducing the risk of errors arising from manual tracking. We monitor the validity of explicit consents via the system and strengthen the compliance of our data processing activities with the legislation. At the same time, we are establishing a more effective monitoring mechanism for audit and reporting processes.

We regard the protection of personal data as a fundamental human right and conduct our personal data processing activities in accordance with the Constitution of the Republic of Türkiye, the Personal Data Protection Law No. 6698 and relevant legislation. We manage all processes requiring data usage with meticulous care in accordance with policies, procedures and internal control mechanisms; we regularly inform relevant stakeholders about the scope and purposes of our data processing activities. We carry out these processes under the coordination of our Compliance Department and with the participation of relevant business units.

We conduct regular training sessions to raise our employees’ awareness of data protection. In 2025, we assigned PDPL awareness training to all our employees via the Sinerji platform; we organized focus group training sessions for departments with high data processing volumes and delivered specialized training programs for PDPL representatives working within our group companies.

We conduct regular training for our employees to strengthen the culture of ethics and compliance across the organization. Through these training sessions, we update our employees’ knowledge of ethical standards, anti-corruption measures and human rights policies, thereby enhancing corporate awareness.

In 2025, we also delivered training programs covering ethics and compliance for our registered suppliers. As part of this initiative, we awarded certificates to participants who completed the online training program. Through our training initiatives, we aim to strengthen awareness of ethics and compliance within our supply chain.

To enhance our corporate competence in the field of ethics and compliance, we are establishing strong partnerships with national and international platforms. We support our employees’ participation in global ethics and compliance events and encourage their professional development. In this context, we contributed as a platinum sponsor to the summit organized by the Ethics and Reputation Association under the theme ‘Beyond Compliance: The Power of Ethical Intelligence in Reputation Management’. Through this event, we aimed to support the raising of awareness on business ethics and compliance issues.

We also continue to support the Ethics Summit organized by the Ethics and Reputation Association. As we did in 2023 and 2024, we contributed to the summit in 2025 to support the promotion of an ethical culture. At the 2025 Ethics Summit, Aysel Karimli, Deputy Head of the SOCAR Compliance Department, spoke as a panelist and shared her experience in the field of business ethics with participants.

We also organize international events to strengthen knowledge sharing among legal and compliance teams across SOCAR Group companies. As part of this, the first SOCAR Legal

and Compliance Forum was held in Baku on 22–23 October 2025. Coordinated by SOCAR Corporate Center, this two-day event featured panel sessions and masterclasses led by expert moderators, addressing sectoral developments, regulatory updates and compliance practices. Additionally, social and interactive events were organized to support cross-team collaboration and the strengthening of corporate networks.

Our work in the field of ethics and compliance is also recognized on international platforms. In 2025, we were honored with the Jury Special Award at the ICA Compliance Awards organized by the International Compliance Association for our Regulatory Compliance Management practice.

With the aim of fostering a strong culture of ethics and compliance, we seek to create a reliable and sustainable business environment for our stakeholders by integrating the principles of “transparency, accountability and responsible management” into all our activities.

Combating Bribery and Corruption

At SOCAR Türkiye, we act in accordance with ethical principles at every stage of our business relationships and regard the fight against corruption as a key component of our approach to business ethics and compliance. In line with this approach, we establish robust control mechanisms to prevent unethical practices in our commercial operations.

In line with our **“Zero Tolerance for Corruption”** principle, we uphold the highest standards of transparency and integrity in the processes we conduct with our commercial partners. To this end, we implement detailed approval processes to prevent potential conflicts of interest and ensure that our practices regarding representation, hospitality and sponsored travel

comply with our ethical principles. From the very outset of our commercial relationships, we follow a transparent process at every stage, referencing our ethical guidelines and compliance principles.

We closely monitor various rules and restrictions, such as anti-corruption regulations, import and export controls, economic sanctions and embargoes, which are applied by numerous governments, international organisations and financial institutions on a global scale. We take into account the regulations established by the Republic of Türkiye and the Republic of Azerbaijan, as well as those set by the United States, the United Kingdom, the United Nations and the European Union, to the extent they are applicable to our operations, and we conduct our compliance processes within this framework.

We define our fundamental principles and implementation guidelines regarding the fight against bribery and corruption in our **Anti-Corruption and Trade Controls Policy**. We monitor the implementation of the Policy across the SOCAR Türkiye group under the coordination of the Compliance Department. We regularly review our Policy, which we publish on our website for easy access by all our stakeholders, and carry out any necessary updates.

As part of our compliance processes, we assess the risk of potential business partners being involved in activities such as bribery or corruption, and conduct ethical suitability assessments of commercial parties in relation to corruption risks.



Operations Assessed in Terms of Corruption Risks

2023		2024		2025	
Percentage (%)	Number	Percentage (%)	Number	Percentage (%)	Number
100	1,834	100	1,300	100	1,189

Transparency, Internal Control, and Internal Audit Processes

At SOCAR Türkiye, we are establishing a management system that supports the effective management of operational, financial and compliance risks, based on the principles of transparency, accountability and integrity, whilst carrying out our internal control and internal audit processes.

We conduct our internal audit activities through the Internal Audit Department, which operates directly under the Board of Directors. Our Audit Committee, which is part of the Board of Directors' committees, oversees internal audit activities and regularly monitors the effectiveness of the work carried out. This structure enables us to strengthen the independence of internal audit activities and their alignment with governance mechanisms.

We plan our internal audit activities in accordance with a risk-based audit plan. In line with this approach, we identify priority risk areas within the Company's operational and financial processes and conduct our audit activities with a focus on these areas. In this way, we aim to assess the effectiveness of our internal control system and strengthen the management of corporate risks.

In 2025, we conducted a total of 16 internal audits across the Group. We carried out two of these audits on TANAP operations and 14 on processes within the Refining and Petrochemical Business Unit and the Corporate Centre. We conducted these audit activities at our locations in Izmir, Istanbul and Ankara.

We form our audit teams based on the scope and scale of the audit. Each audit involves a director, a responsible manager, an audit team and a manager. With our audit teams, comprising an average of 4 to 5 people, we ensure that the relevant processes are comprehensively assessed.

As part of the audit activities we carried out in 2025, we assessed critical business processes such as sales, procurement, security, OHS and planned shutdowns. Through these activities, we analyse the Company's risk and control environment and develop recommendations to enhance the effectiveness of our processes.

We share internal audit findings with the Board of Directors and Senior Management via regular reporting mechanisms. Upon completion of audits, we share the reports we prepare simultaneously with Senior Management and the Audit Committee.



We hold Audit Committee meetings four times a year. At these meetings, we share the results of our audit work, our current assessments of the risk and control environment, and the status of open actions with the Committee. In this way, we ensure that audit findings are regularly monitored at Board level.

We also share key observations regarding our internal audit activities throughout the year via meetings held at CEO and Executive Board level. These meetings help us to ensure that critical findings are assessed promptly and that the necessary improvement steps are planned.

For any non-conformities and risks identified as a result of our audit work, we develop action plans in collaboration with the relevant process owners. In these plans, we specify the responsible unit and a completion timeline for each action. We also place great importance on ensuring that the identified improvement steps are designed to mitigate the risks highlighted in the audit findings.

Before sharing the final audit reports with the Audit Committee and Senior Management, we assess the suitability of the action plans and carry out the necessary verifications. In this way, we ensure the feasibility of the proposed improvement steps during the reporting process.

As a result of the audit work carried out during the reporting period, we conducted four follow-up actions. We developed comprehensive improvement plans in collaboration with the relevant units for the findings identified. We performed root cause analysis for each finding and defined actionable measures. We incorporated open actions into the monitoring processes in accordance with the established timetable.

Our internal audit activities are not limited to operational processes alone; we conduct assessments across a wide range of topics, including corporate risk management, compliance processes and sustainability performance. Through this approach, we address the Company's risk and control environment from a holistic perspective.



SOCAR Türkiye Audit Areas

Audit Area	Scope of the Audit and Our Approach
Financial Reporting Accuracy and Internal Control Processes	We assess financial reporting processes and internal control mechanisms in line with a risk-based annual audit plan.
Corruption and Bribery Risks	We carry out a fraud risk assessment for risks relating to corruption, conflicts of interest, unethical behaviour and improper payments; we perform control tests in procurement, contract management and financial processes.
Compliance Processes (Compliance with Regulations and Sector-Specific Legislation)	We assess compliance processes in terms of both design and operational effectiveness. We monitor compliance risks within the risk universe and incorporate the effectiveness of the compliance function into the audit plan under the three lines of defence approach.
Human Rights and Workforce	We examine the level of implementation of policies and procedures in processes with a high risk of human rights violations (such as supplier selection, field operations, and third-party management). We assess the design and implementation effectiveness of controls related to discrimination, harassment, and employee rights.
Diversity, Equal Opportunity, and Inclusion Policies	Within the scope of human resources processes, we review controls related to diversity metrics, the principle of equal pay for equal work, and the fairness of hiring and promotion decisions.
Occupational Health and Safety Practices	We review internal controls related to OHS processes in line with the annual risk assessment. We evaluate risk assessments, training programs, emergency procedures, and non-compliance follow-up processes.
Environmental Performance and Sustainability Commitments	We conduct control assessments related to environmental compliance, waste management, carbon emissions reporting, and environmental monitoring processes.
Local Communities	We evaluate the effectiveness of social impact projects and social risk mitigation plans.
Audit of Suppliers and Business Partners	We review supplier selection, contract management, performance evaluation, ethics and compliance criteria, and third-party risk management processes, and conduct third-party audits annually.
Data Security	We evaluate information security controls within the scope of IT audits and process audits. We examine access management, authorization, data classification, personal data protection, and penetration testing within this scope.
Customer Privacy	We test controls related to the processing, storage, transfer, and anonymization of customer data. We evaluate data breach notification and PDPL processes.
Internal Control and Risk Management Systems	We examine the enterprise risk management (ERM) framework, risk responses, control design, and alignment with the three lines of defense.
Reporting and Follow-Up of Internal Audit Findings	We issue reports following each audit engagement. We report the results of our action follow-up activities, conducted four times a year, to Senior Management and the Audit Committee.

Through our approach to transparency, internal control, and internal audit, we are establishing a robust internal control environment at SOCAR Türkiye, with the aim of identifying risks at an early stage, continuously improving our processes, and strengthening our corporate governance structure.

Risk Management and Business Continuity

At SOCAR Türkiye, we have adopted a robust risk management and business continuity approach to ensure the continuity of our operations and achieve our strategic goals within the energy and petrochemical value chain in which we operate.

We monitor the effectiveness of our risk management processes through the Early Detection of Risk Committee, which is part of the Board of Directors’ committees. The committee conducts activities aimed at identifying, assessing, and managing risks that could affect our group companies at an early stage. Additionally, it provides recommendations to the Board of Directors regarding the planning of necessary actions based on identified risks, the consideration of the risk appetite in decision-making processes, and the establishment of effective internal control mechanisms. Through the four meetings held annually by the Early Detection of Risk Committee, we evaluate risk management activities and committee performance, and share the results of our work and our analyses of the risk environment with the Board of Directors.

We conduct risk management activities in accordance with decisions established by the Group Risk Committee, which operates under the CEO at the Senior Management level. Through the SOCAR Türkiye Risk Management Unit, we provide support at the Senior Management and unit levels in the implementation of risk management activities, ensuring that the ISO 31000 Risk Management Standard and other international standards are applied

comprehensively across all group companies. This structure ensures that risk management processes align with corporate governance mechanisms, and we manage risks from a holistic perspective with the active contribution of specialized teams working in our business units.

We use the Corporate Risk Management Policy, which defines the common approach to identifying, assessing, and managing risks across SOCAR Türkiye’s group companies, as our guiding framework. Through this policy, we define the principles that SOCAR Türkiye and its group companies adhere to in order to effectively implement risk management practices and achieve risk management objectives. With this approach, we ensure that risks are addressed in a consistent, comparable, and strategically aligned manner across SOCAR Türkiye’s group companies.

As part of our risk management efforts, we conduct goal-based risk assessments. In these assessments, we analyze the likelihood and impact of potential risks, and based on the results, we prioritize resources and ensure that necessary actions are implemented in a timely manner. In addition to the risks and opportunities monitored on a regular basis, we carry out situation-specific risk assessments at critical decision-making stages, including strategic investment proposals, key project milestones, and operational decisions with the potential to materially affect our operations. These assessments ensure that major decisions are considered from a risk perspective and contribute to making our management processes more robust and data-driven.

As a key component of our risk management approach, under third-party risk management, we monitor the activities of our suppliers, service providers, and business partners within the framework of SOCAR Türkiye’s standards and risk appetite. In this context, we implement regular monitoring and evaluation mechanisms and identify potential risks that could impact our business processes by effectively utilizing

communication channels. Based on our findings, we strengthen the necessary control mechanisms and ensure the effective management of third-party risks.

To systematically manage our corporate risk management activities, we classify risks within seven main risk categories based on the SOCAR Türkiye Risk Appetite Statement and define our corporate risk-taking limits through over

30 risk appetite statements. We assess the content, priority, and impact dimensions of risks within the risk categories we have identified, taking into account national and international developments, the regulatory framework, market conditions, and our strategic priorities. This allows us to more effectively align our risk management activities with our strategic planning, budgeting, and performance monitoring processes.

Risk Categories	How We Manage
ESG Risks	We aim to effectively and holistically manage sustainability and climate-related risks and opportunities by monitoring them through the ESG Risk and Opportunity Register we have established in addition to our traditional risk register. We conduct these activities in compliance with TSRS and IFRS Standards. Under the ESG risks category, we are carrying out preventive and preparedness-focused initiatives targeting the priority risk areas identified as climate change, energy and emissions management, occupational health and safety, operational continuity, and ethics and compliance. We transparently share our strategies, practices, and governance structure for the effective management of sustainability and climate-related risks and opportunities with our stakeholders annually through our report prepared by Petkim in compliance with TSRS. You can access the Petkim 2025 TSRS-Compliant Sustainability Report here. We are conducting studies to analyze location-based physical climate risks by evaluating climate change-related risks and opportunities within the scope of ESG risks.
HSE Risks	We prioritize risks in the areas of employee health and safety, process safety, environmental impacts, and emissions management. In addition to these areas, we also address issues such as the environment, biodiversity, community, operational safety, and other related topics within the scope of HSE risks. Through the specific risk management processes we have developed, we ensure timely and effective responses to climate change-related risks that may arise in line with global trends and sector-specific needs. By monitoring HSE risks through performance indicators, we ensure that necessary preventive and corrective actions are implemented.
Compliance and Legal Risks	We closely monitor legislative and regulatory developments in the areas of compliance and legal risks; we manage risks related to competition law, ethics, compliance, and anti-corruption processes with a zero-tolerance approach. With the Regulatory Compliance Management (RCM) Digital System, we consolidate regulatory obligations, action tracking reports, and draft opinions into a single digital platform to enhance the traceability of processes. Thanks to the RCM Platform, which was honored with the Jury Special Award by the International Compliance Association (ICA) in 2025, we systematically track regulatory obligations across all business sectors in which SOCAR Türkiye group companies operate, including refining, petrochemicals, port operations, fuel storage, fiber infrastructure, aviation, logistics, and insurance. Additionally, through the Competition Compliance Program, we develop online training modules addressing competition law compliance risks and make them available to all employees. By conducting on-site inspection exercises that simulate a hypothetical competition investigation, we strengthen employees' preparedness for a real audit process.

Risk Categories	How We Manage
Reputation Risks	We regularly assess stakeholder expectations, transparency practices, and our sustainability performance in the area of reputational risks. We operate robust governance mechanisms, control structures, and monitoring processes to prevent reputational risks—such as bribery, fraud, abuse, and human rights violations—that may arise from our business activities. We adhere to the fundamental principle of ensuring that the rights of all stakeholders are protected equally and fairly. Through these structures, we aim to strengthen processes designed to safeguard our corporate reputation via stakeholder relations and reporting processes.
Operational Risks	Within the scope of operational risks, we prioritize keeping risks under control in critical areas such as the safety of production processes, regulatory compliance, occupational health and safety processes, human resources, and information technology. We manage risks that may arise in the field of information technology within the framework of the ISO 27001 Information Security Management System, which applies to all our facilities, and ensure full compliance with relevant legal regulations. Through periodic audits conducted throughout the year, we assess risks and implement corrective actions for identified non-conformities. We test our emergency response plans, which we have developed to prepare for emergencies, through regular drills; we also conduct sample analyses and real-time monitoring activities within the scope of waste management and environmental compliance. We enhance operational continuity through the Risk Control Matrices we have developed. By supporting this framework with investments in technological infrastructure, vehicles, and equipment, and combining it with regular training and inspections for our staff, we create a deterrent and preventive safety environment. Additionally, we safeguard company assets against various risks through our comprehensive insurance programs.
Financial Risks	We monitor financial risks—including exchange rate, credit, and tax legislation changes—as well as liquidity management risks through budgeting processes and financial control mechanisms. We track the amounts, maturities, and interest rates of our interest-rate-sensitive assets and liabilities. Since a significant portion of both our procurement and sales transactions is conducted in foreign currencies, we closely monitor exchange rate risks. We ensure effective liquidity management through credit risk management policies and collection systems. In managing liquidity risk, we adopt asset-liability balance and maturity matching as fundamental principles. Through these assessments, we aim to strengthen our financial resilience.
Strategic Risks	In line with our strategic risk management approach, and based on the assumption that multiple risks and opportunities can simultaneously impact financial performance, we analyze these effects using analytical models that incorporate holistic scenarios rather than individual events. Through algorithms integrated into the GRC (Governance, Risk & Compliance) tool, we generate positive, normal, and negative scenarios regarding the targeted EBITDA level and quantitatively calculate the potential deviation ranges. Through this framework, we determine the impact of each risk and opportunity on EBITDA targets based on probability and impact parameters, in line with the assessments of relevant business units and expert teams. The SOCAR GRC Tool Project was awarded a Bronze Award at the 2025 Stevie International Business Awards. With the “Risk Management Expansion Project” we launched in 2025, we began rolling out the risk management methodology developed in Türkiye to SOCAR's global subsidiaries and affiliates in Türkiye. Under this project, we aim to establish a common language across the group regarding risk appetite, the metrics framework, and scenario-based modeling approaches.

At SOCAR Türkiye, we conduct various awareness and development activities to strengthen risk management processes and enhance our employees’ awareness of risk culture. As part of these efforts, we publish informational content on risk management, organize risk training sessions, and hold prize-winning quizzes to encourage employee participation. Additionally, we support the sharing of risk management knowledge through maturity and awareness assessment surveys, expert group discussions, and risk bulletins, thereby contributing to the development of a positive risk culture across the organization.

We also align our risk management approach with our performance and incentive systems. We design the performance management and financial incentive mechanisms we implement for senior management and employees to be consistent with the Company’s strategic objectives and critical risk areas. In this context, we incorporate indicators such as operational continuity, occupational health and safety performance, environmental compliance and emissions management, maintaining budget and cost discipline, and adherence to ethical and compliance requirements into our performance evaluation processes. We define these indicators in line with SOCAR Türkiye’s risk appetite and corporate risk management framework and integrate them into our performance system to support the effective management of related risks.

We tailor the scope of our incentive mechanisms according to job roles and levels of responsibility. While we establish performance metrics for senior management that include more strategic and long-term goals, we focus on operational and functional performance criteria for our other employees. When setting performance targets, we take into account annual business plans, budget targets, risk assessment results, and relevant policies and procedures.

By defining these targets based on measurable and trackable criteria, we ensure that our risk management approach is implemented in alignment with our corporate performance system.

Business Continuity and Crisis Management

At SOCAR Türkiye, we implement our business continuity and crisis management processes using a systematic approach to ensure the uninterrupted continuation of our operations. As part of this effort, we conduct criticality assessments of our processes and organizational units.

Guided by our Business Continuity Policy, we analyze the dependencies of critical processes and develop recovery strategies to address these dependencies. In this way, we create business continuity plans that support the swift resumption of our operations in the event of potential disruptions.

We conduct our business continuity management system activities in accordance with the ISO 22301 Business Continuity Management System. During the reporting period, we carried out internal audits, external audits, and management reviews specifically for STAR Refinery, SOCAR Storage, and Petkim. Additionally, we transferred data related to these processes to the GRC application to ensure effective monitoring of data currency.

Through our Crisis Management Committee, which operates across SOCAR Türkiye, we ensure coordination at the governance level regarding business continuity and crisis management. We structure our crisis management approach using the Crisis Management Plans, which are valid across SOCAR Türkiye group companies and updated annually. These plans cover response, communication, and recovery processes for

various types of crises, such as potential natural disasters, industrial accidents, supply chain disruptions, cyber incidents, or reputational risks. We regularly review the crisis plans to ensure they align with business impact analyses and update them in line with changing operational structures, new risks, and organizational developments.

As part of the Disaster Management Plan we established in 2024, we conducted various improvement initiatives in 2025 as well. Within this scope, we analyzed employee and supplier resilience and evaluated our findings from a business continuity perspective. Based on these evaluations, we planned actions to enhance employee and supplier resilience.

To support our crisis management processes, we are strengthening our crisis communication infrastructure. To minimize communication disruptions, prevent misinformation, and ensure the rapid sharing of accurate information during potential crises, we are diversifying our communication channels. Through this structure, we not only strengthen internal coordination but also maintain a transparent and reliable communication process with our stakeholders.

To ensure the effectiveness of our business continuity and crisis management framework,

we regularly conduct drills, tabletop exercises, and simulations. Through these activities, we test teams’ roles and responsibilities, decision-making processes, communication flows, and technical response capabilities under crisis scenarios, and make improvements to plans and procedures based on the findings.

To strengthen disaster preparedness and business continuity awareness, we conducted various training and awareness-raising activities across the Company in 2025. As part of Business Continuity Awareness Week, we organized information and training sessions aimed at increasing earthquake awareness. Through the “Know and Win” competition held at the end of the week, we had the opportunity to assess our employees’ current level of disaster awareness.

Through these efforts, we aim to continuously improve risk management and business continuity processes at SOCAR Türkiye and strengthen our organizational resilience in the event of potential crises. With the risk management and business continuity framework we have established, we support the safe, uninterrupted, and sustainable operation of our activities.





Global and Sectoral Trends

Global Energy Outlook

Global energy markets have been reshaped in recent years by geopolitical developments, energy security policies, and shifts in supply-demand balances. According to assessments published by the International Energy Agency (IEA), global energy demand increased by approximately 1.3% in 2025. While China played a significant role in this demand growth, electricity demand grew faster than total energy demand due to the impact of industrial activities, data centers, electric vehicles, and electrification.^[1]

According to data from the U.S. Energy Information Administration (EIA), the United States maintained its position as the world’s largest crude oil producer in 2025 with an average daily production of approximately 13.6 million barrels and continued to be one of the key players in global energy markets.^[2]

The size of China’s economy and its industrial production—as the world’s largest energy consumer and one of the leading importers of petrochemical products—strongly support demand for petrochemicals. China’s investments in expanding its refining and petrochemical capacity significantly influence the direction of global energy trade and price dynamics.

Oil markets are shaped by global economic growth, geopolitical developments, and the supply policies of producer countries. According to data from the IEA’s Oil Market Report, global oil demand reached approximately 104.4 million barrels per day by 2025. Natural gas has continued to be a key resource in the global energy system; according to IEA assessments, while global natural gas demand increased by approximately 1% in 2025, natural gas accounted for approximately 17% of the growth in global energy demand.^[3]

Sectoral Impact

The rise in energy demand and shifting balances in the energy trade are directly impacting the operations of companies active in the refining, petrochemical, and natural gas sectors. While oil and natural gas continue to play a significant role in the global energy system, the petrochemical sector’s share of oil demand is steadily increasing. Petrochemical products, which provide essential inputs for many industries such as plastics, packaging, automotive, textiles, and electronics, are emerging as a key growth area within the energy sector.^[4]

These developments are encouraging the development of integrated refining and petrochemical complexes. Integrated refinery-petrochemical complexes enhance operational efficiency by converting crude oil into higher-value-added chemical products.

SOCAR Türkiye’s Approach

STAR Refinery operates as a major production hub that contributes to Türkiye’s energy security while meeting the petrochemical sector’s raw material needs through its refining capacity. Petkim, on the other hand, contributes to Türkiye’s industrial production by supplying inputs to various industrial sectors through the production of petrochemical products. This integrated model enhances production efficiency by converting crude oil into petrochemical products while providing a production infrastructure aligned with global sectoral transformation.

Energy security and supply diversification policies are increasing the importance of natural gas infrastructure. Growth in LNG trade, the expansion of gas storage capacity, and the strengthening of pipeline infrastructure are creating new trade opportunities in energy markets. Europe’s policies to strengthen energy security are also leading to the emergence of new regional balances in natural gas trade. SOCAR Türkiye’s activities in natural gas trade, energy logistics, and storage contribute to the continuity of the energy supply chain.

[1] International Energy Agency (IEA), Global Energy Review 2026

[2] Organization of the Petroleum Exporting Countries (OPEC), World Oil Outlook 2025

[3] International Energy Agency (IEA), Oil Market Report - May 2026

[4] International Energy Agency (IEA), Oil Market Report 2025



Sustainability Transformation

The energy sector is undergoing a significant transformation in line with global policies to combat climate change and goals for transitioning to a low-carbon economy. Under the Paris Agreement, many countries are setting targets to reduce carbon emissions and strengthening environmental regulations for the energy sector. In this context, carbon pricing mechanisms, emissions trading systems, and sustainable finance practices are directly influencing the investment decisions and production processes of companies operating in the energy sector.

According to data from the International Energy Agency, investments in the global energy transition are projected to reach approximately USD 3.2 trillion by 2025 ^[5]

Investments in renewable energy, energy efficiency projects, and low-carbon technologies are among the key elements of the transformation in the energy sector.

This transformation process, which is gaining momentum on a global scale, is also leading to the strengthening of the regulatory framework in Türkiye. The Climate Law, prepared in line with Türkiye's climate change mitigation goals, provides a significant regulatory framework for Türkiye's sustainability transition. The progress of Türkiye's Emissions Trading System (ETS) initiatives has made emissions monitoring, reporting, and compliance capacity a top priority, particularly for companies operating in energy-intensive sectors. Additionally, the Turkish Sustainability Reporting Standards (TSRS), published by the Public Oversight, Accounting, and Auditing Standards Authority (POA) and effective as of January 1 2024, aim to require companies to report on sustainability and climate-related risks and opportunities as part of their financial performance. With the TSRS, the goal is to make companies' disclosures regarding climate risks, sustainability strategies, emissions management, and environmental performance more transparent and comparable.

Sectoral Impact

Because the refining and petrochemical sectors involve energy-intensive production processes, they are directly affected by sustainability regulations. Emissions management, energy efficiency measures, and improvements in environmental performance are becoming increasingly important in the sector.

At the same time, circular economy practices, the use of recyclable raw materials, and sustainable production processes are among the key areas of transformation in the petrochemical sector. These developments are reshaping the production technologies, investment plans, and operational processes of companies operating in the energy and chemical sectors.

SOCAR Türkiye's Approach

At SOCAR Türkiye, we embrace a sustainable production approach as one of the cornerstones of our operations. We are working to reduce the environmental impact of our operations through energy efficiency initiatives, emissions management efforts, and projects aimed at improving environmental performance. In this context, we are strengthening energy efficiency projects, emissions reduction initiatives, and environmental performance management processes at our production facilities.

In line with our sustainability approach, we aim to develop our activities in alignment with long-term climate goals by closely monitoring the global energy transition. We are conducting initiatives to strengthen our infrastructure for the measurement, reporting, and verification (MRV) of greenhouse gas emissions, and we are progressively implementing practices that reduce our Scope 1 and Scope 2 greenhouse gas emissions and support a transformation aligned with long-term net-zero goals. In this context, we are focusing on improving the environmental performance of our production processes through energy efficiency projects, increased use of renewable energy, and R&D-driven process improvements.

We closely monitor international regulatory developments, particularly the SKDM; by tracking the evolving legislative work under the Türkiye ETS, which is still in its early stages, we are preparing our operations for this transition.

[5] International Energy Agency (IEA), World Energy Investment 2026

Sustainability-Driven Technological Transformation		Sectoral Impact	SOCAR Türkiye's Approach
The energy and petrochemical sectors are undergoing a significant technological transformation driven by advancements in digitalization, data analytics, and automation technologies. Industry 4.0 applications support the execution of production processes in a more efficient, safe, and sustainable manner.		Technological transformation offers significant advantages in terms of operational efficiency, safety, and sustainability in the refining, petrochemical, and energy logistics sectors. Digital monitoring systems, advanced data analytics, and automation solutions contribute to the more effective management of production processes. Thanks to these technologies, production processes can be monitored in real time, maintenance activities can be planned more effectively, and operational performance can be managed with greater accuracy. Across sectors with energy-intensive production processes, significant investments are being made to modernize existing facilities from the perspectives of climate risks and emissions reduction, implement improvements that enhance energy and raw material efficiency, and prioritize technologies that contribute to process-based emissions reduction.	At SOCAR Türkiye, we aim to increase our operational efficiency by expanding the use of digitalization initiatives across our production, logistics, and energy trading operations. We manage operational processes more effectively by utilizing data analytics and digital monitoring systems at our production facilities. We continue to support the sustainability of our operations by implementing projects developed by SOCAR R&D and Innovation to capitalize on the opportunities offered by the technological transformation.



Sustainability at SOCAR Global

Environment and Decarbonization

- SOCAR Global expanded its participation in the Oil and Gas Methane Partnership 2.0 (OGMP 2.0), managed by the United Nations Environment Programme (UNEP), aligning its methane measurement and reporting with EU requirements and submitting its first methane emissions report in 2025.
- As a founding partner of the Oil and Gas Decarbonization Code (OGDC), SOCAR Global contributed to international decarbonization efforts by participating in industry events and technical discussions on methane reduction, the elimination of routine flaring, and AI-based emissions management, and submitted the 2025 OGDC report.
- SOCAR Global strengthened methane measurement through collaboration with the Oil and Gas Climate Initiative (OGCI), utilized GHGSat satellite technology to monitor emissions from onshore operations, and shared the results during the 2025 Baku Climate Action Week.
- SOCAR Global conducted large-scale Leak Detection and Repair (LDR) activities in 2025 covering pipelines, wells, compressors, and processing equipment, using OGI cameras, high-flow sampling, satellites, and drones to identify, measure, and reduce previously unrecorded emissions.
- SOCAR Global launched the Methane AI platform in 2025 to centralize methane data management, improve data quality, and support international reporting, including the OGMP 2.0 commitment.

- SOCAR Global implemented a Monitoring, Reporting, and Verification (MRV) system to digitally collect and verify emissions data, improve KPI tracking, and align reporting with international standards.
- SOCAR Global implemented energy efficiency and alternative energy measures, including the generation of 14,580 kWh of solar energy at the Northern Export Pipeline, the installation of 65 solar energy systems in gas operations, the expansion of electric vehicle charging infrastructure, and compressor modernizations to reduce gas emissions.
- SOCAR Global continued its active participation in global initiatives, including OGMP 2.0, OGDC, OGCI, the International Association of Oil and Gas Producers (IOGP), and the World Bank's "Zero Routine Gas Flaring by 2030" initiative.

Governance and ESG Integration

- SOCAR Global conducted its first double materiality assessment in line with the ESRS, identifying 120 ESG impacts, risks, and opportunities with contributions from over 1,100 stakeholders.
- SOCAR Global participated in ESG ratings by S&P Global, MSCI, and Fitch Ratings in 2025 and received a score of 3 out of 5 from Fitch Ratings, reflecting an average level of ESG performance.

Social

- SOCAR Global finalized its Diversity, Equity, and Inclusion (DE&I) Strategy, which strengthens equal opportunity in recruitment, development, and performance management processes.

Highlights of SOCAR Global's Affiliates

- SOCAR Trade achieved a 69/100 EcoVadis score in 2025, marking a four-point improvement over the previous year and placing it among the top 11% of its global peers.
- SOCAR Georgia launched the first fully electric EV charging station in the South Caucasus, providing charging capacity for up to six vehicles simultaneously, and expanded its EV charging services to 15 fuel stations.
- The 1.73 GWh of electricity generated in 2025 by solar panels at six stations owned by SOCAR Georgia Petroleum covered 11% of electricity consumption at these sites. The target set for 2030 is 40%.
- SOCAR Energy Switzerland launched HVO100, a renewable diesel fuel produced from biogenic waste that reduces carbon dioxide emissions by up to 90% compared to conventional diesel.



RESPONSIBLE



Sustainability at SOCAR Türkiye

Sustainability Governance

At SOCAR Türkiye, we manage our sustainability initiatives through a robust governance structure. We integrate environmental, social, and governance (ESG) considerations into our strategic decision-making processes and address our priorities in these areas in a coordinated manner across the entire organization. Thanks to our multi-layered governance model, which spans from the board of directors to operational practices, we ensure that our sustainability goals are embraced by the entire organization and support the systematic progress of our initiatives.

We provide high-level oversight and guidance on sustainability through the SOCAR Türkiye Board of Directors. Through the Corporate Governance and Sustainability Committee, which operates under the Board of Directors, we regularly review our sustainability agenda and ensure that our efforts in this area align with company strategies. We also monitor developments and progress in sustainability and report the results of these assessments to the Board of Directors.

We manage sustainability at the Group level through the Executive Committee. Through the SOCAR Türkiye Group Sustainability Committee, which operates within this framework, we address critical issues in the sustainability field, evaluate decisions regarding priority areas, and determine the direction of sustainability initiatives across the Group. We regularly report the results of the Committee's work to the SOCAR Türkiye CEO and, when necessary, escalate matters to the Board of Directors.

We ensure the coordination of our sustainability activities across the organization through the Strategy and Sustainability Directorate. Within this structure, the Sustainability Program Management unit oversees the planning, implementation, and monitoring of progress for projects developed in line with our sustainability goals. In this way, we effectively integrate our sustainability strategy into our operations.

Through the initiative teams we have established under program management, we implement projects focused on the priority areas identified in our sustainability roadmap. By working in close collaboration with relevant business units, we track project progress, monitor performance development, and regularly evaluate the results achieved.



**SOCAR Türkiye Board of Directors**

Reporting once per year

SOCAR Türkiye Corporate Governance and Sustainability Committee

Chair:
Board Member**SOCAR Türkiye Executive Committee**

Reporting once per year

SOCAR Türkiye Group Sustainability Committee

Chair:
CEO of SOCAR Türkiye**SOCAR Türkiye Strategy and
Sustainability Division****Sustainability Program Management**Initiative
1Initiative
2Initiative
3Initiative
4**SOCAR Türkiye Corporate Governance and Sustainability Committee**

High-level oversight and guidance on sustainability is provided through the Corporate Governance and Sustainability Committee (CGS), which operates under the SOCAR Türkiye Board of Directors. The Committee's secretarial services are provided by the Compliance Department. The Committee supervises the activities of the Sustainability Working Group and monitors the Group's work. In this context, key sustainability and climate-related issues are evaluated, approaches consistent with company strategy are developed, and the results of the evaluation are reported to the Board of Directors.

SOCAR Türkiye Group Sustainability Committee

We manage our group-level sustainability governance through the SOCAR Türkiye Group Sustainability Committee, which operates at the Executive Board level. Within the scope of the committee, we address critical sustainability issues, evaluate necessary decisions, and monitor the overall progress of our sustainability roadmap. The work of the Group Sustainability Committee is reported to the CEO of SOCAR Türkiye and, where necessary, escalated to the Board of Directors.

Sustainability Program Management Team

We coordinate and implement our sustainability activities under the sustainability sponsorship of SOCAR Türkiye's CEO through the Strategy and Sustainability Directorate, the Corporate Sustainability and Occupational Health and Safety Directorate, and the Sustainability Program Management. This structure enables us to plan, implement, and monitor the progress of initiatives within our sustainability roadmap.

Initiative Teams

As part of Sustainability Program Management, we monitor the progress of sustainability initiatives, ensure coordination among relevant teams, and report performance developments regularly to Sustainability Program Management and senior management. Through the Initiative Teams operating within our sustainability roadmap, we implement projects in line with defined KPIs, monitor progress, and provide feedback on issues encountered during the implementation process.



Sustainability Priorities

To effectively manage our sustainability strategy, we closely monitor global and industry developments and incorporate the views and expectations of our internal and external stakeholders into our decision-making processes. The sustainability priorities we have identified in line with this approach form a fundamental framework that guides us in improving our performance and regularly tracking our progress toward our long-term goals. It also serves as a guiding reference point for planning, implementing, and reporting on our sustainability initiatives.

As part of the Sustainability Roadmap initiative we conducted in 2024, we reassessed our Company's sustainability priorities and strategic approach, and established a governance model that supports sustainable growth under environmental, social, and governance (ESG) pillars. The priority topics identified through this process represent the strategic areas reflecting the most significant environmental, social, and governance impacts of our operations. We successfully implemented all initiatives defined for 2025. As a significant portion of these topics encompasses medium- and long-term transformation areas, they continue to remain relevant in 2025 and form the foundation of our sustainability strategy.

During the 2025 reporting period, we did not re-administer the stakeholder survey because no developments occurred that would significantly alter the current prioritization results. However, we continued to closely monitor global and sectoral developments. By maintaining our current approach—which includes assessing global trends, reviewing strategic priorities, and management approval processes—we re-evaluated the validity of our priority areas. Through this approach, we address evolving requirements and future trends in environmental, social, and governance (ESG) areas from a holistic perspective, continuously improving our sustainability management. At the same time, by strengthening our integrated value creation approach, we advance our sustainability performance in line with our long-term goals.

As part of our sustainability reporting, we utilize independent third-party verification processes to enhance the reliability of the analyses and reporting outputs generated during this prioritization assessment. In this context, the methodology we employ and the results we obtain are reviewed under an independent assurance framework, and the accuracy and consistency of the reported information are verified.



Stages of Materiality Analysis

1

Evaluation of Global and Sectoral Trends

- Regulations/Legal Requirements
- UN Sustainable Development Goals
- Industry Trends & Mega Trends
- Other Companies/Competitors in the Sector
- GRI Standards
- SASB Industry Standards
- ESG Rating Agencies
- World Economic Forum (WEF) Global Risks Report

2

Consideration of Strategic Priorities

The following criteria were taken into account to assess the importance of each topic:

- ✓ Importance/impact in the eyes of stakeholders
- ✓ Importance/impact on SOCAR Türkiye's strategy and importance/impact in the eyes of internal stakeholders

3

Evaluation and Approval

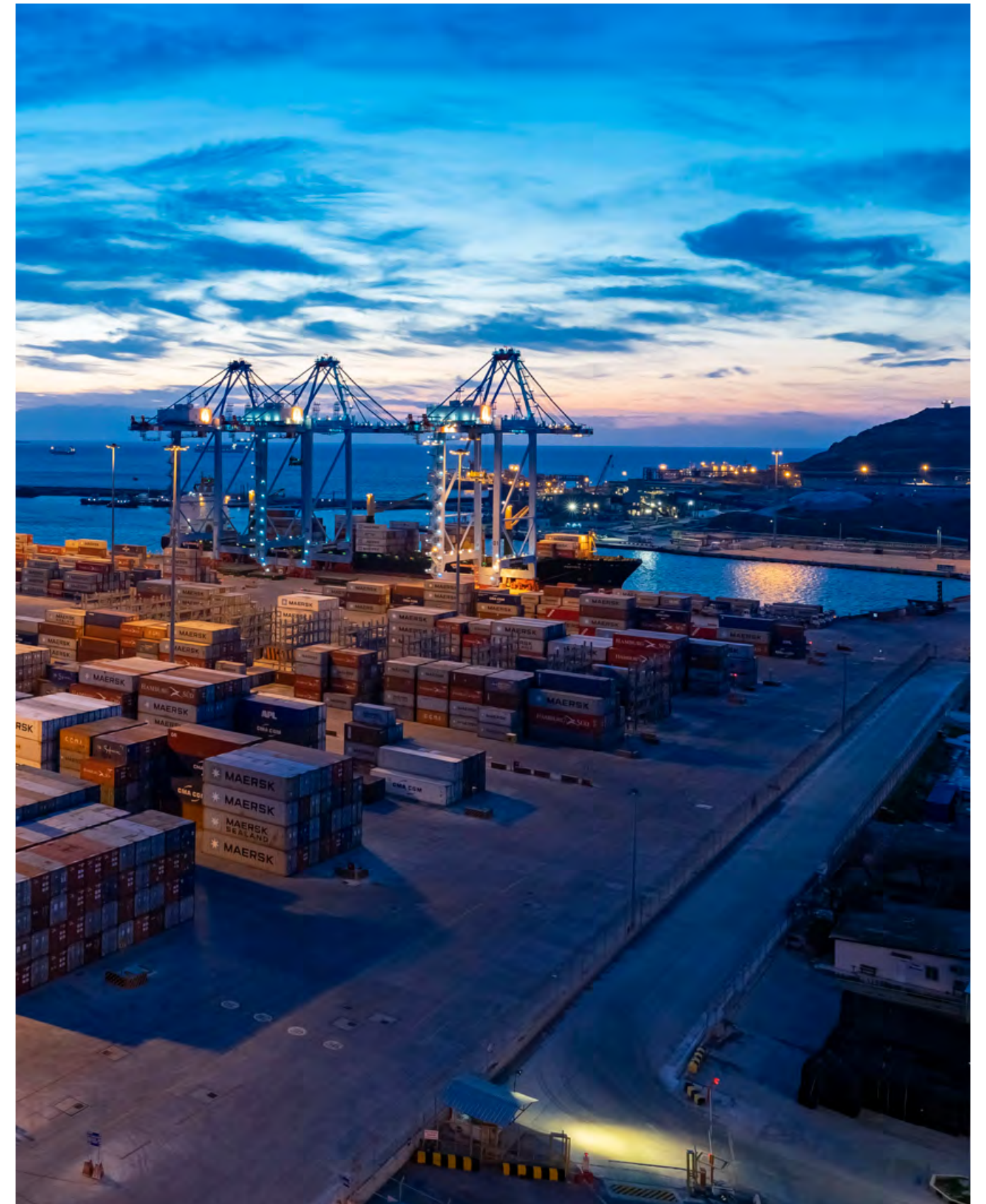
The results of our prioritization analysis were reviewed by the relevant Group functions, the Sustainability Committee, and the Strategy & Sustainability Teams to assess their alignment with Petkim's current operational structure, risk profile, and strategic objectives. During this process, the alignment of the identified key sustainability issues with Petkim's environmental, social, and governance risks, opportunities, and strategic priorities was evaluated, and the analysis results were presented to senior management. The final prioritization matrix was formed with the validation of the priority issues at the senior management level.





Sustainability Priorities of SOCAR Türkiye and Business Units'

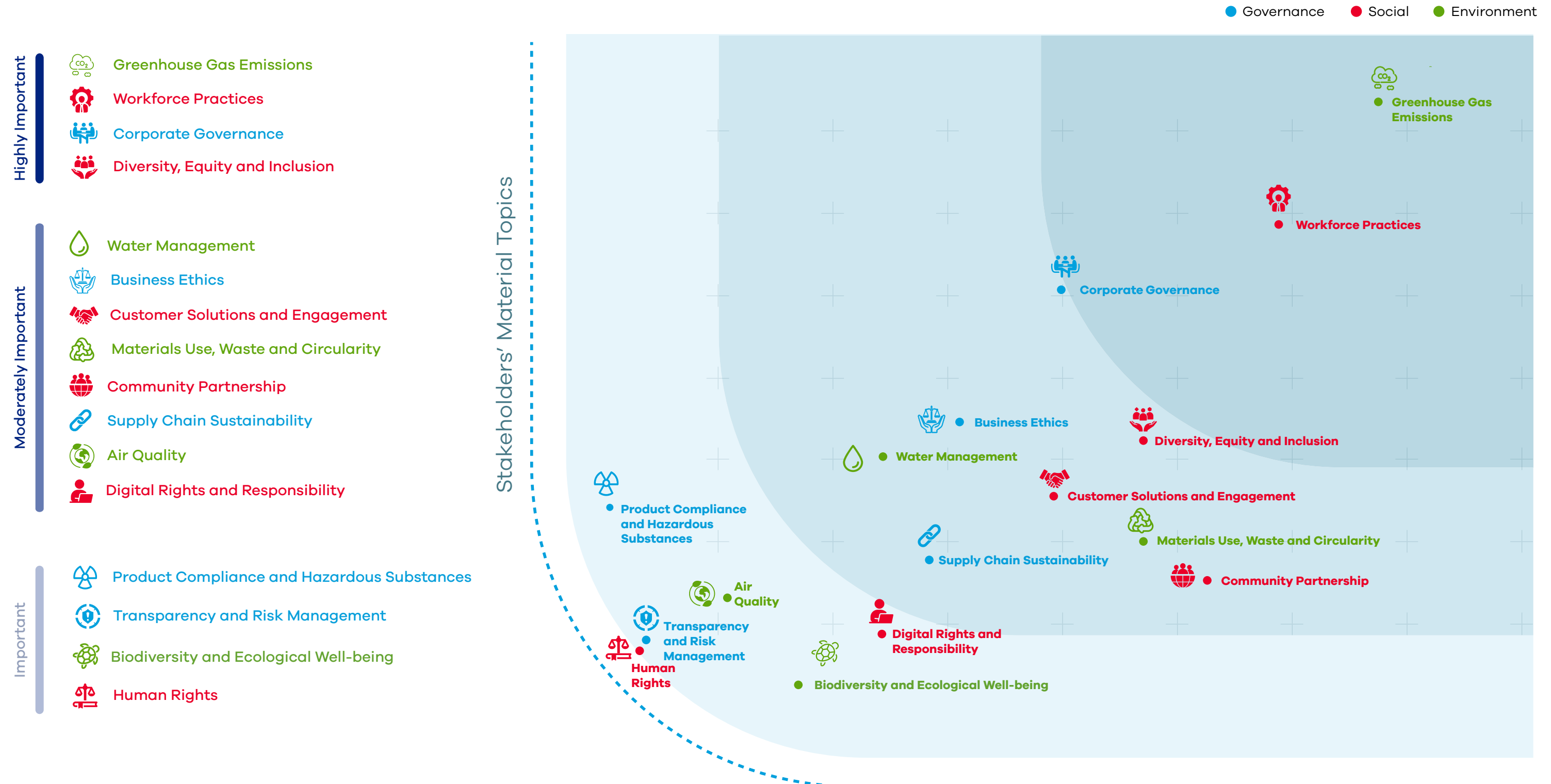
	SOCAR Türkiye	Refining and Petrochemical Business Unit	Natural Gas Business Unit
Highly Important	- Greenhouse Gas Emissions - Workforce Practices - Corporate Governance - Diversity, Equity and Inclusion	- Greenhouse Gas Emissions - Workforce Practices - Corporate Governance - Diversity, Equity and Inclusion	- Workforce Practices - Corporate Governance - Diversity, Equity and Inclusion
Moderately Important	- Water Management - Materials Use, Waste and Circularity - Business Ethics - Customer Solutions and Engagement - Supply Chain Sustainability - Air Quality - Digital Rights and Responsibility - Community Partnership	- Water Management - Materials Use, Waste and Circularity	- Greenhouse Gas Emissions, - Customer Solutions and Engagement
Important	- Product Compliance and Hazardous Substances - İnsan Hakları - Transparency and Risk Management - Biodiversity and Ecological Prosperity	- Product Compliance and Hazardous Substances - Business Ethics - Customer Solutions and Engagement - İnsan Hakları - Supply Chain Sustainability - Air Quality - Transparency and Risk Management - Digital Rights and Responsibility - Community Partnership - Biodiversity and Ecological Prosperity	- Water Management - Product Compliance and Hazardous Substances - Business Ethics - Materials Use, Waste and Circularity - İnsan Hakları - Supply Chain Sustainability - Air Quality - Transparency and Risk Management - Digital Rights and Responsibility - Community Partnership - Biodiversity and Ecological Prosperity





Material Topics

Materiality Matrix



SOCAR Türkiye's Material Topics

Sustainability Strategy

At SOCAR Türkiye, we shape our operations in line with the principles of sustainable development and manage our economic, social, and environmental impacts with an increasingly proactive approach each year. While responsibly managing the impacts arising from our operations, we aim to create long-term value for our stakeholders and society by adopting an approach aligned with the United Nations Sustainable Development Goals. By closely monitoring rising stakeholder expectations and developments in the global sustainability agenda, we regularly review and enhance our sustainability approach.

Sustainability projects at SOCAR Türkiye are shaped based on proposals from business units. These proposals are first evaluated by the Strategy and Sustainability Directorate and analyzed in terms of our sustainability strategy, corporate priorities, and potential impacts. Comprising teams of experts in their fields, this department continued in 2025 to ensure the dissemination of our sustainability goals across the organization and their integration into strategic decision-making processes.

Following the evaluation process, projects are submitted to the Group Sustainability Committee and the Investment Committee for review and approval, taking into account their impact and priority levels. Approved projects are implemented by the relevant business units and executed in a manner that contributes to our sustainability goals.

As part of our sustainability strategy, we focus on improving energy and resource efficiency, reducing our carbon footprint, and promoting circular economy practices in the environmental sphere. In the social sphere, while developing initiatives that support the development of our employees, we prioritize strengthening our engagement with local communities. In the governance sphere, we aim to create sustainable value based on transparency, ethical business practices, and stakeholder participation.

ESG Ratings

Refining and Petrochemical Business Unit		
Petkim	S&P Global	 45
	LSEG	 74
	MSCI	 BB
	FTSE Russell	 3,9

We monitor our sustainability performance not only through our own targets and metrics but also via independent indices and third-party assessments. We view these evaluations as important reference tools for comparing our environmental, social, and governance performance at national and international levels, highlighting our strengths, and more clearly identifying areas for improvement.

In this context, following the strong results we achieved in the 2024 Fortune Türkiye and CRIF Türkiye evaluations, our Petkim company continued to be listed on international ESG rating platforms such as S&P Global, LSEG, MSCI, and FTSE Russell in 2025. We aim to include STAR Refinery in these rating processes in the coming period.





Sustainability Goals and Performance

Related Theme	Related Topic	KPIs		Related Targets	Implemented Initiatives
Environment	Greenhouse Gas Emissions	Scope 1 and 2 Emissions (Mt CO ₂ e) Scope 1 and 2 Emissions (Mt CO ₂ e)		Reduce Scope 1 and 2 emissions intensity	- Implement optimization projects aimed at improving facility energy efficiency - Develop a Scope 3 decarbonization program - Achieve decarbonization through carbon offsets, renewable energy certificates (RECs), and power purchase agreements (PPAs)
		Renewable Energy Production (GWh)		Increase renewable energy production	
				Achieve Net Zero for Scope 1 and Scope 2 emissions by 2050	
	Water Management	Net Water Consumption (m ³)		Reducing net water consumption	- Increase the use of treated and recycled water - Reduce the environmental impact of water discharge
	Material Use, Waste, and Circularity	Recycled Waste Rate (%)		Increase the recycled waste rate	Implement waste reduction initiatives in office and building areas
	Air Quality	NOx Emissions (Tonnes)		Reducing NOx Emissions	Develop unmanned aerial vehicles (drones) to detect emissions and leaks
		SOx Emissions (Tonnes)		Reducing SOx Emissions	
Social	Workforce Practices	Average Training Duration per Employee		Increasing the average training duration per employee	Implementing training and improvement programs focused on occupational safety and health (OSH) and performance
		Lost-Time Injury Rate (LTIR)		Reduce the Lost-Time Injury Rate (LTI) by 2030	
		Total Recordable Injury Rate (TRIR)		Reduce the Total Recordable Injury Rate (TRIR) by 2030	
		Number of Fatalities		Workplace safety is a core corporate value. In accordance with our “People First” principle, loss of life is unacceptable; zero fatalities is a non-negotiable principle.	
	Diversity, Equity, and Inclusion	Percentage of Women in STEM Roles (%)		Increase the percentage of women in STEM roles	Setting Diversity, Equity, and Inclusion goals, developing programs to enhance diversity and inclusion, and raising awareness
		Percentage of Female White-Collar Employees (%)		Increase the percentage of female white-collar employees	
		Percentage of Women in Management (%)		Increase the proportion of women in management	
	Community Partnership	Expenditures on Social Projects		Increasing total spending on social projects	- Make donations to and participate in social projects - Implement professional external training programs
	Digital Rights and Responsibilities	Cybersecurity Breaches		Number Reducing the number of cybersecurity breaches	- Design and develop an ESG dashboard - Create an ESG data collection plan
Governance	Corporate Governance	Percentage of Women on the Board of Directors		Increase the percentage of women on the Board of Directors	Improve the corporate governance structure
	Business Ethics	Number of Code of Conduct Violations		Reducing the number of code of conduct violations	Strengthen compliance mechanisms for ethical guidelines
	Supply Chain Sustainability	Percentage of Suppliers Assessed for ESG		Increasing the percentage of suppliers assessed from an ESG perspective	Develop an ESG audit program for business partners



Value Chain



SOCAR Terminal



SOCAR Fiber



SOCAR Broker



SOCAR Shipping Agency



SOCAR Tech



SCR

SOCAR Türkiye
and Corporate
CenterNatural Gas
Business UnitNatural Gas
Combined Cycle
Power PlantRefining and
Petrochemical
Business Unit

..... SOCAR Fiber Line
..... TANAP

Natural Gas
Combined Cycle
Power PlantSOCAR
Energy
TradeSOCAR
Energy
İÇANSOCAR
Electricity and
Natural Gas
Investment

Petkim

Petkim
WPPSTAR
RefinerySOCAR
StorageSOCAR
Petroleum
TradeSOCAR
R&D



Value Chain

Upstream Value Chain			Direct Operations			Downstream Value Chain		
Category	Element		Category	Element		Category	Element	
Raw Material and Energy Supply	- Crude Oil Suppliers - Natural Gas Suppliers - Chemical and Process Chemical Suppliers - Electricity and Energy Supply	- Fuel and Energy Commodity Suppliers - Electricity and Renewable Energy Providers (I-REC) - Packaging and Auxiliary Material Suppliers	Production and Process Management	- Petrochemical Production Facilities - Refinery Operations - Energy Generation and Trading - Jetty and Tank Farm Operations	- Natural Gas Trading - Petroleum and LPG Storage Activities - Marine Services and Port Operations - Digital Transformation and Advanced Analytics Activities - Process Control and Automation Systems	Logistics Activities	- Logistics Warehouse and Distribution Center Operators - Port and Terminal Custome	
	- Engineering and Technical Consulting Firms - Spare Parts, Maintenance and Repair Service Providers - Information Technology and Automation Service Providers	- Cybersecurity Service Providers - Information Technology and Digital Infrastructure Providers - Insurance and Reinsurance Service Providers		- Communications and Public Relations - Strategy and Sustainability - Human Resources and Corporate Services	- Legal, Compliance and Corporate Governance - Finance		Customers and Industries - Plastic and Polymer Manufacturers - Packaging Industry Companies - Automotive Supply Industry - Construction and Infrastructure Sector - Electrical, Electronics and White Goods Manufacturers - Textile and Fiber Manufacturers - Healthcare and Pharmaceutical Industry - Agriculture Sector - Transportation Sector - Electricity and Gas Customers - Fuel Distribution Network and Dealers - Airport and Marine Fuel Customers	
Logistics Activities	- Maritime Transportation Companies - Road Logistics and Transportation Companies	- Port and Customs Service Providers - Storage and Tank Terminal Service Providers	Logistics Activities	- Port Operations - Storage and Transportation Processes	Logistics Planning and Shipment Preparation			
Public Institutions and Regulators	- Supervisory, Regulatory and Administrative Authorities - Ministries		Group Companies, Joint Ventures and Affiliates	- STAR Refinery - Petkim - SOCAR Petroleum Trade - SOCAR Storage - SOCAR R&D and Innovation - SOCAR Electricity and Natural Gas Investment - SOCAR Energy Trade - SOCAR Terminal	- SOCAR Fiber - SOCAR Broker - SOCAR Shipping Agency - SCR Real Estate - SOCAR Energy ICAN - SOCAR Tech - TFS - BOS Energy - TANAP			
Financial Management and Funding Sources	- Banks and Financial Institutions - Independent Audit Firms	- Investors - Insurance Companies						

Capital Elements	Inputs		Model	Position in the Value Chain	Outputs		Value Created	Sustainable Impact
 Financial Capital	- A strong financial structure that ensures the continuity of operations and investments - Total Assets: TRY 691.9 billion	- Total Equity: TRY 359.4 billion - Consolidated Capital Expenditures: USD 18.9 billion	MATERIAL TOPICS Human Rights Water Management Corporate Governance Customer Solutions and Engagement Air Quality Product Compliance and Hazardous Substances Community Partnership Biodiversity and Ecological Prosperity Business Ethics Diversity, Equity and Inclusion Material Use, Waste and Circularity Supply Chain Sustainability Digital Rights and Responsibility Greenhouse Gas Emissions Transparency and Risk Management Workforce Practices  OUR STAKEHOLDERS Employees Shareholders National Media Local Media Public Institutions Business Associations / NGOs Customers Financial Institutions Investors Suppliers Universities Trade Unions Contractors Local Communities Creditors Banks	Trade	- Long-term and sustainable financial value creation - Net Sales: TRY 552.5 billion	- Return on Equity (ROE): -2% - Export Revenue: TRY 205.3 billion	We create long-term financial value by leveraging our strong financial structure to ensure the continuity of our operations and investments. We support sustainable growth by strengthening our profitability and revenue performance. We enhance our economic and financial contribution through sustainable products, investments, and export activities.	  
 Manufactured Capital	- Facilities supporting production, trading, distribution, and transportation activities across 16 group companies - Physical assets and technical infrastructure that ensure operational continuity and reliability across the Group	- Shared-use systems that enhance capacity utilization and support scalability throughout the integrated value chain - Integrated infrastructure and operational platforms that create synergies among Group companies		Distribution Production	- Meeting 18.8% of Türkiye's crude oil processing demand - Meeting 10% of Türkiye's petrochemical demand	131 million tonnes of crude oil processed annually 17.03 billion m³ of natural gas transported through TANAP	We ensure operational continuity and scalability through our integrated production and distribution infrastructure. We contribute to Türkiye's energy security through our strong position in refining, natural gas, and energy infrastructure. We provide uninterrupted support to the essential needs of industry and society through fuel, petrochemicals, and electricity generation.	   
 Intellectual Capital	44 qualified researchers at SOCAR R&D and Innovation - ISO 56001-certified Innovation Management System	- TRY 339 million investment in Technology, R&D, and Innovation - Group-wide digitalization and data management capabilities - Demand-driven R&D model		Production	- Use of Unmanned Aerial Vehicle (UAV) technologies to enhance operational efficiency 24 active patent applications and 8 granted patents	- Artificial Intelligence and Industry 4.0 applications - R&D and technology solutions supporting sustainability and operational efficiency	We create long-term competitive advantage by strengthening our corporate know-how through investments in R&D, innovation, and digitalization. We transform knowledge and technology into tangible value through new products, patents, and process improvements. We support the advancement of operational and environmental performance through sustainability-focused R&D solutions.	  
 Human Capital	4,526 employees across SOCAR Türkiye - TRY 22.8 billion invested in employees - A safe and inclusive work environment	- Employee well-being supported through comprehensive benefits - Learning, development, and capability-building programs delivered through SOCAR Türkiye Academy - Effective use of the "İşte Takdir" digital recognition and feedback platform		Production Trade Distribution Transportation	- Women employees represent 13% of the total workforce - Women account for 26% of all managerial positions - Women represent 22% of employees in STEM-related fields	- Average employee tenure: 9.5 years 196,268 hours of employee training delivered across Group companies	We strengthen employee engagement and institutional expertise by fostering a competent, inclusive, and safe working environment. We enhance our inclusive corporate culture by promoting the employment of women and diversity in technical fields. We support employee experience and organizational performance through training, development, and recognition programs.	   
 Social and Relationship Capital	- Industry leader in customer satisfaction - Ongoing and effective stakeholder engagement - Community engagement and youth development through Petkimspor	36 sponsorships, 33 donations and social support initiatives, and partnerships with 16 universities - Social impact projects implemented in collaboration with educational institutions, environmental organizations, civil society organizations, and local stakeholders		Distribution	156 projects developed through employee ideas under the Value Is Mine Program - More than 300 initiatives generated and 36 projects developed through the Reciprocity Türkiye Program	86% local procurement rate 735 hours of volunteer work carried out by SOCAR Türkiye Volunteers	We create shared social value through the strong relationships we build with customers, stakeholders, and local communities, founded on mutual trust. We support local economic development through our local sourcing approach and foster resilient and sustainable partnerships across our supply chain. We contribute to community development and local economies through education, sports, volunteering, and local procurement initiatives. We generate long-term social impact through our social responsibility efforts and active stakeholder engagement.	 
 Natural Capital	- Total Environmental Expenditures: TRY 1,154 million - Sustainable production practices	- Net water consumption of 11,547 thousand m³ - Ecosystem-focused initiatives in our areas of operation		Production	95 thousand tonnes of CO₂ emissions avoided through energy efficiency projects - USD 18.1 million in financial savings achieved through operational improvements	9.2 thousand tonnes of waste recovered through recycling initiatives - Strengthening emissions management through decarbonization efforts	We are driving an operational transformation focused on sustainable production by reducing our environmental impacts through resource efficiency and renewable energy investments. We enhance our environmental performance and strengthen our resilience to climate risks through measurable improvements in emissions, waste, and water management. Through our decarbonization approach, we support long-term environmental and operational value creation aligned with climate goals.	    



Sustainable Supply Chain Management

At SOCAR Türkiye, we adhere to the principles of responsible supply chain management; we assess the environmental, social, and economic impacts of all our processes from a holistic perspective. In conducting our operations, we strive to adhere to processes consistent with the Constitution of the Republic of Türkiye, as well as the United Nations Universal Declaration of Human Rights and the fundamental conventions of the International Labour Organization (ILO). We respect core values at every stage of our supply chain and operate within a framework of business ethics aligned with universal standards.

We build our business partnerships on long-term and strategic relationships with stakeholders, managing these partnerships through a holistic approach that takes into account their positions within our value chain and their impact on our operations.

We source direct materials (chemicals), equipment, spare parts, engineering, maintenance, and support services from our local and international suppliers, who play a crucial role in the continuity and efficiency of our operations. Through our Procurement Department, we evaluate supplier selection based on key criteria such as quality, delivery performance, occupational health and safety, and ethical standards. Additionally, with the support of our logistics and warehousing teams within the Supply Chain Directorate, we ensure that the products we manufacture are effectively delivered to customers, industrial facilities, and distribution channels, thereby contributing to customer satisfaction and supply continuity.

The service providers and logistics partners within our supply chain, who form a vital part of our value chain, play a critical role in both procurement and sales processes by providing warehousing, transportation, customs clearance, and technical services. Through these partnerships, we ensure that products and services reach operations and customers at the right time, in the right quality, at the right cost, and safely; we manage these relationships from the perspectives of operational efficiency, risk mitigation, and business continuity.

Suppliers	2023	2024	2025
Total Number of Suppliers	1,366	1,457	1,480
Total Number of Local Suppliers	1,126	1,206	1,248
Total Number of Foreign/Global Suppliers	240	251	232
Total Number of New Suppliers*	-	286	260
Percentage of Local Suppliers	82%	83%	84%
Percentage of Procurement Budget Spent on Local Suppliers	72%	85%	86%

* Includes Petkim, STAR Refinery, SOCAR Türkiye Energy Trade, SOCAR Tech, SOCAR Storage, SOCAR Petroleum Trade, SOCAR R&D and Innovation, Azoil, SOCAR Fiber, and SCR Real Estate.

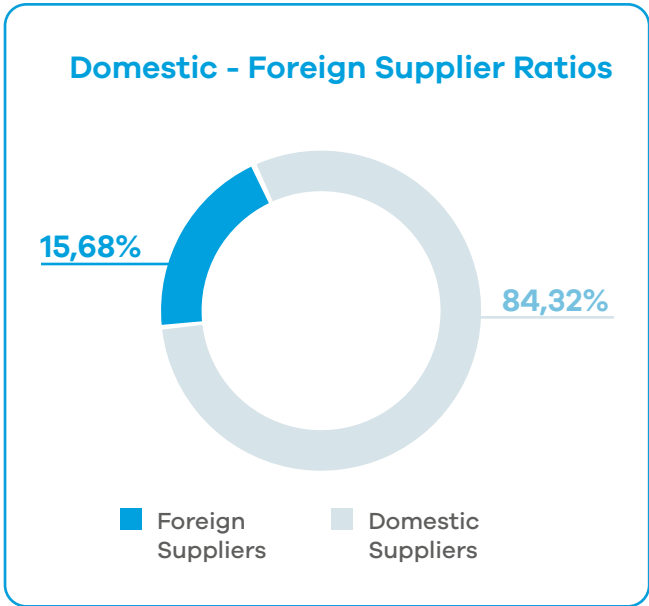


NHC Purchases* (USD)	2023	2024	2025
Import Amount	141,661,821	100,407,699	68,982,118
Domestic Purchase Amount	373,160,338	589,608,829	417,935,750
Total Purchase Amount**	514,822,159	690,016,528	486,917,869

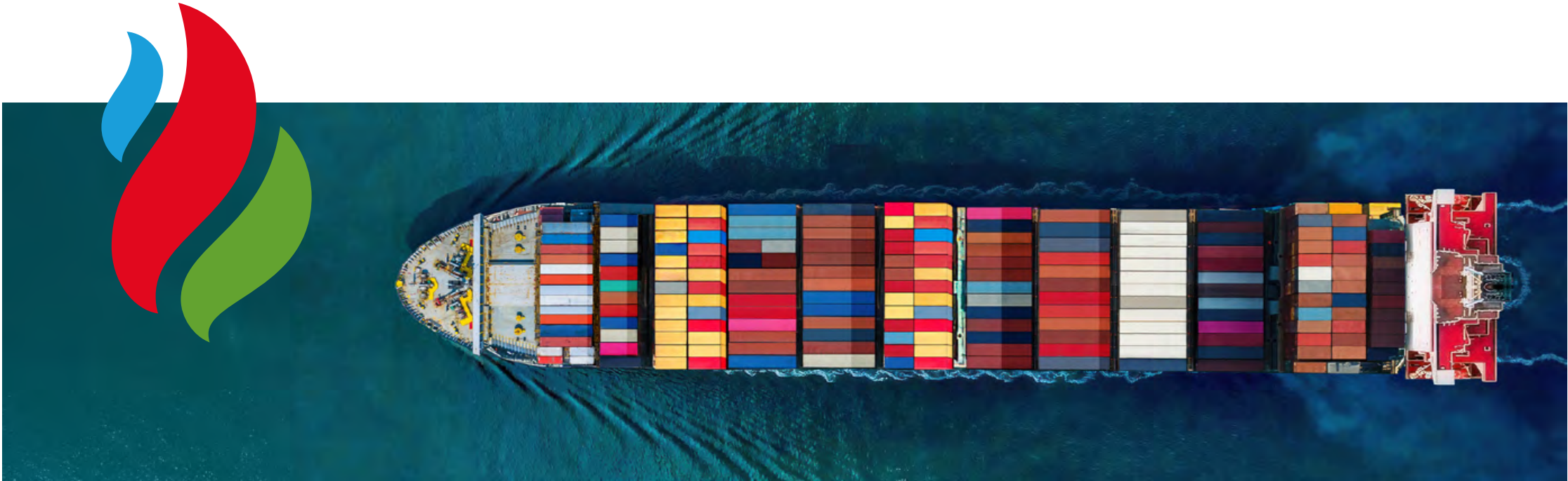
* Includes the order volume from suppliers of non-hydrocarbon products and services.

**Includes Petkim, STAR Refinery, SOCAR Türkiye, SOCAR Tech, SOCAR Storage, SOCAR Petroleum Trade, SOCAR R&D and Innovation, Azoil, SOCAR Fiber, and SCR Real Estate. GASBU companies are not included.

In our supply chain management, we prioritize supporting the local economy. By sourcing 84% of our suppliers and 86% of our procurement budget from local suppliers by 2025, we are contributing to the support of the local economy.



When drafting our supplier contracts, we thoroughly review specific environmental and social processes based on the nature of the work at our sites. Additionally, following the completion of service procurement processes managed by the Procurement Department, we implement the Supplier Performance Evaluation process and assess the services provided under the contract in accordance with established criteria. In this evaluation process and scoring phase, which also involves the HSE Team, we take suppliers' occupational health and safety performance into account.



For suppliers operating at the SOCAR Türkiye RPBU site for more than one year, we also conduct an Interim Evaluation process. In this process, with the support of our HSE Department, we share the feedback we identify through site observations and evaluations, along with the necessary corrective actions, directly with the suppliers to track their improvement processes. As of 2025, we have conducted the Interim Assessment process for 50 suppliers and the Supplier Performance Assessment process for 20 contractors whose contracts have been completed. Additionally, we monitor our suppliers providing product packaging and storage services on a monthly basis through our relevant operational units, using a defined set of KPIs that includes HSE indicators.

We prioritize that contractor companies within our supply chain provide a working environment that is compliant with human rights, fair, and ethical; we expect the entire supply chain to adhere to our Anti-Corruption and Trade Controls Policy and Code of Ethics. We prioritize that our suppliers act in accordance with the rules we have established regarding human rights, occupational health and safety (OHS), the environment, and anti-corruption.

In this context, we include all stakeholders with whom we have a business relationship in the SOCAR Türkiye Compliance Process and evaluate them in accordance with SOCAR Türkiye Compliance Procedures following approval by the Compliance Department.

In 2025, while 50 suppliers were evaluated under environmental criteria, the number of suppliers with social and financial obligations included in their contracts reached 188. As a result of audits, we have no suppliers that failed to meet environmental or social standards or had their relationship terminated due to negative impacts. We notify service providers and contractors of any deficiencies identified during audits to address them; for service providers or contractors that do not comply with established standards, we take necessary measures in accordance with our procedures.

Supplier Audits*	2023	2024	2025
Number of Suppliers Subject to an HSE Audit During the Mid-Term Review	34	55	50
Number of Suppliers with Social and Financial Obligations Integrated into Their Contracts	201	87	188

* Covers all group companies within the Refining and Petrochemical Business Unit.

We implement a pre-qualification (PQ) procedure for purchases exceeding USD 500,000. During the registration process for our contractors' personnel, we conduct comprehensive evaluations to ensure compliance with Occupational Health, Safety, and Environment (HSE) and Quality Management standards. As part of these evaluations, we require our contractors to provide HSE policies, ISO 45001 and ISO 14001 certifications, risk assessment analyses, emergency action plans, incident reports, and quality management procedures.

Under the Occupational Health, Safety, and Environment (HSE) framework, we identify the mandatory training that service providers and contractor personnel operating on our sites must complete before entering the site. Additionally, we conduct on-site audits of our suppliers with the participation of our Procurement Department and relevant units.

In this context, we provide HSE training to suppliers who will operate at the SOCAR RPBÜ site prior to their entry. For forklift operators involved in product packaging and storage activities, we provide Forklift Safe Driving Training in addition to the mandatory MYK training. Furthermore, we implement an operational excellence-focused training program for our logistics supplier with the largest volume of operations on-site. This program addresses topics such as OSH-C requirements and audit processes, on-site behavioral standards, documentation practices, and supplier performance criteria.

504
Number of Contractor Companies

Digital Transformation in the Supply Chain

In our procurement processes, we use the Smart Materials (SMAT – Intergraph Smart Materials) application as a digital platform that supports the management of procure-to-pay (P2P) processes. To enhance transparency, traceability, and auditability in our procurement processes, we manage an end-to-end procurement process—from supplier onboarding to request management, tender processes, and contract management—by integrating SAP, Contract Flow, and SMAT applications into a unified structure.

In supplier registration processes, we enable suppliers to enter their master data directly into the system via the SMAT platform; we then transfer this data to our central master data management infrastructure, the MDG application. Additionally, we transfer purchase requests created in SAP to the SMAT platform, thereby conducting the processes of requesting bids, receiving and evaluating bids, and creating contracts through the application.

In tender processes, by having suppliers enter their bids directly into the system and securely recording all bid information on the platform, we manage decision-making and operational steps related to procurement processes within a structure that is traceable, comparable, and auditable within the corporate memory. In 2025, the number of suppliers added to the portfolio via the SMAT platform reached 218 across all SOCAR Türkiye group companies.

Green Sourcing and Procurement Practices

We conduct our procurement processes in accordance with our Green Procurement Policy, our MM Procedure for Evaluating Quotes, and our MM Procedures for Checking Stock Availability and Creating Purchase Requisitions; we manage procurement processes across SOCAR Türkiye group companies by taking into account criteria related to energy efficiency and material usage.

As part of our initiatives to reduce environmental impact in packaging and logistics processes, we are increasing the recovery rate by ensuring the recovery of plastic pallets used in product shipments through reverse logistics. In 2025, by switching from rea-jet to ink-jet technology for lot printing on bags in Petkim's product packaging processes, we reduced ink consumption by 454 liters. Additionally, regarding the procurement of stretch hood film used in packaging processes, we plan to transition to stretch hood film produced from 30% recycled material by 2026.

In our efforts within the scope of a sustainable supply chain, we are achieving success through effective tracking mechanisms established in logistics, warehousing, and customer interaction processes. Through recovery processes, we contribute to both the preservation of economic value and environmental sustainability by reducing waste generation.

Product Management

In line with our commitment to adding value for our customers by providing high-quality energy products and services, we conduct our product management processes within the framework of the **SOCAR Türkiye Quality Policy**. In accordance with this approach, we integrate the principles of quality, reliability, and sustainability into all stages of the product lifecycle; we aim to improve our business processes and operations through a continuous improvement approach.

By supporting our product management processes with international management systems, we are establishing a standardized operational framework across the group. Under the ISO 9001 Quality Management System, we systematically manage product development, production, and customer feedback processes to enhance product quality and customer satisfaction. Additionally, through the ISO 55001 Asset Management System, we effectively manage the balance of performance, cost, and risk throughout the lifecycle of our production infrastructure to support operational efficiency.

As part of our sustainable product management approach, we also follow international certification processes that ensure the traceability of renewable and sustainable raw materials. With the International Sustainability and Carbon Certification (ISCC EU) held by SOCAR Petroleum Trade, we confirm that our processes related to the procurement of biomass, biofuels, and other renewable raw materials comply with international standards. Through this certification, we ensure that the principles of product traceability, quality assurance, and environmental responsibility are applied throughout the value chain. No raw materials derived from renewable sources were used in production during the reporting period.

We continue to enhance product management processes across our group companies in line with customer feedback and market needs.

- At the Plastpol, K Fair, and Plast Eurasia trade shows it attended in 2025, Petkim provided technical support on product processing conditions, formulation optimization, and application performance, thereby promoting its product portfolio and strengthening customer engagement. Additionally, Petkim's newly developed products—PETİLEN G1-21, PETOPLN PP EC261, and UV Masterbatch (UV MB 1095, UV MB 1094, UV MB 1092)—were approved for commercialization following evaluations based on customer feedback.
- SOCAR Petroleum Trade certifies that biomass, biofuels, and other raw materials derived from renewable sources are sourced and traded sustainably in accordance with its ISCC EU certification. This certification verifies the traceability and environmental qualities of the products while also contributing to the maintenance of high-quality standards.

Through these initiatives, we aim to offer our customers eco-friendly solutions and contribute to the development of a more sustainable and transparent global supply chain.

Product Compliance and Hazardous Materials

As part of our product management approach at SOCAR Türkiye group companies, we prioritize product safety and regulatory compliance. To this end, we regularly conduct production and warehouse audits under the GMP (Good Manufacturing Practices) system to support product safety throughout production, storage, and supply processes; we address the findings and corrective actions identified during these audits as part of comprehensive improvement plans. In line with our product compliance approach, we evaluate our suppliers and take necessary actions to ensure that production inputs comply with regulations and technical requirements.

In this context, we regularly provide information and training to our packaging suppliers regarding EU packaging regulations and GMP practices.

We conduct formulation audits and perform product-specific risk assessments to evaluate the chemical risks and compliance criteria of our products. For new products and production formulations developed through R&D activities, we ensure product compliance is maintained at all stages and complete the planned compliance tests. We manage certification and compliance processes in accordance with regulatory requirements in various markets; through our annual product monitoring activities conducted within the scope of traceability, we respond to requests from customers and regulatory authorities in a timely and transparent manner.

For products used in domestic and global markets within the packaging and plastics sector, Petkim conducts product compliance studies based on product safety and sustainability. We manage compliance processes in accordance with varying regulatory requirements for products offered in European, American, British, and Asian markets.

In this context, while evaluating the requirements of the European Union's Eco-Design Regulation for Sustainable Products (ESPR), we also continuously monitor compliance with regulations such as Greenhouse Gases, Swiss Ordinance, Chinese Food Contact Regulation, and Japan's Hazardous Substances Class I and Class II.

Furthermore, Petkim conducts its activities related to the safe management of chemicals in accordance with the Responsible Care Global Charter approach. While ensuring compliance with national and international chemical regulations—including EU REACH, UK REACH, and the KKDİK in Türkiye—we also take into

account the requirements of international agreements such as the Rotterdam, Stockholm, and MARPOL Conventions.

In accordance with EU REACH regulatory obligations, we continue our current operational processes (export notifications, preparation/ updating of registration dossiers, KGR and ES documents, and collaborative efforts with the Only Representative and consortia, etc.), and we have completed compliance efforts for our products affected by newly implemented updates. Regarding UK REACH regulations, we are monitoring tonnage-band-specific obligations under the Alternative Transition Registration Model (ATR(m)) and continue to track the process by completing DUIN notifications.

In accordance with the KKDİK Regulations currently in force in Türkiye, we have completed the pre-registrations of our chemicals subject to the operation through the Chemical Registration System (CRS) and, regarding the determination of the lead company for definitive registrations, we have implemented our internal processes—including MBDF communications and steps for reduced data sets (Annex 1) as well as interim and full registration—within the reporting period. We continue to inform relevant internal departments regarding the obligations and necessary actions pertaining to imported chemicals. We manage these processes through a centralized monitoring structure to ensure continuous compliance with regulations.

In accordance with all relevant regulations and international agreements, including EU REACH, UK REACH and KKDİK, we prepare new documentation, keep existing documentation up to date, and fulfill our legal reporting obligations in compliance with SDS/e-SDS, CLP, SEA, PIC, ÖBK and other applicable chemical regulations. We ensure that information and documents

regarding products supplied to domestic and international markets are communicated to our supply chain partners in a timely and complete manner. We verify the compliance of formulations for new products developed by R&D with EU REACH, UK REACH, and KKDiK regulations and prepare SDS/e-SDS documents.

In the areas of product compliance and hazardous substance management, we monitor regulatory requirements for different markets to support the effective implementation of product safety, regulatory compliance, and traceability principles throughout the value chain.

Interaction with Stakeholders

Given the dynamic nature of the sectors in which we operate and the breadth of our value chain, we are committed to maintaining continuous and transparent communication with our stakeholders. To this end, we maintain regular communication with all stakeholder groups, including our employees, customers, suppliers and business partners, to integrate their expectations and feedback into our processes.

We maintain effective communication with our employees through our corporate intranet platform, email, periodic newsletters, satisfaction surveys, performance evaluation systems, one-on-one meetings, and development and training programs, reflecting our view of employees as our most valuable asset.

In our communication with customers, we prioritize their expectations regarding product safety, quality, and sustainability. We regularly monitor feedback from our customers through sales, logistics, and technical support processes, and use this input to improve our products and services.

Under the ISO 10002 Customer Satisfaction Management System Standard, we aim to enhance customer satisfaction and provide products and services aligned with market expectations.

We manage our relationships with suppliers within the framework of mutual trust, responsible sourcing principles, and ethical business practices. We ensure effective engagement across our supply chain through digital procurement platforms, contract processes, and performance evaluations. We view this engagement as a critical element for maintaining business continuity, managing environmental and social risks, and strengthening supply chain resilience.

We conduct our communication processes with public institutions, civil society organizations, and other corporate stakeholders in accordance with the **Government Relations Policy** to ensure they are carried out in line with SOCAR Türkiye’s Corporate Values, represent our Group’s reputation effectively, and facilitate active coordination in relevant processes. We define the duties and responsibilities carried out by the Public Relations Group Directorate and its subordinate units to ensure that all activities related to the representation of SOCAR Türkiye group companies before public institutions and CSOs are carried out efficiently and systematically within the scope of the Procedure for Relations with Public Institutions and NGOs.

As SOCAR Türkiye, we actively utilize various communication channels to establish effective communication with our internal and external stakeholders. You can access detailed information regarding all our stakeholder groups and stakeholder communication methods via the Stakeholder Communication Table on the right-hand side.

Stakeholder Category	Stakeholders	Communication Methods	Communication Frequency	Purpose and Impact of Communication
Internal Stakeholder	Employees	Email, Phone, Meetings, Face-to-Face Meetings, Work Groups, Internal Communication Initiatives, Internal Surveys, E-Newsletters, Corporate TV, Internal Portal (SOHO), Training	Continuous, Topic-Based	Employee Engagement, Strategy and Policy Development
	Shareholders	Annual General Meetings	At Least Once a Year	Corporate Governance
External Stakeholders	National Media	Email, Phone, Meetings, and Face-to-Face Discussions	As Needed and Topic-Based	Corporate Reputation Management
	Local Media	Email, Phone, Meetings, and In-Person Discussions	As Needed and Topic-Based	Corporate Reputation Management, Local Stakeholder Communication
	Public Institutions	Email, Phone, Meetings, Face-to-Face Discussions, and Official Correspondence	Ongoing and Topic-Based	Regulatory Compliance, Policy and Process Development
	Associations / NGOs	Email, Phone, Meetings, Association Memberships, Working Groups, Seminars, Conferences, Panels	Ongoing and Topic-Based	Sharing Best Practices
	Clients	Email, Phone, Meetings, Website, Customer Visits, Trade Shows, Surveys	Ongoing and Topic-Based	Customer Satisfaction, Product and Process Improvements
	Financial Institutions	Email, Phone, Meetings, Webcasts, Teleconferences	As Needed and Topic-Based	Financial Risk Management, Corporate Transparency
	Investors	Email, Phone, Meetings, Webcast / Teleconference	On a Regular Basis	Financial Transparency, Risk Management
	Suppliers	Email, Phone, Meetings, Face-to-Face Meetings, Seminars, Conferences, Panels, Trade Shows	At Regular Intervals	Identification of Risks and Opportunities
	Universities	Email, Phone, Academic Conferences and Seminars, Training and Technical Support, Sponsorships	As Needed and Topic-Based	R&D and Innovation, Knowledge and Competency Development
	Unions	Email, Phone, Meetings, Face-to-Face Meetings, Official Correspondence	On a Regular Basis	Employee Rights, Business Ethics, and Compliance
	Contractors	Email, Phone, Meetings, Face-to-Face Meetings	As Needed and Topic-Based	Operational Efficiency, Occupational Health and Safety
	Local Communities	In-Person Meetings, Phone, Website, and Social Media Channels	As Needed and Topic-Based	Social Impact Management, Sustainability Goals
	Lenders	Email, Phone, Meetings, and In-Person Meetings	As Needed and Topic-Based	Financial Risk Management, Corporate Trust
	Banks	Email, Phone, Meetings, and In-Person Discussions	As Needed and Topic-Based	Financial Sustainability



Corporate Memberships

Organization	Membership Area / Focus
Uluslararası Yatırımcılar Derneği (YASED)	Board of Directors / International Investments and Investment Climate
Türk Sanayicileri ve İş İnsanları Derneği (TÜSİAD)	Member / Industrial Policies and Economy
Dünya Enerji Konseyi Türk Milli Komitesi (DEK-TMK)	Board of Directors / Energy Policies and Sector Development
Dış Ekonomik İlişkiler Kurulu (DEİK)	Member / International Trade and Economic Relations
Türkiye Odalar ve Borsalar Birliği (TOBB)	Member / Trade and Industry
Sabancı Üniversitesi İstanbul Uluslararası Enerji ve İklim Merkezi (IICEC)	Board of Directors / Energy and Climate Policies
İş Dünyası ve Sürdürülebilir Kalkınma Derneği (SKD Türkiye)	Member / Sustainable Development and Business
Küresel İlkeler Sözleşmesi İmzacıları Derneği (UNGC)	Member / Sustainability and ESG
Kamu İletişimi ve Kurumsal İlişkiler Yönetimi Derneği (KİYED)	Member / Public Communications and Corporate Relations
İngiliz Ticaret Odası (BCCT)	Member / UK-Türkiye Trade Relations
Birleşmiş Milletler Kadınların Güçlenmesi Prensipleri (WEPS)	Member / Gender Equality and Women's Empowerment
Etik ve İtibar Derneği (TEİD)	Member / Ethical Management and Corporate Reputation
Kurumsal Risk Yönetimi Derneği (KRYD)	Member / Corporate Risk Management
Kurumsal İletişimciler Derneği (KİD)	Member / Corporate Communications Management
Entegre Raporlama Derneği (ERTA)	Member / Integrated Reporting and Corporate Transparency
Türkiye Kurumsal Yönetim Derneği (TKYD)	Board of Directors / Corporate Governance and Management Principles
Sigorta ve Reasürans Broker Derneği	Member / Insurance and Reinsurance Services
Enerji Ekonomisi Derneği (EED)	Member / Energy Economics and Markets
YenidenBiz	Member / Women's Employment and Return to the Workforce
Türkiye İnsan Yönetimi Derneği (PERYÖN)	Member / Human Resources and Corporate Culture
Türk Armatörler Birliği (TAB)	Member / Maritime and Shipping
İsviçre Ticaret Odası Derneği (SCCT)	Member / Switzerland-Türkiye Trade Relations
Yeşil Hidrojen Üreticileri Derneği (H2DER)	Member / Green Hydrogen and Energy Transition
Yönetim Kurulu Üyeleri Derneği (YÜD)	Member / Board of Directors and Corporate Leadership

SOCAR Storage

Organization	Membership Area / Focus
İstanbul Kimyevi Maddeler ve Mamulleri İhracatçıları Birliği (İKMİB)	Member / Chemical Industry
İstanbul Maden ve Metaller İhracatçı Birliği (İMMİB)	Member / Mining and Metal Industry

SOCAR Energy Trade

Organization	Membership Area / Focus
Petrol ve Doğal Gaz Platformu Derneği (PETFORM)	Member / Oil and Natural Gas Sector
Enerji Ticareti Derneği (ETD)	Member / Energy Trading and Markets

SOCAR Petroleum Trade

Organization	Membership Area / Focus
İstanbul Kimyevi Maddeler ve Mamulleri İhracatçıları Birliği (İKMİB)	Member / Chemical Industry
İstanbul Maden ve Metaller İhracatçı Birliği (İMMİB)	Member / Mining and Metal Industry
Petrol Sanayi ve Emobilite Derneği (PETDER)	Member / Petroleum Industry and E-Mobility

SOCAR R&D and Innovation

Organization	Membership Area / Focus
Yeşil Hidrojen Derneği (H2DER)	Member / Green Hydrogen and Energy Technologies
Ar-Ge Merkezleri İletişim ve İş Birliği Platformu (ARGEMİP)	Member / R&D Centers and Innovation

SOCAR Terminal

Organization	Membership Area / Focus
İstanbul Maden ve Metaller İhracatçı Birliği (İMMİB)	Member / Mining and Metal Industry
Türkiye Liman İşletmecileri Derneği (TÜRKLİM)	Member / Port Operations and Logistics
Deniz Temiz Derneği (TURMEPA)	Member / Marine Environment and Maritime Affairs

RESPONSIBLE *for*

**Strong Economic
Growth**



Social and
Relationship
Capital



Intellectual
Capital



Manufactured
Capital

RESPONSIBLE for

Strong Economic Growth

Sustainable Economic Value Created



TRY 552 billion

Net Sales Revenue

2024 = TRY 203 billion



TRY 205 billion

Export Revenue

2024 = TRY 159 billion



TRY 691.9 billion

Total Assets

2024 = TRY 585 billion

At SOCAR Türkiye, we conduct our operations by closely monitoring changing economic conditions and operate with a strong and balanced financial structure in the face of macroeconomic fluctuations. In line with the dynamics of the energy and industrial sectors, we prioritize increasing operational efficiency, maintaining financial discipline, and creating long-term value.

We evaluate the economic value we create through our operations not only based on financial results but also on how this value is distributed among our stakeholders and the economic impact it generates throughout our value chain. Thanks to our integrated business model, which encompasses diverse sectors such as refining, petrochemicals, energy trading, natural gas, and port operations, the economic value we create contributes to a broad network of stakeholders—from our employees and suppliers to public institutions and business partners.

By 2025, the economic value we created has increased significantly in line with the scale of our operations and the growth of our commercial activities. During the same period, the increase in our equity strengthened our company's financial structure while supporting the sustainability of our capacity to create economic value.

As SOCAR Türkiye, we shape our long-term investments and operational management in line with a sustainable growth approach. Through our investments that contribute to Türkiye's energy supply security and industrial production infrastructure, we aim to sustainably develop both our company's growth and the contributions we make to the economic ecosystem in which we operate.

Generated Economic Value

2023

2024

2025

Total Equity

164,293,200,756

294,405,889,878

359,445,501,107

Return on Equity

5%

14%

-2%

Distributed Economic Value

2023

2024

2025

Total Operating Expenses

(165,082,454,532)

(209,923,609,035)

(536,951,084,450)

Compensation to Employees

6,430,180,940

14,454,294,547

22,803,414,600

Total Value Distributed

(165,082,454,532)

(209,923,609,035)

(536,951,084,450)

Accumulated Economic Value

(8,175,785,660)

(6,844,380,458)

15,520,636,153

Tax Approach

Across our group companies, we manage our tax processes in accordance with the requirements of national and international legislation, guided by the principles of transparency and accountability. In this context, to ensure continuous tax compliance, identify tax risks at an early stage, and manage them effectively, we obtain comprehensive approval reports at the end of the year following regular audits by independent auditors and Certified Public Accountants regarding our legal reporting processes.

Under the responsibility of the SOCAR Türkiye Tax Unit, we ensure the establishment of tax and accounting policies for group companies, their implementation in accordance with legal regulations, and the provision of strategic tax management. The Tax Unit reviews these strategies annually and submits them for approval to business unit heads, the Chief

Financial Officer, and their deputies. Additionally, by monitoring current legislation, we provide updates on changes affecting SOCAR Türkiye and prepare announcements and bulletins to ensure full compliance with regulations.

To strengthen the culture of tax compliance, we regularly conduct training and awareness activities within our company. Through these efforts, we aim to establish and develop tax awareness across all projects of our group companies and provide any necessary technical support.

Within the framework of legal regulations and practices permitted by the authorities, the use of necessary tools and strategies to determine the taxes our Company is obligated to pay, the management of tax incentives, and the identification, management, and mitigation of tax risks are among the core elements of our tax strategy.

You can find details regarding SOCAR Türkiye’s tax payments and tax rates in the [Economic Performance Indicators](#) section of the Annexes.

Total Tax and Similar Liability Payments (TRY)*	2023	2024	2025
Total	3,852,182,876	453,151,204	907,861,764

**The company applies the additional taxes and exemptions arising under current tax legislation in accordance with the law. The amounts reflect the Additional Earthquake Tax paid in 2023 pursuant to Law No. 7440 and the Corporate Income Tax payments made by our companies based on their income statements prepared in accordance with the Tax Procedure Law. The amounts included in the SOCAR Türkiye Integrated Report have been prepared based on corporate tax returns and final calculations that were finalized as of the report’s publication date.*



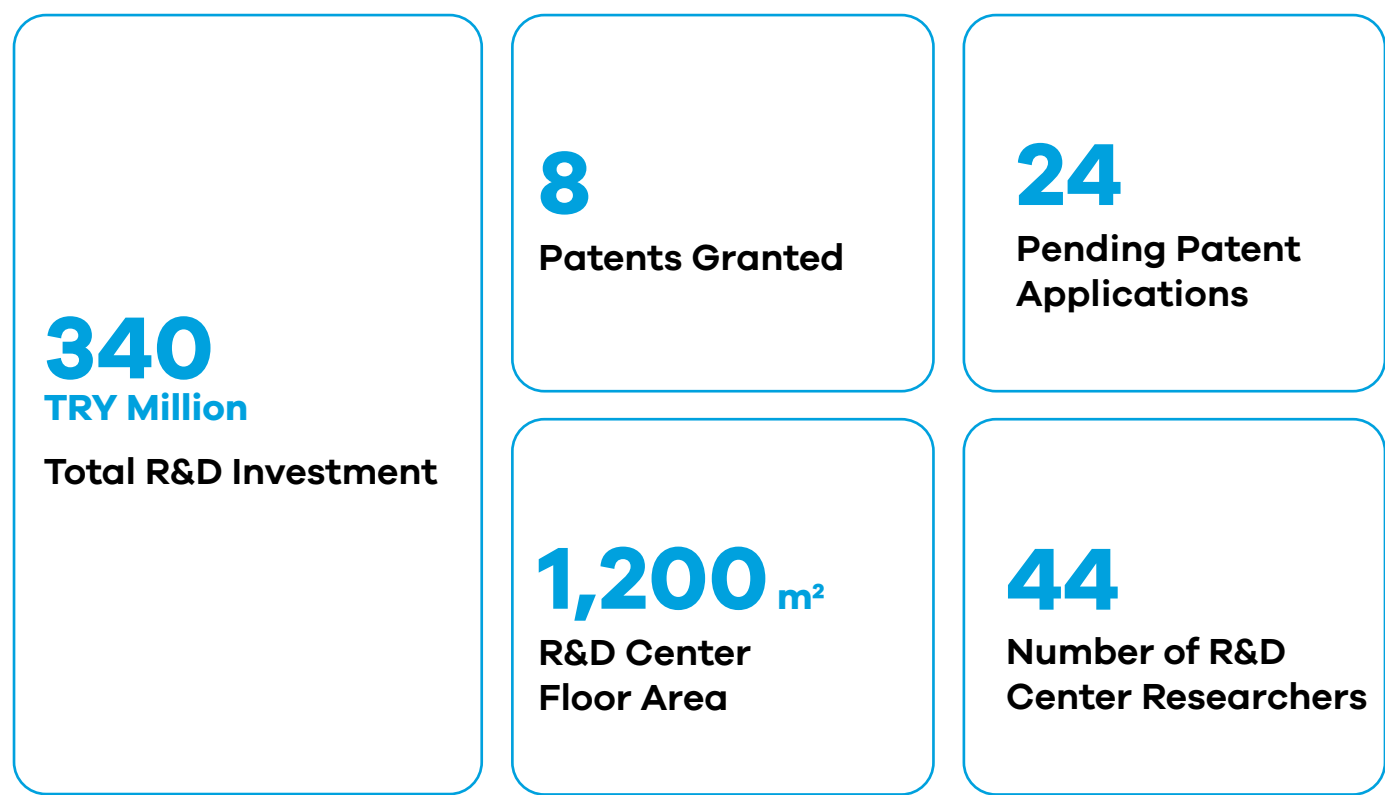
R&D and Innovation

As part of the R&D and innovation approach adopted by SOCAR Türkiye’s group companies, we focus on developing forward-looking solutions that contribute to product competitiveness, operational efficiency, and the reduction of environmental impacts. As of 2025, we have been conducting our R&D and innovation activities within a strategy-focused, portfolio-based, and output-driven management model.

By leveraging the expertise of the SOCAR R&D and Innovation Center—which draws on 56 years of accumulated knowledge—within an integrated structure alongside SOCAR Türkiye Ar-Ge ve İnovasyon A.Ş., we are implementing projects aimed at creating sustainable and economic value. Through this structure, we conduct research and development activities focused on future technologies that support the vision of SOCAR Türkiye group companies across

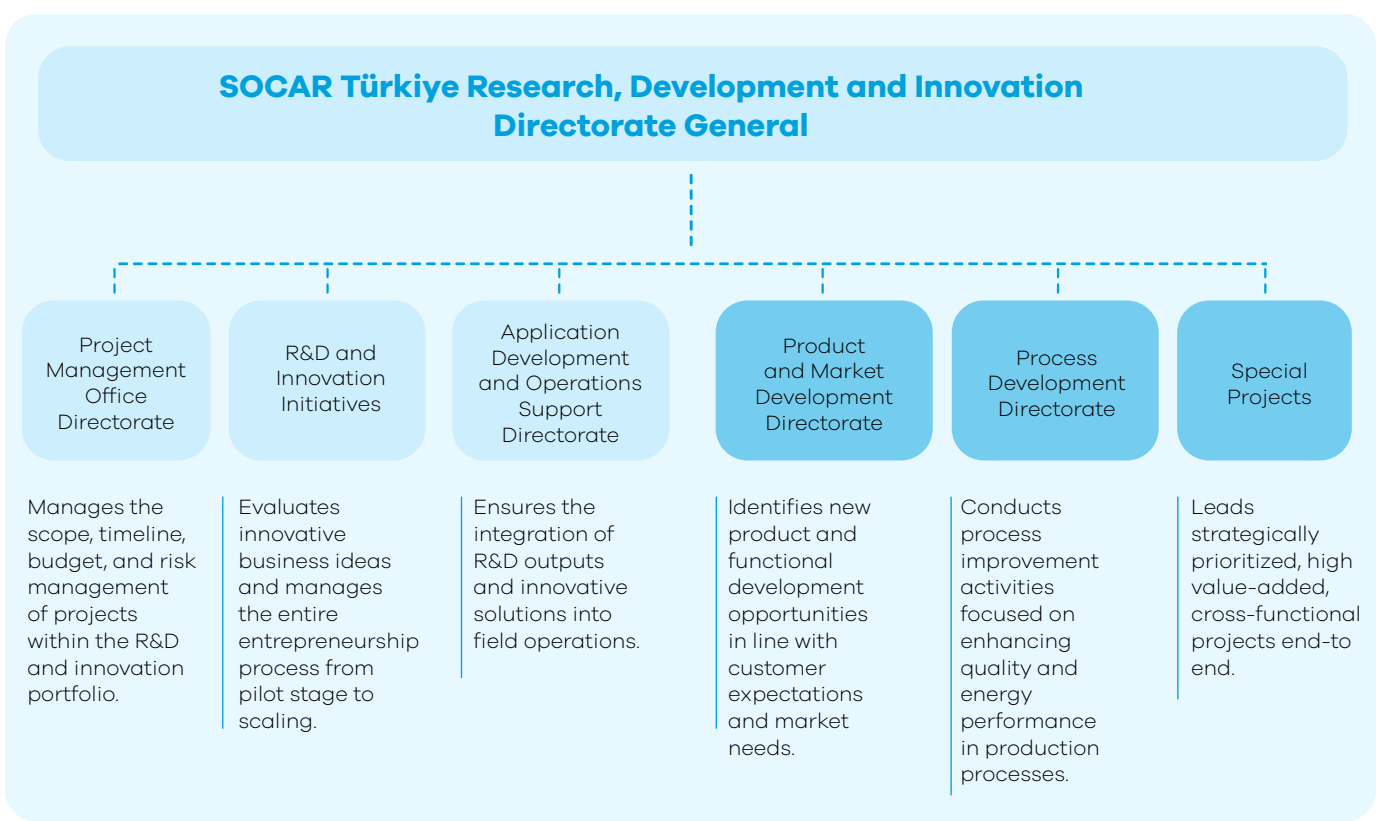
our refining, petrochemical, and energy business segments. By adopting an open innovation approach, we strengthen university-industry collaborations and support the generation of knowledge and technology by developing joint projects with stakeholders from various disciplines.

Our facility, authorized by the Ministry of Industry and Technology of the Republic of Türkiye with an R&D Center Certificate, operates within the Refining and Petrochemical Business Unit. With an infrastructure comprising 6 laboratories spanning a total area of **1,200 m²**, a **400 m²** pilot plant, and office spaces, we conduct our research, pilot testing, and technology development activities in an integrated environment. Operating under the ISO 56001 Innovation Management System, the SOCAR R&D and Innovation Center provides a critical capacity to support the transition of the technologies we develop from the laboratory stage to industrial applications.



We structure our R&D projects in line with the priorities and competitive product development needs of our group companies’ business units, particularly Petkim and STAR Refinery. Through this approach, we aim to ensure that our R&D efforts directly translate into operational performance and commercial value.

In executing our R&D projects, we adopt a governance model that strengthens cross-functional collaboration and corporate coordination. By 2025, we enhanced our project management processes using agile and hybrid project management approaches, thereby strengthening communication across different business units. This model enables us to achieve stronger coordination among production, operations, technical teams, and R&D teams in R&D projects.



We manage our R&D portfolio by taking into account the needs of our business units and our strategic priorities. In this context, we structure our R&D efforts into both long-term technology development projects and projects that provide rapid solutions to operational needs.

We initially implemented the Order-Based R&D Model in 2020 as a model designed to address short-term operational needs; over time, we transformed it into a more comprehensive structure, making it a complementary component of our strategic R&D portfolio.

As of 2025, we define order-based projects as a distinct project type within our R&D portfolio. We address our activities outside of government-funded projects specifically through order-based R&D projects focused on the operational needs of Petkim and STAR Refinery. Through this approach, we conduct R&D activities across a broad spectrum, ranging from sustainable technologies to the energy transition, and from the circular economy to digital transformation.

At the same time, through this model, we are establishing a structure that strengthens the resource efficiency and financial sustainability of SOCAR R&D and Innovation.

To protect and commercialize the outcomes of our R&D efforts, we are also strengthening our intellectual property portfolio. In 2025, we filed four patent applications—two with the Turkish Patent and Trademark Office and two with the European Patent Office—for the technologies we developed. Through these efforts, we ensure the protection of the technologies we develop at both the national and international levels and support the commercialization of our R&D outputs.

Through our R&D and innovation activities conducted with our group companies, we are increasing production, energy, and resource efficiency, strengthening our new product development capabilities, and developing innovative solutions that support our long-term competitive strength in sustainable production technologies.



R&D and Innovation Focus Areas

- Operational Efficiency
- Digital Transformation
- Reduction of Environmental Impact

We conduct our R&D projects in a way that enhances the operational performance of our group companies and strengthens our product portfolio. In this context, we are establishing a strong collaboration between SOCAR R&D and Petkim's production facilities.

Under the theme of technological transformation, we prioritize projects such as digital twins and process simulations, unmanned aerial vehicle (UAV)-based field applications, corrosion modeling studies, and image processing and algorithm development. Through these efforts, we aim to develop solutions that support our long-term competitive strength.

To enable our employees to develop innovative ideas, we actively utilize the "Değer Benim" and "Fikrimce" platforms implemented across the Group; we operate idea pools, competitions, and reward mechanisms as an integral part of our corporate innovation structure.

Key R&D and Innovation Projects

Development of Pyrolysis Oil and Circular Feedstock from Plastic Waste - Petkim

Completed

TRL 4 – TRL 5

The project, which began at TRL 4 with the objective of developing feedstock suitable for refining and petrochemical inputs from waste plastics, was completed at TRL 5 in 2025. Within the scope of studies carried out in collaboration between SOCAR R&D and Innovation Center and Middle East Technical University (METU), we conducted advanced upgrading studies aimed at converting pyrolysis oil derived from waste polyolefins into naphtha and other valuable products. Through the catalyst and process approach developed in the first phase of the project, we established a significant technological foundation for integrating plastic waste into the circular economy. In the ongoing second phase, we aim to convert pyrolysis oils not only into naphtha substitutes but also into various value-added products such as base oils, waxes, and carbon-based products through the installation of continuously operating small-scale pilot systems.

In 2025, we submitted applications to World Bank calls and initiated the procurement process for laboratory-scale upgrading systems. As a result of these efforts, we completed academic publications and patent applications. In addition, we finalized characterization and experimental studies related to the utilization of plastic- and waste-based pyrolysis oils, while additional publications and a second European patent application process covering these results are ongoing. In parallel, we continue our applications for European Union calls and international consortium discussions for new projects targeting refinery integration.

BIOLINK – Production of Bioplastics from Agricultural Waste – SOCAR Türkiye

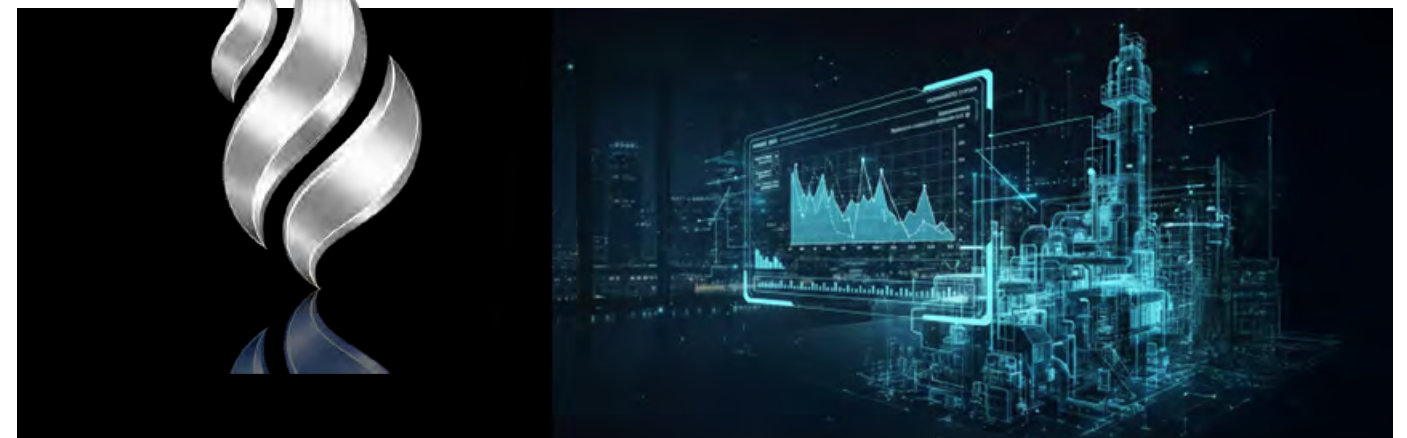
Completed

As part of the BIOLINK Project, we aim to develop sustainable packaging alternatives to fossil-based plastics by converting agricultural waste and byproducts into bioplastics. Supported under the EUREKA Program and carried out between 2022 and 2025, this Türkiye–Spain joint R&D project was successfully completed by 2025 as a study aligned with our circular economy and low-carbon production strategies. During the project, we produced polyhydroxybutyrate (PHB)-based bioplastics using fermentable sugars derived from agricultural bio-based raw materials. By scaling up the work we initiated at the laboratory level to a pilot scale, we successfully completed biopolymer production in a 50-liter bioreactor. We utilized the resulting PHB material in the development of biodegradable packaging prototypes suitable for food contact.

ALGAESOL – Biomass-Based Sustainable Aviation Fuel (SAF) Development Project – STAR Refinery

Ongoing

ALGAESOL is a research project conducted under the European Union's Horizon program that aims to produce sustainable aviation fuel. The scientific focus of the project is the catalytic conversion of lipids derived from algae and similar biomass sources, and the development of fuel components that are equivalent to fossil-based aviation fuels but have a lower carbon footprint. In this context, we have designed catalyst structures suitable for sustainable aviation fuel (SAF) production and have acquired a high-pressure reactor system for experimental studies, integrating it into our R&D facilities. We are continuing our work on the synthesis and performance characterization of these catalysts. We plan to begin reaction and product development studies following the supply of lipid raw materials by the project partners. As part of our responsibilities under the project's first work package, we have prepared detailed technical reports outlining quality criteria and analytical methods for products such as SAF, methanol, and methane, and shared them with our project stakeholders.





SUSGREEN Project – CO₂ Capture and Microalgae-Based Fuel Production – Petkim

Ongoing

In the SUSGREEN project, launched in 2025 and supported under the Clean Energy Transition Partnership (CETP), we are integrating carbon dioxide capture technologies with microalgae production. While the captured carbon dioxide is used to convert the algal biomass, we transform this biomass into synthetic fuels using hydrothermal liquefaction. In the project, we contribute to the scalability of the technology by evaluating the refinery compatibility and quality requirements of the synthetic oils and fuels produced.

RETOXPHE – Biological Treatment of Toxic Phenols – STAR Refinery

Ongoing

As part of the RETOXPHE Project, we are developing an innovative solution for the biological removal of hard-to-degrade and toxic phenolic compounds found in refining and petrochemical wastewater. With over TRY 6 million invested as of 2025 and having completed the technical development phases of the project, we have created a unique microbial consortium using specific bacterial strains isolated from our facilities, enabling the effective degradation of highly toxic pollutants. Thanks to this biotechnological approach, we enhance the process stability of biological wastewater treatment systems, ensuring compliance with environmental limits even under sudden load changes and operational fluctuations. By optimizing our solution for integration into existing refinery wastewater treatment infrastructure, we contribute to the protection of water resources.

Biotechnological Wastewater Treatment and Process Chemicals Development Program – STAR Refinery

Ongoing

In addition to our BIOTECH PET01 product, which we developed for petrochemical wastewater treatment, we added the BIOTECH AA, BIOTECH AA1, BIOTECH PS, and BIOTECH PHE products to our portfolio in 2025, following the completion of their technical and safety assessments. We completed the official procedures by preparing the technical and safety documentation for these products. Furthermore, throughout 2025, we produced 6,350 liters of wastewater treatment bacteria for the Petkim and STAR Refinery Wastewater Treatment Plants and evaluated them within the system. This enabled us to discharge wastewater in compliance with legal regulations at our wastewater treatment facilities.



Project for the Production of Sustainable Aviation Fuel Based on Carbon Dioxide and Hydrogen – Petkim, STAR Refinery

Completed

TRL 2 – TRL 4

In this project, which aims to convert waste carbon dioxide and hydrogen into fuel precursors through chemical conversion, we are conducting research on integrating carbon capture and utilization with chemical conversion. The project, which we launched in 2022 as TRL 2, is part of a university-industry collaboration with the Izmir Institute of Technology and was completed in 2025 as TRL 4. As part of the project, we identified catalyst candidates that would enable the carbon dioxide emitted from the STAR Refinery Hydrogen Production Facilities to be captured and utilized as a chemical feedstock in fuel precursor production processes. Through tests conducted under realistic operating conditions, we demonstrated that low-carbon hydrocarbons can be produced in a controlled manner. The analyses revealed that hydrocarbons ranging from one to six carbon atoms can be obtained, demonstrating the process's potential for sustainable aviation fuel production. Through the work we carried out within the scope of the project, we produced scientific and technical outputs demonstrating that refinery-derived emissions can be converted into value-added chemicals.



Methanol Production from Carbon Dioxide Project - Petkim

Ongoing

We are carrying out this project, which focuses on the chemical conversion of carbon dioxide, using our own resources and in collaboration with the Izmir Institute of Technology as part of an industry-academia partnership. We aim to convert carbon dioxide into methanol under low-temperature and low-pressure conditions using innovative catalysts developed by the SOCAR R&D and Innovation Center. The project highlights the versatile potential of methanol as a marine fuel, an intermediate for sustainable aviation fuel, and a petrochemical feedstock, all while reducing energy consumption.

NEFERTITI Project - SOCAR Türkiye Group Companies

Ongoing

NEFERTITI, one of our first initiatives aimed at converting carbon dioxide from refineries and industrial sources into value-added products, is based on an artificial photosynthesis approach. In this European Union-funded project, we aim to produce valuable chemicals—such as ethanol—from carbon dioxide and water using only solar energy. Thanks to specialized reactors equipped with advanced photocatalysts and light-harvesting systems, solar energy can be directly converted into chemical bond energy. We aim to complete the project with a mini-pilot system scheduled to be operational in the first months of 2026.

Building on our approach of continuously developing the laboratory infrastructure that supports our R&D activities, in 2025 we commissioned a new research laboratory focused on solar energy research—to be used within the scope of the NEFERTITI project—near our R&D and Innovation Center, complete with the necessary technical infrastructure, in addition to our existing laboratory facilities. Thanks to this laboratory, we are conducting more comprehensive research on photochemistry and concentrated solar power under natural sunlight and under laboratory conditions. Additionally, as part of our efforts to support sustainability and decarbonization goals, we have completed the design and infrastructure work for two new laboratories focused on recycling and upcycling technologies. We have begun the process of commissioning the equipment to be used in these laboratories. Thanks to these investments, we are taking our R&D efforts in sustainable production technologies, circular economy applications, and low-carbon production processes to the next level.

CLEAN Project – Direct Air Capture (DAC) – STAR Refinery

Ongoing

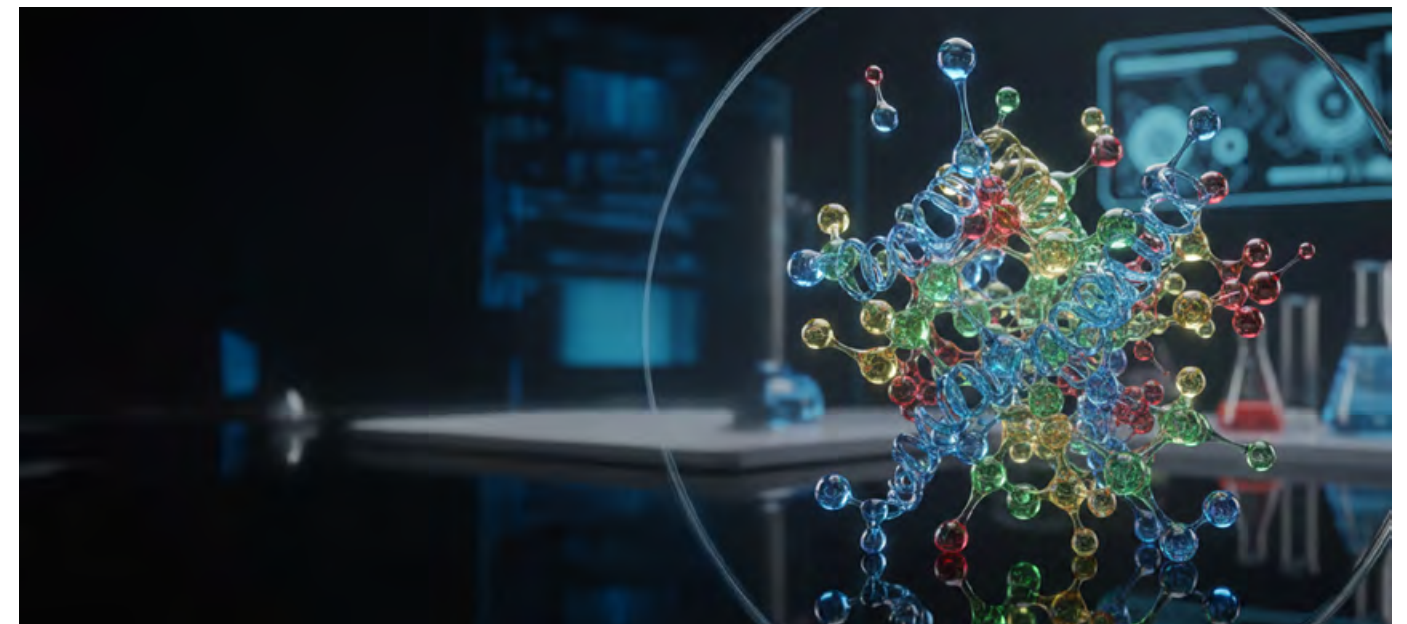
Through the CLEAN project, which is funded entirely with our own resources, we aim to develop a technology capable of capturing carbon dioxide directly from the atmosphere. Launched in 2025, the project aims to develop modular and flexible carbon dioxide capture systems that can be implemented at various scales, as well as to design high-performance adsorbent materials.

Project for the Development of Next-Generation Catalysts and Pilot Reactors in Polymer Processing – Petkim

Ongoing

TRL 2 – TRL 7

Through an R&D project focused on the production of polypropylene (PP) and high-density polyethylene (HDPE), we aim to develop polymer production processes on a pilot scale and evaluate the industrial applicability of sixth-generation catalysts. As part of this work, we established a fully automated pilot reactor infrastructure and implemented systems that enable the controlled feeding of different raw materials, achieving the target polypropylene product properties using existing catalysts. Additionally, we conducted production trials using new-generation, phthalate-free catalysts that are environmentally acceptable in the industry. By optimizing process conditions in high-density polyethylene production, we evaluated the impact of hydrogen on product properties and achieved a more stable production structure by enhancing process performance. We aim to complete the project, which we initiated as TRL 2 in 2024, by 2026 under the designation TRL 7.



**Evaluation of Next-Generation Catalysts for the LDPE-T Plant in Terms of Product and Process Efficiency – Petkim**

Ongoing

TRL 2 – TRL 9

The R&D project we carried out in collaboration with SOCAR's R&D and Innovation Center and Petkim's LDPE-T Plant has yielded significant gains in production processes. Through this project, we are enhancing product and process efficiency by evaluating the use of next-generation catalysts in the LDPE-T production process. These efforts contributed to increasing Petkim's annual production capacity and served as a significant example of directly translating R&D outcomes into industrial performance. The project also achieved a major national success by winning the "Most Successful Large-Scale Organization" award at the 7th Technopark İzmir Technology Awards organized by the İzmir Institute of Technology.

**Drone-Based Remote Sensing and Image Processing Solutions for Industrial Facilities – SOCAR Türkiye Group Companies**

Ongoing

We utilize unmanned aerial vehicles (UAVs) and robotic technologies to ensure that high-risk operations at refineries and petrochemical facilities are conducted more safely, efficiently, and without interruption. Our current UAV portfolio was effectively deployed during the first planned shutdown at the STAR Refinery through collaboration between SOCAR's R&D and Innovation and Operational Safety departments. By continuously monitoring critical operations, both operational risks and risks related to occupational health, safety, and the environment were identified in real time. In high-risk enclosed areas such as tanks, chimneys, and pipelines, UAVs specially configured for these environments were used to perform rapid and safe inspections that went beyond traditional methods. Thanks to integrated sensor systems, air quality was continuously monitored during the planned shutdown, and potential gas leaks were regularly tracked during the startup phase; the data obtained directly supported operational decision-making processes.

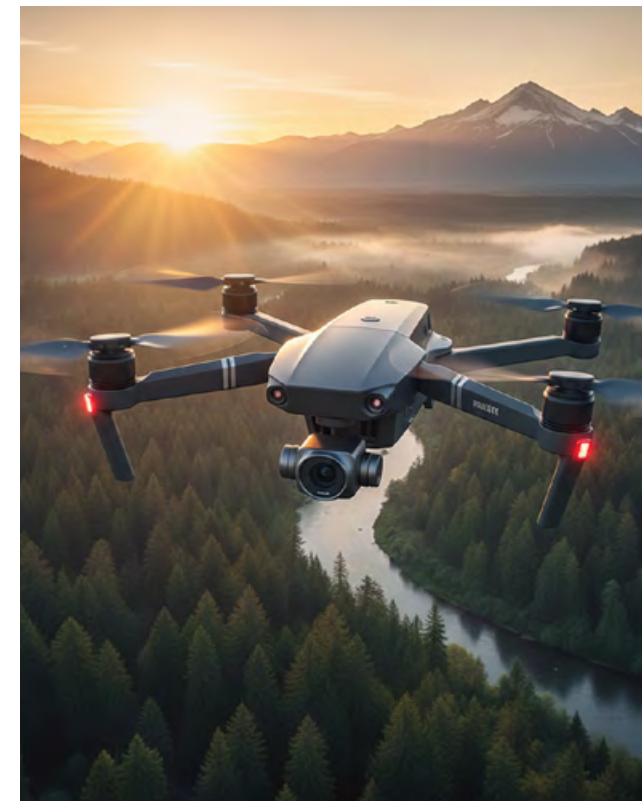
As part of our focus on operational efficiency through smart technologies, we continue our work on three-dimensional mapping of infrastructure, including inspections of piers, chimneys, and wind turbines. We analyze energy losses using thermal imaging applications and evaluate pipeline gradients and equipment behavior through developed image processing methods. Additionally, we are continuing our preparations for the deployment of autonomous UAV systems and aim to implement applications such as gas measurement in enclosed spaces.

**LDPE Reactor Digital Twin and Process Optimization Project - Petkim**

Completed

TRL 4 - TRL 7

Through our digital twin study of the low-density polyethylene (LDPE) production process, we aim to represent plant operating conditions in a virtual environment and evaluate data-driven improvement scenarios. As part of this effort, we developed and validated a digital twin model of the LDPE reactor. By analyzing process behavior using the model, we improved calculations related to operating parameters and outlet temperatures. The project, which began in 2020 as TRL 4, was completed in 2025 as TRL 7. While evaluations regarding field implementation continue with the operations and process teams, we plan to re-conduct the feasibility study—which previously focused on a limited capacity increase—taking current conditions into account.

**Circular TwAIIn – Digital Twin-Based Prediction Project in Production Processes- Petkim**

Completed

TRL 4 – TRL 7

Through the Circular TwAIIn project we are conducting for ethylene oxide and ethylene glycol production processes, we aim to increase energy efficiency and improve operational safety. The project, which began in 2022 as TRL 4 and was carried out under the EU Horizon program, was completed in 2025 as TRL 7. The digital twin-based decision support tool we developed as part of the project combines historical process data and process simulations to enable the evaluation of different operational scenarios. This makes it possible to reduce steam consumption, monitor the process more accurately, and make short-term forecasts.

Through these efforts, we are improving product quality and process stability, making energy and raw material usage more efficient, and contributing to the development of low-carbon production solutions. Thanks to R&D projects focused on digital twins, drones, and catalysts, we are creating a more predictable structure in maintenance and production processes, reducing operational risks, and strengthening our long-term technological competitiveness.



Unmanned Aerial Vehicle Technologies - SOCAR Türkiye Group Companies

Ongoing

The industrial measurement and inspection activities we conduct using unmanned aerial vehicle (UAV) technologies are among the most critical components of our digital transformation strategy. Equipped with high-resolution cameras, thermal sensors, gas measurement systems, and advanced imaging infrastructure, our UAVs enable us to perform safe, fast, and uninterrupted inspections in areas that are difficult to access, high-risk, or require examination without halting production. Through these applications, we reduce field-related occupational health and safety risks and contribute to shorter inspection times. Within SOCAR Türkiye's Refining and Petrochemical Business Unit, we utilize a broad portfolio of five different UAV models to perform the following advanced measurement and inspection activities on chimneys, tanks, pipelines, and large-scale field areas:

- high-resolution imaging,
- thermal scanning,
- thickness measurement,
- air quality monitoring and mapping,
- gas leak detection

For detailed information on the projects we carried out in 2025 in line with our R&D and Innovation focus areas, please refer to the "R&D and Innovation" and "Transition to a Low-Carbon Economy and Carbon Technologies" sections of the [Petkim Integrated Annual Report](#).





Technological Transformation

At SOCAR Türkiye, in line with our goal of establishing a sustainable and resilient organizational structure, we have made technology transformation one of our strategic priorities. By leveraging the opportunities offered by digital technologies, we aim to redesign our business processes, increase the efficiency of our operations, and enhance the customer experience. In line with this approach, we are continuously developing our information technology infrastructure to ensure data is properly collected, analyzed, and integrated into decision-making processes.

We carry out our digital transformation initiatives under the coordination of the Digital Solutions Group Directorate, implementing them in close collaboration with various business units, including production, corporate processes, and occupational health and safety. With the establishment of SOCAR TECH in 2025, we have expanded the scope of our digitalization efforts and further strengthened our technology development capabilities. Through this structure, we are building the foundation for projects that enhance energy efficiency, support our zero-accident goal, optimize operational processes, and improve customer satisfaction.



Our Technological Transformation Focused Projects

Project Earth



As part of our corporate system modernization efforts, we continue to strengthen our ERP and operational system infrastructure. The Project Earth SAP transformation we carried out for Petkim was a significant step in modernizing the digital backbone of our core business processes. We successfully completed the software development, testing, and preparation work conducted throughout 2025. As part of this project—one of the most comprehensive SAP transformation programs in the petrochemical sector—we implemented the S/4HANA Core Components, Integrated Business Planning (IBP MRO), Service & Asset Manager (S&AM), and Customer Experience Sales Cloud (CX SC) modules. Thanks to this transformation, which we carried out with the contributions of over 500 colleagues—including more than 350 from SOCAR Türkiye and over 140 experts from the SAP ecosystem—we have transformed our business processes into a more integrated, data-driven, and agile structure.

Technology Transformation Applications in Finance and Corporate Processes

We position ERP and operational system modernization as one of the core components of our business transformation. As part of this, through Project Earth, we migrated all of our Company's core business processes to the SAP S/4HANA infrastructure, thereby completely renewing our digital backbone end-to-end. As part of Project Earth, one of the most comprehensive SAP transformation projects in our industry, we intensively continued software development, testing, and go-live preparations throughout 2025, successfully completing critical milestones.

As part of the project, we implemented the **S/4HANA Core Components, Integrated Business Planning (IBP MRO), Service & Asset Manager (S&AM), and Customer Experience Sales Cloud (CX SC)** modules. Over 500 colleagues, including more than 350 from SOCAR Türkiye and over 140 SAP experts, actively participated in the project. With this transformation, we aim to simplify our processes, enhance data integrity, strengthen operational transparency, and significantly increase our decision-making speed.

We aim to enhance our organizational resilience by restructuring our financial operations and risk management processes around digitalization. In this context, we plan to complete the EBA Transformation Project, the Budget Consolidation Project, and the SAP HCM Evolution (SuccessFactors) – Employee Central & Onboarding Program, which we launched in 2025, by the first quarter of 2026.

With the Chatbot application we developed for financial operations processes, we accelerated our employees' access to information by automating information flows—including documentation, website, SAP, SOHO, and SSM integrations—for approximately 30 scenarios used in accounting, banking operations, and tax processes; and by designing standardized response workflows, we achieved a productivity gain of 615 person-hours.

As part of the digitization of regulatory compliance processes, we launched the **RCM (Regulatory Compliance Module)** project. By transferring over 60,000 lines of regulatory compliance data to the SOCAR RCM system configured on the IBM OpenPages with Watson platform, we moved the management, monitoring, and reporting of regulatory compliance obligations to a corporate digital platform. As part of the project we are conducting at the Istanbul Corporate Head Office, we track regulatory obligations from 27 public institutions—including the Energy Market Regulatory Authority (EMRA)—that govern company operations through the system; we manage our compliance processes digitally by monitoring regulatory changes sourced from the Official Gazette in real time. This system centralizes and makes compliance processes traceable; quarterly compliance reports and monthly regulatory action tracking reports are prepared via RCM and submitted to senior management through the Group Risk Committee and the Early Detection of Risk Committees.

As part of the project, we achieved a reduction of approximately 15 hours of workload per person, resulting in total labor savings of 1,695 hours per quarter for 113 system users. Additionally, the approximately two-week process required by the Public Relations team to prepare department-specific Excel spreadsheets was eliminated, resulting in a total labor savings of 300 hours over a two-week period for the five employees in the regulatory compliance department. This made it possible for employees to dedicate more time to other operational processes.

The RCM project, conducted in collaboration with IBM, reached the finals in the "Innovation in Regulatory Compliance" category at the ICA Compliance Awards 2025 and was honored with a "Highly Commended" award. Additionally, as



part of the SOCAR GRC project, it won a Bronze Award in the “Governance, Risk & Compliance Solution” category at the Stevie International Business Awards. Our short- and medium-term goals include: managing and reporting regulatory obligations through the corporate platform, enhancing the system’s user-friendly features based on user feedback, and managing regulatory compliance processes more effectively using digital tools.

We are implementing AI solutions not only in production and operational processes but also in corporate processes. We have initiated efforts to automate the regulatory monitoring and analysis processes conducted by our Public Relations team using **GenAI technology**. By analyzing the content of the Official Gazette published daily using an AI bot and summarizing the provisions related to SOCAR Türkiye, we identify regulations that may impact SOCAR Türkiye group companies and ensure the effective management of regulatory processes.

To enhance efficiency by digitizing our corporate governance processes, we launched the **Online Board Platform** project in 2025. As part of this initiative, we implemented the iBabs platform, which enables the digital organization of Board of Directors meetings for SOCAR Türkiye group companies, as well as the secure sharing and archiving of meeting documents. Through this platform, we have fully digitized the Board of Directors meeting process, making it possible to manage invitations, agendas, document sharing, and decision-making processes through a single platform. In 2025, we conducted training and adaptation processes for Board members and relevant stakeholders to support the effective use of the system. With the Online Board Platform, we enhance efficiency in terms of time and cost by reducing the need for physical meetings, while ensuring quick access to documents, secure archiving, and the preservation of corporate memory.

Furthermore, we aim to ensure the active use of the platform across all SOCAR Türkiye companies in the coming period and to contribute to reducing carbon emissions indirectly by decreasing the need for travel.

To enable the effective tracking and reporting of our legal proceedings and reduce manual errors by moving them to a digital environment, we launched the first phase of the Litigation Module project in 2025. As part of the project, we integrated all litigation and enforcement files into a centralized digital platform, enabling real-time monitoring of case stages as well as automated reporting and the generation of statistics. While integrating user authorization and data security mechanisms into the system infrastructure, we supported the effective use of the module through user training and system testing. As of 2025, we managed approximately 400 case files and 140 enforcement proceedings through this platform, fully transitioning our processes to a digital environment. By eliminating manual labor-intensive processes, we achieved monthly labor savings of approximately 40 hours and reduced the error rate from 15% to nearly zero. Thanks to this solution developed with internal resources, we also achieved financial efficiency by avoiding the licensing costs that would have arisen if we had opted for third-party software. With this project, we enable teams working in different locations to collaborate simultaneously and seamlessly, while simplifying document access to reduce email traffic and waiting times. Through a centralized archiving and real-time reporting infrastructure, we are strengthening our corporate memory and establishing a sustainable structure independent of personnel changes. Additionally, by increasing the transparency of processes, we are enhancing our reliability and compliance levels during internal and external audits. In the medium term, we plan to expand our project across all SOCAR Türkiye group companies and ensure global compliance through a multilingual infrastructure.

In the long term, we aim to enhance the Litigation Module with AI-powered analysis and forecasting capabilities, integrate it with other digital legal solutions, and establish a comprehensive digital legal management platform across the Group.

Technological Transformation in Production: AI-Based Optimization

We are gradually expanding the use of AI-powered optimization applications across our energy and petrochemical operations. The digital twin technology we use at the STAR Refinery enables real-time simulation and control of production units, contributing to more effective operational management. In addition, through predictive maintenance applications, we anticipate equipment failures in advance and proactively manage maintenance processes. Through the projects we have developed, we are optimizing the balance between quality, efficiency, and cost using AI-powered algorithms.

As part of the Neutralizer Tank Inspection project, we are using indoor drones instead of traditional methods, which take approximately eight days and involve erecting scaffolding. Thanks to this technological transformation, we are reducing the inspection process to just half a day and increasing our operational speed and efficiency by conducting detailed analyses of critical points using high-resolution imaging.

As part of the project to optimize our middle distillate product pool in our refinery operations, we are implementing a closed-loop (open-loop) operation for diesel/jet fuel products, thereby ensuring maximum yield and operational efficiency while improving product quality.

Similarly, through our CCR Benzene Optimization project, we use real-time process and price data to optimize production flows using AI-powered models; by accelerating decision-making, we improve margins for light and middle distillates.

To digitally track our sustainability performance, we monitor indicators such as energy consumption, emissions, water usage, and waste management through sensor infrastructure, data platforms, and analytics dashboards. In this way, we enhance our verification, reporting, and action-tracking processes related to sustainability performance with digital tools.

As part of the Microsoft Copilot Program, we launched to enhance organizational efficiency, we are providing Copilot licenses to SOCAR Türkiye employees; by leveraging AI-powered productivity tools in our daily operations, we are fostering a digital work culture that supports cross-team collaboration, efficiency, and innovation. By 2026, we aim to continue our development through our work in the Agentic AI field.

Hyperautomation Projects

We are expanding the use of Robotic Process Automation (RPA) applications in the field of process automation. As of 2025, we have completed 29 RPA projects and are currently developing 14 more. We have doubled the number of processes covered by automation within six months. Additionally, we plan to migrate 92 automation projects to the Automation Anywhere platform. Through our Citizen Developer initiative, we support our employees’ participation in digital solution development processes; we are achieving efficiency gains thanks to projects developed by 27 active Citizen Developers.

Technology Transformation in Occupational Health and Safety

By leveraging the opportunities offered by digital technologies in the field of occupational health and safety, we are creating safer working environments at our sites. As part of our SAFE WORK Electronic Work Permit Project, we have completed software development, testing processes, and on-site training. As part of our rollout efforts, we have successfully implemented the system at our STAR Refinery units.

We are integrating smart asset management and robotic technologies—which have become strategic components defining the new standard of operational excellence in the energy and petrochemical sectors—into our business processes. These technologies serve as a critical lever accelerating our industry’s transition to a sustainable, safe, and high-performance business model on its digital transformation journey.

In this context, we have successfully completed projects in our focus areas of real-time asset tracking, condition monitoring, predictive maintenance, video analytics, and industrial robotics. Through these projects, we are reducing manual workloads, shortening operational cycle times, performing high-risk operations—such as wind turbine inspections and indoor gas measurements—remotely and using autonomous systems, ensuring advanced field safety with AI-powered camera and sensor technologies, and enhancing our rapid response capabilities by monitoring potential risks in the field in real time. At the same time, by strengthening digital monitoring and data-driven decision-making processes, we are establishing scalable technology standards to enable safer, more efficient, and cost-effective operations.

Featured Projects

- Online Corrosion Monitoring
- AI Powered Maintenance Systems
- OSH Video Analytics - Mobile Camera
- ADR Control via Video Analytics
- Rooftop SPP – Drone-Based PV Inspection*
- RF Radio Network via Mobile Devices
- Automatic Work Order via DCS

** Conducted in collaboration with the R&D and Innovation Center.*



Our technology transformation initiatives continue to be recognized on both national and international platforms. The awards and achievements we have earned in this context are listed below:

- Second place in the “AI-Ready Platform” category at the IDC Türkiye Future Enterprise Awards 2025 for our Process Mining project,
- Our DCU project won an award at the 24th Industrial Energy Efficiency (SENER) Awards and the Future of AI & Cloud Summit Awards,
- Our Q Concept project won a gold award at the 2025 Stevie International Business Awards,
- Our GRC Risk Management and CPD projects won a silver award at the Stevie MENA Awards,
- We won a gold award in the 2025 Stevie Technology Excellence category for our Intune (MDM) Replacement project.



Transformation within the Refining and Petrochemical Business Unit

From Digital Maturity to the “Smart Enterprise” Vision

At our Petkim and STAR Refinery facilities—which were accepted into the World Economic Forum (WEF)’s Global Lighthouse Network in 2019 and 2020, a network comprising companies operating in accordance with Industry 4.0 standards—we view technological transformation as a natural part of our journey of continuous improvement.

In line with our Refining and Petrochemical Business Unit Technology Vision, we aim to ensure the sustainability of our current high level of digital maturity and align technology with our company’s needs, resources, and strategic priorities, alongside our two companies holding WEF Lighthouse status. By 2025, we have shifted our focus beyond merely maintaining our current digital maturity to deepening the Smart Enterprise model through artificial intelligence (AI) and advanced analytics capabilities. We position our technology department as a strategic partner guiding business decisions; we manage our technology portfolio under a robust technological governance and financial discipline framework within the scope of CAPEX and OPEX.



2025 Activities: AI- and Industry 4.0-Focused Value Creation

Throughout 2025, we leveraged technology as a key tool to support efficiency, occupational health and safety, and financial sustainability. We structured our project portfolio around initiatives that enhance operational excellence and deliver direct financial returns.

Artificial Intelligence and Data-Driven Decision Support Systems

Through our analytical solutions, which have been recognized on international platforms, we are strengthening a data-driven decision-making culture across our company.

- **Award-Winning Analytics Solutions:** Winner of a silver award at the Brandon Hall Awards, our data analytics application combines human intelligence with artificial intelligence to create decision-support mechanisms and supports risk and profitability analyses with real-time simulations.
- **Artificial Intelligence in Cost Engineering:** We have launched the development of an **AI-Based Should-Cost Analysis** to optimize cost analyses in procurement processes. This enables us to achieve cost advantages through data-driven insights in complex procurement processes.
- **Digitalization in Field Operations:** Through the digital transformation projects we are implementing at our production sites, we are reducing operational errors and saving time by supporting manual and time-consuming processes with **automation algorithms**.

Industry 4.0 and HSE Technologies

To support our goal of zero accidents, we are integrating Industry 4.0 technologies into our operations and making significant progress, particularly in the areas of site safety and operational efficiency.

- **Image Processing and Drone Technologies:** By collaborating on joint projects with the SOCAR R&D and Innovation Center, we are able to perform high-risk operations—such as wind turbine inspections and indoor gas measurements—using remote and autonomous systems. This allows us to reduce the need for our employees to be present in hazardous areas, thereby enhancing workplace safety.
- **HSE Digital Transformation Roadmap:** We are digitizing occupational health, safety, and environmental processes end-to-end using the comprehensive roadmap we have developed. As part of this effort, we have implemented over 30 digital initiatives across processes ranging from contractor management to on-site inspections.
- **Advanced Field Safety:** By using AI-powered camera and sensor technologies to monitor potential risks on-site in real time, we are enhancing our ability to respond quickly.
- **Digital Monitoring of Sustainability Performance:** We monitor indicators such as energy consumption, emissions, water usage, and waste management through sensor infrastructure, data platforms, and analytics dashboards. In this way, we enhance our verification, reporting, and action-tracking processes related to our sustainability performance using digital tools.

Financial Governance and Resource Optimization

In our technology investments, we adopt a “value-driven prioritization” approach.

- **Budget Efficiency:** Through centralized management of technology spending and detailed needs analyses, we have achieved significant optimization of the 2025 CAPEX and OPEX budgets.

Innovation and Ecosystem Management

In order to strengthen our company’s innovation capabilities, we have expanded our “Open Innovation” strategy.

- By closely monitoring industry trends, we rapidly integrate international best practices and innovative solutions into our operations.
- In line with our corporate innovation strategy, we support R&D activities to create synergy in technology development processes.

2026 and Beyond: The Technology Roadmap of the Future

In the coming period, we aim to take our digital transformation strategy to the next level by expanding our Industry 4.0 initiatives and placing artificial intelligence technologies at the heart of our operational processes. We are building our 2026 vision around three key focus areas.

- 1. AI Agents and Autonomous Systems:** Increase autonomy in operational processes by advancing the use of artificial intelligence from a purely analytical level to the level of “AI Agents” capable of taking action.
- 2. Deepening Industry 4.0:** By leveraging data-driven decision-making mechanisms and AI integration, continuously optimize our production processes to achieve the goal of “sustainable maximum production with minimum resource usage.
- 3. Sustainable Technology:** Lead the way in achieving our Company’s sustainability goals through technological infrastructure by increasing the use of digital tools for energy efficiency and carbon footprint tracking.



Cybersecurity

Cybersecurity and Information Security

In light of the digitalization of business models, cybersecurity is one of our top governance priorities for building stakeholder trust and minimizing potential financial risks. Our automation-heavy production processes and data-driven decision-making mechanisms increase the potential for cyber threats to directly cause operational downtime or cost increases. In this context, we view cyber resilience as the cornerstone of our operational continuity. Guided by this perspective, we have continued efforts to modernize our information technology infrastructure, enhance operational processes through automation, and mature our cybersecurity capabilities at an enterprise level—all in alignment with the digital transformation initiatives being carried out across SOCAR Türkiye and its group companies by 2025.

In this context, by treating cybersecurity as an integral component of economic performance and business continuity, we develop proactive solutions to prevent cyber threats and ensure the security of our corporate information.

Information Security Management System (ISMS) Committee

In order to protect our information assets and manage our information security processes systematically across SOCAR Türkiye and its group companies, we implement governance mechanisms within the framework of an Information Security Management System (ISMS) compliant with the ISO/IEC 27001 standard. Through the ISMS Committee, we guide information security practices, assess information security risks, monitor the effectiveness of the control environment, support a continuous improvement approach, and oversee compliance processes.

The ISMS Committee is chaired by the CIO, who also serves as Senior Management Representative, while ISMS Manager responsibilities are carried out by the Information Security Director. The committee structure includes senior representatives from critical functions such as Internal Audit, Risk and Compliance, Legal, Operations Coordination, Technical Services, Maintenance, Supply Chain and Logistics, Utilities, Human Resources, and Corporate Quality Management.

Within the scope of the ISMS Committee, meetings are held at least twice a year, and Management Review (MR) processes are conducted accordingly. During these meetings, ISMS performance, information security risks, audit findings, identified non-conformities, areas for improvement, and strategic requirements are evaluated.

Cyber Security Orchestration, Automation and Response Technology (SOAR)

To manage our cybersecurity processes more effectively, we standardized and accelerated our response processes by consolidating incident data generated from various cybersecurity solutions into a single point through SOAR technology, which we put into operation in 2024. In 2025, we significantly improved our response time to cyber threats through automated blocking mechanisms and centralized monitoring dashboards integrated into the system. This automation not only increases the efficiency of our workforce but also reduces risks that may arise from human error, thereby establishing a stronger line of defense against the financial impacts of cyber threats.

Cyber Deception Technology

To ensure more effective protection against cybersecurity risks across our IT and OT infrastructures, through the Cyber Deception Technology we implemented, we create controlled environments that mimic real systems and redirect unauthorized access attempts to these areas. This makes attack attempts visible without direct interaction with our critical systems, while potential breaches are detected at an early stage and contained before they can spread.

In 2025, to further strengthen this approach at the endpoint level, we deployed this technology on end-user devices and placed decoy digital lures. Using data collected through agents, we analyze attack techniques and behavioral patterns, enhancing the speed and awareness level of our security teams' response. Through these practices, we further strengthen the resilience of our cybersecurity infrastructure.

Complementary Cybersecurity Practices Implemented in 2025

With the Security Hardening solution we implemented in 2025, we made compliance with best practice requirements traceable and reportable through a centralized structure. Within this scope, we continuously monitored the alignment of security configurations with standards, enabling proactive mitigation of risks arising from non-compliance.

Through our Security Controls Validation application, we verify the effectiveness of detection rules in our Security Information and Event Management (SIEM) system using attack simulations. By making identified gaps visible, this effort strengthened the visibility of Security Operations Center activities and enhanced our incident response capacity.

To support end-to-end management of the organization's digital assets, we implemented a Cyber Asset Attack Surface Management application, centrally monitoring all digital assets to enable more effective management of the attack surface and to keep related cyber risks under control.

Through these complementary practices, we established an integrated structure that enables faster incident response and enhances operational efficiency in our cybersecurity operations.

People and Awareness Focused Security Practices

As a result of the phishing tests we conducted to strengthen our corporate cyber resilience, we recorded a 50% increase in the rate at which our users report suspicious situations. While the number of users failing the tests decreased over the year, targeted awareness trainings are assigned through the system to users who fail after each test. By implementing our Human Resources protocols, actions such as notification letters are applied for users who fail consecutively, with the aim of making cybersecurity awareness sustainable at the corporate level.

Incident Reporting Mechanisms and Security Breaches

Within the scope of information security and cybersecurity, we implement corporate reporting mechanisms that enable our employees to promptly report security incidents, potential vulnerabilities, and suspicious activities they encounter. In this context, users are able to communicate suspicious situations and information security risks to the relevant units through designated internal communication

and reporting channels. All reported cases are evaluated by our Information Security teams, and the necessary investigation and response processes are carried out accordingly. Through this mechanism, we ensure the early identification of potential threats and the effective management of information security risks.

Digital Rights, Responsibilities and Information Security Governance

We define digital rights and responsibilities, together with data privacy principles, as a core governance area by integrating them with legal and regulatory requirements. In line with our Information Security Policy, we safeguard the confidentiality, integrity, and availability of all our information assets—both physical and digital—at international standards. To protect the rights of all our stakeholders, we follow a risk management strategy that is fully aligned with technological developments and current legislation.

Within the framework of our Information Security Policy, we ensure the confidentiality, integrity, and availability of all information assets that are stored, processed, and transmitted in electronic or physical environments. Accordingly, all employees who use information systems—together with data and process owners—are responsible for ensuring the security of information assets, preventing unauthorized access, and managing information appropriately. We regularly analyze risks, implement suitable control mechanisms, and continuously improve our processes in line with international standards.

In 2025, in parallel with the increasing adoption of AI-based applications, we added an appendix to our Information Security Policies. Through this new arrangement, we ensure data security, ethical principles, and legal compliance in the use of artificial intelligence, while providing our employees with a clear framework to conduct innovative applications responsibly.

We address information security through a holistic approach encompassing process management, regulatory compliance, and employee awareness. In this context, our practices are carried out within the framework of the ISO/IEC 27001 Information Security Management System.

The external audits conducted by the Turkish Standards Institution between 9–11 July 2025 were successfully completed with no major or minor non-conformities identified. In addition, the ISO/IEC 27001:2022 certifications of Petkim, STAR Refinery, SOCAR Storage, and SOCAR Fiber were successfully renewed.

In line with the rapidly evolving cyber threat landscape, we continuously improved the technologies and processes used in our cybersecurity operations throughout 2025. By commissioning new response scenarios, expanding scope, and implementing operational improvements, we aim to enhance the effectiveness of SOAR, cyber deception, and other security solutions and establish a more predictable and effective cybersecurity process structure.

Within the scope of IT transformation projects that support our information security infrastructure, we continue our efforts to migrate data and communication systems to a centralized and secure structure. We address projects such as data center consolidation, centralized file server migration, modernization of the corporate email infrastructure, mobile device management, and integration of communication systems together with the IT Business Continuity Program, with the aim of strengthening the resilience of critical systems.

Within the scope of regulatory compliance, we continued in 2025 to implement updates aligned with the requirements of the Information and Communication Security Guide published by the Presidency's Digital Transformation Office. In this context, the newly created asset inventory

questionnaires were updated. Audit activities that began in the last quarter of the year are ongoing. In addition, following the gap analysis studies conducted within the framework of the Cybersecurity Capability Maturity Model for the Energy Sector, we initiated improvement actions for the identified development areas. We closely monitored developments under the Cyber Security Law No. 7545, which came into effect in our country during the same period, and conducted the necessary impact assessments.

To ensure that information security becomes an integral part of our corporate culture, we carry out employee awareness activities within a systematic structure. We updated our 2025 training program to cover recent developments in the cyber threat ecosystem and emerging risk areas such as AI Security. Through orientation processes, online learning platforms, and targeted training programs, we assigned to all employees the "SOCAR Türkiye Information Security Awareness" training, comprising a total of 15 modules and covering cyber threats, secure digital behaviors, and an incident module.

To measure the effectiveness of our awareness efforts, we conducted planned phishing exercises and Clean Desk–Clean Screen audits throughout 2025. The results show a significant increase in users' reporting rates of suspicious emails and a meaningful decrease in risky behaviors. We consider these outcomes an important achievement in strengthening a culture of early reporting and building a more resilient organization-wide structure against cyber threats.

As SOCAR Türkiye and Group companies, in line with our goals of protecting our digital assets and enhancing corporate resilience, we continue to embed a cybersecurity culture at all levels of the organization. In this context, during "Cybersecurity Awareness Month," celebrated globally in October 2025, we launched for the first

time a comprehensive series of activities with broad participation to reinforce our employees' awareness on this topic.

Throughout the campaign, delivered through a multi-channel communication strategy, we carried out awareness activities that reiterated key cybersecurity principles and safe working practices. Enabled by this intensive campaign period—during which we implemented a new initiative on average every two days—we significantly increased cybersecurity awareness and employee engagement across our Company, making a strategic contribution to strengthening our digital security culture. In addition, throughout the year, we use email announcements, informational content, posters, and contests to draw our employees' attention to current threat scenarios.



IT Infrastructure and Operations

In 2025, we carried out comprehensive modernization efforts to enhance the security, continuity, and manageability of our information technology infrastructure. We added 37 new servers and 2 storage units to our infrastructure and implemented critical vulnerability updates across the entire infrastructure on three occasions. These investments support our capacity and resilience needs while also contributing to the secure operation of our systems.

Through the **Centralized File Server Migration Project**, we are consolidating our fragmented data structure to make data access and authorization processes more controlled and secure. Thanks to this architecture, which is integrated with centralized identity management, we are strengthening access management while increasing operational efficiency.

Our Intune Migration Project for Mobile Device Management was recognized internationally in 2025 and received an award at the Stevie Awards for Technology Excellence.



We are continuing our transformation efforts in the areas of corporate communications and device management. As part of the **Cloud Transformation in Corporate Communications and Mobile Device Management** initiative, we are migrating the email data—along with their archives—of 3,000 users to the Microsoft 365 cloud infrastructure. By bringing Windows user devices under Intune, we are enabling centralized management of over 2,700 devices. By also setting up BitLocker management and the application catalog infrastructure on this platform, we are simultaneously enhancing device security and the user experience.

While implementing the **WPA3** standard in our wireless infrastructure for network security, we are making remote access more secure using the ZTNA approach. Through architectural improvements to our CCTV infrastructure, we are increasing uplink speeds from 1G to 10G, thereby enhancing capacity and performance.

At the same time, with the **Microsoft Teams – Call Center Project**, we are making our communications infrastructure manageable through a single platform, thereby reducing our reliance on physical phones and creating a more flexible and secure structure for our communications processes.

We are also expanding our automation capabilities in the area of identity and access management. In 2025, we integrated five major applications into our identity management system. By incorporating the SCIM security plugin—developed using our in-house resources—into our IDM architecture, we are both streamlining processes and achieving cost savings. In addition, we are expanding automation across various business processes by providing identity management support for eleven mini-projects.

Data Center and Business Continuity

As part of our efforts to make our data center architecture simpler and more resilient, we are making the benefits achieved through the Data Center Consolidation Project more visible in 2025.

A Critical Step in Business Continuity: Disaster Recovery Center (DRC)

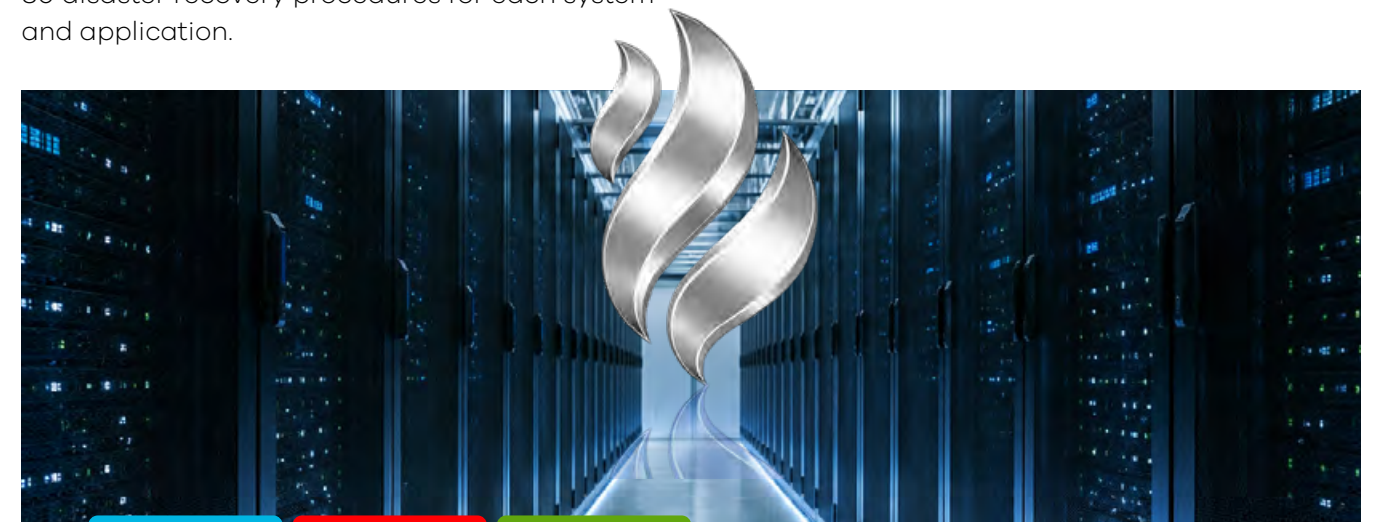
In line with SOCAR Türkiye's strategies focused on operational resilience and sustainability, we implemented the IT Business Continuity Program—which we launched in 2022—using a three-phase approach. As part of the program, we aimed to enhance the resilience of our critical IT services against disruptions, ensure business continuity, and systematically manage operational risks.

In line with this, we completed the Disaster Recovery Center (DRC) Establishment Project—the final phase of the program, which lasted approximately 2.5 years. We commissioned a DRC infrastructure located approximately 400 km from our main data center, designed to withstand an 8.0-magnitude earthquake, built on seismic isolators, and equipped with multiple power feeds. We have backed up the 71 critical IT services identified through business impact analyses to the DRC environment in accordance with defined recovery times. We prepared the Disaster Recovery Plan (DRP) by creating over 80 disaster recovery procedures for each system and application.

During the program's validation phase, we conducted a comprehensive FKM Migration Test by scheduling a 16-hour planned outage to simulate a scenario in which the primary data center was completely offline. With the active participation of a total of 99 personnel from both SOCAR and our suppliers, we successfully restored 37 critical IT services in the FKM environment during this test, thereby effectively validating our business continuity capabilities. With this initiative—one of only a few of its kind in Türkiye—we concretely validated our technical and operational coordination capabilities during crises, the effectiveness of our recovery procedures, and our alignment with our service continuity objectives.

As a result of all these efforts, we have reduced the recovery time—which was previously estimated at an average of two weeks in the event of a large-scale disruption to critical IT services prior to the establishment of the Disaster Recovery Center (DRC)—to as little as four hours following the DRC's establishment.

In 2026, we plan to begin preparations and backup efforts to incorporate OT services into the Disaster Recovery Center's scope with the participation of OT teams, and to ensure that this structure—of which there are very few examples in Türkiye—also serves the OT infrastructure.





Overview of Group Companies

As SOCAR Türkiye, the country's largest integrated industrial group company dedicated to supporting sustainable growth, we continue to create value through the sectoral diversity we achieve by bringing together leading companies across various industries under our umbrella. This structure enables us to manage our business processes with a focus on coordination and operational efficiency, enhancing our competitive strength while supporting long-term and balanced growth. In this way, we continue to strengthen our leading position in the sectors where we operate.

Corporate Center and Other Business Areas

SOCAR Türkiye Corporate Center

Implements all strategic corporate functions for SOCAR Türkiye and provides various corporate services for business units, other assets, and corporate headquarters departments.

SOCAR Terminal

- The largest container terminal and port operations in the Aegean Region
- Terminal Capacity: 1.5 million TEU/year
- Present Equipment Capacity: 600,000 TEU/year
- Total Number of Employees: 335
- Partnership Structure: 100% Petlim Limancılık Ticaret A.Ş.
- Strategic partnership agreement with MSC

SOCAR Fiber

- Fiber optic line investment for electronic communications
- Total Revenue: USD 5.67 million
- Total Number of Employees: 6
- Route Length (Approx.): 1,850 km
- Route Covered: 20 provinces and 67 districts

SOCAR Broker

- Insurance, reinsurance, and claims advisory services
- Total Number of Employees: 9
- Insurance Company with Which an Agreement Has Been Reached in Türkiye: 24
- International reinsurance companies with global coverage: 100+
- One of the few companies worldwide with a Lloyd's license

SCR Real Estate

- Construction and supervision of administrative buildings on behalf of SOCAR Türkiye, comprehensive renovations, and management of all real estate properties
- Total Number of Employees: 11
- Portfolio Size: 86,265 m²

SOCAR Shipping Agency

- Total Number of Employees: 3
- Number of Ships Served in 2025: 2
- Port Operations Port Agency Services in 2025: 1,147
- Port Operations Bosphorus Transit Agency Services in 2025: 569

SOCAR Tech

- Providing services to all SOCAR companies and business units on a global scale under the umbrella of Information Technology and Digital Transformation
- An integrated governance approach in the areas of digital transformation, cybersecurity, and technology investments, driven by increased operational efficiency through a centralized structure
- Total Number of Employees: 154
- Number of Operations Centers: 2

TANAP

- The region's longest and largest-diameter natural gas pipeline
- A key component of the Southern Gas Corridor, comprising the 3,500-kilometer South Caucasus Pipeline (SCP) and the Trans Adriatic Pipeline (TAP), which extend from Azerbaijan to Italy
- One of the strategic steps taken to transform Türkiye into an energy corridor
- Partnership Structure: SGC 51%, BOTAŞ 30%, BP Pipelines Limited 12%, SOCAR Caspian Holding Ltd 7%
- Total Capacity: 16 billion m³ Pipeline
- First commercial gas shipment to Europe as of 2020
- Total Gas Volume Transported via TANAP: 90.58 Billion m³
- Total Commercial Gas Volume Transported for Türkiye: 36.41 Billion m³
- Total Commercial Gas Volume Transported to Europe: 54.17 billion m³



Refining and Petrochemical Business Unit

Petkim

- Annual gross production capacity of 3.6 million tonnes across 14 main facilities
- Percentage of Türkiye’s Petrochemical Product Needs Met: 10%
- Total Number of Employees: 2,363 (9.2% Women, 91.8% Men)
- Total Production Volume: 2.3 million tonnes
- Ranked 1st in both the general category and the chemical sector category in the 2025 Export Stars list published by the Aegean Exporters’ Association (EIB)

SOCAR Storage

- Türkiye’s largest storage terminal
- The only storage facility in the region where fuel and LPG are handled together at the same site
- Number of Terminals: 2
- Fuel Storage Capacity: Total 530,000 m³ (Terminal A: 205,000 m³, Terminal B: 325,000 m³)
- LPG Storage Capacity: 45,000 m³
- Total Number of Employees: 88
- 2025 Terminal A Handling Volume: 11,170,614 m³

STAR Refinery

- The first company in Türkiye to hold a Strategic Investment Incentive Certificate
- Total Number of Employees: 1,203 (10% women, 90% men)
- Annual Crude Oil Processing Capacity: 13 million tonnes
- Storage Capacity: 1.9 million m³
- Capacity Utilization Rate: 99%
- Percentage of Türkiye’s Refined Oil Demand Met: 18.8%
- Ranked 1st in the 2024 “Top 100 Industrial Companies in the Aegean Region” list published by the Aegean Chamber of Industry (Ege Sanayi Odası, EBSO) based on production-based sales figures

SOCAR Petroleum Trade

- 235 gas stations operated by 221 dealers
- 2,441,000 tonnes of export volume on a cumulative basis by 2025
- Second place award in the “Mineral Fuels” category at the 2024 Export Stars Awards organized by the Istanbul Chemicals and Chemical Products Exporters’ Association (İstanbul Kimya ve Kimya Ürünleri İhracatçıları Birliği, İKMİB)
- 37th place in the 2024 Fortune Türkiye 500
- 14th place in the “Top Exporting Companies” category of the 2024 Fortune Türkiye 500

TFS

- Partnership Structure: 25% STAR Refinery A.Ş., 25% Türk Hava Yolları A.O., 25% ZTF Akaryakıt Sanayi ve Ticaret A.Ş., 25% Taya Gayrimenkul Yat. İşl. A.Ş
- 300,000 m² fuel storage area
- 1,044,000 tonnes in sales volume in the 4th quarter of 2025

SOCAR R&D and Innovation

- R&D Center Area: 1,200 m²
- Number of Researchers: 44
- Patents Granted: 8
- Pending Patent Applications: 24
- Number of Laboratories: 8
- Total Number of Employees: 41
- Total Number of EU-Funded Projects: 8
- Total Grant Funding for Projects: USD 1.8 million

Natural Gas Business Unit

SOCAR Energy Trade

Natural gas-to-electricity, trade, and sales activities

- Total projected trading and sales volume in the electricity and gas segments: +25 TWh
- Total Number of Employees: 29
- +20% volume of sustainable products and services in the electricity portfolio
- 65 MW of renewable installed capacity added to the portfolio through a aggregator license

SOCAR Gas Investment

- A company operating in the energy sector, including all types of power plants and renewable energy

SOCAR Energy İÇAN

- Location: Kırıkkale, Türkiye
- 870 MW installed capacity
- Base-load generation capacity supporting the electricity trading portfolio
- Direct connection to the national transmission grid
- Integrated gas-to-power value chain spanning from natural gas to electricity

BOS Energy

- A total construction area of 100,000 m² as part of the BTC Construction Project
- Mobilization activities in Adana, Erzurum, and Sivas as part of the BTC Construction Project
- Partnership Structure: 50% BOTAŞ, 50% SOCAR Turkey Enerji A.Ş.



SOCAR Türkiye’s Value Creation Programs

SOCAR Türkiye’s approach to value creation is based on a management philosophy that strengthens corporate performance and supports the implementation of strategic goals. Across a broad spectrum of activities—from operational processes to investment planning—we evaluate our operations not only based on current results but also through the lens of future value creation.

By 2025, through the **Değer Benim, Etki360 and Reciprocity** programs implemented across SOCAR Türkiye, we have achieved significant gains in both operational efficiency and corporate collaboration. These three programs are designed with complementary value creation perspectives; they aim to systematically transform our employees’ on-site expertise, our leaders’ strategic transformation initiatives, and SOCAR Türkiye’s ecosystem strength into tangible value.



Değer Benim Program

In our 9th year, we continue to implement the Değer Benim Transformation Program as a key corporate development tool that ensures our employees’ knowledge, experience, and initiative translate into business results. First launched at Petkim in 2016, the program has since been expanded to include all group companies under SOCAR Türkiye’s Refining and Petrochemical Business Unit and Natural Gas Business Unit, establishing a shared foundation for value creation that embodies the philosophy: “Stronger. Together.”

In 2024, the program’s scope was expanded to include TANAP, further strengthening the culture of value creation across the various links of our energy value chain.

Through our “Değer Benim” program—a suggestion and improvement platform that transforms our employees’ on-site observations into tangible value—**156 projects were implemented across SOCAR Türkiye in 2025, generating approximately USD 150 million in financial contributions through these initiatives. Throughout the year, over 600 suggestions were evaluated with the participation of more than 500 employees from over 50 departments, and 156 of these were developed into projects and moved into the implementation phase.**

In line with our digital transformation vision, we continued to approach digitalization not merely as a transformation limited to technology investments, but as a value-creation approach that enhances our ways of working and increases efficiency, through projects developed using innovative ideas from our employees.

Etki360 Program

Etki360 is a leadership-focused value creation program that consolidates SOCAR Türkiye’s strategic transformation agenda under a single portfolio. The program fosters idea generation through the active participation of our senior and mid-level managers (N-1 and N-2 levels), enabling the implementation of our corporate transformation priorities through cross-functional collaboration and a structured project management approach.

Through the Etki360 program, which has enabled us to manage our Corporate Center roadmap more effectively through concrete KPIs

and project portfolios, we have **implemented a total of 67 projects under 4 strategic themes.**

The initiatives within the program are grouped under the themes of **Strategic Growth, Value Creation and Corporate Partnerships, Center of Excellence and Transformation, Employee Development and Social Interaction.** Approximately 400 use cases were evaluated during ideation sessions conducted with leadership participation; of these, 246 initiatives were included in the Etki360 portfolio and prioritized.

As of the end of 2025, **67 qualified initiatives have been launched (annual target: 66), and 57 initiatives have been completed within the planned timeframe (annual target: 51).** The remaining initiatives have been included in the 2026 KPI calendar and are being monitored.

Reciprocity Türkiye Program

The Reciprocity Türkiye Program is designed to systematically identify and monetize commercial synergies among SOCAR Türkiye’s group companies, ecosystem partners, and broader business network.

As part of the Reciprocity Türkiye program, which aims to create commercial synergies by connecting SOCAR Türkiye group companies’ products and services with our broader ecosystem, **we have developed over 300 initiatives and implemented 36 of them as projects.**

The monthly rate of new initiative generation within the program portfolio remains at approximately 10% of the total portfolio, indicating that the program maintains a sustainable flow of ideas. Over the course of the year, more than 100 employees in various commercial roles were trained in the Reciprocity methodology, and functional workshops were conducted across the organization.

We have taken the necessary steps to implement the Reciprocity program, which we successfully ran in Türkiye, at SOCAR Global as well; we continue to work tirelessly to expand the program across all global SOCAR assets.

2025 Value Creation Programs — Consolidated Results

Program	Initiative / Project
Değer Benim	156 projects
Etki360	246 prioritized / 67 launched initiatives
Reciprocity Türkiye	300+ initiatives, 36 projects

Değer Benim Project Numbers — Breakdown by Business Unit

Business Unit	Number of Projects
Refining and Petrochemical Business Unit	121
Natural Gas Business Unit	3
Corporate Head Office and Other Business Areas	32
TOTAL	156

At SOCAR Türkiye, we view value creation not merely as a financial outcome, but as a corporate culture shaped by the collective contributions of our employees, leaders, and ecosystem partners.

The Değer Benim, Etki360, and Reciprocity Türkiye programs bring together the various dimensions of this culture, forming the foundation of SOCAR Türkiye’s sustainable value creation framework.



RESPONSIBLE *for*

Mitigating Climate Change



Natural
Capital



Manufactured
Capital





RESPONSIBLE for

Mitigating Climate Change

We believe that climate change is one of the most critical global issues, exerting a decisive impact on today's economic systems, natural resources, and social well-being. Rising temperatures, shifting climate conditions, and increasing pressure on resources necessitate that the business world reassess its environmental impact and adopt a more sustainable approach to its operations.

As SOCAR Türkiye, we evaluate our operations through this lens, mindful of our responsibility as an organization committed to combating climate change, and we treat this as a core priority of our corporate sustainability approach. In this regard, we focus on systematically managing our environmental impacts, supporting initiatives aimed at reducing greenhouse gas emissions, and conducting efforts to align our operations with the transition to a low-carbon economy. Through the initiatives implemented and projects developed across our group companies, we aim to continuously improve our environmental performance and create long-term sustainable value.

Environmental Management

We view environmental management as one of the core elements of our corporate sustainability approach, guided by the objectives of responsible use of natural resources and effective management of environmental impacts. In all our operations, we prioritize the management of environmental processes through a holistic approach, in accordance with the principle of respect for the environment and human health.

We conduct our environmental management activities in accordance with our **Occupational Health, Safety, and Environment (HSE) Policy**, which forms the fundamental framework of our environmental management approach. Under this policy, while ensuring that OHS practices are carried out safely, we focus on reducing our environmental impacts in priority areas such as the efficient use of natural resources, the reduction of greenhouse gases and other air emissions, the minimization of water consumption and waste generation, the effective management of wastewater, and the protection of biodiversity. At the same time, we evaluate our environmental performance using a life-cycle approach, support technological improvements, and take our stakeholders' views on environmental issues into account.

To ensure the effective management of environmental impacts, we monitor our environmental performance and manage it through a continuous improvement approach in accordance with the ISO 14001 Environmental Management System—which is implemented across our group companies—as well as the ISO 50001 Energy Management System and ISO 9001 Quality Management System standards. We ensure the effectiveness and continuity of our management systems through both our internal control mechanisms and audits conducted by independent organizations with international accreditation.

To support the effective implementation of our environmental management approach, we regularly make investments and operational expenditures. In this context, in 2025, we incurred a total of **TRY 1.15 billion in environmental expenditures** as part of our environmental management activities.*

We do not limit our environmental policies and practices to our own operations; instead, we adopt an approach that also encompasses our

suppliers and business partners. We regularly evaluate our environmental management practices under the supervision of our senior management and Board of Directors, and we shape our initiatives aimed at improving environmental performance accordingly.

A key component of our environmental management approach is enhancing our employees' knowledge and awareness of environmental issues. To this end, we regularly conduct training programs designed to raise awareness among our employees regarding environmental regulations, the management of environmental risks, and the improvement of environmental performance. Through training activities conducted across our group companies, we aim to strengthen our organizational capacity in environmental management processes and improve our environmental performance.

By continuously improving our environmental management practices, we strive to reduce our environmental impacts and continue to integrate our commitment to creating sustainable value into all our operations.

2025 Environmental Training



4,803 Employees



4,849 Hours Training

* The total environmental expenditure amounts for 2025 of Petkim, STAR Refinery, SOCAR Storage, and SOCAR Terminal are included.



Climate Change Mitigation and Adaptation

Management of Greenhouse Gas Emissions

In line with our responsibility to combat climate change, we regularly monitor and manage the greenhouse gas emissions resulting from our operations. As part of this effort, we systematically track emission sources across our group companies and analyze the data to identify areas for improvement aimed at reducing emissions.

We carry out emission management processes across our group companies under the joint responsibility of our HSE and technical teams. We regularly analyze the data collected and share it with senior management through sustainability governance mechanisms. This allows us to identify areas for improvement by evaluating emission performance not only based on total emission volume but also through production and operational efficiency indicators.

We calculate and report our emissions in accordance with national legislation and international methodologies. In this context, we calculate and regularly track our Scope 1 and Scope 2 emissions in accordance with the GHG Protocol methodology. Additionally, for our subsidiaries within the scope, we have our emissions data verified by independent verification bodies in accordance with the Monitoring, Reporting, and Verification (MRV) regulations for greenhouse gas emissions and share this information with the relevant public authorities.

We also shape our emissions management by taking regulatory developments into account. We closely monitor developments in climate policies, particularly the Emissions Trading System (ETS) and the Carbon Border Adjustment Mechanism (CBAM); we continue our preparatory work for potential regulations by participating in technical

studies conducted with public authorities and industry stakeholders.

In this context, we organized an Emissions Trading System (ETS) Workshop on September 18–19 2025, at the Aliğa Management Building with high-level participation from the Climate Change Presidency. During the workshop, we discussed current developments regarding carbon markets and carbon offset mechanisms and shared information with public authorities and industry representatives. Through this event, we conducted assessments regarding potential regulatory requirements and possible competitive impacts that may arise if we were to be included in the ETS.

The operational practices carried out within the Refining and Petrochemical Business Unit constitute an important part of our emission reduction efforts. We reduce emissions by optimizing energy usage through solutions such as heat recovery systems, advanced process control applications, and flare gas recovery systems.

- In 2025, flare reduction efforts aimed at minimizing losses and leaks were carried out at Petkim, and steam trap measurements were conducted.
- At the STAR Refinery, various technological applications were implemented to increase energy efficiency and reduce emissions.

Through monitoring, reporting, and improvement initiatives carried out at our Group companies, we aim to continuously enhance our emissions reduction performance.



Transition to a Low-Carbon Economy and Carbon Technologies

As SOCAR Türkiye, we closely monitor the impacts of climate change on the energy and industrial sectors and are developing our operations to support the transition to a low-carbon economy. In line with the Paris Agreement's goal of limiting global temperature rise to 1.5°C, we are focused on reducing the carbon intensity of our operations, improving energy efficiency, and strengthening our capacity to adapt to climate change. In this context, we are both developing practices that make our production processes more efficient and supporting research and innovation efforts that contribute to the development of low-carbon technologies.

Through our R&D and innovation activities across the Group, we are conducting work aimed at reducing the carbon intensity of our refining and petrochemical operations, optimizing energy use, and developing next-generation low-carbon technologies. While carrying out these efforts under the coordination of SOCAR R&D and Innovation, we tailor them to the needs of our various business units, particularly Petkim and STAR Refinery. We manage our R&D activities within a strategy-focused and portfolio-based management model, and we develop our projects in line with priority themes such as operational efficiency, digital transformation, and reducing environmental impact.

We are strengthening our low-carbon transition not only through technology investments but also through the contributions of our employees. Through the Değer Benim and Fikrimce platforms, which we implement across the Group, we are creating an idea ecosystem where our employees can share and develop their innovative ideas. We evaluate the ideas

developed through these platforms and incorporate suitable projects into our R&D and innovation portfolio, transforming them into actionable solutions for our operations. In this way, we help foster an innovation culture across the organization while contributing to the development of new practices that support our sustainability goals.

Our R&D and Innovation Focus Areas in Low-Carbon Technologies



Carbon capture and carbon utilization technologies



Sustainable fuel development initiatives



Circular economy and plastic recycling



Process optimization to improve energy efficiency



Digital twin and data analytics applications

Through our work in these areas, we aim to reduce the carbon intensity of our production processes, make energy and resource use more efficient, and contribute to the development of technologies that support the transition to a low-carbon economy.





Our R&D Projects and Best Practice Examples in Low-Carbon Technologies

● ALGAESOL Project

Developing Low-Carbon Fuels with SAF Technology

Through the ALGAESOL project, carried out under the European Union's Horizon program, we are developing technologies for the production of sustainable aviation fuel from biomass sources. As part of the project, we aim to produce low-carbon fuel components—alternatives to fossil-based aviation fuels—by converting algae-derived lipids through catalytic processes.

We have integrated a high-pressure reactor system into our R&D infrastructure, where experimental studies will be conducted in 2025, and we are continuing our research on catalyst performance.

● CLEAN Project

Developing CO₂ Capture Technologies from the Atmosphere

As part of the CLEAN project, we are developing modular carbon capture technologies for the direct capture of carbon dioxide from the atmosphere. Launched in 2025, the project aims to design flexible systems that can be implemented at various scales and to develop high-performance adsorbent materials.

Through this work, we aim to contribute to the development of direct air capture technologies and advance our carbon management solutions.

● NEFERTITI Project

Achieving Carbon Conversion Through Artificial Photosynthesis

As part of the EU-funded NEFERTITI project, we are developing artificial photosynthesis technologies aimed at producing valuable chemicals, such as ethanol, from carbon dioxide and water using solar energy. Through the photocatalysts and specialized reactor systems developed in the project, we aim to directly convert solar energy into chemical energy.

We plan to commission the mini-pilot system developed under the project in 2026.

● Reducing Fuel Gas Usage in the Flare System Through the Use of Nitrogen

21,000 tonnes of CO₂e/year in emissions reductions

As part of this initiative implemented at the STAR Refinery, we began using nitrogen instead of fuel gas as the purge gas in the flare system. By doing so, we reduced the amount of fuel gas fed into the high-pressure flare line, thereby lowering emissions caused by unnecessary combustion within the system.

● Condenser Turbine Load Optimization

19,000 tonnes of CO₂e/year in emissions reductions

As part of this project we carried out at Petkim, we optimized the operating load of the condenser turbines in line with energy prices and operational requirements. By reducing the turbine load, we lowered the steam production requirement and achieved savings in the amount of fuel used in the boilers. In this way, we rebalanced the energy production system to operate more efficiently.

● Improving Steam Efficiency in the Ethylene Compressor System

6,000 tonnes of CO₂e/year in emissions reductions

As part of this project conducted at our Petkim facilities, we have ensured more efficient utilization of the steam used in the ethylene production process. Through improvements made to the compressor system, we reduced the need for externally sourced steam, thereby lowering boiler load and successfully reducing fuel consumption. With this implementation, we have not only made energy usage more efficient but also achieved improvements in operational costs.





Energy Management

At SOCAR Türkiye, we view energy management as one of the key management areas that directly impacts the continuity of our operations, our cost structure, and our environmental performance. In our group companies operating in energy-intensive sectors, the efficient use of energy resources, the regular monitoring of energy consumption, and the identification of areas for improvement form a crucial part of our operational approach. We view energy management not merely as a process limited to monitoring current performance, but also as a development area that supports the assessment of efficiency potentials, the more effective operation of processes, and the reduction of emissions intensity.

We conduct our energy management activities within a framework based on data and continuous improvement. In this context, we regularly review our policies and procedures for monitoring energy performance and maintain our practices in accordance with the Plan-Do-Check-Act (PDCA) cycle under the ISO 50001 Energy Management System. We reassess our policies and procedures annually and update them in response to changes in production conditions, investments, and operational needs.

We set our energy performance targets by taking into account the specific characteristics of our business areas. While we track energy performance in our refining operations using the internationally recognized Solomon methodology, energy consumption per unit of production serves as one of the key performance indicators in our petrochemical operations. This approach allows us to evaluate our energy efficiency performance alongside industry benchmarks and review our targets annually in line with changes in capacity, new investments, and operational developments. Our efforts to reduce energy consumption also contribute to lowering emission intensity.

We conduct our energy management activities in coordination with on-site technical and operational teams. We regularly monitor our energy performance in energy-intensive operations, particularly at Petkim and STAR Refinery, through technical service and energy management teams. We communicate the results to senior management via internal reporting processes and management reviews. When significant changes occur in facilities or equipment that could affect energy performance, we conduct additional analyses and make necessary updates. This approach ensures that energy management is not merely driven by annual targets but is integrated as a daily operational practice.

In 2025, we continued to develop energy management systems across our group companies to align them with current needs.

At the STAR Refinery, the ISO 50001:2018 Energy Management System has been updated, with energy efficiency and emissions reduction addressed more robustly within the energy policy. During the same period, a strategic performance indicator for monitoring emissions intensity was defined, target values were established, and actual results were regularly analyzed. In procurement processes, procedures supporting a life-cycle cost approach were updated, and the selection of more energy-efficient equipment was encouraged.

At Petkim, mechanisms for setting and monitoring energy targets were strengthened, and efforts to jointly assess energy consumption and emission impacts continued.

We track our energy consumption data through on-site meters and digital monitoring systems. Data related to electricity, natural gas, fuel gas, steam, hydrogen, and other energy inputs

are monitored via the relevant systems and evaluated using energy intensity and emission intensity indicators. This allows us to clearly identify not only total energy consumption but also process-based energy usage, deviations, and areas for improvement. The systematic monitoring of energy data contributes to the more effective planning of both operational decisions and efficiency projects.

Employee awareness is a key component of our energy management efforts. As part of the training and awareness initiatives conducted across our group companies, we regularly provide our employees with training on topics such as energy efficiency, operational factors affecting energy consumption, and loss and leakage management. Through energy workshops and awareness initiatives, we approach energy management not merely as the responsibility of specific units, but as a collaborative effort involving the entire organization.

When identifying energy efficiency projects, we evaluate both technical and economic criteria. Our technical teams analyze the projects' technological compatibility, planned downtime requirements, operational impacts, effect on energy intensity, and emission reduction potential. These evaluations are conducted in conjunction with economic return, investment needs, and feasibility criteria to prioritize projects. We also utilize the incentive and support mechanisms provided by the Ministry of Energy and Natural Resources of the Republic of Türkiye during this process.

The impact of our energy management efforts is most clearly evident in our energy efficiency projects. Throughout 2025, as a result of initiatives carried out primarily at the STAR Refinery and Petkim facilities, we implemented measures that reduced energy consumption in many areas and contributed to lowering

emissions. Thanks to the field experience of our operations teams, the technical assessments of our engineering teams, and the data analyses of our energy management teams, we examined processes in detail and achieved significant improvements across various units.

These initiatives have once again demonstrated that energy efficiency can often be achieved not only through major investments but also through proper process analysis, interdisciplinary collaboration, and on-site experience. Thanks to the on-site observations of our operations teams and the solutions developed by our technical teams, we have achieved significant gains that have made our energy use more efficient while reducing our emissions.

Through the energy efficiency and process optimization projects we implemented at STAR Refinery and Petkim in 2025:

- 95,000 metric tonnes of CO₂ emissions reduction
- 356,000 Gcal in energy savings
- USD 18.1 million in annual financial savings

Energy Consumption from Non-Renewable Sources

2025 Target ————— **7,991,302 MWh**

2025 Energy Consumption* ————— **7,649,655 MWh**

**Net energy consumption of Petkim's process units.*

Best Practices in Energy Efficiency and Emissions Reduction at STAR Refinery

Use of Nitrogen Instead of Fuel Gas in the Flare System

By implementing the use of nitrogen instead of fuel gas as purge gas in the flare system, we are reducing the amount of fuel gas fed into the flare line. This initiative helps reduce hydrocarbon-based emissions. At the same time, we are optimizing energy consumption by reducing fuel consumption.

In 2025,



17 kton
CO₂ emission reduction



80,250 Gcal
energy savings

Optimization of Steam Consumption in the HCU

We are optimizing the amount of stripping steam by conducting a detailed analysis of the operating conditions of the fractionation column used in the Hydrocracking (HCU) unit. Through this initiative, which aims to reduce steam consumption while maintaining column performance, we are lowering energy consumption and increasing process efficiency.

In 2025,



11.5 kton
CO₂ emission reduction



39,760 Gcal
energy savings



HCU Pump Steam Consumption Optimization

We significantly reduce the steam consumption of turbine-driven pumps kept on standby for system safety in the HCU unit through technical improvements. Through these efforts, we minimize steam usage while ensuring the pumps continue to operate safely.

In 2025;



10.4 kton
CO₂ emission reduction



34,900 Gcal
energy savings

Detection and Mitigation of Flare Leaks in the CCR Unit

Through fieldwork conducted by our Energy Management team and operational teams, we identify and address gas leaks from the CCR unit into the flare line. This reduces the amount of gas sent to the flare, prevents energy losses, and contributes to lowering emissions.

In 2025;



11.5 kton
CO₂ emission reduction



50,300 Gcal
energy savings



Optimizing Steam Header Pressures

We are reducing high-pressure steam consumption by optimizing the operating pressures of high- and low-pressure steam headers throughout the refinery. This allows us to reduce the amount of natural gas used in the boilers and improve the refinery’s overall energy efficiency.

In 2025;



5 kton
CO₂ emission reduction



19,400 Gcal
energy savings

CDU Atmospheric Column Steam Usage Optimization

We are optimizing the amount of low-pressure steam used in the crude oil atmospheric column by improving operating conditions. Through this initiative, we are increasing the energy efficiency of our production processes and reducing steam consumption.

In 2025;



4.2 kton
CO₂ emission reduction



14,500 Gcal
energy savings

Reducing Flare Gas Losses

Through operational improvements made to the SGP compressor, we are reducing the amount of gas directed to the flare. By reassessing system limits, we are minimizing energy losses, particularly during the summer months.

In 2025;



1.8 kton
CO₂ emission reduction



7,500 Gcal
energy savings

Optimization of Acidic Gas Purge in the Flare System

By using nitrogen instead of fuel gas as the purge gas in the acidic flare line, we are reducing the amount of hydrocarbons released into the atmosphere. This approach not only provides cost savings but also improves our environmental performance.

In 2025;



1.1 kton
CO₂ emission reduction



5,100 Gcal
energy savings

Boiler Feedwater Cooling Project for the CDU Column

We are increasing system efficiency by designing a new heat exchanger to optimize the temperature of the boiler feedwater supplied to the atmospheric distillation column. This application allows us to reduce energy consumption and achieve significant savings in water usage.

In 2025;



2.6 kton
CO₂ emission reduction



8,960 Gcal
energy savings



16.4 kton
water savings

Optimization of Refinery Lighting Systems

We are optimizing electricity consumption by implementing technical improvements to the lighting systems at the refinery site using the existing infrastructure. This allows us to minimize the need for investment while increasing energy efficiency.

In 2025;



240 ton
CO₂ emission reduction



470 Gcal
energy savings



Best Practices in Energy Efficiency and Emissions Reduction at Petkim

Condenser Turbine Load Optimization

We reduce low-pressure steam consumption by optimizing the operating loads of condenser turbines. This allows us to lower boiler loads and ensure the energy production system operates more efficiently.

In 2025;



7.8 kton
CO₂ emission reduction



38,000 Gcal
energy savings

Increasing the Use of Off-Gas at the Aromatics Plant

We are reducing natural gas consumption by ensuring that the gases generated in the aromatics and ethylene units are used more effectively in energy production. In this way, we are improving energy efficiency while also minimizing flare losses.

In 2025;



3.3 kton
CO₂ emission reduction



8,270 Gcal
energy savings

Depentanizer Column Operational Optimization

We are reducing low-pressure steam consumption by optimizing the operating conditions of the depentanizer column at the aromatics plant. This improvement allows us to increase the energy efficiency of our production processes.

In 2025;



0.7 kton
CO₂ emission reduction



2,900 Gcal
energy savings

STAR-Petkim Instrument Air Integration

By establishing an instrument air connection between the STAR and Petkim facilities, we are optimizing compressor loads to reduce electricity consumption. At the same time, we are enhancing operational reliability.

In 2025;



1.1 kton
CO₂ emission reduction



2,100 Gcal
energy savings

Optimization of Steam Production in the Ethylene Unit

We are reducing boiler loads by optimizing medium-pressure steam production processes in the ethylene unit. This initiative helps us reduce fuel consumption and improve energy efficiency.

In 2025;



4.7 kton
CO₂ emission reduction



37,200 Gcal
energy savings

Decommissioning of the Aromatics Fuel Oil Circulation System

By decommissioning the fuel oil circulation system used at the Aromatics plant, we are reducing steam and electricity consumption. In doing so, we are lowering energy costs while improving the energy efficiency of our operations.

In 2025;



0.6 kton
CO₂ emission reduction



1,600 Gcal
energy savings

Xylene Recovery Optimization

By recovering xylene from the raffinate through process optimization, we are both increasing product yield and reducing energy consumption. In this way, we are improving both the economic and environmental performance of our production processes.

In 2025;



190 ton
CO₂ emission reduction



800 Gcal
energy savings

Energy Efficiency Through Single Boiler Operation

By increasing high-pressure steam production at Petkim, we are able to take one boiler offline at STAR. This allows us to make the energy production system more efficient and reduce energy costs.

In 2025;



1.2 kton
CO₂ emission reduction



2,800 Gcal
energy savings

Air Quality

Air pollutants resulting from activities such as industry, transportation, and energy production have significant impacts on both the environment and human health. In particular, pollutants such as particulate matter (PM), nitrogen oxides (NOx), sulfur oxides (SOx), and volatile organic compounds (VOCs) not only degrade air quality but also lead to various environmental and social risks, ranging from respiratory diseases to damage to ecosystems. For this reason, the effective monitoring and control of air pollutant emissions at industrial facilities are among the fundamental elements of sustainable production.

As SOCAR Türkiye, we focus on responsibly managing the impact of our operations on air quality. Through the emission management practices we implement at our facilities, we ensure the monitoring of air pollutants and aim to keep our environmental impacts under control. In this context, we regularly monitor flue gas emissions at our Petkim and STAR Refinery facilities and conduct emission measurements through accredited laboratories. At our SOCAR Storage facilities, we assess the impact of facility operations on air quality through air quality measurements conducted every two years.

We continuously monitor flue gas emissions at our facilities using a Continuous Emission Monitoring System (CEMS). Through this system, we continuously monitor pollutants such as NOx, SOx, carbon monoxide (CO), and particulate matter, and regularly analyze the data obtained. We share our emission data online with relevant public authorities in accordance with our legal obligations and report it in line with our principle of transparency.

As part of our efforts to protect air quality, we implement measures to reduce emissions in our operational processes and develop technical and operational solutions that contribute to improving environmental performance at our facilities. Through this approach, we aim to minimize the impact of our operations on air quality and strengthen our commitment to sustainable production.

Air Emissions (tonnes/year)	2023	2024	2025
NO _x	2,058	2,139	2,199
SO _x	1,246	640	703
CO	492	397	428
VOC	1.05	0.20	0
PM	28	50.78	52
CH ₄	5.24	5.51	1.69
CO ₂	24,468	24,143	4,225
Other	1.50	0.93	0.51



Water and Wastewater Management

Water is a critical natural resource for both the sustainability of ecosystems and the continuity of industrial activities. Rising global water demand and the pressure of climate change on water resources make the careful and efficient management of water imperative. Accordingly, we treat the management and protection of water resources as one of the top priorities of our environmental responsibility and business strategy. We regularly monitor and analyze data on water withdrawal and consumption and implement practices that support more efficient water use in our operations. We operate an advanced monitoring infrastructure and rapid response protocols to detect potential losses and leaks in fire suppression, process, and cooling water systems, as well as in wastewater treatment units at an early stage. This allows us to promptly contain any potential leaks, ensuring system reliability and preventing the unnecessary use of water resources.

SOCAR Türkiye and our group companies treat water and wastewater management as a critical component for the continuity of our refining and petrochemical operations, and we manage these processes under the Integrated Management System Policy. By prioritizing the effective and responsible use of water resources as a core element of our environmental management approach, we conduct our operations in compliance with regulations and minimize our environmental impact.

While ensuring our operational continuity, we manage the sustainability of water resources through a comprehensive approach that takes into account the potential impacts of climate change and watershed risks in the regions where we operate. In line with the SOCAR Türkiye Refining and Petrochemical Business Unit Water Management Status Analysis Report, completed in 2025, we have strengthened our water management strategy by taking into account climate scenarios and basin-based risk assessments. In this context, we have identified priority action areas that support water supply security by integrating water efficiency practices, recovery opportunities, and scenarios addressing potential water shortages into our operational processes. Additionally, we are conducting studies with the General Directorate of İzmir Water and Sewerage Administration (İZSU) on solutions such as mutual water transfers. We are carrying out these efforts with the goal of reducing reliance on a single source centered on the Güzelhisar Dam and enhancing our capacity to adapt to climate change. Furthermore, to ensure preparedness for potential water shortages, we have incorporated emergency water shortage scenarios into our procedures.

We are developing partnerships to evaluate alternative water sources. In this context, we are implementing our water management processes at our facilities under the coordination of the Environmental Department, the Wastewater



Treatment Chief Engineer's Office, the Laboratory Department, the Online Analyzer Management Office, and the Maintenance Directorate.

As of 2025, we have implemented advanced monitoring infrastructure to ensure effective management of water usage. By integrating DCS and SCADA systems with sensor-based online monitoring mechanisms, we monitor critical water usage points in real time. The alarm and trend monitoring systems we have established enable us to detect potential deviations at an early stage and allow for rapid intervention. Thanks to this approach, we conduct our water management operations based on data, strengthen our decision-making processes, and ensure the sustainable use of our water resources.

We manage water usage at our production and auxiliary facilities through process-focused assessments centered on critical usage points. We conduct comprehensive technical analyses to improve cooling water efficiency, minimize process-related losses and leaks, and identify water recovery potential. Based on the data we collect, we develop unit-specific scenarios and contingency plans to address potential water shortages. This approach ensures operational continuity while reducing environmental pressure on water resources.

We primarily meet the water needs of our group company Petkim from our surface water source, the Güzelhisar Dam. We supply STAR Refinery's water needs through the Petkim Water Pretreatment Unit. We subject the raw water reaching our facilities to initial treatment stages

at the Water Pretreatment Unit; then, through advanced treatment and conditioning processes applied in the Demineralization (Demi) units, we bring it to a quality suitable for process use.

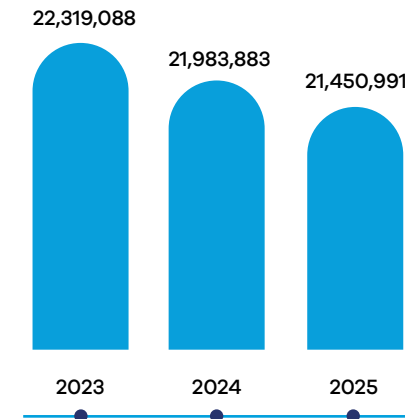
As of 2025, our net water consumption at the SOCAR Türkiye Corporate Head Office stood at 5,340 m³. At the same time, we reported our treated wastewater discharge as 5,336 m³.

To use water resources efficiently, we prioritize recovery and reuse practices at our refinery. In this context, we are increasing the circulation rate in cooling water systems, reusing water recovered from the Sour Water Stripping unit in suitable processes, and returning steam condensate to the system. Through these practices, we are reducing our total water consumption and improving the water efficiency of our operations.

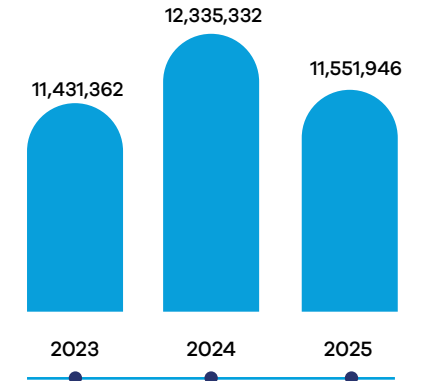
Our Strategic Planning Framework for Water and Wastewater Management

We are shaping our water management strategy and improvement initiatives in line with the short-, medium-, and long-term goals outlined in the Petkim Wastewater Treatment Plant Current Status Analysis and Process Development Report, the SOCAR Emergency Water Management Plan, and the Conceptual Approach to the Water and Wastewater Management Master Plan. Through these efforts, we are developing our water management practices within a systematic roadmap and advancing them with a focus on continuous improvement.

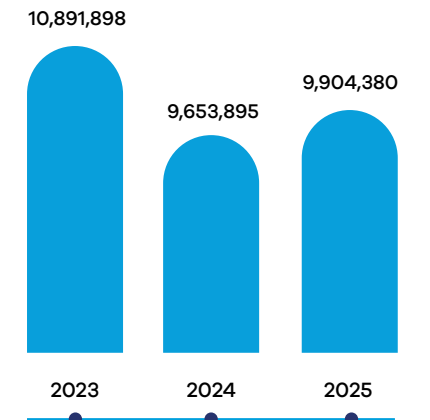
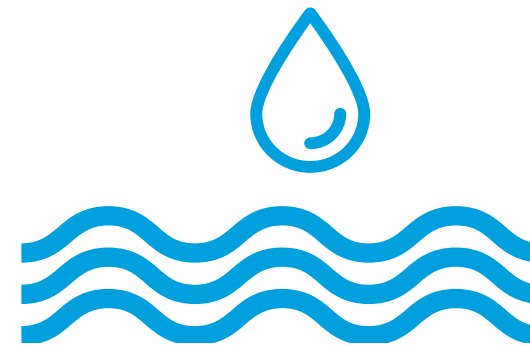
Total Water Consumption (Net, m³)



Net Water Withdrawal (m³)



Total Wastewater Volume (m³)



At SOCAR Türkiye and our group companies, we manage wastewater through a comprehensive approach aimed at effectively controlling the environmental impacts of our operations and protecting receiving environments. We separate the various types of wastewaters generated by our activities according to their sources and characteristics and direct them to treatment processes via appropriate collection systems. In this context, the primary types of wastewaters include process wastewater, water from cooling systems, stormwater, and domestic wastewater; we convey all of these waters to the Wastewater Treatment Plant via collection and drainage lines installed on the facility site.

Thanks to our wastewater management systems, we process waters of varying characteristics in a controlled manner and ensure the effectiveness of the treatment processes. We treat the wastewater reaching the treatment plant through multi-stage processes encompassing physical, chemical, and biological methods to bring it into compliance with environmental standards. In the initial stage, we physically separate oils and similar contaminants from the water, and in subsequent chemical and biological treatment steps, we reduce the contaminant load. In this way, we manage wastewater safely and in a controlled manner, ensuring the protection of receiving environments.



We manage our water and wastewater systems in accordance with our goals for regulatory compliance, process safety, and environmental performance. We treat wastewater generated at our facilities in accordance with current environmental regulations and legal discharge criteria, and discharge it safely into the receiving environment. To enhance the performance of our wastewater treatment infrastructure, we closely monitor technological advancements and implement improvements aimed at strengthening the effectiveness of existing systems in a planned and systematic manner.

The reported wastewater volumes include the portion of the water we use that is discharged into the sea after being treated at our treatment facilities following its use in process and auxiliary facilities. Thanks to the online monitoring systems we have implemented in 2025, we are able to track wastewater characteristics in real time and establish early warning mechanisms for loads exceeding limits. We analyze the data we collect to support process control and operational decisions, thereby making our management systems more proactive and efficient.

To reduce the heterogeneity of wastewater, we integrate cross-process routing and controlled discharge practices, manage routine discharges in accordance with facility acceptance criteria, and ensure all parameters remain within legal limits. We operate our water production and wastewater treatment systems within an integrated framework, ensuring the continuity of production activities and effectively managing operational risks related to water.

As part of our Water and Wastewater Management Procedure, we regularly review our practices aimed at protecting water resources and implement updates to enhance the effectiveness of our monitoring, control, and reporting processes. In line with our sustainability strategy, we evaluate projects with potential for

improvement in water management and monitor water conservation and recovery performance by correlating the volumes of reused and recycled water with production volume.

Through online monitoring systems and early warning mechanisms, we track wastewater characteristics in real time, bring non-compliant loads under control, and use the data we collect to support process control and operational decisions. All these practices contribute to the conservation of natural resources while supporting operational sustainability. We continuously improve our water management and wastewater treatment processes, conducting them in an integrated manner and in compliance with environmental standards.



Water and Wastewater Management Projects

Water and Wastewater Management Related R&D Projects

2025 Project Cost (TRY)

Nanotechnology-Enhanced Bioremediation of Marine Water and Soil Contaminated with Petroleum Wastes Using Microorganism-Loaded Core/Shell Magnetic Nanoparticles (NanoBioREM (m³/tonne of production))

385,914



Resource Use, Waste, and Circularity

As SOCAR Türkiye and our group companies, we place our resource utilization and waste management processes at the heart of our circular economy and operational efficiency goals. As one of the cornerstones of our operations, we place the zero-waste management and circular economy approach—which are among today’s global priorities—at the center of our business processes. The initiatives we carry out under the coordination of the HSE-E unit serve as a strategic tool for enhancing resource efficiency throughout our value chain. We focus on preventing waste at the source, increasing recovery rates, and optimizing the consumption of natural resources; we integrate the “Zero Waste” principles into all our operations. In this context, we systematically manage waste generated by our activities in accordance with the waste management hierarchy, which encompasses the steps of prevention, reduction, reuse, recycling, energy recovery, and final disposal.

In line with the principle of circularity in our operations, we have adopted an integrated production model that enhances resource efficiency among our group companies and facilities. The production and supply integration we have established between our group companies—STAR Refinery and the Petkim facilities—is one of the key elements of our circular economy strategies and environmental impact management. In this process, naphtha and other intermediate products from STAR Refinery are used directly as raw materials at Petkim and converted into high-value-added petrochemical products. Beyond optimizing resource use and enhancing our supply security, this integrated production model significantly reduces our logistics-related carbon footprint by shortening inter-operational transportation distances.

Fully aligned with our sustainability goals, this structure plays a key role in fulfilling our environmental responsibilities.

In line with our corporate sustainability vision and systematic management principles, we periodically review all our operational processes based on the Environmental Impact Assessment Procedure. We closely examine the unique waste profiles and potential environmental risks associated with each of our business areas, and we keep our waste management strategies and plans up to date within a dynamic framework, guided by a philosophy of continuous improvement.

With the Zero Waste Certificate awarded in 2021 by the Ministry of Environment, Urbanization, and Climate Change of the Republic of Türkiye, we demonstrate the effectiveness of our management systems and our commitment to the circular economy. This certificate serves as a concrete demonstration of our efforts to optimize resource use and increase waste recycling, supporting our environmental responsibility throughout all processes from production to consumption. We sort waste at the source, collect it at designated collection points organized by color codes and signage, and divert it to licensed recycling facilities, thereby returning it to the economy. Through this approach, we reduce our environmental impact and integrate a sustainable, circular business model into our operations.

Within SOCAR Türkiye, we implement an integrated Waste Management Procedure that covers our Petkim, STAR Refinery, and SOCAR Storage (STAD) facilities, as well as the contractor companies in our operational network. With this procedure, established in 2022, we implement our Waste Management strategy within an integrated framework.

Based on the principle of proper waste separation at the source, we have established standardized collection points at our sites, equipped with color-coded systems and informational signs. Through this system—which is tailored to the specific dynamics of the facilities where we operate and aligned with national regulations—we contribute significant added value to the circular economy by diverting all waste with recycling potential to licensed facilities.

At SOCAR Türkiye, we support our sustainability and circular economy goals through the waste management practices we implement at STAR Refinery, one of our group companies. We are enhancing the efficiency of our recycling processes through source-separated waste collection and improvements to advanced sorting systems for plastic waste. These methods help reduce our carbon footprint in waste management while generating economic benefits by making high-quality recycled plastics available for industrial use. The types of waste managed in our business processes include process and non-process waste, hazardous and recoverable waste, packaging and household-type waste, biodegradable waste, and marine-derived waste covered by MARPOL.



Across the Group, we reduced our total waste volume by approximately **44%** in 2025 compared to the previous year

SOCAR Terminal, one of our group companies, is successfully meeting its goal of reducing the amount of waste sent to our storage facilities. Thanks to our comprehensive improvement initiatives and effective waste management practices, we have exceeded the planned 5% reduction target for 2025 by achieving a 30% reduction—a result that clearly demonstrates our commitment to waste management and our ability to systematically implement these processes.

As part of our Waste Management Procedure, we sort our waste by type and direct it to licensed facilities, particularly to return recyclable materials to the economy. While carrying out these processes, we ensure compliance with legal regulations in all our activities. Our practices ensure that operations are traceable and transparent by involving our contractor companies in the process. We track and report waste through MOTAT (Mobile Waste Tracking System), the Zero Waste Information System, and Waste Declaration Forms. All on-site operations are regularly documented and audited.

As for the medical waste generated at our facilities, shipments are handled under the responsibility of the Health Services Department. Each batch is safely transported to a disposal facility contracted by the municipality using a TKN (Transport Control Number) generated through the MOTAT system. This approach ensures transparency, traceability, and environmental responsibility in waste management.

We conduct regular on-site inspections to monitor the environmental performance of our contractor companies. Nonconformities identified during these inspections are recorded through our action tracking system and are resolved within the specified timeframes. For nonconformities that cannot be resolved within the specified timeframe, the necessary penalties are imposed in accordance with the contracts to ensure discipline is maintained.

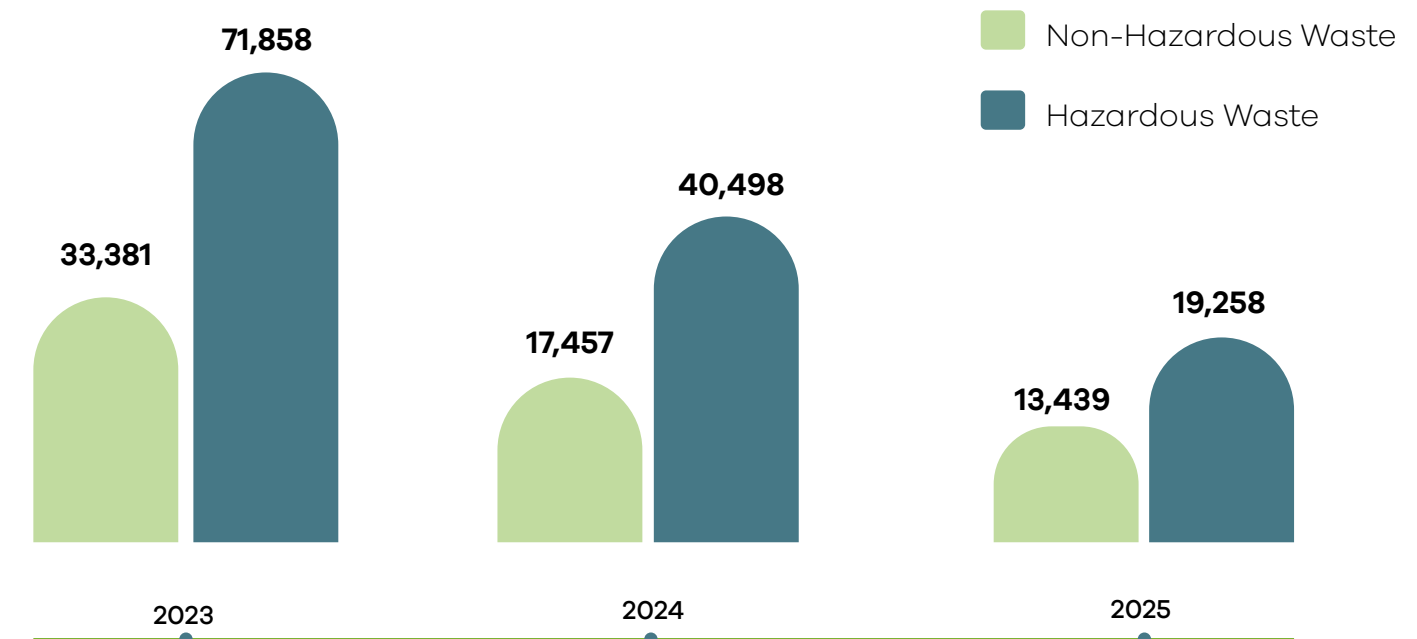
Our audit cycle is supported by weekly review meetings, monthly OHS-E team audits, comprehensive contractor audits conducted twice a year, and annual contract review processes. Waste volumes and performance indicators are regularly recorded and analyzed, thereby ensuring the traceability of processes and compliance with legal regulations.

We place great importance on ensuring that all stakeholders in the field embrace environmental awareness, and to this end, we provide mandatory environmental training to our employees every year. In addition, our environmental management standards are thoroughly taught during Health, Safety, and Environment (HSE) training sessions for contractor firms working on SOCAR sites, ensuring effective implementation across the entire operational area. This systematic approach enables us to continuously improve our operational efficiency and ensure the long-term sustainability of our practices while minimizing our environmental impact.

With the goal of reducing waste generation and increasing recycling rates, SOCAR Türkiye has implemented a zero-waste management system at the plants and units within our Refining and Petrochemical Business Unit. Under this system, we sort all waste—excluding process waste—at the source into seven main categories: cardboard (blue), plastic (yellow), glass (green), metal (gray), organic (brown), contaminated packaging (red), and contaminated gloves or similar waste. By establishing a dedicated collection infrastructure for each category, we manage waste using methods appropriate to its type and return it to the economy through recycling. Thanks to this categorization, our waste is sorted at the source and collected daily. Our process waste is handled in a planned and controlled manner at the point of generation; at the Corporate Headquarters, waste is sorted into separate bins, and full bins in open-plan offices and common areas are collected by our cleaning teams and transferred to containers in the interim storage area. Weighing conducted in the waste room ensures that every type of waste is recorded and tracked, enabling systematic management.

Through our systems for source separation of waste and the advanced sorting technologies we have implemented for plastic waste, we are significantly increasing the efficiency of our recycling processes. These initiatives reduce our carbon footprint associated with waste management while enabling us to create economic value by making high-quality recycled plastics available for industrial use.

Total Waste Volume by SOCAR Türkiye Corporate Center (tonnes)



At STAR Refinery, one of our group companies, we approach operational planning from the perspectives of environmental responsibility and business continuity to manage the waste generated during major shutdowns. Prior to the shutdown, we conduct a detailed assessment of the planned workload, adjust the number and capacity of waste collection equipment according to on-site needs, and strengthen our temporary storage areas and logistics infrastructure. We collect the high volumes of waste generated during shutdowns separately at the source, store it in temporary areas in compliance with regulations, and transport it to licensed facilities to meticulously carry out disposal or recovery processes.

We address all of our waste management processes during our Annual Review meetings, which are held once a year in accordance with the ISO 14001 standard. During these meetings, we share performance data and trend analyses with our senior management, identify areas for improvement based on the findings, and update our action plans. Through this approach, we systematically evaluate our environmental performance and make the continuous improvement approach a fundamental component of our corporate decision-making processes.

As part of the update to the Industrial Waste Management Plan and the Waste Reception Facility project report in 2025, inspections were conducted by the Provincial Directorate of Environment, Urbanization, and Climate Change and were successfully completed.



Resource Use, Waste Management and Circularity Initiatives

BIOLINK – Bioplastic Production from Agricultural Waste

Under the BIOLINK Project, we developed sustainable alternatives to fossil-based plastics by producing bioplastics from agricultural waste and by-products. Conducted between 2022 and 2025 within a Türkiye–Spain partnership supported by the EUREKA program, the project was successfully completed in 2025 as an R&D initiative aligned with our circular economy and low-carbon production strategies. Within the scope of the project, polyhydroxybutyrate (PHB)-based bioplastic production derived from fermentable agricultural sugars was scaled up from laboratory level to a 50-liter pilot scale, and biodegradable packaging prototypes suitable for food contact were developed. Through BIOLINK, we enabled the conversion of waste into value-added products, reduced reliance on fossil resources, and advanced sustainable packaging solutions while establishing a scalable and commercially viable technological infrastructure.

Circular Feedstock Development from Waste Polyolefins

Within this project, we are developing an innovative domestic technology that enables plastic waste to be reused as feedstock in refining and petrochemical facilities. In collaboration with SOCAR R&D and Innovation and Middle East Technical University (METU), we enabled pyrolysis oils derived from waste polyolefins to be converted into naphtha-like products at lower temperatures and with higher selectivity compared to conventional methods.



Biodiversity

Biodiversity refers to the variety of organisms living in a specific region or across the planet, their genetic variation, and the entirety of the ecological processes these organisms create. The continuity of natural systems, the conservation of biodiversity, and the healthy functioning of ecosystems play a decisive role in the future of the planet. As the climate crisis, changes in land use, and human-induced pressures increasingly render natural life and biodiversity more vulnerable worldwide, the protection of ecosystems has become a more critical necessity than ever before. At SOCAR Türkiye, we address the impacts of our operations on natural life and biodiversity through a holistic approach.

Together with our group companies, affiliates, and all our stakeholders, we address our responsibility to protect biodiversity through a collaborative approach. As we plan and carry out our activities, we take into account our impact on the natural environment; we manage our projects in a way that supports the protection of ecosystems and the sustainability of natural resources. In this regard, our approach is based on developing biodiversity-conscious practices and strengthening processes that support natural life in the areas where we operate. Our goal is not only to protect existing natural values but also to make an understanding that enhances the long-term resilience of ecosystems and supports the continuity of life diversity an integral part of our corporate culture.

As SOCAR Türkiye, we have regarded the document titled “SOCAR Türkiye’s Position on Biodiversity,” which we published in 2021 and which outlines our approach to biodiversity,

as the primary reference for our biodiversity strategy since its publication. In this context, by adopting the commitments outlined in the document, we are integrating the relevant principles into our corporate processes and continuously improving our management and operational practices in line with these principles. In this regard, we are implementing our approach to biodiversity conservation through the core practices summarized below.

In this context;

- We integrate biodiversity into our business processes and commercial decision-making mechanisms.
- Within the HSE Management System, we monitor and manage our biodiversity related performance.
- We assess activities to be carried out in protected or sensitive areas by taking into account the specific characteristics of the relevant area.
- Where we ensure full compliance with legal requirements and implement the necessary protective measures, we operate in line with the permits issued by the relevant public authorities.
- At our facilities with potential impacts on local ecosystems, we carry out biodiversity assessments and develop action plans based on the outcomes of these assessments

When managing potential risks to biodiversity and ecosystem health, SOCAR Türkiye structures its processes in alignment with the Company’s core Corporate Risk Management approach and systematically assesses potential impacts. This approach enables us to comprehensively address operational, financial, and strategic risks that may arise from our dependence on water resources and other ecosystem services, while also evaluating the impacts of our operations on terrestrial and marine ecosystems. We incorporate the information obtained from our field studies and assessment reports into our risk inventory and analyze the identified risks based on impact and probability criteria. Based on our analyses, we implement appropriate control mechanisms and preventive action plans for these risks, continuously monitoring our processes and updating them as needed.

In 2022, under the SOCAR Türkiye umbrella and within the SOCAR Türkiye Refining and Petrochemical Business Unit—which includes our group companies Petkim and STAR Refinery—we conducted a comprehensive biodiversity study covering both terrestrial and marine ecosystems within the boundaries of the Special Industrial Zone. We carried out our field research and technical assessments with the support of local and international experts, thereby identifying the current state and sensitivities of the ecosystems within our area of influence based on scientific data. Based on the data obtained from these studies, we prepared the Biodiversity Assessment Report in 2023. Through this report, we identified the potential impacts of our activities on flora, fauna, and habitats, as well as priority risk areas and areas requiring further development.

Based on this assessment report, we have prepared the SOCAR Türkiye Biodiversity Action Plan, which includes concrete and actionable steps aimed at protecting and monitoring ecosystems and mitigating potential impacts. We have completed the actions outlined in the plan as of 2024, and while keeping our impacts on biodiversity under control, we continue to regularly monitor our practices with the aim of continuous improvement. As SOCAR Türkiye and our group companies, we are resolutely implementing measures across all our operational areas to minimize our impacts on biodiversity, guided by this action plan.

We systematically manage and mitigate any environmental impacts that may arise during the implementation phase of our investments and new projects through Environmental Impact Assessment (EIA) mechanisms. The EIA reports we prepare in full compliance with national regulations provide a detailed analysis of the potential impacts of our operations on local flora and fauna, and focus on strategies to prevent or minimize these impacts at their source.

Throughout this process, we adopt a transparent and participatory approach, incorporating feedback from local communities and all our stakeholders into our decision-making processes. Furthermore, in accordance with our principle of accountability, we publicly share all completed EIA reports through the official platforms of the Ministry of Environment, Urbanization, and Climate Change.



Studies Conducted in the Field of Biodiversity

Biodiversity Monitoring Study – Petkim – STAR Refinery

In 2024, within the framework of SOCAR Türkiye's Biodiversity Policy, we conducted a Biodiversity Monitoring Study within the Refining and Petrochemical Business Unit—which includes Petkim and STAR Refinery—within the boundaries of the Special Industrial Zone, with the support of expert academics from universities.

Coastal Cleanup Initiative – Petkim

As part of our efforts to protect biodiversity, we contributed to coastal cleanup activities. By directing the waste collected during these events toward recycling, we supported the protection of coastal ecosystems while also making progress toward our sustainable environmental goals.

Tree Planting Initiative – Petkim

As part of our commitment to environmental responsibility, we planted 12,100 saplings in 2025. To date, we have planted over 400,000 saplings. Organized with the active participation of our employees and volunteers, this initiative has contributed to the restoration of natural areas while also helping to raise environmental awareness.

Marine Emergency Response Training – Refining and Petrochemical (R&P) Business Unit

As part of our collaboration with the Marine Emergency Response Company operating in the Aliğa Peninsula, we prioritized training and competency development initiatives in 2025. In this context, we provided OPRC2/HNS2 training to a total of 142 personnel within the Refining and Petrochemical Business Unit. Additionally, by organizing the participation of 17 of our employees in OPRC2/HNS2 training programs organized by the Ministry, we strengthened our emergency response capacity and institutional preparedness level.

RESPONSIBLE

RESPONSIBLE *for*

Investment in People
and Society



Human
Capital



Social and
Relationship
Capital



SOCAR

SOCAR Türkiye Integrated Report 2025



RESPONSIBLE *for*

Investment in People and Society

We believe that creating long-term value for all our stakeholders is made possible through a competent and motivated workforce, safe working conditions, an inclusive corporate culture, and trust-based relationships with society. In this context, through “Responsible for Investment in People and Society” approach, we comprehensively address human rights, equality and inclusion, employee development and well-being, occupational health and safety, and social contribution.

We embrace a responsible employer approach across our human resources processes, from recruitment and career development to compensation and performance management. By integrating the principles of fairness, transparency, and equal opportunity into our business practices, we continuously improve applications that support employee development and engagement through a data-driven approach.

In accordance with our OSH-E management system, we proactively manage risks related to the health and safety of our field workers; we are developing our practices in critical areas such as process safety, change management, contractor management, and emergency preparedness, guided by international best practices.

We aim to spread our safety culture throughout our company through observation and reporting mechanisms based on employee participation, training programs, and innovative technology applications.

We consider our relationship with society as a complementary component of our sustainability approach. We structure our corporate social responsibility activities around priority areas such as education, environment, health, and social solidarity, and aim to create lasting and measurable social impact by supporting employee volunteering through the SOCAR Türkiye Volunteers platform.

We fulfill our responsibilities toward people and society in accordance with the **SOCAR Türkiye Diversity, Equity and Inclusion Policy, SOCAR Türkiye Human Rights Policy, SOCAR Türkiye HSE Policy**. By focusing on the value created by each of our employees and our obligations to society, we are committed to continuously improving a fair, safe, and inclusive work environment.





Human Resources Approach

We continuously develop our human resources approach with the objective of adding value to both the present and future of our employees, prioritizing talent management, employee engagement, and well-being. In line with our responsible employer mindset and our principle of “Stronger. Together.”, we conduct our human resources processes based on respect for human rights, inclusiveness, equal opportunity, and transparency, with the aim of fostering a fair working environment. To support employee well-being, we establish accessible feedback channels built on open communication and mutual understanding, aiming to ensure the active contribution of employee representatives, senior management, and relevant stakeholders throughout the process.

We also leverage digital solutions to make our human resources processes more effective and accessible. In this context, through the AI-based **SEDA – SOCAR Energy Digital Assistant**, we receive employees’ HR-related requests and inquiries digitally and direct them to relevant systems and units to ensure fast and efficient responses. Consequently, we enhance the traceability of our processes and establish a more agile service model that enhances employee experience

Remuneration Policy

We conduct our remuneration processes in line with our Remuneration Policy, which is based on a fair and performance-driven approach while closely following national and sectoral practices. We determine salary levels based on the scope and organizational impact of the role, and manage them through standard job evaluation methodologies and role families. We regularly benchmark and update gradebased salary bands against independent market data to ensure both competitiveness and financial discipline.

While we base decisions on pay raises, promotions, and assignments on depth of expertise, critical skill requirements, and performance outcomes, we ensure full compliance with the provisions of the Collective Bargaining Agreement for roles covered by the union. We identify any deviations that may pose a risk of discrimination through data-driven methods and implement corrective actions accordingly. We manage remuneration decisions in a transparent and auditable manner through multiple approvals and objective indicators.

During the 2025 reporting period, we recorded the total amount of salaries and benefits paid to all our employees as USD 452,918,145.38

Total Number of Employees by Role	2023	2024	2025
Manager	157	171	123
Expert	1,453	953	735
Technical Staff	973	1,358	1,012
Technician and Foreman	2,926	3,206	2,656

Human Rights and Community Relations

At Petkim, we conduct our operations in line with the SOCAR Türkiye Human Rights Policy, and in compliance with the Constitution of the Republic of Türkiye, the 10 principles of the United Nations Global Compact (UNGC), the OECD Guidelines for Multinational Enterprises, the Universal Declaration of Human Rights, the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work, as well as applicable local and national legislation. We share our policy in Turkish and publicly on our website.

We are committed to preventing discrimination, child labor, forced labor, violence, and sexual harassment within our value chain in the framework of universal principles, and adhere to a zero-tolerance policy regarding human rights violations within our internal operations and across our supply chain. We respect freedom of expression, freedom of association and unionization, and the right to collective bargaining. Accordingly, we implement age verification practices during recruitment processes and incorporate ethical standards and human rights expectations into our procurement activities. In areas where risks are identified, we apply declaration, verification, and, where necessary, audit mechanisms, while monitoring compliance of working conditions with legal requirements and ILO standards. During the reporting period, no verified human rights violations were recorded.

We maintain effective monitoring and reporting mechanisms throughout our supply chain to ensure compliance with human rights and prevent potential violations.

We regularly support the effectiveness of reporting mechanisms through the **Ethics & Corporate Social Responsibility Committee and the Sexual Harassment Prevention Board**, while providing accessible communication channels for our stakeholders through the Ethics Hotline.

Our Code of Ethic is publicly available to stakeholders and is regularly shared with employees through the QDMS Integrated platform

In line with our **Human Rights Policy**, we respect collective bargaining and freedom of association. Within our workplace, employee chief representatives and representatives affiliated with the Petrol-İş Union, which is authorized under Article 27 of Law No. 6356 on Trade Unions and Collective Bargaining Agreements, are present.



Detailed information regarding the Ethics Hotline can be found in the **Business Ethics and Compliance** section of this report.



We support representatives in listening to employees' requests and complaints within the workplace scope, contributing to resolution processes, and strengthening cooperation between employees and management. We also encourage their roles in maintaining industrial peace and harmony, safeguarding employee rights and interests, and ensuring the implementation of working conditions defined under the collective bargaining agreement.

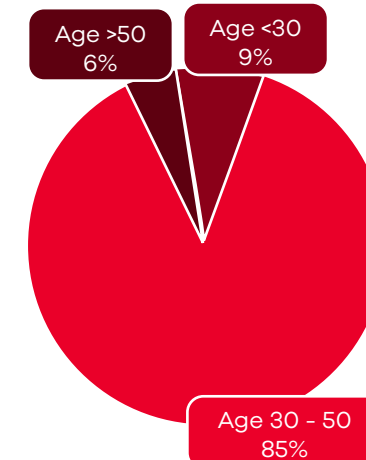
Prior to implementing changes that may significantly affect employees, we conduct the necessary communication processes with union representatives and relevant union bodies, obtaining their opinions and feedback. Thereby, we establish an appropriate communication plan considering the nature of the work.

Following the expiration of Petkim's 21st-term and STAR Refinery's 5th-term Collective Bargaining Agreements on December 31 2025, we will sign Petkim's 22nd-term and STAR Refinery's 6th-term Collective Bargaining Agreements, covering the period from January 1 2026, to December 31 2028. As of 2025, 2,649 of our employees are represented by the Petrol-İş Union; 99.7% of our blue-collar

Diversity, Equity and Inclusion

At SOCAR Türkiye, we embrace the principles of diversity, equity, and inclusion as core values in creating a fair and inclusive work environment. We are committed to respecting the universal rights that all individuals are born with, regardless of race, color, national or ethnic origin, language, religion or belief, disability, age, health status, gender characteristics, sexual orientation, or other statuses. In line with this approach, we prioritize strengthening a fair, safe, and inclusive work culture for everyone and integrating these principles into our organizational practices, guided by the **SOCAR Türkiye Human Rights Policy and the SOCAR Türkiye Diversity, Equity, and Inclusion Policy**.

Percentage of the Workforce by Age



Women Employment Statistics

13%

Percentage of women in the total workforce

26%

Percentage of women in managerial positions

30%

Percentage of women among white-collar workers

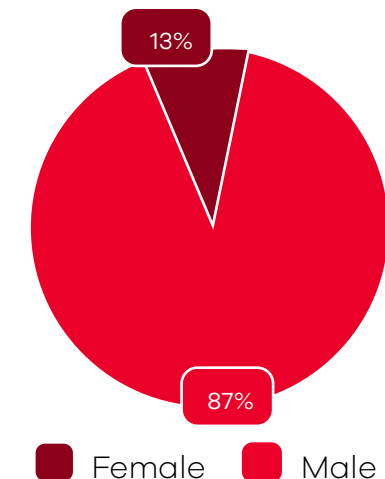
22%

Percentage of women employees in STEM fields (IT, engineering, etc.)

Within this framework, we integrate our commitment to equal opportunity across all recruitment, development, and career management processes. By managing these processes through internationally aligned standards, multi-layered control mechanisms, and data-driven analyses, we aim to prevent discrimination risks and institutionalize fair decision-making practices.

In 2025, we continued to contribute to employment with 4,526 employees, building a more inclusive workforce profile with 26 women in management, 13% women employees, and 2% employees with disabilities. Through this structure, we aim not only to improve representation but also to enable diverse perspectives to contribute to our corporate processes.

Percentage of Employees in the Total Workforce (2025)



Number of Disabled Employees	2023	2024	2025
Female	21	23	22
Male	78	77	75

To increase women’s representation in leadership roles, we have implemented a structured **Women in Succession Pipeline** process for leadership positions. As part of this initiative, we systematically support the preparation of potential female employees for leadership roles by incorporating them into a talent pipeline through a development-focused approach.

As a fundamental element of a fair work culture, we also regularly review our compensation processes.

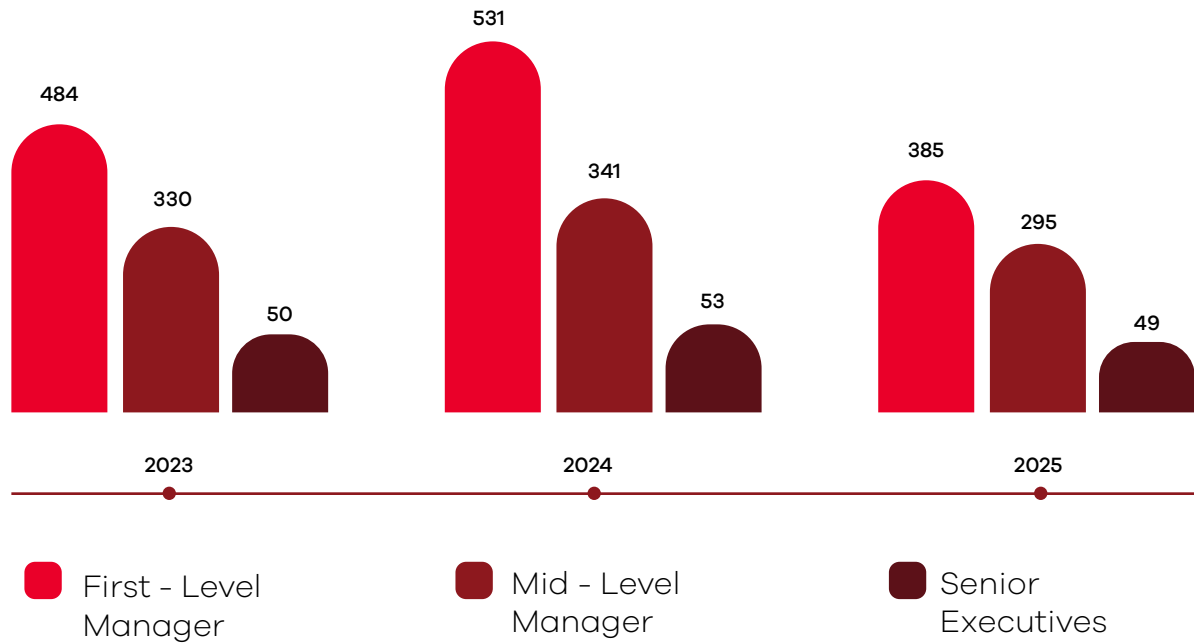
In line with our principle of “**equal pay for equal work,**” we identify potential discrepancies through role- and grade-based analyses and implement necessary improvements. This approach strengthens the transparency of our compensation system while reinforcing employees’ trust in the organization and their sense of fairness.

Entry-Level Salary Rates Compared to Minimum Wage	2023	2024	2025
Local Minimum Wage	13,414	20,002	26,005
Entry-Level Salary – Male (%)	105%	131%	169%
Entry-Level Salary – Female (%)	100%	138%	270%

We are structuring our organizational framework using a multi-tiered management model designed to support operational continuity and strategic decision-making capabilities. As part of this effort, we regularly monitor the number of employees at the first-line, middle-management, and executive levels to ensure a balanced workload, effective decision-making, and leadership continuity.

Employees by Category	2024		2025	
	Male	Female	Male	Female
Total Number of Employees	4,855	833	3,922	604
Number of First-Level Managers	371	160	274	111
Number of Mid-Level Managers	257	84	226	69
Number of Senior Executives	48	5	43	6
Number of Executives on the Executive Board	7	1	7	1
Number of members on the Board of Directors	53	10	42	9

Number of Managers by Level





Our efforts to increase women's participation in the workforce and in leadership roles are a key part of this holistic approach. As SOCAR Türkiye, we are a signatory to the United Nations Women's Empowerment Principles (WEPs), and we are focused on enhancing the visibility of women's talent and their access to career opportunities across the organization. Through the initiatives we implement in this context, we support the career development of female employees and ensure that leadership development processes are more balanced and sustainable. This approach also helps maintain a sense of fairness and equality in the employee experience. As a result of our efforts in the field of gender equality, we have earned the Equal Opportunity Model (EOM) Certification developed by KAGİDER.

In line with this objective, through our Women-Friendly Field project, which focuses particularly on increasing women's representation in field and technical roles, we have implemented tangible improvements ranging from physical working conditions to language, behaviors, and managerial practices. Through these efforts, we aim to create a more inclusive and supportive working experience in operational environments.

We believe in the transformative role of language in sustaining an inclusive culture. Accordingly, we integrate our Equality in Language Guide across all touchpoints, from internal communication practices to leadership development programs. The guide helps establish a shared awareness framework and supports the widespread adoption of inclusive behaviors throughout the organization.

With our Energy of Diversity approach, we have made our efforts focused on diversity, equity, and inclusion a top priority on our corporate agenda; in this context, we address our relevant

initiatives within a holistic framework guided by our Human Rights Policy. In line with this approach, we aim to foster a work environment that encourages diverse perspectives, upholds equal opportunity, and ensures every employee feels valued and secure. By making this approach an integral part of our corporate culture, we believe that diversity is a fundamental value that strengthens organizational creativity, innovation, and sustainable success; we continue to take steps to continuously improve our inclusive work environment.

Women Energy Women Leaders Development Program

We strengthen our culture of inclusion and equality through the **Women Energy Women Leaders Development Program**, which we launched to support women employees' access to leadership roles. Conducted annually with the participation of 20 female employees, the program offers a multi-layered development model consisting of leadership workshops, mentoring, managerial shadowing, on-the-job learning, and structured feedback processes. Supported by individual development plans, this structure enhances participants' motivation to assume leadership roles and increases their organizational visibility, while extending the program's long-term impact through the "Alumni / Sisterhood Circle" and knowledge-sharing platforms. In 2025, we allocated USD 20,000 to the Women Energy Women Leaders Development Program, reinforcing our investment in women's leadership development. Through this investment, we contribute to increasing diversity in decision-making processes in line with our inclusive leadership approach and support gender equality.



Our article titled **"Our Energy Is Diversity, Our Strength Is Equality"** can be accessed via the [link](#).



Workforce and Talent Management

At SOCAR Türkiye, we believe that our human resources are the cornerstone of our sustainable success. We recognize that our employees' knowledge, skills, and contributions are the fundamental elements shaping our organization's future; with this understanding, we position our human capital as a strategic asset. In this regard, we prioritize creating a work culture where our employees can fully realize their potential, where their development is systematically supported, and where a strong employee experience is built.

We closely monitor our employees' career development and support the enhancement of their performance and potential through our talent management practices. As part of this effort, we create **Individual Development Plans** to personalize our employees' development journey in line with the 70-20-10 development model; we address learning, experience, and feedback within a holistic development approach. In this way, we aim to strengthen our employees' current competencies while systematically developing the skills we will need in the future.

As part of our annual performance management system, we conduct goal- and competency-based evaluations; we link the results to annual performance bonuses, salary increases, and incentive programs. For project-based work, we reward teams that successfully complete strategically important projects with project success bonuses, thereby fostering a culture of collaboration and shared value creation.

We structure our talent acquisition processes in line with the principle of "the right candidate for the right position". In this context, we adopt a comprehensive assessment approach that includes not only human resources and managerial interviews but also personality and competency assessments, assessment center exercises, and foreign language and

general aptitude tests. Additionally, through our internship programs for young talent, we support their experience of an agile work culture and help them gain a close understanding of our organizational culture. By regularly holding leader-student meetings, we aim to sustain our talent acquisition processes while also strengthening our employer brand in a sustainable manner.

We use the **İşte Takdir Platform** to highlight our employees' behavior that aligns with SOCAR Türkiye's values and to foster a culture of immediate recognition. In addition, through our 5-, 10-, and 15-year service awards—which we implement to support our talent management initiatives—we aim to sustain employee motivation and strengthen organizational commitment.

Continuous Professional Development Program (CPD)

Through our Continuous Professional Development (CPD) program, which we have implemented as part of our talent management initiatives, we support our employees' development within a continuous and measurable framework. At SOCAR Türkiye, we do not view development as a process limited to specific training sessions; rather, we treat it as a natural and ongoing part of the employee experience. The CPD system and our competency and leadership development programs, implemented in line with this approach, are driving tangible and measurable transformation in how our employees work.

Through our CPD program, our employees earn points by participating in various professional development activities, such as taking or delivering training, learning a new language,

writing articles, or serving as mentors. While they are expected to meet annual development goals set according to their job categories, we invest in learning resources and development opportunities to support them in achieving these goals. This structure also encourages our employees to take personal ownership of their professional development.

The high participation rates in our programs demonstrate that our employees have experienced firsthand how development activities directly contribute to their job performance. Throughout this process, we are observing behavioral changes such as a strengthened proactive approach, increased cross-functional collaboration, the spread of feedback culture, and a rise in voluntary participation in learning initiatives. While we see an increase in team engagement scores among managers participating in leadership programs, we also observe that the coaching approach is being adopted more widely in team management. As of the end of 2025, we recorded a 98% achievement rate for CPD targets among SOCAR Türkiye employees.

We manage our workforce and talent management processes end-to-end via digital platforms; we adopt a data-driven decision-making approach in core human resources processes such as recruitment, performance management, learning, feedback, budgeting, and rewards. By integrating the **Sinerji HR Platform, Continuous Feedback Module, 360-Degree Stakeholder Evaluation, and İşte Takdir Platform**—all developed as part of our talent management initiatives—we monitor talent data in real time. This allows us to make our current skill set more visible and plan for future talent needs with a healthier, more strategic perspective.



Employee Engagement and Wellbeing

At SOCAR Türkiye, we address employee engagement and well-being through a holistic approach that prioritizes the employee experience. As part of the **İşte Deneyim** umbrella program—which we developed to systematically track our employees’ satisfaction, engagement, and feedback—we operate a multi-channel and inclusive feedback mechanism.

To regularly measure employee engagement, we conduct the **Employee Engagement and Experience Survey** every two years; we dynamically track employee feedback through short-term pulse surveys tailored to organizational needs.

9.5 Years

Average Tenure

By evaluating survey results from the perspective of the **Employee Value Proposition (EVP)**, we identify areas for improvement and develop action plans accordingly. Additionally, to analyze employee feedback more effectively, we use AI-powered platforms to monitor insights into the employee experience in real time and respond to needs more quickly.

In our most recent survey conducted in 2024, we achieved a 76% employee engagement score across SOCAR Türkiye. We plan to repeat our survey in 2026 to reassess our current status regarding employee engagement.

4.5%

Total Employee Turnover Rate

Employee Rotation by Age	2023		2024		2025	
	Male	Female	Male	Female	Male	Female
Number of Newly Recruited Employees	325	155	359	108	86	34
Number of Leaving Employees	208	56	223	65	153	51
Total Employee Turnover Rate (%)	4.40	7.10	4.60	7.80	3.90	8.40

At SOCAR Türkiye, we consider it one of our top priorities to ensure that our employees have a safe, fair, and healthy work environment. To support employee well-being, we offer our employees traditional, hybrid, and remote work models under the **İşte Yenilik Procedure**, tailored to the nature of their work; we aim to enhance our employees’ performance and work-life balance through ergonomic office environments and flexible work hours and models.

At SOCAR Türkiye, we approach employee well-being holistically, addressing not only physical health but also psychological, emotional, social, and financial aspects. In line with this approach, our **Employee Well-being Program** provides a comprehensive support framework that addresses the needs of our employees across various areas of their lives. Through this program, we aim to strengthen our employees’ trust in the Company and their sense of belonging.

Through the **Digital Employee Support Platform**, one of the program’s core components, we provide our employees with a set number of counseling sessions throughout the year. This includes access to psychological counseling, parenting counseling, support for children and adolescents, nutrition counseling, financial counseling, and expert support for physical well-being. Through this structure, we support a sustainable well-being experience that addresses not only our employees’ individual needs but also their family lives.

To promote physical well-being, we are incorporating online and in-person sports activities, yoga, Pilates, and similar movement-based practices into the program. By offering flexible options tailored to different lifestyles and needs, we aim to increase employee participation and support the integration of healthy living habits into the workplace. We have observed

that these activities have a positive impact on stress management, energy levels, and overall life satisfaction.

İşte Tercih Program, a budget-based flexible benefits management system that allows SOCAR Türkiye employees to customize their current benefits according to their own needs and priorities. Our employees can view their flexible benefits—such as annual leave, meal allowances, transportation, internet, holiday bonuses, and health insurance—through a single portal; they can either keep them as they are or convert them into different benefits to create a personalized benefits package. The program’s value lies in enabling our employees to customize the distribution of benefits to best suit their lifestyle. Our goal is not to offer everyone the same package, but to transform standard benefits into a strategic tool for enhancing the employee experience. “İşte Tercih” clearly demonstrates that our company has consciously moved away from a “one-size-fits-all” approach and is giving employees genuine choice.

With the support resources we’ve designed for our employees who are parents, we aim to be there for our employees during critical transition periods in their life cycles. Through the **Parent Guide** we’ve developed and our structured communication approach, we deliver our program within an accessible and inclusive framework.

Additionally, we provide mentorship support to employees returning to work after childbirth, tailored to their needs and requests. The mentors assigned for this purpose provide guidance on topics such as reintegrating into work processes, prioritization, time management, and career planning, thereby contributing to a healthier and more balanced transition back to work for our employees.

	2023		2024		2025	
Maternity Leave*	Male	Female	Male	Female	Male	Female
Total Number Of Employees Entitled To Maternity Leave	256	31	237	36	173	24
Total Number Of Employees Taking Maternity Leave	256	31	237	36	173	24
Total Number Of Employees Returning To Work After Maternity Leave Ends	257	32	238	38	174	19
Total Number Of Employees Who Returned To Work After Maternity Leave Ends And Are Still Working 12 Months After Returning To Work	250	22	250	31	178	32

* Maternity leave periods for female employees may be longer than those for male employees. As a result, the years in which they become eligible for leave and return to work may vary. Additionally, some female employees who take maternity leave during the year may return to work the following year due to the length of their leave.

Next Gen Program

As SOCAR Türkiye, we take a holistic approach to employee well-being that extends beyond the workplace to include our employees’ family lives. In line with this approach, through our Next Gen Program, we aim to prepare the high school and college-aged children of SOCAR Türkiye employees for the business world of the future and support their personal development journeys. As part of the program, we introduce young people to the energy sector and support their development in key competency areas critical to the future workplace, such as analytical thinking, project management, communication, and leadership.

Through various educational modules, workshops, and hands-on activities, we provide participants with opportunities to develop both their technical and social skills. By involving parents in the Next Gen Program, we aim to create a robust learning ecosystem through parent-participation sessions and opportunities for cross-city interaction. In this way, we aim to contribute to equipping our employees’ children with the tools to make a difference in their academic and professional lives, while also strengthening our employees’ trust in the organization and their sense of belonging.



Employee Training and Development

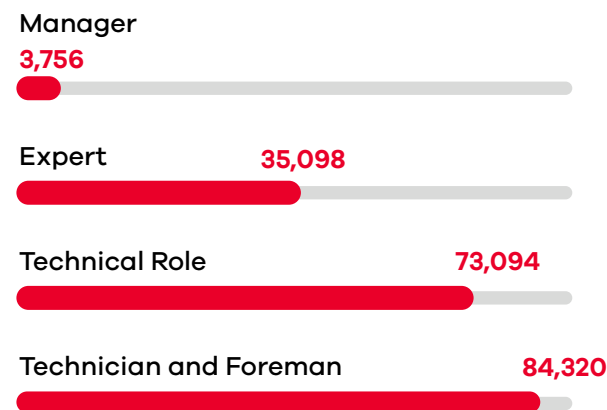
At SOCAR Türkiye, we directly link employee development to performance enhancement and talent retention. In line with this, we have adopted a structured learning and development approach that enables our employees to continuously enhance their knowledge, skills, and competencies. Through the learning and development ecosystem we have established across the organization, we support our employees in creating greater value in their current roles while also preparing them for new responsibilities as they progress in their careers.

We regularly review our employees' personal and professional development needs each year and systematically address the resulting priorities under the coordination of our HR Excellence team. Through the HR Business Partnership function, we evaluate training requests from our employees; in addition to programs that strengthen technical expertise, we also plan training that supports individual development in line with their needs. Through this approach, we aim to systematically support our employees' development journey and build a strong talent pool within the organization.

We structure the training programs we offer under the umbrella of the **SOCAR Türkiye Academy** into the following categories: leadership and management development, technical and functional expertise, digital and innovation competencies, and safety and operational excellence. While we encourage internal knowledge sharing through our in-house training model, we also establish partnerships with universities and development partners to provide access to up-to-date and practical content.

In 2025, we delivered a total of **196,268 hours of training**, providing an average of **43.3 hours of training** per employee. Through these training initiatives, we aim to deepen our employees' technical expertise, enhance their individual and managerial competencies, and strengthen their ability to adapt to evolving business requirements.

Total training hours given to employees (2025)



Guided by a lifelong learning and development approach, we implement various development initiatives focused on strengthening our employees' technical, behavioral, and transformation-oriented competencies.



Q Concept

The Q Concept we developed as a multidimensional development approach is based on the principle that individual development is not limited to cognitive or emotional intelligence; it requires the simultaneous development of different competency areas such as sustainability intelligence, digital intelligence, and cultural intelligence. Within this approach, we restructured all training content under **SOCAR Türkiye Academy** and created a comprehensive learning catalog. Thanks to this structure, we design personalized learning journeys based on our employees' roles, career stages, and development needs. Within the model, the **10 different Qs** we defined are structured under four main categories. We match all our training programs and **Continuous Professional Development Program (CPD)** targets with these Qs. In this way, we aim to develop our employees' technical, behavioral, digital, and sustainability-focused competencies in a balanced and integrated manner. With the Q Concept project we developed together with SOCAR Türkiye Academy, we won the Gold Award in the "Most Innovative Creative Project" category at the Stevie International Business Awards in 2025.

CAMS Competency Assessment Project

Since 2022, we have been implementing the **CAMS Competency Assessment Project** to systematically evaluate the technical and HSE competencies of our non-managerial white-collar employees working in our Refining and Petrochemical Business Unit. The CAMS process consists of two stages: employee self-assessment and manager assessment. This multi-stakeholder structure helps identify competency gaps and supports the creation of **individual development plans**. Through CAMS assessments conducted every two years, we monitor competency development on a comparative basis and aim to sustainably improve both technical proficiency and the level of awareness and implementation in the HSE field.

Training Center

To make our employees' learning processes more focused and efficient by separating them from day-to-day operational priorities, we have put our **Training Center** into operation within our Refining and Petrochemical Business Unit. Through this center, we design technical and behavioral development activities outside the working environment, within a physical and mental framework that supports learning. The Training Center provides a shared learning space for structured programs, workshops, and hands-on training, enabling us to support employee development with a focus on continuity and quality.

Earthquake Awareness Trainings

In addition, in line with our approach to disaster preparedness and corporate resilience, we launched **Earthquake Awareness Trainings**. Through these trainings conducted in cooperation with AFAD, we aim to strengthen our employees' knowledge and response capabilities regarding appropriate actions before, during, and after an earthquake. With these efforts, we support business continuity and employee safety by increasing individual awareness and enhancing our level of corporate preparedness for disaster situations.

Assessment & Development Center

For manager-level and above positions, we conduct assessment processes through our Assessment & Development Center, covering practices such as case analyses, role plays, and strategic business plan exercises. We design these activities as half-day programs delivered by external consultants with relevant expertise. We continue our efforts in line with long-term, sustainable workforce goals through feedback sessions, development planning, and coaching & mentoring sessions.



Coaching Program

To contribute to our employees' professional development, we provide coaching support through our internal coaches within the Human Resources department, who have received professional coaching training externally. We collect verbal feedback from our employees to further improve the scope and process of the program. Feedback indicates that the process is a development area experienced for the first time by many participants and is generally found beneficial.

Mentoring Program

For the past three years, we have been running our mentoring program for our white-collar employees, organizing it annually as a six-month program comprising six mentoring sessions. We select our mentees from all levels, and our mentors from among our managers and above. Over the three years of implementation, we have involved a total of 342 mentees and 136 mentors in the program. Within this structure based on mutual learning, we primarily encourage our managerial and non-managerial roles to learn from our managers and above positions



Employee Health and Safety

At SOCAR Türkiye, we manage our operations through a holistic approach that places process safety, Occupational Health, Safety and Environment (HSE) at the center. In line with the principle of continuous improvement, we adopt risk-based approaches; while ensuring compliance with legal and corporate requirements, we support our sustainability and operational excellence goals. Through our HSE practices focused on employee engagement, a safe working culture, and the reduction of environmental impacts, we ensure operational continuity in a safe, efficient, and responsible manner.

We design all our activities in line with our targets of **"zero accidents, zero serious injuries, and zero leaks"** and we adopt the safety of our employees, contractors, and all stakeholders as our top priority.

We operate our HSE management system in full alignment with the **ISO 45001 Occupational Health and Safety Management System** and **ISO 14001 Environmental Management System** standards. We verify our compliance with these standards through regular internal and external audits and support the findings with improvement actions.

We are continuously improving our monitoring and performance evaluation processes in accordance with the guidelines of international organizations that set standards in the fields of process safety and occupational health and safety, such as IOGP, CCPS, EPSC, and OSHA.



Detailed information about our Health, Safety, and Environment (HSE) Policy is available via the [link](#).

As part of our operations, we address hazard identification and risk assessment through the **"ABU-HSE-PRC-0006 Hazard Identification and Risk Assessment Procedure"**, adopting a proactive approach based on continuous improvement.

In addition, we closely monitor all relevant OSH legislation and regulations, including the **Occupational Safety and Health Act No. 6331**, the **Environmental Act No. 2872**, the **Social Insurance Act No. 5510**, and the **Labor Act No. 4857**, ensuring that our OSH-E practices are fully compliant with current regulations.



HSE Management System



In 2025, we spent a total of

USD 5 million

under the scope of HSE.

At SOCAR Türkiye, in line with our goals of sustainability and operational excellence, we treat HSE as an integral part of all our activities. We manage our operations using a risk-based, systematic approach focused on continuous improvement, and we conduct our operations within the framework of an HSE Management System that aligns with international best practices.

We support our HSE Management System with a comprehensive documentation framework consisting of procedures, technical specifications, and operational instructions, and we manage our operations within a consistent and traceable framework. Thanks to this framework, we approach our HSE performance not only from the perspective of regulatory compliance but also through a management philosophy that emphasizes proactive risk management and continuous improvement.



HSE Management System Model



We carry out our HSE governance responsibility at Board level under the leadership of our R&P Business Unit Head of HSE. With this structure, we ensure that HSE topics are directly integrated into strategic decision-making processes.

We view employee and stakeholder engagement as one of the core building blocks of our HSE Management System. We regularly review the opinions, suggestions, and findings shared during OSH Committee meetings through employee and union representatives; we systematically convey field feedback to management. Through employee representatives and union representatives, we regularly evaluate inputs, suggestions and findings via HSE Committees, and systematically elevate site feedback to management levels.

To enhance the effectiveness of our HSE Management System, we conducted a current state assessment. As a result of this work, we identified priority improvement areas, including ease of compliance, contractor HSE

management, process safety management, visible HSE field leadership and the HSE Management System. We then established a roadmap to implement actions in the short, medium and long term.

Throughout the process, we progressed with a focus on strengthening employee participation and feedback mechanisms. We gathered employee suggestions and feedback directly through one-on-one discussions conducted during leaders' site visits and integrated these inputs into the process. We designed competency-based training modules and collected systematic feedback through training effectiveness surveys. With employee participation as a guiding principle, we continue to implement international best practices in our improvement areas and support the continuous development of our HSE Management System.

RESPONSIBLE



Accident Statistics– Company Employees	Petkim			STAR Refinery			SOCAR Storage			SOCAR Terminal		
	2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025
Number of Total Recordable Accidents	3	7	9 ✓	1	4	3 ✓	0	0	0 ✓	0	0	0 ✓
Number of Fatal Accidents	0	0	0 ✓	0	0	0 ✓	0	0	0 ✓	0	0	0 ✓
Tier-1 – Process Safety Events	1	2	0 ✓	0	2	2 ✓	0	0	0 ✓	-	-	-
Number of Recordable Occupational Diseases	0	0	0	0	0	0	0	0	0	0	0	0
Number of Days Lost Due to Accident	0	20	20 ✓	0	119	52 ✓	0	0	0 ✓	0	0	0 ✓
Total Working Hours	4,531,857	4,498,734	4,465,648 ✓	2,181,436	2,763,097	2,325,656 ✓	187,654	213,157	220,822 ✓	634,561	696,273	691,658 ✓
Total Planned Working Hours	4,531,857	4,498,734	4,465,648	2,181,436	2,763,097	2,325,656	187,654	213,157	220,822	634,561	696,273	691,658
Lost Time Injury Rate – LTIR (per 200,000 hours)	0.00	0.04	0.04 ✓	0.00	0.14	0.09 ✓	0.00	0.00	0.00 ✓	0.00	0.00	0.00 ✓
Total Recordable Incident Rate – TRIR (per 200,000 hours)	0.13	0.31	0.40 ✓	0.09	0.29	0.26 ✓	0.00	0.00	0.00 ✓	0.00	0.00	0.00 ✓
Occupational Disease Rate - ODR (per 200,000 hours)	0.00	0.00	0.00 ✓	0.00	0.00	0.00 ✓	0.00	0.00	0.00 ✓	0.00	0.00	0.00 ✓
Accident Severity Rate - ASR	0.00	2.86	2.22	0.00	29.75	17.33	0.00	0.00	0.00	0.00	0.00	0.00
Lost Day Rate (per 200,000 hours)	0.00	0.89	0.90	0.00	8.61	4.47	0.00	0.00	0.00	0.00	0.00	0.00

Accident Statistics (SOCAR Türkiye Suppliers and Contractors)	Petkim			STAR Refinery			SOCAR Storage			SOCAR Terminal		
	2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025
Number of Total Recordable Accidents	14	14	7	4	12	6	0	1	0	3	0	0
Number of Fatal Accidents	0	0	0	0	0	0	0	0	0	0	0	0
Tier-1 – Process Safety Events	0	0	0	0	0	0	0	0	0	-	-	-
Number of Recordable Occupational Diseases	0	0	0	0	0	0	0	0	0	0	0	0
Total Working Hours	6,345,576	5,072,899		2,016,736	5,937,547		456,313	431,159		436,923	401,144	
Lost Time Injury Rate – LTIR (per 200,000 hours)	0,06	0,00	0,10	0,00	0,03	0,19	0.00	0.00	0.00	0.00	0.00	0.00
Total Recordable Incident Rate - TRIR (per 200,000 hours)	0,44	0,55	0,37	0,40	0,40	0,57	0.00	0.46	0.00	1.37	-	0.00
Occupational Disease Rate – ODR (per 200,000 hours)	0,00	0,00	0,00	0,00	0,00	0,00	0.00	0.00	0.00	0.00	0.00	0.00

Life Saving Rules

To further strengthen our HSE culture and manage on-site risks through a preventive approach, we systematically implement the **Life Saving Rules (LSR)** adopted and promoted by the **International Association of Oil & Gas Producers (IOGP)**, of which we are a member. In line with the IOGP Life Saving Rules framework, we regularly monitor HSE violations, unsafe conditions and behaviors, near-miss notifications and incident analyses. Through data-driven evaluations, we aim to identify risky behaviors and operational disruptions at an early stage, minimize hazards associated with high-risk activities, and safeguard the safety of both our employees and contractors

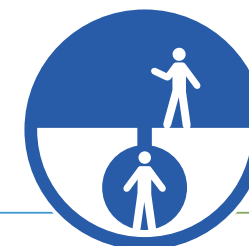
Within this scope, we define critical occupational health and safety rules and ensure their full implementation in the field. Using trend analyses, we plan targeted training and awareness activities addressing recurring violations. By considering field feedback and audit results, we systematically implement improvement actions and evaluate employee and contractor performance based on compliance with the Life Saving Rules, thereby supporting the long-term adoption of safe working standards.

To promote a strong safety behavior culture and enhance feedback mechanisms, we establish annual per-person HSE observation targets and encourage continuous improvement in line with these objectives.

Our Life Saving Rules



Bypassing Safety Systems



Working in Confined Spaces



Safe Driving



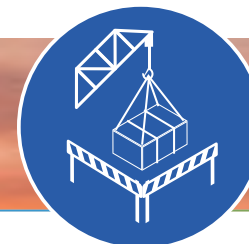
Hazardous Areas



Energy Isolation



Hot Work



Safe Lifting Operations



Work Authorization (Permit to Work)



Working at Height



Process Safety Management

We systematically implement a proactive management approach based on safe operating principles through our Process Safety Management System to ensure operational continuity and efficiency, maintain control over hazardous substances, and prevent major industrial accidents.

We conduct our process safety activities across all our facilities with a proactive, systematic, and continuous improvement-focused approach. We assess risks related to our operational activities in accordance with our procedures and with the participation of relevant disciplines. In this context, we manage both current conditions and potential risks from a preventive perspective.

We have structured our **Process Safety Management of Change (MOC) and Pre-Startup Safety Review (PSSR)** processes to ensure the assessment of potential risks arising from changes and the performance of final safety checks prior to the startup of equipment and facilities. Throughout 2025, we reviewed and updated change control forms and PSSR documentation to enhance the effectiveness of these processes; we also monitored field practices more closely to ensure compliance with procedures. With the implementation of the **MOC Panel application**, we have begun periodically reviewing the status of change packages—including risk assessment meetings, approval processes, and action management—with relevant disciplines. Additionally, to support more effective management of the MOC process through digital systems, we continued to develop enhancements aimed at improving usability and reporting capabilities.

To identify process-related risks and prioritize action plans, we apply analysis methods aligned with international standards. Within this scope;

- **HAZOP (Hazard and Operability Analysis)** is used to identify potential deviations and process hazards,
- **FTA (Fault Tree Analysis) ve ETA (Event Tree Analysis)** methods are applied to analyze cause-effect relationships of critical scenarios
- **QRA (Quantitative Risk Assessment)** is used to evaluate the consequences of high-risk scenarios.

We conduct these studies periodically throughout the facility lifecycle, prioritize actions based on risk reduction effectiveness, and monitor them through established tracking mechanisms.

In 2025, we conducted HAZOP and FTA-ETA studies at the STAR Refinery, Petkim, and our SOCAR Storage facilities.

Based on the results of these analyses, we reviewed existing safety barriers and identified areas for operational, procedural, and technical improvements to support risk management.

Throughout 2025, we also implemented measures aimed at improving the monitoring and reliability of safety-critical equipment and systems, strengthening operational controls, reviewing procedures and training practices, and fostering a safety culture across the organization.

We monitor our process safety performance through multidimensional indicators such as process-related incidents and accidents,

completion rates of risk assessments, closure rates of action items, effectiveness of safety barriers, field observations, and training participation rates. We believe that a safe working environment is a prerequisite for sustainable productivity and regularly review findings to develop continuous improvement action plans.

We place observations and feedback from the field at the heart of our processes. Using our near-miss and incident reporting systems, we identify potential risks and early warning signs at an early stage and document them through our root cause analysis processes; we systematically define corrective actions to prevent recurrence. Through the digital applications and incident tracking mechanisms we use in this context, we address potential risks at an early stage; we develop preventive solutions not only for actual incidents but also for potential threats.

We structure our training programs according to different roles and responsibilities and keep our awareness-raising content up to date.

We continuously enhance our employees' process safety awareness through modules such as "Process Safety Awareness," "Safety System Bypass Management," and "Management of Safety-Critical Equipment." We regularly review our training materials in light of evolving risks, lessons learned, and operational feedback.

We design and implement all these processes in alignment with the guidance of organizations such as CCPS, IOGP, EPSC, and OSHA, adapting industry best practices to our own systems. Through strengthened field-focused improvements and a safety approach built on employee participation, we continue to promote a safe, efficient, and sustainable way of working across the organization.





HSE Contractor Management

At SOCAR Türkiye, we implement our HSE Management System for contractors in accordance with the **HSE Contractor Management Procedure No. ABU-HSE-PRC-0011**; we ensure that HSE-Q requirements are applied effectively, consistently, and sustainably in all activities carried out with our contractors.

We initiate our contractor management process during the project planning phase; we systematically define and document the scope of work, HSE objectives, applicable standards, interface responsibilities, and contract-specific requirements. At this stage, we assess the project's risk level and determine the appropriate HSE management approach (Mode). For high-risk projects, we establish control and monitoring mechanisms with a more robust structure, while for low-risk projects, we implement a management model aligned with the nature of the activity.

In our contractor selection processes, we consider not only technical and financial qualifications but also the contractor's HSE management capacity, past performance, certification level, and operational competence. In this context, we subject our contractors to a structured competency assessment process. We require qualified contractors to prepare their HSE plans prior to contracting; we finalize the necessary interface documents to ensure alignment between SOCAR Türkiye and the contractor regarding HSE practices.

Following the contract's entry into force, during the pre-mobilization phase, we request and evaluate contractors' personnel competency certificates, equipment compliance documents, risk analyses, and work procedures.

Once mobilization is approved, we conduct site orientations, provide information on the work permit system, implement emergency response plans, and deliver job-specific OSH briefings.

We ensure that all work is carried out in accordance with the approved HSE plan, work permit system, energy isolation procedures, confined space operations, lifting operations, hot work, ATEX requirements, and other critical control mechanisms. We continuously monitor compliance levels through site inspections, observations, performance review meetings, and regular reporting mechanisms. When necessary, we implement change management (MoC) processes to update plans and procedures.

Once the work is completed, we subject the contractor's performance to a final evaluation; we conduct a comprehensive analysis of compliance with HSE objectives, incidents that occurred, lessons learned, adherence to site rules, HSE violations, and behavioral culture. We use the results we obtain as references in future contract and contractor selection processes, and we also feed the experience and lessons learned during the project into our corporate knowledge base to support our continuous improvement approach.



HSE Risk Management

We manage occupational health, safety, and environmental risks through a preventive and systematic approach. We conduct our risk assessment processes with competent and trained teams; we periodically update them in line with the responsibilities defined in our operational plans. By prioritizing critical scenarios and high-risk operations, we plan corrective and preventive actions based on the severity and likelihood of risks and monitor the effectiveness of implementations through monitoring mechanisms. In this context, we aim to control risks at their source by using internationally recognized methods in the industry within a comprehensive risk management framework.

We utilize digital reporting and tracking tools to support the effective management of incidents and field observations. In this context, we systematically record workplace accidents, near misses, and unsafe conditions and behaviors through the **SOCAR Türkiye HSE Reporting Application and the SOCAR Türkiye Incident Investigation Application**. We conduct our incident management processes in accordance with the **HSE Incident Investigation and Tracking Procedure and the HSE Incident Investigation Team and Reporting Procedure**; we determine the scope of investigations and the methodology used based on the actual and potential severity of incidents.

By analyzing both actual incidents and near-miss reports, we aim to identify potential risks at an early stage.

Firefighting and Emergency Management

Firefighting constitutes an integral part of our emergency management activities, ensuring facility safety, business continuity, and employee protection. As part of our firefighting strategy, we aim to prevent fire risks at their source, maintain a consistently high level of preparedness for potential scenarios, and enhance our response capacity in alignment with international standards.

We structure our firefighting activities through an integrated management approach covering equipment modernization, operational preparedness, training, and drill processes. In 2025, in line with this approach, we took significant steps to strengthen both our infrastructure and organizational capacity.

To strengthen our firefighting infrastructure, we commissioned manifold and elevated monitor systems under the **Firefighting Systems Improvement Project** and deployed monitors with a capacity of 12,000 GPM. In addition, we successfully completed a project enabling water supply from tugboats through the use of fire hydrants on piers, thereby increasing our response capability for marine-based fire scenarios.

To ensure equipment reliability, we conducted comprehensive inspection and testing activities at Petkim, the STAR Refinery, and SOCAR Storage throughout 2025. As part of these efforts, we performed 6,526 YSC inspections, 1,220 fire cabinet inspections, 1,641 hydrant inspections,

238 fixed monitor inspections, 28 portable monitor inspections, 3,211 hose tests, and 624 field inspections. We also inspected 45 unit/plant sprinkler systems, 23 foam systems, and 455 breathing apparatus units (CF15) to ensure that the systems are ready for operation at all times.

Based on project activities carried out as part of the work authorization process, an annual assessment at Petkim, STAR Refinery, and SOCAR Storage revealed: 14,122 hot work activities, 5,504 confined space entries, 3,579 lifting operations, 98 excavation operations, 7,956 energy isolation activities, and 730 radiography operations. We issued 977 rescue control forms for rescue control activities during the year.

We consider the competency of our human resources in firefighting as a strategic priority. In this regard, we have transformed the renovated Petkim Industrial Fire and Rescue Training Center into a competent center for industrial fire training by obtaining JOIFF accreditation in 2025. This has enabled us to conduct our training in accordance with international standards.

Within the scope of our training activities* ;

- Confined space fire watch training was delivered to 240 participants in 30 sessions,
- Supervisor and observer training was delivered to 246 participants in 67 sessions,
- On-site factory firefighting training was delivered to 560 participants in 110 sessions,
- Industrial fire team (JOIFF) training for 92 people over 4 sessions,
- Advanced rescue training was delivered to 19 participants in 2 sessions,
- Emergency response training was delivered to 692 participants in 61 sessions,,
- Emergency management (roles and responsibilities) training was delivered to 113 participants in 18 sessions,
- Self-Contained Breathing Apparatus (CF15) training was delivered to 165 participants in 21 sessions.



*The training data covers the Refining and Petrochemical Business Unit



In addition, under the Emergency Management e-learning program, we provided online training to 287 participants and delivered emergency response team training to 1,364 employees.

Throughout 2025, we conducted 14 Level 2 and Level 3 emergency drills to test our fire and emergency preparedness, eight of which were carried out at the Petkim site. During these drills, we evaluated our response capabilities through realistic scenarios using high-capacity monitors, foam trailers, and fire trucks.

To strengthen emergency management through corporate coordination, we upgraded the Aliğa Administration Building Crisis Management Center to the same capability level as our other crisis management centers and made it operationally ready. In 2025, under the leadership of the Ministry of Energy and Natural Resources and together with relevant institutions, we conducted satellite phone and video conference test activities. These efforts enhanced our national-level crisis management integration.

Through these initiatives, we aim to increase our early response capacity against fire risks, minimize loss of life and property in emergencies, and safeguard our operational continuity. Thanks to the infrastructure investments, trainings, and drills carried out in 2025, we strengthened our on-site response capabilities, increased our employees' risk awareness, and improved the alignment of our firefighting processes with international best practices.

Looking ahead, through planned collaborations with academic institutions and AFAD, we aim to expand our training capacity, position the Petkim Fire Training School as a national and international reference center, and reinforce our leadership in the field of firefighting.

Health Practices

In the field of health, we implement holistic wellness practices such as dietitian support, fitness facilities and SOCAR Olympics activities to enhance the quality of life of our employees. Through the **"Employee Support Line"**, we provide 24/7 psychological support, health consultancy and dietitian services.

Considering the requirements of our working environment, we prioritize the physical wellbeing of our employees. In this context, based on ergonomic risk analyses, we implemented workplace improvements to support musculoskeletal health. Following comprehensive assessments conducted in control and panel rooms, we renewed seating equipment, optimized monitor positioning and delivered individual ergonomics training sessions.

In addition, we promote breast cancer awareness through women's health-focused trainings and strengthen access to preventive healthcare services by including the HPV vaccine within the scope of private health insurance. As part of our biological risk factor trainings, we also provide employees with education on women's health and communicable diseases.

We ensure that sensitive health data and awareness topics are handled in full compliance with the Personal Data Protection Law No. 6698 and medical ethics principles, using a confidentiality-focused and non-stigmatizing approach.

We effectively implement our **Water Safety and Legionella Management Program** with the awareness and responsibility of protecting the health of our employees and all stakeholders. Through this program, we purify our water and then disinfect it.

We conduct microbiological and chemical analyses on water samples taken regularly from critical control points and check that our water complies with standards.

Under the **Toxicology-Based Chemical Risk Assessment Program**, we analyze specific chemicals used in our operations and their potential impacts on employees using advanced toxicological methodologies. In 2025, we continued monitoring activities through sensitive risk analyses focusing on selected critical chemicals and their related biological indicators.

HSE Trainings

We deliver the general and technical topics defined under Occupational Health and Safety Law No. 6331 to all our employees once a year through a 16-hour training program. Our jobspecific technical trainings are designed in a modular structure. These include both practical and theoretical sessions such as the Work Authorization System Training, Emergency and Response Training, and Road Safety Training. We regularly monitor training plans through our Human Resources and HSE teams.

To ensure traceability, accessibility, and standardization in our HSE training processes, we actively use digital training methods. In addition to face-to-face practices, we also provide our trainings to employees through digital platforms. In this context, we have implemented a training model supported by digitalization for visitors coming to our offices, individuals who will be on our site for a short period and will work in low-risk jobs, and tanker drivers. Through this practice, we reduced the need for face-to-face training, increased OHS awareness prior to site entry, and achieved time and resource efficiency in operational processes.

We deliver our training activities with customized content tailored to the roles and responsibilities of both our employees and contractor personnel.

In 2025, we provided a total of 104,499 person-hours of occupational safety and health training.

OHS Training Total Training Hours (person*hour)	2023	2024	2025
Petkim	90,430.00	80,087.00	53,353.15 ✓
STAR Refinery	45,137.50	42,217.20	32,450.00 ✓
SOCAR Storage*	-	-	3,758.40 ✓
SOCAR Terminal	10,116.50	4,221.00	9,824.10 ✓

* Since HSE training hour data was not tracked for the SOCAR Storage segment during the 2023 and 2024 periods, no data has been reported.



We deliver our training activities with content customized according to the roles and responsibilities of both our employees and contractor personnel. We structure our occupational health and safety trainings for all employees and relevant stakeholders within the framework of onboarding, periodic refresher, and role-based mandatory trainings. We support these trainings with risk-based modules covering activity-specific hazards and risk areas, legal requirements, and international best practices. Through our training programs, we aim to increase employee awareness, strengthen a safe behavior culture, and mainstream a preventive approach on site. We list the OHS trainings implemented within our Company below:

- Introduction Safe Pass (ESG Training - Module 1)
 - Work Authorization System (WAS) Training (ESG Training - Module 2)
 - Work Permit Training – Level 1 and Level 2
 - Emergency and Response Training
 - Road Safety Training (Theoretical and Practical)
 - ADR Training (Transport of Hazardous Materials)
- Process Safety Awareness Training
 - Management of Safety Systems By-pass Processes
 - Safety-Critical Equipment Management
 - HAZOP / HAZID / Risk Assessment Training
 - Industrial Fire Trainings (JOIFF accredited)
 - Basic First Aid Training
 - First Aid Refresher Training

Training Type	2025			
Training Type (hour)	Petkim	STAR Refinery	SOCAR Storage	SOCAR Terminal
Basic Occupational Health and Safety Training	35,384	18,147	3,668	6,935
Introduction Safe Pass (ESG Training - Module 1)	249	387	49	-
Work Authorization System (WAS) Training (ESG Training - Module 2)	163	290	0	-
Work Permit Training – Level 1 and Level 2	31	437	19	-
Emergency and Response Training	1,165	372	16	435
Road Safety Training (Theoretical and Practical)	362	211.50	10	97
ADR Training (Transport of Hazardous Materials)	2,102	1,222	486	-
Process Safety Awareness Training	138	75	3	-
Management of Safety Systems By-pass Processes	413	214	2	-
Safety-Critical Equipment Management	398	384	4	-
HAZOP / HAZID / Risk Assessment Training	480	150	0	-
Industrial Fire Trainings (JOIFF accredited)	1,080	600	0	-
Basic First Aid Training	304	176	0	176
First Aid Refresher Training	1,104	360	48	88



2025 Highlight Projects

At SOCAR Türkiye, we do not limit our HSE performance to mere compliance with standards; we continuously improve it through site-specific, innovative, and effective practices. Throughout 2025, we shaped the initiatives we implemented with the active participation of our employees and contractors, achieving progress that is preventive in nature, behavior-oriented, and transformative for our systems.

Sahanın Yıldızları Program

We launched the Sahanın Yıldızları Program in line with behavioral safety and visible field leadership principles. Through this program, we encourage our employees’ active and voluntary participation in the safety culture, and we aim to scale up safe behaviors demonstrated in the field by making them visible.

We regularly monitor the progress achieved within the pilot groups and assess the potential to expand the scope of the program.

The practices developed under the program do not remain limited to individual awareness; they also support behavioral transformation at the organizational level.

We design all HSE performance indicators in alignment with our sustainability goals. In this context, we consider the data obtained from programs such as Sahanın Yıldızları as strategic inputs for strengthening operational continuity, resource efficiency, and a safe working environment.

We regularly share the results with senior management and ensure the integration of the continuous improvement cycle into decision making processes.

Visible HSE Leadership Program

Through our Visible HSE Leadership Program, we strengthen the HSE culture across the organization by ensuring that all our leaders—from senior management to first-line managers—take on active and visible roles in the field. Conducted in line with the IOGP 453 approach, this program promotes safe behaviors through regular HSE-focused site visits, one-on-one interactions, and on-site observations; we make human performance and Life-Saving Rules (LSR) principles an integral part of our leadership practices. By supporting our leaders in serving as role models for safety through systematic field visits and coaching activities, we increase employee engagement and promote a sustainable, visible HSE leadership approach aligned with our zero-harm goal.

Digitalization of the HSE Observation & Reporting Process

In line with our HSE Policy, we encourage our employees to immediately identify and report unsafe conditions and behaviors; creating a safe work environment is one of our top priorities. To this end, we have digitized our observation card system and made it accessible via the SOHO platform. This enables our employees to quickly and easily enter unsafe conditions, behaviors, and near-miss incidents into the system using digital observation cards.

Thanks to the developed automation infrastructure, we have integrated digital observation cards with our HSE Synergi Life application, ensuring that reports are instantly forwarded to the relevant action-taking parties. This allows us to assess risks without delay and implement corrective and preventive actions in a timely manner.

Through this innovative approach, we enhance speed, transparency, and traceability in our HSE processes; by strengthening a data-driven decision-making culture, we make a significant contribution to preventing workplace accidents and promoting a sustainable safety culture. During the reporting period, we submitted a total of 20,713 observation reports, including 10,589 positive observations.

HSE Reward and Incentive Program

Through our HSE Awards and Incentives Program, we aim to strengthen the HSE culture across the organization and encourage compliance with Life-Saving Rules. To this end, we have implemented a rewards and incentives system structured around four main categories, all designed to prevent harm to people, property, and the environment. In this context, we recognized 571 contractors and employees during the 2025 reporting year.

Video Analytics Technology

Through Video Analysis Technology, which we use to improve occupational health and safety performance in storage yards, we identify risks that may arise from interactions between workers and equipment at an early stage. The system automatically analyzes critical indicators—such as improper use of personal protective equipment (PPE), pedestrian-vehicle interaction risks, unsafe work positions, and non-compliant behaviors—and records them via the HSE Synergi Life platform. Throughout 2025, we ensured that all incidents identified through this technology were resolved with corrective actions. We monitor the technology’s impact on HSE performance through monthly improvement dashboards and regularly track progress in compliance with defined safety rules. This approach contributes to strengthening a preventive safety culture by increasing risk awareness on-site.

Road Safety Program

As part of our Road Safety Program, we proactively monitor risks arising from on-site and off-site driving activities and manage driver behavior using data-driven methods. Through this program, we detect speeding violations, analyze recurring risky behaviors, and strengthen a culture of safe driving through training initiatives. In this context, we are developing Power BI-based speed violation reporting and monitoring dashboards. On a monthly basis, we generate graphs related to on-site and off-site speed violation data; we conduct analyses of vehicles that repeatedly violate speed limits and perform department-level comparisons by management unit. By 2025, we completed the installation of fixed radar measurement cameras, verified them using the Mobiliz system, and integrated them with the KIMO application. Thanks to this infrastructure, we automatically monitor vehicle speeds and standardize reporting processes.

As part of our Training and Awareness Initiatives, we organized Defensive Driving and Anti-Skid Training for personnel who will operate vehicles in emergency situations. Through these initiatives, we aim to increase risk awareness, particularly under challenging driving conditions, and ensure that safe driving behaviors are reflected in the field.

In the program’s next phases, we aim to deploy the developed dashboard infrastructure into live operations and roll it out across the entire facility, thereby ensuring that reporting and monitoring processes provide direct input into management decision-making mechanisms.



Corporate Social Responsibility

As SOCAR Türkiye, we not only contribute to our country's economy but also lead the way in social development through the projects we undertake. By implementing projects grounded in social, environmental, and economic sustainability in every region where we operate, we aim to enhance the well-being of local communities and support development on a national scale.

We view social benefit as an integral part of sustainable growth, corporate reputation, and stakeholder value. We position this approach as a strategic model integrated into our business processes.

Through the projects we have developed in line with our **"People First"** approach, we aim to create long-term and lasting impact that encompasses all disadvantaged groups, including those in the areas of the environment, education, health, and volunteerism.

Going beyond the traditional understanding of Corporate Social Responsibility, we strive to move forward with a model that is not limited to project-based and short-term support; one that creates measurable social impact, centers stakeholder participation, and is integrated with sustainable development goals.

We base our social investment approach on the management, selection, and monitoring of corporate social responsibility activities within a centralized framework. When prioritizing projects, we evaluate our strategic goals alongside the needs of the regions where we operate. We measure the impact of our projects by regularly reporting on the results achieved following their implementation.

We conduct our corporate social responsibility activities within a specific governance framework. In this context, we have established our **Corporate Social Responsibility Procedure**, and our social investment activities are evaluated by the **Sponsorship and Corporate Social Responsibility Committee**. The evaluations conducted by the Committee ensure that projects are addressed in line with our strategic priorities.

We value stakeholder engagement and communication with local communities.

We maintain regular communication with our stakeholders to assess the impact of our activities on local communities. We incorporate stakeholder feedback into our decision-making processes, taking into account potential impacts on key issues such as the local population's livelihoods, property rights, quality of life, and environmental health.

As part of this initiative, we hold regular, scheduled meetings with local stakeholders, including neighborhood council members, schools, universities, and municipalities. Through these meetings, our stakeholders can directly convey their needs, suggestions, and any feedback they may have. All feedback received is reviewed by the relevant teams, and appropriate actions are taken. No violations or complaints falling under this scope were recorded during the 2025 reporting period.

For every 1 unit of investment made, approximately 3 units of social value were created.

We use both quantitative and qualitative methods to measure social impact. As part of this effort, we have published the **SOCAR Türkiye Social Impact Report**, which analyzes the social impact of the corporate social responsibility projects we implemented between 2020 and 2024.

In our impact assessment process, we utilize the **Social Return on Investment (SROI)** methodology. According to the report's findings, approximately 3 units of social value were generated for every 1 unit of investment made. In particular, the volunteer initiatives and sports projects carried out in the Aliağa region have brought about a meaningful and measurable transformation among the local community.

This approach enables us to assess the societal impact of our social investments within a systematic and measurable framework.

We implement social responsibility projects across a wide range of areas, from education to the environment, and from social welfare to economic development. In the field of education, we provide quality educational opportunities to approximately 10,000 students through the 11 schools we have built in the provinces of İzmir, Adana, Kars, Ankara, and Kocaeli.

We design and implement all our social responsibility projects—with education as a priority—in alignment with the United Nations Sustainable Development Goals. Throughout 2025, we have continued to implement corporate social responsibility projects that support social, environmental, and economic development through a multifaceted approach and create added value for society.



SOCAR Türkiye Volunteers

At SOCAR Türkiye, we systematically support our employees' participation in social impact projects through SOCAR Türkiye Volunteers, our corporate volunteer platform. Thanks to this structure, we position volunteering not merely as a matter of individual contributions, but as a sustainable value-creation initiative that has become an integral part of our corporate culture.

Through the SOCAR Türkiye Volunteers program, we encourage our employees' active participation in projects implemented across various fields—primarily in the areas of the environment, education, social solidarity, and disaster relief—and we plan and manage the volunteer processes from start to finish.

We track all our activities using a measurable, impact-driven approach; we regularly monitor and report on volunteer hours, project outcomes, and social impact indicators. In this way, we boost employee engagement while simultaneously strengthening our social impact within a concrete and sustainable framework. Over the past five years, thanks to the dedicated contributions of our volunteers, we have created a meaningful impact measured not just by numbers, but by the lives we've touched. In 2023, we completed **1,768 hours** of volunteer work; in 2024, **2,760 hours**; and in 2025, **735 hours**, reaching thousands of people. Every hour of volunteer work is a valuable mark left for the future; it is a hopeful step taken together toward a better world.

Through the initiatives carried out under the SOCAR Türkiye Volunteers program, a multifaceted social impact has been created that addresses various social needs. Thanks to the active participation of our volunteers, sustainable and inclusive impact has been achieved through projects implemented across a wide range of areas, from education to the environment, and from post-disaster support to social solidarity.





SOCAR Türkiye Goodness Movement: A Volunteering Platform for a Stronger Future

We launched the **Goodness Movement** to highlight our Corporate Social Responsibility initiatives, provide our employees with opportunities for professional development in this area, and establish ourselves as a unique and dynamic organization. Through our investment in CSR projects, we are fulfilling our social responsibility while working to make the world a better place for everyone.

As part of our educational initiatives, a campaign was launched for students attending village schools in Iğdır and Şırnak, resulting in the donation of 931 books. Additionally, in collaboration with the **Village Schools Exchange Network (Köy Okulları Değişim Ağı, KODA)**, educational kits were donated to support children's access to learning materials.

In partnership with the **Hayalime Ortak Ol Association**, the need for science kits for 200 children was met, and their engagement with science was supported through the Science Festival held in Aliğa. Additionally, the school bag, coat, and boot needs of 284 children attending village schools in Iğdır were met, contributing to their educational lives.



As part of post-disaster support and social solidarity initiatives; Community Volunteers Foundation (**Toplum Gönüllüleri Vakfı, TGV**), the winter needs of 142 children affected by the earthquake in Adıyaman were met; through partnerships with the Emergency Needs Project (ENP) Association, clothing support was provided to underprivileged children; the monthly food needs of 200 children were met; and during Ramadan, food packages were delivered to a total of 400 families through a company-matched volunteer contribution program.



As part of our efforts to promote social inclusion and equal opportunity, we organized workshops for girls in need of protection in collaboration with the **Koruncuk Foundation**, and donations made as part of International Day of the Girl Child helped support these girls' access to education. Through a campaign led by our volunteers at the Istanbul Marathon, held to benefit Cerebral Palsy Türkiye, the needs of seven infants were met.



In the field of the environment and sustainability, we organized a beach cleanup in Aliğa in collaboration with **TURMEPA**, with the participation of our volunteers and their children. Additionally, through sustainability workshops conducted in partnership with the Aegean **Contemporary Education Foundation (EÇEV)**, we have reached 920 children and their families since 2022.



As part of our efforts to strengthen social solidarity, our volunteers played an active role in iftar events organized in collaboration with the **Sarıyer Municipality**; we visited the İzzet Baysal Nursing Home to spend time with our elders; and we donated 250 kg of pet food during a visit to the Sarıyer Municipality Safiye Kaya Animal Shelter.



All of these initiatives demonstrate that SOCAR Türkiye Volunteers operate under a volunteer model in which they not only provide support but also play an active role on the ground and directly experience the social benefits.

In the evaluations conducted as part of our Social Impact Report, the satisfaction rate was measured at 100% based on feedback from our volunteers.

According to the research findings, 91% of our employees stated that volunteer activities enhanced their emotional well-being, 90% reported that their awareness of social and environmental issues had increased, and 81% noted that their professional and social skills had improved.

These findings demonstrate that volunteer activities serve as a strategic lever that not only supports employee engagement but also contributes to employees' individual development and strengthens the organization's impact.

Volunteering Results	2025
Volunteering Event	18
Volunteer Participation	706
Volunteering Hour	735
Satisfaction Rate	100%



Our Featured Projects for 2025

As part of our corporate social responsibility activities carried out in 2025, we achieved tangible results in various areas.

At 2025:

36 Sponsorship

33 Donations

16 Speaker Participation in University Events

10 Next Gen Talks Event



Education and Young Talent Programs

Programs that support young people’s career development constitute a significant part of our social investment initiatives. As part of the **Next Gen Talks** program, our senior executives met with more than 160 students from 21 different universities to share their experiences on career development, industry dynamics, and leadership.

To contribute to the development of technology and next-generation skills, we launched the **AI Mini Bootcamp** program. As part of the program, students received online technical training with the support of our technology partner, AWS, and then participated in hands-on exercises during an in-person bootcamp event held at our headquarters.

As part of the **Business Intelligence Program** we run in collaboration with **Ege University** and **the İzmir Institute of Technology**, we supported the delivery of world-class simulation training to students.

Year Number of Simulation Projects

2021	60
2022	125
2023	106
2024	110
2025	55



Women's Empowerment and Local Development

To support women’s participation in economic life, the **Women’s Energy in Entrepreneurship Program** was launched in collaboration with the **Türkiye Entrepreneurship Foundation (GİRİVAK)**. The program is an 8-month comprehensive development program aimed at the economic and social empowerment of women residing in Aliğa, İzmir, who are neither in education nor employment (NEET).

As part of the program, participants were provided with a wide range of training and workshop content, spanning from basic skills such as computer use to professional competencies like entrepreneurship and financial literacy, as well as personal development areas such as building self-confidence and stress management. The goal was to enhance participants’ knowledge and skills while also boosting their motivation and self-confidence through the social networks they established.

As part of the program, which was carried out in the Aliğa district of İzmir, 50 women

selected from 335 applicants received training in entrepreneurship, financial literacy, digital skills, and business development.

We measured the program’s impact on participants using the following results:

Impact of Program	Participant Rate
Realized Their Potential	75%
Gained Self-Confidence	78%
Developed New Ideas	81%
Gained Entrepreneurial Knowledge	81%
Built Solidarity and Strong Bonds	81%
Gained Motivation to Develop a Business Idea	67%
Developed a Concrete Business Idea	44%





Education and Social Support Projects

As part of our social support initiatives in the field of education, we have provided scholarship programs and educational support. Through the **Türkiye's Female Engineers program**, we offered scholarship support to eight female students studying chemical engineering, while we contributed to the education of two students through the **Koç University Anatolia Scholars** program. On October 11, World Girls' Day, we made a donation to the **Koruncuk Foundation**.

Additionally, in celebration of Teachers' Day, in collaboration with the **Rural Schools Exchange Network (KODA)**, we provided educational support kits to five villages and covered the educational expenses of 20 teachers.



Environmental and Biodiversity Projects

We have carried out various projects to contribute to environmental sustainability. As part of Petkim's 60th anniversary, we contributed to nature by donating a total of 10,000 saplings in collaboration with the **Aegean Forest Foundation**. Addition, we organized coastal clean-up activities both in collaboration with TURMEPA and through our Group company SOCAR Terminal, while supporting initiatives such as **"From Waste to Art"** to promote environmental awareness..



During the reporting period, we were recognized with various awards for our efforts in the areas of corporate social responsibility and social impact:

Gold Stevie Award

Our project "HR Connect – Boardgame: Empowering Leadership and Transforming the Learning Environment" has been awarded a Gold Stevie Award in the **"Innovation in Human Resources Management, Planning & Practice"** category.

Stevie International Business Awards

We were awarded Silver in the **"Communications or PR Campaign of the Year – Corporate Responsibility"** category thanks to our communication efforts that effectively conveyed our corporate responsibility approach to stakeholders.

Dünya Gazetesi Social Benefit Awards

Our Women's Energy in Entrepreneurship project, which aims to support women's participation in the economy and local development, was recognized for its social impact-focused efforts. In the same program, our initiatives that support local employment and contribute to regional development were recognized in the **"Social Benefit Creating Local Initiatives / Local Employment"** category.

Environmental Communication Summit

Our approach to measuring, monitoring, and transparently reporting social impact was honored with the **"Most Effective Social Impact Award of the Year – Social Impact Report"**.

Brandon Hall Group Excellence Awards'ta,

Our sustainable and corporate-scale social responsibility practices received a Bronze award in the **"Corporate Social Responsibility"** category for our Goodness Movement project.

S&P Platts Global Energy Awards

Our Corporate Social Responsibility – Goodness Movement project was recognized as a **"best practice in the global energy sector"** and earned a spot on the shortlist.

As part of our social investment programs, we have partnered with various civil society organizations and public institutions.

Examples of our partners:



**Municipalities
and
Governorships**

Petkimspor

Founded by Petkim in 1984, Aliğa Petkimspor continues to strive for sustainable success in Turkish basketball while competing in the Türkiye Sigorta Basketball Super League; on the European stage, the team continues to represent our club and our country in the best possible way through its performances.

This season, by advancing to the Quarterfinals in the FIBA Europe Cup, we achieved one of our most significant successes in European cup competitions. As we move step by step toward the finals with Aliğa Petkimspor and “Social Development Through Sports,” we are expanding our international experience and strengthening our club’s brand value and visibility.

Through the structure we have established at the first-team level, we have integrated our youth development program into a cohesive system; we treat the development of our young players as a strategic priority. Our Basketball Youth League (BGL) team’s rise to second place in the league—achieved through a string of successful results—and its continued fight for the championship have made us particularly proud this season, serving as a concrete demonstration of our youth development vision. Together with our age-group teams, we continue to build a sustainable player development model that extends all the way to the first team.

Through our sports schools and expanding infrastructure, we are reaching more children and helping to spread a culture of sports. With the new sports school we opened in the Bornova region during the 2025–2026 season, we are expanding our scope of operations to reach young athletes across a wider geographic area and strengthening our youth development program. By emphasizing the aspects of sports that foster discipline, team spirit, and a sense of responsibility, we contribute to both the athletic and personal development of our children.

In addition to basketball, we are strengthening our multi-sport club structure by continuing our activities in volleyball, soccer, cycling, tennis, and chess. We approach our sports activities from the perspective of social contribution and continue our work with the goal of creating a sustainable sports ecosystem in our region.

Since our founding, we have upheld our mission to be a club that provides opportunities for young people, adds value to our region, and contributes to Turkish sports; we have adopted continuous improvement as our guiding principle.



Annexes



Board of Directors' Activity Report*

Company Trade Name:

SOCAR Turkey Enerji Anonim Şirketi

Trade Registry Number:

609880

Company Website:

www.socar.com.tr

Registered Office (Headquarters Address)

Ayazağa Mah. Azərbaycan Cad.
Vadistanbul SOCAR Plaza 1D Blok Apt.
No: 3 E/1 Sarıyer/ İSTANBUL

Reporting Period:

01 January -31 December 2025



* Data regarding financial indicators are preliminary and subject to change.

Key Operational and Financial Indicators

As of the end of 2025, SOCAR Türkiye’s total assets reached TRY 691,905 million.

Summary Balance Sheet	2023	2024	2025
Total Assets	313,738,478,181	585,167,141,189	691,904,596,987
Total Sales	155,906,668,872	203,079,228,577	552,471,720,602

Indicators	2023	2024	2025
Revenues (TRY)*	156,906,668,872	203,079,228,577	552,471,720,602
Total Distributed Economic Value**	(165,082,454,532)	(209,923,609,035)	(536,951,084,450)
Retained Economic Value	(8,175,785,660)	(6,844,380,458)	15,520,636,153

*Revenues are calculated by aggregating net sales and financial returns on investments / financial gains obtained from investments.

**Distributed Economic Value is calculated by aggregating operating expenses, general administrative expenses, distribution expenses, and R&D expenses included in the IFRS financial statements.

***Retained economic value is the difference between revenues and distributed economic value.

Corporate Governance

Board of Directors of SOCAR Turkey Enerji A.Ş.

SOCAR Turkey Enerji Anonim Şirketi					
Position	Board Member / Entity	Appointment Date	Representative	Representative Appointment Date	Term Expiry Date
Chair	State Oil Company of the Azerbaijan Republic	20 Aug 2024	Rovshan Najaf	20 Aug 2024	20 Aug 2027
Member	Anar Akhundov	20 Aug 2024	-	-	20 Aug 2027
Member	Anar Mammadov	20 Aug 2024	-	-	20 Aug 2027
Member	Elshad Nasirov	20 Aug 2024	-	-	20 Aug 2027
Member	Kanan Najafov	20 Aug 2024	-	-	20 Aug 2027
Member	Zaur Gurbanov	20 Aug 2024	-	-	20 Aug 2027
Member	Ziba Mustafayeva	20 Aug 2024	-	-	20 Aug 2027

AUTHORIZED SIGNATORIES OF SOCAR TURKEY ENERJI A.Ş.

Authorization Group	Authorized Signatories (Signature Circular No. 14)	Representative
Group A	State Oil Company of the Azerbaijan Republic	Rovshan Najaf
Group A	Zaur Gurbanov	-
Group B	Anar Mammadov	-
Group B	Elchin Ibadov	-
Group B	Nijat Gulmammadov	-
Group B	Rufat Hasanov	-
Group B	Shahin Ismayilbayli	-
Group B	Ziba Mustafayeva	-



Board of Directors



Rovshan Najaf

Chairman of the Board of Directors

Rovshan Najaf graduated in 2001 from Azerbaijan State University of Economics with a bachelor's degree in International Economic Relations. In 2003, Rovshan Najaf completed the master's program at the same university with honors. Between 2007 and 2008, Rovshan Najaf successfully completed a master's degree in Economic Policy Management / International Energy Management and Policy at Columbia University in the United States under SOCAR's overseas scholarship program. Rovshan Najaf also holds a PhD in economics.

Between 2003 and 2007, Rovshan Najaf served as an advisor and later as a senior advisor in the Investment Policy Department within the Investments and International Economic Cooperation Division of the Ministry of Economic Development of the Republic of Azerbaijan. Between 2008 and 2009, Rovshan Najaf worked at SOCAR's Investment Department as Head of the Investment Contracts Department. Between 2009 and 2010, Rovshan Najaf held the positions of Head of the Foreign Economic Relations Department and Advisor to the Minister at the Ministry of Economic Development of the Republic of Azerbaijan.

Between 2010 and 2018, Rovshan Najaf served as Deputy General Director and subsequently as General Director at the Azerbaijan Investment Company.

By Presidential Decree dated May 11, 2018, Rovshan Najaf was appointed as Head of the Department for Innovative Development and E-Government Affairs of the Presidential Administration of the Republic of Azerbaijan. Subsequently, by decrees dated August 28, 2019, February 11 2020, and December 24, 2021, Rovshan Najaf was appointed respectively as Chairman of the Financial Monitoring Service, Deputy Minister of Economy, and First Deputy Minister of Economy.

By Presidential Decree dated February 10 2022, Rovshan Najaf was appointed as First Vice President and Acting President of the State Oil Company of the Azerbaijan Republic (SOCAR). Following this, by Presidential Decree dated July 21, 2022, Rovshan Najaf was appointed as President of SOCAR.



Anar Akhundov

Board Member

Anar Akhundov was born in 1975. In 1996, Anar Akhundov graduated from Azerbaijan State University of Economics with a degree in Economics.

Anar Akhundov began the professional career at the Baku Interbank Currency Exchange and also worked at several commercial banks.

Between 1999 and 2004, Anar Akhundov served at the State Securities Committee under the President of the Republic of Azerbaijan as Chief Specialist, Head of Division, and Head of Department.

Between 2004 and 2006, Anar Akhundov served as Head of the Capital Market Development Department and Chairman of the Board at the Baku Stock Exchange. From 2006 to 2009, Anar Akhundov worked as Executive Director at the Azerbaijan Investment Company.

Between 2009 and 2014, Anar Akhundov served as Deputy Chairman of the Board at Bank Standard OJSC.

Between 2014 and 2022, Anar Akhundov held the position of Head of Department at the Ministry of Education of the Republic of Azerbaijan.

In 2022, Anar Akhundov was appointed as a Member of the Supervisory Board of the State Oil Company of the Azerbaijan Republic (SOCAR) by Presidential Decree.

On April 16, 2024, Anar Akhundov was appointed as Deputy Minister of Economy of the Republic of Azerbaijan by Presidential Decree.

**Anar Mammadov**

Board Member

Anar Mammadov was born in 1971 in Baku. Anar Mammadov completed medical studies at Azerbaijan Medical University and later graduated from the Faculty of Law at Baku State University. Anar Mammadov also obtained a doctorate in petroleum supply, logistics, and trading from the College of Petroleum Studies in the United Kingdom and completed a Global Executive MBA under the TRIUM program.

Between 1995 and 1998, Anar Mammadov managed Avista, a company founded by Anar Mammadov. Between 1998 and 2007, Anar Mammadov worked as Regional Director at Milio International. Between 2007 and 2009, Anar Mammadov served at Arxiel Carbonexis; between 2009 and 2014, served as CEO of SOCAR Georgia; and between 2014 and 2016, served as CEO of SOCAR Greece.

After being appointed as General Manager of Petkim in 2016, Anar Mammadov was subsequently appointed as Head of SOCAR Türkiye Refining and Petrochemical Business Unit in November 2019. Since July 2023, Anar Mammadov has been serving as Vice President of SOCAR.

Awarded the "Taraggi (Progress)" Medal by the President of the Republic of Azerbaijan in 2018, Anar Mammadov has more than 15 years of experience in the oil and energy sector. In addition, Anar Mammadov is fluent in English, Russian, and Greek.

**Elshad Nasirov**

Board Member

Elshad Nasirov graduated from the Moscow State Institute of International Relations and subsequently pursued studies in Oriental Studies at the Moscow Academy Institute.

Elshad Nasirov began the professional career in 1987 at the Ministry of Foreign Affairs of the Soviet Union and later served at the Embassies in Kabul and New Delhi.

Following the independence of Azerbaijan, in 1992, Elshad Nasirov served at the Diplomatic Mission of Azerbaijan to the United Nations.

Elshad Nasirov joined SOCAR in 1997 and served as General Manager of Marketing and Operations; in 2005, Elshad Nasirov was appointed as Vice President of SOCAR responsible for Investment and Marketing. Elshad Nasirov has been responsible for SOCAR's investments in the oil and gas sector across Georgia, Türkiye, Ukraine, Switzerland, Malta, and several other countries. In this role, Elshad Nasirov also led major projects, including the Southern Gas Corridor.

Since 2020, Elshad Nasirov has been serving as a Member of the Board of Directors of SOCAR Türkiye. Elshad Nasirov has also been serving as Vice President of the Association of Football Federations of Azerbaijan (AFFA) since 2004.

**Kanan Najafov**

Board Member

Kanan Najafov was born in 1975. Kanan Najafov obtained a bachelor's degree in International Law and International Relations from Baku State University in 1997, a master's degree in Law from American University Washington College of Law in 1999, and a master's degree in Business Administration from the Wharton School of the University of Pennsylvania in 2003.

Kanan Najafov began the professional career as an Operations Specialist at the World Bank's Azerbaijan office between 1996 and 1998 and subsequently worked at the Washington and Baku offices of the global law firm Baker Botts between 1999 and 2001. Between 2003 and 2008, Kanan Najafov held various roles in commercial analysis and business development at BP PLC in London and Aberdeen.

Between 2008 and 2012, Kanan Najafov worked as an Investment Analyst at Citigroup and Exane BNP Paribas in London and later served as Vice President at Citigroup in London. Between 2012 and 2015, Kanan Najafov served as Chief Strategy Officer and Deputy CEO at Nobel Oil in Baku.

Kanan Najafov subsequently worked in the private sector for five years and, since 2020, has been serving as Chairman of the Board of the Entrepreneurship Development Fund under the Ministry of Economy of the Republic of Azerbaijan.

On August 11, 2021, Kanan Najafov was appointed as Vice President of SOCAR by Presidential Decree.

**Zaur Gurbanov**

Board Member

Zaur Gurbanov was born in 1982 in Mingachevir. Zaur Gurbanov served in the Armed Forces of Azerbaijan and participated in peacekeeping operations between 2000 and 2005. Zaur Gurbanov obtained a bachelor's degree in Business Organization and Management from Adir Yurdu University in 2010 and a master's degree in Finance from Azerbaijan State University of Economics in 2012.

Between 2005 and 2010, Zaur Gurbanov worked at various local and international companies. Between 2010 and 2020, Zaur Gurbanov held several positions at the international audit and consulting firm Ernst & Young, including Senior Associate, Senior Consultant, Manager, Senior Manager, and Director.

Since 2020, Zaur Gurbanov has been serving as Deputy CEO of the Azerbaijan Investment Holding. On August 11, 2021, Zaur Gurbanov was appointed as Vice President of SOCAR by an official order of the President of the Republic of Azerbaijan. Zaur Gurbanov also serves as a member of the Supervisory Boards of Azerbaijan Caspian Shipping Company, Azerbaijan Airlines, and Baku Metro by presidential orders.

**Ziba Mustafayeva**

Board Member

Ziba Mustafayeva graduated from the Department of International Economic Relations at Azerbaijan State University of Economics and completed a master's degree in International Economic Relations in 2003.

Ziba Mustafayeva began the professional career in 2000 at an international company operating in the telecommunications sector and held various managerial positions for 12 years. The last position at this company was Director of the Human Capital Management Department.

Between March 2022 and July 2022, Ziba Mustafayeva served as Advisor to the First Vice President of SOCAR, and between July 2022 and 2023, continued to serve in the same advisory role. By a Presidential Decree of the President of the Republic of Azerbaijan, Ilham Aliyev, Ziba Mustafayeva was appointed as Vice President of the State Oil Company of the Azerbaijan Republic (SOCAR).

Ziba Mustafayeva is married and has two children.



Number of Board Meetings Held During the Year and Attendance of Board Members at Such Meetings

The Board of Directors is structured to ensure the highest level of effectiveness and efficiency, with utmost care given to compliance with applicable laws and relevant regulations. As the highest governing body of SOCAR Türkiye, the Board of Directors consists of seven members, including one Chair and six members. The roles of Chair of the Board and Chief Executive Officer (CEO) are held by different individuals, and the CEO is not a member of the Board of Directors. Board meetings with physical attendance are held at the Company’s headquarters or at another location deemed appropriate.

In 2025, the attendance rate at Board meetings was 71%. The Board of Directors adopts its resolutions with the affirmative vote of at least four members. In order to ensure the effective execution of Board and executive activities based on collective decision-making, various committees have been established at different levels. In this context, the Corporate Governance and Sustainability Committee, Audit Committee, Early Detection of Risk Committee, and Remuneration and Nomination Committee operate under the Board of Directors.

Committees

Board Committees

SOCAR Türkiye Board Committees

Audit Committee

Corporate Governance and Sustainability Committee

Early Detection of Risk Committee

Remuneration and Nomination Committee

Board Committees

Committee Structure and Committees

The Board of Directors, which is the highest governing body of SOCAR Türkiye, consists of seven members, including one Chair and six members. The Chief Executive Officer (CEO) is not a member of the Board of Directors. In order to ensure effective coordination between the Board of Directors and executive activities, various committees have been established at different levels. These committees consist of the Audit Committee, Early Detection of Risk Committee, Corporate Governance and Sustainability Committee, and Remuneration and Nomination Committee, all of which operate directly under the Board of Directors.

Audit Committee

The Audit Committee is responsible for overseeing the effectiveness and adequacy of SOCAR Türkiye’s internal control systems, as well as the functioning of accounting and reporting systems and the integrity of the information generated by these systems. The Committee also supervises the effectiveness and appropriateness of independent audit processes and internal audit mechanisms, and provides recommendations and guidance where necessary. The Audit Committee is appointed by the Board of Directors and consists of at least two non-executive members selected from among its members. The Committee convenes at least four times per year on a periodic basis.

The Internal Audit Function of SOCAR Türkiye operates in line with the annual audit plan approved by the Audit Committee, in accordance with international professional standards and ethical principles, and reports directly to the Audit Committee. In addition to the annual audit plan, the Internal Audit Function also carries out review and advisory projects and regularly shares the results of its activities with the Audit Committee.

The Internal Audit Function participates in Audit Committee meetings and has direct access to the Committee. In addition, the Audit Committee is responsible for overseeing the effectiveness of the internal control system; ensuring the effectiveness of the accounting system and the accuracy of financial reporting; reviewing operational results and significant financial developments; monitoring the effectiveness and regulatory compliance of the independent audit process; overseeing the effectiveness of SOCAR Türkiye’s Code of Ethics; evaluating risks and monitoring the implementation of mitigation measures; and informing the Board of Directors on these matters.

Corporate Governance and Sustainability Committee

The Corporate Governance and Sustainability Committee provides recommendations and guidance, on behalf of the Board of Directors, to ensure SOCAR Türkiye’s adherence to the highest standards of corporate governance and to support the continuous development of corporate governance practices. The Committee is responsible for assessing and reporting on SOCAR Türkiye’s compliance with corporate governance principles. In this context, the Committee reviews the corporate governance practices of all committees and submits recommendations and advisory opinions to the Board of Directors.

The Committee focuses on sustainable practices and aims to enhance the Company’s sustainability performance by overseeing the implementation of sustainability policies and practices.



By promoting sound corporate governance and sustainable development, the Committee seeks to strengthen SOCAR Türkiye’s market position and support long-term success. The Committee also provides recommendations and advisory opinions on the nomination of members to all committees reporting to the Board of Directors, as well as on improving corporate governance practices related to the remuneration of Board members and senior executives, ensuring that such practices are implemented fairly across the organization. In addition, the Committee monitors sustainability-related matters at the Board level and ensures appropriate governance in this area. It provides guidance and recommendations on the sustainability strategy. The Corporate Governance and Sustainability Committee reports its activities to the Board of Directors on an annual basis.

Early Detection of Risk Committee

Acting on behalf of the Board of Directors and in line with the Company’s risk profile, the Early Detection of Risk Committee provides recommendations and advisory opinions to the Board regarding the early identification of all risks that may affect the Company, their assessment, the evaluation of their potential impact and likelihood, and their management in line with the Company’s corporate risk appetite. The Committee also supports the implementation of necessary actions related to identified risks, ensures that such risks are considered in decision-making processes, and contributes to the establishment of effective internal control systems.

Within this framework, target-based risk assessments are conducted, and necessary actions are taken in a timely manner to achieve targets based on potential impact analyses and probability calculations, ensuring that relevant resources are utilized accordingly. In addition to regularly monitored risks and opportunities, the Committee also performs case-specific risk assessments for strategic investment initiatives, critical project phases, and key decision points that may significantly impact operations, thereby supporting decision-making processes from a risk perspective.

In 2024, the Early Detection of Risk Committee held two meetings during which the performance of the Committee and risk management activities were evaluated, and the relevant reports were submitted to the Board of Directors.

Remuneration and Nomination Committee

The Remuneration and Nomination Committee is responsible for the development of corporate governance practices related to the selection, appointment, and remuneration of Board members and senior executives. The Committee is also tasked with ensuring the approval of the overall remuneration policy and related practices. The Committee aims to align the Company’s remuneration policies and practices with industry standards and to support the long-term success of the organization, and it convenes at least once a year. In the first quarter of each year, evaluations are conducted by taking into account factors such as salary increases, employee performance, market positioning, and whether individuals occupy critical roles. Adjustments related to the total remuneration packages of senior executives are carried out with the approval of the Remuneration and Nomination Committee, in line with the parameters determined by the SOCAR Türkiye Executive Committee. Factors affecting total remuneration packages include individual performance, budget, market conditions, and internal balance. In positioning total remuneration packages, market conditions are analyzed using compensation survey reports prepared by consultancy firms such as Willis Towers Watson, Korn Ferry Hay Group, and Mercer. Following the evaluation of all relevant data by the SOCAR Türkiye Corporate Human Resources Team, related studies and designs are carried out in accordance with established procedures, and the outcomes are submitted to the Remuneration Committee. Upon approval, the operational process is implemented.

Executive Board Committees

The proposals put forward by committees supporting corporate governance activities are evaluated and submitted to the Board of Directors. These committees, which focus on the recommendations presented by all committees reporting to the CEO, convene periodically under the chairmanship of the CEO. The Executive Committees consist of the following committees:

- Extended Executive Committee
- Group Ethics and Compliance Committee
- CSR and Sponsorship Committee
- Group Crisis Committee
- Group Risk Committee
- Group Sustainability Committee
- Group Talent Committee
- Corporate Center Management Committee
- Corporate Center and Business Units Management Committee
- Değer Benim Decision Board
- Reciprocity Committee



Senior Management



Elchin Ibadov

CEO

After graduating from the University of Illinois Chicago, Elchin Ibadov began the professional career in 2002 as a Research Specialist at the World Trade Center Chicago. Starting from 2003, Elchin Ibadov held various positions at PwC for a period of 11 years. Between 2014 and 2019, Elchin Ibadov served as Finance Director and Chief Financial Officer (CFO) at STAR Refinery. In November 2019, Elchin Ibadov was appointed as CFO of Petkim and simultaneously served as Deputy Head responsible for Financial Affairs of the Refining and Petrochemical Business Unit, which includes key companies contributing to Türkiye's economy such as STAR Refinery, Petkim, SOCAR Storage, and SOCAR Trading. Placing strong emphasis on continuous education and professional development, Elchin Ibadov has completed executive education and certification programs at Harvard Business School. In addition, Elchin Ibadov has authored and translated textbooks in the fields of economics, accounting, finance, International Financial Reporting Standards (IFRS), and auditing. Elchin Ibadov is also a member of leading international finance and audit organizations, including ACCA, ACFE, and IIA. In Türkiye, Elchin Ibadov serves as Vice Chair at YASED and DEK, Chair of the DEİK Türkiye–Norway Business Council, and Member of the Board at İKMİB. Since February 2023, Elchin Ibadov has been serving as Chief Executive Officer (CEO) of SOCAR Türkiye.



Kanan Mirzayev

Petkim General Manager & Head of SOCAR
Türkiye Refining and Petrochemical Business Unit

After graduating from the Department of Finance at the Azerbaijan State University of Economics, Kanan Mirzayev earned a master's degree in the Department of Management of Industrial Enterprises at Aston University in the United Kingdom. Continuing his education in the United Kingdom, Mirzayev received a Senior Management Diploma in Business Administration at the Chartered Management Institute (CMI) and studied the Leadership Development program at Harvard Business School between 2019 –2020. Mirzayev, engaged in several international projects and served in the companies of SOCAR from 2004 till 2011, assumed various positions in the fields such as Business Administration, Occupational Health, and Safety and Quality. Since 2011, he has taken the roles of Occupational Health, Safety and Environment Manager at Baku Wind Energy Project, Business Analyst at Investment Department of SOCAR, Senior Business Analyst and Deputy CEO at SOCAR Energy Greece, Deputy General Manager of Strategy and Business Development at Petkim, Deputy Head of Business Excellence at Refinery and Petrochemical Business Unit, Chief Strategy Officer at SOCAR Türkiye respectively. Mirzayev has served as Acting Head of Refinery and Petrochemicals Business Unit at SOCAR Türkiye and Petkim General Manager since September 2023.



Fuad Ibrahimov

Head of Natural Gas Business Unit

Fuad Ibrahimov graduated with a bachelor's degree in International Relations from the Faculty of Political Sciences at Istanbul University and obtained a master's degree from the Energy Management program at ESCP Business School in France. Fuad Ibrahimov subsequently completed the Leadership Program at IESE Business School in Spain and the Advanced Management Program at Harvard Business School. Fuad Ibrahimov began the professional career in Türkiye in 2003 and continued professional development in various areas including commercial activities, strategy, business development, and investments. After gaining more than 10 years of experience across Türkiye, Azerbaijan, and the United Arab Emirates in different roles, Fuad Ibrahimov joined SOCAR Türkiye in 2017 as Petrochemical Trading Group Director. Following this role, Fuad Ibrahimov held various managerial positions in petrochemicals, refining, and at the holding center. In October 2021, Fuad Ibrahimov assumed the position of Head of the Natural Gas Business Unit, where Fuad Ibrahimov currently serves.

**Akın Börekçi**

SOCAR Tech Türkiye General Manager / Chief Information Officer

Akın Börekçi began the professional career in 2001 in the field of information technologies as part of the Blue Stream and Baku–Tbilisi–Ceyhan Pipeline projects. Börekçi continued the career across various sectors, including finance, retail, technology, and IT integrator companies.

Since 2011, Akın Börekçi has been working at SOCAR Türkiye, where critical roles were undertaken during the TANAP and STAR Refinery project phases, as well as leading the IT transformation process of SOCAR Storage. Börekçi also played a key role in establishing the centralized information technology team and infrastructure covering all SOCAR Türkiye Group Companies, including PETKİM, STAR Refinery, SOCAR Storage, SOCAR Trading, Bursagaz, and Kayserigaz, as part of the integration process. Following the integration, Akın Börekçi successfully led major transformation projects. As of 2024, Akın Börekçi has been serving as Head of Digital Transformation and Information Technologies at SOCAR Türkiye.

**Mikayil Yusifov**

Head of Communications and Public Affairs

Mikayil Yusifov graduated from the Department of International Relations at Bilkent University. Following this, Mikayil Yusifov completed a master's degree in International Relations and Economics at Corvinus University in Hungary and a second master's degree in European and International Relations at the Diplomatic Academy of Vienna in Austria. Mikayil Yusifov began the professional career in 2008 as Director of the Azerbaijan–NATO School under the Ministry of Foreign Affairs of the Republic of Azerbaijan. Until 2013, Mikayil Yusifov served as Head of Protocol Division at the Central Bank of Azerbaijan. Between 2009 and 2013, Mikayil Yusifov also worked as a lecturer at Khazar University, teaching International Relations, Security, and Political Science. Since 2013, Mikayil Yusifov has held various positions at SOCAR Türkiye, including Protocol Manager, Chief of Staff, and Director of the Management Office. In 2018, Mikayil Yusifov assumed the role of Head of Corporate Services at SOCAR Türkiye. Since October 2020, Mikayil Yusifov has been serving as Head of Communications and Public Affairs.

**Naila Mammadova**

Head of Human Resources and Corporate Services

Naila Mammadova began the professional career in 2000 in the telecommunications sector in Azerbaijan. Since 2013, Naila Mammadova has actively taken roles in Türkiye across various sectors, including telecommunications, retail, and fast-moving consumer goods. During this period, Naila Mammadova gained experience in various leadership positions at global, regional, and local levels within international companies. Naila Mammadova joined the SOCAR Türkiye team in 2018 and successfully held managerial roles in Organizational Development and Corporate Human Resources. As of 2024, Naila Mammadova has been serving as Head of Human Resources and Corporate Services at SOCAR Türkiye. In addition, since September 2023, Naila Mammadova has been serving as Chair of the Board of SOCAR Shipping Anonim Şirketi.

**Ömür Önk**

Chief Strategy and Sustainability Officer

After completing a bachelor's degree in Business Administration (taught in English) at Marmara University, Ömür Önk began the professional career at KPMG Türkiye. Following roles in audit and advisory at KPMG, Ömür Önk gained experience in private equity, investment banking, mergers and acquisitions, project finance, strategy, and business development at Alkhair Capital, Ünlü & Co, and Global Investment Holding. Ömür Önk obtained the Chartered Financial Analyst (CFA) designation in 2013 and completed the INSEAD MBA program in 2015. Between 2018 and 2019, Ömür Önk served as Chief Financial Officer (CFO) at Revo Capital. In 2019, Ömür Önk joined SOCAR Türkiye and supported the acquisition and integration of EWE Holding into the SOCAR Group as Acting CFO of the Gas Business Unit. In 2020, Ömür Önk joined Millenicom, a SOCAR Türkiye Group company, as CFO and was promoted to General Manager in February 2022. Since January 2024, Ömür Önk has been serving as Chief Strategy and Sustainability Officer at SOCAR Türkiye.

**Rufat Hasanov**

Chief Financial Officer

Rufat Hasanov is a finance executive with over 20 years of multinational experience in financial management, having held senior roles in the energy and industrial sectors. Following a bachelor's degree at Azerbaijan Technical University, Rufat Hasanov completed a joint MBA program offered by Azerbaijan State Oil Academy and Georgia State University, and further strengthened expertise in finance and leadership through an Executive MBA at London Business School.

Rufat Hasanov began the professional career in 2003 at TOPAZ Marine Holding and BUE Caspian. In subsequent years, Rufat Hasanov served as Finance Director at Oil and Gas ProServ, a joint venture of Siemens UK, SOCAR, and CRA Holding; and held positions as Finance and Administration Director and Board Member at SADE CGTH (Veolia Group, Paris), Azerbaijan Convention Bureau, and NOVO Group.

Between 2023 and 2025, Rufat Hasanov served as Chief Financial Officer (CFO) at SOCAR Energy Georgia, leading the company's financial management and strategic planning processes. Currently serving as Advisor to the CEO at SOCAR Energy Georgia, Rufat Hasanov assumed the position of Chief Financial Officer (CFO) of SOCAR Türkiye as of October 2025.

**Shahin Ismayilbayli**Chief Legal, Compliance and Corporate
Governance Officer

Shahin Ismayilbayli graduated with a bachelor's degree in Law from the Academy of Public Administration under the President of the Republic of Azerbaijan. Shahin Ismayilbayli also holds a Master of Business Administration (MBA) from ADA University and Maastricht School of Management. Shahin Ismayilbayli began the professional career in 2008 as a legal counsel at SOCAR Headquarters and subsequently held various positions within the Legal Department, including Head of Division and Deputy Director.

In 2021, Shahin Ismayilbayli was appointed as Head of the Strategic Development Department. In 2022, Shahin Ismayilbayli actively managed various projects and played a key role as Impact Team Leader in SOCAR's Target Operating Model transformation project, while also serving as Director of the Corporate Governance Center. In 2023, Shahin Ismayilbayli was appointed as Vice President responsible for Legal and Compliance. Since January 2024, Shahin Ismayilbayli has been serving as Chief Legal, Compliance and Corporate Governance Officer at SOCAR Türkiye. In addition, Shahin Ismayilbayli serves as a member of the Board of Directors in various companies operating under different business lines within the SOCAR Group.

Company’s Organizational, Capital and Shareholding Structure

Shareholder Name and Address	Capital Amount	Number of Shares
State Oil Company of the Republic of Azerbaijan (SOCAR)	TRY 7,750,915,000	7,750,915,000
Sermaye Investments Limited	TRY 890,574,713	890,574,713
Total	TRY 8,641,489,713	8,641,489,713

Privileged Shares and Voting Rights

The Company does not have any privileged shares.

All outstanding shares of the Company carry equal rights, with each share granting one voting right.

Information on Cross-Shareholdings Where Direct Participation Exceeds 5% of Share Capital

Company*	Direct Shareholding (%)
SOCAR TURKEY HAVACILIK A.Ş	49
BOS ENERJİ YATIRIM VE TİCARET A.Ş	50
SOCAR TURKEY FİBER OPTİK A.Ş.	100
SOCAR TURKEY ELEKTRİK YATIRIMLARI HOLDİNG A.Ş	75
SOCAR POWER ELEKTRİK ÜRETİM A.Ş.	75
SOCAR POWER ENERJİ YATIRIMLARI A.Ş.	73
SOCAR ALİAĞA LİMAN İŞLETMECİLİĞİ A.Ş	100
PETLİM LİMANCILIK TİCARET A.Ş	100
SOCAR TECH DİJİTAL TEKNOLOJİ HİZMETLERİ A.Ş.	100
SCR GAYRİMENKUL, MÜŞAVİRLİK VE İNŞAAT A.Ş.	100
SOCAR ELEKTRİK VE DOĞAL GAZ YATIRIM A.Ş	100
SOCAR ENERJİ TİCARET A.Ş.	100
TANAP DOĞAL GAZ İLETİM A.Ş.	7
PETKİM PETROKİMYA HOLDİNG A.Ş.	51
PETKİM SPECIALITIES MÜHENDİSLİK PLASTİKLERİ SANAYİ VE TİCARET A.Ş.	51
SOCAR TURKEY ARAŞTIRMA GELİŞTİRME VE İNOVASYON A.Ş	100
SOCAR GEMİ ACENTELİĞİ A.Ş.	100
SOCAR SİGORTA VE REASÜRANS BROKERLİĞİ A.Ş	100
RAFİNERİ HOLDİNG A.Ş.	90
SOCAR TURKEY YATIRIM A.Ş.	54
STAR RAFİNERİ A.Ş	54
SOCAR TURKEY AKARYAKIT DEPOLAMA A.Ş.	54
SOCAR TURKEY PETROL TİCARET A.Ş.	54
SOCAR TURKEY PETROKİMYA A.Ş.	99,99
AZOIL PETROLCÜLÜK A.Ş.	54
SOCAR TURKEY DENİZCİLİK A.Ş.	27
TFS AKARYAKIT HİZMETLERİ A.Ş.	14

*All companies included in the list are operationally active.



Financial Benefits and Rights Provided to Members of the Board of Directors and Senior Executives

The financial rights and benefits provided to senior executives, including Members of the Board of Directors, the CEO, and business unit and functional heads, are summarized below. Detailed principles and procedures regarding total remuneration practices are set out in the relevant procedures of SOCAR Turkey Enerji A.Ş.

Members of the Board of Directors

Members of the Board of Directors may consist of SOCAR Azerbaijan executives, independent members, and senior executives of SOCAR Türkiye Group companies. The financial rights granted to Board Members are determined by a resolution of the General Assembly in accordance with the applicable legislation. Except for certain exceptional cases, Board Members who also hold senior executive positions within SOCAR Türkiye Group companies do not receive a fixed remuneration for their board membership. As is the case for all employees, executives (whether they are Board Members or not) may receive performance-based bonus payments during the financial year, taking into account the targets and criteria determined at the beginning of the year within the scope of their duties. In order to be eligible for such payments, the companies' key performance indicators (KPIs) must meet the targeted performance levels. The criteria and their respective weightings may vary from year to year in order to reflect business priorities and may include a balanced set of operational and financial metrics (such as strategic objectives, customer satisfaction, employee engagement, environmental, social, governance, and other sustainability-related criteria).

Senior Executives

SOCAR Türkiye adopts a compensation policy that is internally balanced and externally competitive. This policy is primarily based on market data. In order to remain competitive in terms of talent, developments in both global and local markets are closely monitored, and positions are adjusted accordingly in terms of compensation and reward practices. The remuneration of senior executives consists of two main components: "Fixed (Base) Salary" and "Variable Compensation." Fixed salaries of senior executives are determined in line with international standards and legal obligations, taking into account prevailing market practices, the size of the Company, its long-term objectives, and the scope of the roles. In addition to fixed salaries, an annual performance bonus is granted. The Board of Directors determines the overall bonus pool, while the allocation of bonuses is decided by the Remuneration and Nomination Committee, a sub-committee of the Board, taking into consideration the Company's performance. The total bonus amount to be distributed is also determined by the Committee, based on Company performance and budget constraints. Individual bonuses for senior executives are calculated based on a weighted combination of corporate performance, business unit performance, and individual performance for the relevant year. This approach ensures that bonuses are directly linked to performance and aligned with the Company's overall financial objectives. Decisions regarding individual compensation packages (both fixed and variable components) of senior executives are also subject to the approval of the Remuneration and Nomination Committee.

Lawsuits Filed Against the Company and Their Potential Outcomes

As of December 31, 2025, there are no lawsuits filed against the Company that may have a material impact on its financial position or operations.

Administrative and Judicial Sanctions Imposed on the Company and Members of the Board of Directors Due to Non-Compliance with Legislation

During 2025, no significant administrative or judicial sanctions were imposed on members of the governing body due to non-compliance with applicable legislation.

Corporate Governance Practices – Compliance Statement with Corporate Governance Principles

Although the Company is not publicly listed and therefore is not subject to a formal compliance statement within this scope, a Corporate Governance Compliance Report has been prepared upon request by banks.

Board of Directors' Overall Assessment of the Company's Achievement of Operational and Financial Performance Targets

- a) The Company's core performance has maintained its resilience and once again demonstrated its ability to sustain profitability even under challenging market conditions.
- b) The gross profit margin was 1% in 2023 and was similarly realized at 2% in 2024.



Key Financial Indicators

	2023	2024	2025
Revenue (TRY million)	156,907	203,079	552,472
Gross Profit Margin*	1%	2%	7%
Net Financial Debt / Equity (%)	0.50	0.53	0.63

** In 2023 and 2024, profitability declined mainly due to increases in the cost of goods sold and energy expenses. However, in 2025, despite challenging market conditions characterized by narrowing margins in the petrochemical sector and the impact of geopolitical volatility, the Company demonstrated strong performance. Through management initiatives aimed at enhancing efficiency, effective operational and financial decision-making, and the contribution of the Petkim and STAR Refinery integration, all companies operating under SOCAR Türkiye delivered a solid performance in 2025.*

c) During the reporting period, there was no situation in which the Company’s capital became impaired. The Company maintains a strong financial position supported by profitability generated from its core operations. Therefore, no need has arisen to improve the Company’s financial position. The Company has demonstrated its ability to take maximum advantage of market conditions in the sector and to maintain optimal profitability levels under prevailing circumstances.

Dividend Distribution Policy

The Dividend Distribution Policy sets out the principles and procedures governing SOCAR Türkiye’s profit distribution practices. SOCAR Türkiye may distribute dividends in accordance with the provisions of the Turkish Commercial Code, Income Tax Law, Corporate Tax Law, and other applicable legislation and regulations, as well as the relevant provisions of its Articles of Association concerning the determination and distribution of profit. In order to maximize cash returns to shareholders while ensuring the long-term financial strength of SOCAR Türkiye, achieving an optimal capital structure is prioritized. SOCAR Türkiye aims to distribute the maximum possible profit in cash to its shareholders, taking into consideration market conditions, long-term strategies, operational performance, cash flow outlook, investment and financial considerations, financing regulations and constraints applicable to the Company, and long-term sustainability. Distributable profit, calculated in accordance with applicable legislation and the Articles of Association, may be distributed in cash provided that the distributable funds (if any, consisting of current year net profit and retained earnings) are available in the statutory (tax) records. If, after offsetting prior years’ profits/losses against the current period profit based on statutory financial statements, the retained earnings balance is not positive, SOCAR Türkiye cannot distribute dividends. Accordingly, SOCAR Türkiye adopts a dividend distribution approach that ensures its financial position is not adversely affected while maximizing shareholder expectations. The amount, method, and timing of dividend distribution are decided by the General Assembly. Unless otherwise resolved by the General

Assembly, dividend payments are made within one (1) month following the date of the General Assembly. Except as provided in Article 512 of the Turkish Commercial Code, distributed dividends cannot be reclaimed. In accordance with Article 507 of the Turkish Commercial Code, each shareholder is entitled to participate in the net profit for the period, as resolved for distribution, in proportion to their shareholding, subject to applicable legislation and the Articles of Association. There are no privileges regarding participation in dividend distribution under SOCAR Türkiye’s Articles of Association. For matters not explicitly addressed in this Policy, the provisions of the Articles of Association and the Turkish Commercial Code shall apply. The Dividend Distribution Policy was approved by the CEO in 2023 and entered into force upon approval by the General Assembly at the Extraordinary General Assembly meeting held on August 20, 2024.

Developments in Investments, Utilization of Incentives, and the Extent of Their Implementation

As of December 31, 2023, SOCAR Turkey Enerji A.Ş. does not hold any investment incentive certificates for the purpose of benefiting from incentives. In addition, SOCAR Türkiye Group companies, including Petkim, STAR Refinery, SOCAR Storage, SOCAR Fiber, and SOCAR Terminal, benefit from incentives provided under the applicable legislation.



Performance Indicators

Operational Performance Indicators

Petkim	2023	2024	2025
Coverage Ratio of Türkiye's Petrochemical Demand (%)	11	10	10
Annual Gross Production Capacity (million tonnes)	3.6	3.6	3.6
Annual Total Production (million tonnes)	2.3	2.05	2.3
Capacity Utilization Rate (%)	66.1	59.9	63

STAR Refinery	2023	2024	2025
Coverage Ratio of Türkiye's Refined Crude Oil Demand (%)	20	13.5	18.8
Annual Crude Oil Processing Capacity (million tonnes)	13	13	13
Annual Crude Oil Processed (million tonnes)*	12.6	10.1	13.1
Annual Total Production (million tonnes)	12.5	10.0	12.9
Capacity Utilization Rate (%)**	95.1	76.1	99
Nelson Complexity Index	9	9.1	9.2
White Product Yield (%)	87.6	81.0	87.96

*Due to the first planned shutdown carried out at STAR Refinery in 2024, a decrease in the amount of crude oil processed was experienced.

**Following the capacity increase implemented at STAR Refinery, the capacity utilization rate has been reported based on the new baseline starting from 2026. For comparability purposes, the data for 2025 and prior years have also been adjusted to the same baseline (max. 100%); therefore, they may differ from previously reported figures.

SOCAR Storage	2023	2024	2025
Number of Terminals	2	2	2
Fuel Product Storage (m³)	532,746	532,572 (Terminal A: 205,640 m³, Terminal B: 205,064 m³)	532,572 (Terminal A: 205,640 m³, Terminal B: 205,064 m³)
LPG Storage Capacity (m³)	45,019	45,019	45,019

SOCAR Terminal	2023	2024	2025
Handling Capacity (TEU)	1,500,000	1,500,000	1,500,000
Yard Stacking Capacity (TEU)	25,000	25,000	25,000
Reefer Container Capacity	830 (380V)	830 (380V)	890 (380V)
Total Area (m²)	446,000	446,000	446,000

SOCAR R&D and Innovation	2023	2024	2025
Installed Area (m²)	1,200	1,200	1,200
Number of Researchers	38	42	44
Patents	20	11	8

SRC Real Estate	2023	2024	2025
Portfolio Size (m²)	86,265	86,265	86,265

SOCAR Petroleum Trade	2023	2024	2025
Total Number of Fuel Stations	113	150	235
Total Number of Owned Fuel Stations	13	14	14
Export Volume (thousand tonnes)	1,225	1,551	2,441
Export Value (USD)	1,041	1,227	1,615

SOCAR Fiber	2023	2024	2025
Approximate Line Length (km)	1,850	1,850	1,850
Coverage Route	20 provinces and 67 districts	20 provinces and 67 districts	20 provinces and 67 districts
Investment Amount (USD million)	55	55	59.5

SOCAR Energy Trade	2023	2024	2025
Trading and Sales Volume (TWh)	21.2	20	1,146

SOCAR Shipping Agency	2023	2024	2025
Number of Ships Served	711	740	1,146
Number of Strait Transits Served	0	334	565

SOCAR Broker	2023	2024	2025
Number of Insurance Companies Contracted in Türkiye	23	24	24
Number of Reinsurance Companies Contracted	+50	70	100
Estimated Insurance and Reinsurance Commission (USD million)	~1.9	~3.8*	~5.1**

* 95% was generated from SOCAR Group Companies.

** 90% was generated from SOCAR Group Companies.



TANAP	2023	2024	2025
Main Pipeline Length and Diameter (km)	1,811.56	1,811.56	1,811.56
Highest Point Crossed by the Pipeline (m) – Erzincan Kızıldağ Area	2,760	2,760	2,760
Deepest Point Crossed by the Pipeline (m) – Çanakkale Strait	-67.5	-67.5	-67.5
Total Gas Volume Transported via TANAP (billion m³)	17.11	17.35	17.03
Number of Cities Located Along the TANAP Route	20	20	20

Economic Performance Indicators

Economic Value Generated	2023	2024	2025
Total Equity (TRY)	164,293,200,756	294,405,889,878	359,445,501,164
Return on Equity (%)	5	14	-2
Revenues (TRY)*	156,906,668,872	203,079,228,577	552,471,720,602

*Revenues are calculated by adding net sales and financial returns on investments/financial gains generated from investments.

Distributed Economic Value (TRY)	2023	2024	2025
Total Operating/Business Expenses	(165,082,454,532)	(209,923,609,035)	(536,951,084,450)
Payments Provided to Employees	6,430,180,940	14,454,294,547	22,803,414,600
Total Tax and Similar Liability Payments***	3,852,182,876	841,179,621	775,744,710
Total Distributed Value	(165,082,454,532)	(209,923,609,035)	(536,951,084,450)
Economic Value Retained	(8,175,785,660)	(6,844,380,458)	15,520,636,153

* Distributed economic value consists of the total of tax and similar liability payments, dividend payments, and benefits provided to employees, including salary payments, fringe benefits, etc.

** Economic Value Retained = Economic Value Generated - Distributed Economic Value

***The Company applies the additional provisions and exemptions arising under the current tax legislation in accordance with the law. The amounts represent the Additional Earthquake Tax paid in 2023 pursuant to Law No. 7440 and the Corporate Tax payments made based on the income statements of our companies prepared in accordance with the Tax Procedure Law. The amounts included in SOCAR Türkiye’s Integrated Activity Report have been prepared by taking into account the corporate tax returns and final calculations finalized as of the publication date of the report.



Financial Indicators	2023	2024	2025
Total Assets (TRY)	313,738,478,181	585,167,141,189	691,904,596,987
Total Sales (TRY)	156,906,668,872	203,079,228,577	552,471,720,602
Revenue Growth Rate (%)	-41	29	172
Net Financial Debt	82,219,106,370	156,656,653,276	225,371,512,630
Net Profit	7,135,996,262	40,371,788,411	(500,220,422)
Free Cash Flow	20,404,261,819	49,566,212,649	10,632,266,144
Consolidated Capital Expenditures	(4,227,574,493)	(5,130,466,034)	(8,914,820,650)
Export Revenue	37,992,029,787	158,735,408,440	205,254,093,461
Dividend Payments	-	-	-

SOCAR Türkiye Tax Payments (TRY)	2023	2024	2025
Total	4,053,843,735	453,151,204	907,861,764
Profit Before Tax	8,073,056,245	42,767,443,855	(3,261,091,192)
Tax Paid on a Cash Basis	4,053,843,735	453,151,204	907,861,764
Tax Benefits	The VAT refund amount for Petkim is TRY 1,766,033,898.52. The total Turquality support amount for RP BU companies at Petkim is TRY 5,767,879.00.	The VAT refund amount for Petkim is TRY 1,878,678,567.87. The total Turquality support amount for RP BU companies at Petkim is TRY 37,923,190.	The VAT refund amount for Petkim is TRY 2,465,633,506.60. The total Turquality support amount for RP BU companies at Petkim is TRY 37,516,650.

Tax Rates	FY 22-23-24	FY 21-22-23-24	FY 21-22-23-24-25
Effective Tax Rate	3.55%	4.79%	6.50%
Cash Tax Rate	3.55%	4.79%	6.50%

Environmental Performance Indicators

Environmental Expenditures (TRY)	Petkim			STAR Refinery				SOCAR Storage			SOCAR Terminal			SOCAR Türkiye Consolidated*		
	2023	2024	2025	2023	2024	2025		2023	2024	2025	2023	2024	2025	2023	2024	2025
Environmental Investments	436,763,164	431,669,852	809,564,206	-*	525,884,834	313,145,938		-	-	26,313,651	0	0	0	436,763,164	957,554,686	1,149,023,795
Environmental R&D Expenditures	26,123,020	40,978,125	41,064,849	12,165,164	3,343,221	80,342,132		0	0	0	0	0	0	38,288,184	44,321,346	121,406,981
Environmental Management Unit Expenditures	85,171,494	119,300,763	140,198,406	52,589,897	81,863,440	95,940,268		2,060,122	3,646,931	4,898,867	943,876	108,120	4,143,864	140,765,389	204,919,254	245,181,405
Environmental Consultancy Expenditures	1,305,676	2,744,551	4,166,423	1,933,976	1,995,000	2,645,171		129,066	258,000	406,236	286,486	633,583	140,976	3,655,204	5,631,134	7,358,806
Environmental Measurement and Analysis Expenditures	1,780,878	3,745,532	2,987,224	3,023,571	3,230,100	4,973,021		223,435	288,815	996,181	0	0	0	5,027,884	7,264,447	8,956,426
Environmental Training Expenditures	143,819	138,047	734,100	191,149	19,858	1,216,161		0	0	56,133	0	0	0	334,968	157,905	2,006,394

* Data on environmental investments have been calculated starting from 2024.
** Petkim, STAR Refinery, SOCAR Storage and SOCAR Terminal data have been included.

Environmental Expenses (TRY)	Petkim			STAR Refinery			SOCAR Storage			SOCAR Terminal			SOCAR Türkiye Corporate Center			SOCAR Türkiye Consolidated*		
	2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025
Operational expenses of the environmental management unit	86,454,994	119,199,489	140,198,406	52,589,897.0	81,863,440.0	95,940,268	2,060,122	3,646,931	4,898,867	497,000	1,134,178	431,499	0	3,825	1,920	141,602,013	205,847,863	241,470,960
Environmental consultancy services received from third-party service providers	1,304,200	2,748,937	4,166,423	1,933,976.0	1,995,000.0	2,645,171	129,066	258,000	406,236	286,486.8	633,583.2	140,976	0	0	0	3,653,728	5,635,520	7,358,806
Laboratory analyses and routine environmental sampling expenses	1,639,142	3,790,235	2,987,224	3,023,571.0	3,230,100.0	4,973,021	223,435	288,815	996,181	39,042	53,339	80,150	0	0	0	4,925,190	7,362,489	9,036,577

* Petkim, STAR Refinery, SOCAR Storage and SOCAR Terminal data have been included.

Emission Management

Greenhouse Gas Emissions	Petkim			STAR Refinery			SOCAR Storage			SOCAR Terminal			SOCAR Türkiye Corporate Center			SOCAR Türkiye Consolidated***		
	2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025
Scope 1 Greenhouse Gas Emissions (tCO ₂ e)	1,950,750.15	1,704,855.47	1,759,831.16* ✓	2,426,920.40	2,111,379.75	2,450,451.66* ✓	79.3	238.34	65.25 ✓	2,316.34	2,825.16	1,359.12 ✓	524.24	643.93	705.20	4,380,590.43	3,819,942.65	4,212,412.39
Scope 2 Greenhouse Gas Emissions (tCO ₂ e)** ✓	16,207.32	32,866.00	38,817.41 ✓	492,964.80	454,000.81	536,617.12 ✓	3,612.45	2,905.93	3,539.70 ✓	3,621.02	3,831.73	2,766.08 ✓	1,231	1,218.40	1,173.26	517,635.59	494,822.91	582,913.62
Scope 3 Greenhouse Gas Emissions (tCO ₂ e)	-	-	-	-	-	-	-	-	-	18,710.00	17,487.00	Not Yet Calculated	545.73	596.90	-	19,256.73	18,083.90	Not Yet Calculated

* This is verified data following the completion of the 2025 MRV verification process.

** No renewable energy certificates have been purchased and no bilateral agreements are in place. Accordingly, Scope 2 emissions are calculated using the location-based calculation methodology.

*** Petkim, STAR Refinery, SOCAR Storage, SOCAR Terminal and Corporate Center data have been included.

Emission Intensity	2023	2024	2025
Petkim (tCO ₂ e / ton of product)	0.85	0.84	0.81
STAR Refinery (tCO ₂ e / ton UEDC)	1.23	1.40	1.25
SOCAR Terminal (tCO ₂ e / TEU)	0.05	0.04	0.01

Air Emissions (tonnes/year)*	Petkim			STAR Refinery			SOCAR Terminal			SOCAR Türkiye Consolidated***		
	2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025
NOx	1,446.40	1,726.73	1,539.03	611.90	412.70	660.31	-	-	-	2,058.30	2,139.43	2,199.34
SOx	942.29	423.05	170.88	304.36	217.41	532.82	-	-	-	1,246.65	640.46	703.70
CO	351.10	272.17	297.13	141.70	125.10	131.15	-	-	-	492.80	397.27	428.28
VOC	1.05	0.20	-	-	-	-	-	-	-	1.05	0.20	-
PM	13.16	42.98	35.10	14.83	7.80	16.66	-	-	-	27.99	50.78	51.76
CH ₄	-	-	-	-	-	-	5.24	5.51	1.69	5.24	5.51	1.69
CO ₂				-	-	-	24,467.65	24,143.16	4,225.00	24,467.65	24,143.16	4,225.00
Other**	0.76	0.20	0.03	0.74	0.73	0.48	-	-	-	24,474.39	24,149.60	4,227.20

* SOCAR Storage and SOCAR Türkiye Corporate Center do not have any point emission sources.
** It is the total of HAP, POP, TOC, heavy metals and H₂S.
*** Petkim, STAR Refinery and SOCAR Terminal data have been included.

Energy Management

Non-Renewable Direct Energy Consumption (GJ)	Petkim			STAR Refinery			SOCAR Storage			SOCAR Terminal			SOCAR Türkiye Corporate Center			SOCAR Türkiye Consolidated*		
	2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025
Natural Gas Consumption	13,730,769	14,780,420	✓ 14,077,456	6,365,140.49	6,790,534.61	✓ 7,468,058.51	0	0	✓ 0	0	0	✓ 0	-	-	-	20,095,909.00	21,570,955.00	21,545,515.00
Fuel Gas Consumption	13,076,369	13,262,189	✓ 16,186,679	24,406,562.86	16,165,822	✓ 21,538,479.81	0	0	✓ 0	0	0	✓ 0	-	-	-	37,482,932.00	29,428,011.00	37,725,159.00
Combustible Gas Consumption	3,390,609	2,956,955	✓ 3,375,948	-	-	✓ -	0	0	✓ 0	0	0	✓ 0	-	-	-	3,390,609.00	2,956,955.00	3,375,948.00
Vent Gas Consumption	3,521	0	✓ 0	-	-	✓ -	0	0	✓ 0	0	0	✓ 0	-	-	-	3,521.00	-	-
Hydrogen Gas Consumption	788,203	965,021	✓ 788,268	-	-	✓ -	0	0	✓ 0	0	0	✓ 0	-	-	-	788,203.00	965,021.00	788,268.00
Gasoline Consumption	-	-	-	-	-	-	0	0	0	0	0	219.66	823.06	1,332.66	2,456.21	823.06	1,332.66	2,675.87
Diesel Consumption	3,577,050	898,449	✓ 1,100,324	1,270.05	3,107.05	✓ 9,635.52	755,65	972,47	✓ 816,04	21,586	26,515	✓ 17,815.36	5,966.67	4,496.23	2,955.82	3,606,628.32	933,539.70	1,131,547.21
Total Direct Energy Consumption	34,566,521	32,859,439	35,528,675	30,772,973.41	22,959,463.86	29,016,173.84	755,65	972,47	816,04	21,586	26,515	18,035.02	6,789.74	5,828.89	5,412.03	65,368,625.80	55,852,219.22	64,569,111.92

*Petkim, STAR Refinery, SOCAR Storage, SOCAR Terminal and Corporate Center data have been included.



Non-Renewable Indirect (Purchased) Energy Consumption (GJ)	Petkim			STAR Refinery			SOCAR Storage			SOCAR Terminal			SOCAR Türkiye Corporate Center			SOCAR Türkiye Consolidated**		
	2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025
Purchased Steam	0	0	✓ 0	3,296,299.85	2,971,352.58	✓ 3,400,413.34	-	-	✓ -	-	-	✓ -	0	0	0	3,296,299.85	2,971,353.58	3,400,413.34
Total Electricity Consumed	132,540	267,558	✓ 312,452	2,638,115.82	2,091,312.10	✓ 2,548,869.25	29,542.00	23,657.00	✓ 29,347.00	29,059.20	32,655.60	✓ 22,944.40	10,073.84	9,934.56	9,732.10	2,839,330.86	2,425,117.26	2,923,344.75
Total Indirect Energy Consumption	132,540	267,558	312,452	5,934,415.67	5,062,664.68	5,949,282.59	29,542.00	23,657.00	29,347.00	29,059.20	32,655.60	22,944.40	10,073.84	9,934.56	9,732.10	6,135,630.71	5,396,470.84	6,323,758.09

Energy Consumption from Renewable Sources (GJ)	Petkim			STAR Refinery			SOCAR Storage			SOCAR Terminal			SOCAR Türkiye Corporate Center			SOCAR Türkiye Consolidated**		
	2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025
Electricity	0	0	0	0	0	0	0	0	0	208,80	2,099.23	2,048.80	0	0	0	208.80	2,099.23	2,048.80
Total Renewable Energy Consumption	0	0	0	0	0	0	0	0	0	208,80	2,099.23	2,048.80	0	0	0	208.80	2,099.23	2,048.80

Electricity Generated by Source (GJ)*	Petkim			STAR Refinery			SOCAR Storage			SOCAR Terminal			SOCAR Türkiye Corporate Center			SOCAR Türkiye Consolidated**		
	2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025
Cogeneration Electricity Generation	3,392,993	2,892,438	2,835,349	0	0	0	0	0	0	0	0	0	0	0	0	3,392,993	2,892,438	2,835,349
Petkim WPP Electricity Generation	524,451	464,972	475,727	0	0	0	0	0	0	0	0	0	0	0	0	524,451	464,972	475,727
Total Electricity Generation	3,917,444	3,357,410	3,311,076	0	0	0	0	0	0	0	0	0	0	0	0	3,917,444	3,357,410	3,311,076

* Petkim generates renewable energy through its WPP and sells the entire amount to the grid. Therefore, renewable energy does not have a share in its energy consumption. On the other hand, depending on Petkim's power balance, as the amount of electricity generated by the wind power plant increases, the amount of electricity procured from the grid decreases. This reduces Petkim's dependence on the grid.

** Petkim, STAR Refinery, SOCAR Storage, SOCAR Terminal and Corporate Center data have been included.

Energy Sold (GJ)	Petkim			STAR Refinery			SOCAR Storage			SOCAR Terminal			SOCAR Türkiye Corporate Center			SOCAR Türkiye Consolidated*		
	2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025
Electricity	1,265,283	985,141	946,373	-	-	-	-	-	-	-	-	-	-	-	-	1,265,283	985,141	946,373
Steam	3,356,985	3,026,056	3,463,016	-	-	-	-	-	-	-	-	-	-	-	-	3,356,985	3,026,056	3,463,016
Total Energy Sold	4,622,268	4,011,197	4,409,389	-	-	-	-	-	-	-	-	-	-	-	-	4,622,268	4,011,197	4,409,389

* Petkim, STAR Refinery, SOCAR Storage, SOCAR Terminal and Corporate Center data have been included.

Water and Wastewater Management

Water Withdrawal (m³)	Petkim			STAR Refinery			SOCAR Storage			SOCAR Terminal			SOCAR Türkiye Corporate Center			SOCAR Türkiye Consolidated*		
	2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025
Surface Water	15,109,586	14,230,105	✓ 14,043,948	7,159,878.00	7,699,480.25	✓ 7,362,485.00	35,831	38,585	✓ 27,481	9,620	10,368	✓ 11,739	-	-	-	22,314,915.00	21,978,538.25	21,445,653.00
Groundwater	-	-	-	-	-	-	0	0	0	-	-	-	-	-	-	-	-	-
Water Supplied from the Network	-	-	-	-	-	-	-	-	-	-	-	-	4,173	5,345	5,336	4,190.00	5,350.00	5,340.00
Rainwater	-	-	-	-	-	-	-	-	-	-	-	2	-	-	-	-	-	2
Total Water Withdrawal	15,109,586	14,230,105	14,043,948	7,159,878.00	7,699,480.25	7,362,485.00	35,831	38,585	27,481	9,620	10,368	11,741	4,173	5,345	5,336	22,319,105	21,983,888	21,450,995

* Petkim, STAR Refinery, SOCAR Storage, SOCAR Terminal and Corporate Center data have been included.

Wastewater Discharge (m³)	Petkim			STAR Refinery			SOCAR Storage			SOCAR Terminal			SOCAR Türkiye Corporate Center			SOCAR Türkiye Consolidated*		
	2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025
Treated Water Discharge	5,944,848.00	5,371,596.00	5,386,851.00 ✓	4,926,064.00	4,261,782.80	4,498,128.00 ✓	16,434.00	14,741.00	13,825.00 ✓	379.50	430.84	240.58 ✓	0	0	0	10,887,725.50	9,648,550.84	9,899,044.58
Untreated Water Discharge	-	-	-	-	-	-	0	0	0	-	-	-	4,173.00	5,345.00	5,336.00	4,173.00	5,345.00	5,336.00
Total Water Discharge	5,944,848.00	5,371,596.00	5,386,851.00	4,926,064.00	4,261,782.80	4,498,128.00	16,434.00	14,741.00	13,825.00	379.50	430.84	240.58	4,173.00	5,345.00	5,336.00	10,891,898.50	9,653,895.84	9,904,380.58

Water Consumption (m³)	Petkim			STAR Refinery			SOCAR Storage			SOCAR Terminal			SOCAR Türkiye Corporate Center			SOCAR Türkiye Consolidated*		
	2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025
Net Water Consumption	9,164,738.30	8,858,508.39	8,657,097.30 ✓	2,233,814.50	3,437,697.45	2,864,357.00 ✓	19,397.00	23,844.00	13,656.00 ✓	9,241.00	9,937.00	11,500.42 ✓	4,173.00	5,345.00	5,336.00	11,431,362.95	12,335,331.84	11,551,946.72

* Petkim, STAR Refinery, SOCAR Storage, SOCAR Terminal and Corporate Center data have been included.

Resource Use, Waste and Circularity

Waste Amount (tonnes)	Petkim						STAR Refinery						SOCAR Storage						SOCAR Terminal						SOCAR Türkiye Corporate Center						SOCAR Türkiye Consolidated*							
	2023		2024		2025		2023		2024		2025		2023		2024		2025		2023		2024		2025		2023		2024		2025		2023		2024		2025			
	Hazardous	Non-hazardous	Hazardous	Non-hazardous	Hazardous	Non-hazardous	Hazardous	Non-hazardous	Hazardous	Non-hazardous	Hazardous	Non-hazardous	Hazardous	Non-hazardous	Hazardous	Non-hazardous	Hazardous	Non-hazardous	Hazardous	Non-hazardous	Hazardous	Non-hazardous	Hazardous	Non-hazardous	Hazardous	Non-hazardous	Hazardous	Non-hazardous	Hazardous	Non-hazardous	Hazardous	Non-hazardous	Hazardous	Non-hazardous				
Waste Stored On-Site	-	-	-	-	-	-	1,031.17	1,483.81	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Waste Reused	-	3,193.02	-	3,415.80	✓ -	✓ 3,337.00	6.92	22.75	-	-	✓ -	✓ -	-	-	-	-	✓ -	✓ -	16.58	-	28.62	-	✓ 19.86	✓ -	-	-	-	-	-	-	-	-	23.56	3,215.77	28.62	3,415.80	19.86	3,337.00
Waste Recycled	5,713.12	8,824.74	-	-	✓ -	✓ -	-	-	-	-	✓ -	✓ -	-	-	-	-	✓ -	✓ -	-	-	-	10.90	✓ -	✓ 10.80	-	8.44	-	7.32	-	10.95	5,715.15	8,872.40	4.63	139.25	-	21.75		
Waste Recovered	-	-	10,519.09	8,573.67	✓ 7,077.00	✓ 7,987.00	4,164.09	474.66	5,496.04	990.02	✓ 1,596.78	✓ 1,156.19	241.31	116.18	427.00	104.35	✓ 257.83	✓ 7.09	31.69	57.64	23.04	79.38	✓ 29.02	✓ 48.21	-	-	-	-	-	-	4,414.59	701.36	16,465.17	9,747.41	8,960.63	9,198.45		
Waste Disposed of by Landfilling	15,821.01	60,325.59	519.53	29,673.31	✓ 1,968.00	✓ 9,451.00	4,394.00	349.04	108.98	721.60	✓ 2,141.28	✓ 400.23	23.98	57.73	918	51.45	✓ -	✓ 46.77	-	112.80	-	139.37	-	✓ 105.10	-	25.25	-	21.94	-	28.45	20,261.49	60,870.41	637.69	30,607.66	4,109.28	9,926.45		
Waste Disposed of by Incineration	1,889.87	-	280.18	-	✓ 151.00	✓ -	45.07	-	-	-	✓ -	✓ -	-	-	-	-	✓ -	✓ -	0.06	-	18.39	-	✓ 0.02	✓ 0.03	0.003	-	0.05	-	0.01	-	1,935.00	-	298.62	-	151.04	0.03		
Other	-	-	21.88	-	✓ 49.00	✓ -	0.20	-	0.20	-	✓ 149.31	✓ 6.24	-	-	-	-	✓ -	✓ -	-	-	-	-	-	-	-	-	-	-	-	-	0.20	-	22.08	-	198.00	6.24		
Total	23,424.00	69,150.33	11,340.67	38,246.98	✓ 9,245.00	✓ 17,438.00	9,641.44	2,330.26	5,605.22	1,711.62	✓ 3,887.38	✓ 1,562.66	265.29	173.91	436.18	155.80	✓ 257.83	✓ 53.86	48.33	170.44	70.14	233.76	✓ 48.90	✓ 164.14	0.003	33.69	0.05	29.25	0.21	39.40	33,381.17	71,950.73	17,456.89	40,498.43	13,439.00	19,258.06		
	92,574.33	49,587.65	26,683.00	✓			11,971.70	7,316.84	5,450.04	✓			439.2	591.98	311.69	✓			218.77	303.90	213.04	✓			33.69	29.3	39.61		105,331.90	57,955.32	32,697.06							

* Petkim, STAR Refinery, SOCAR Storage, SOCAR Terminal and Corporate Center data have been included.

Non-hazardous Waste Amount by Type (tonnes)	Petkim			STAR Refinery			SOCAR Storage			SOCAR Terminal			SOCAR Türkiye Corporate Center			SOCAR Türkiye Consolidated*		
	2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025
Paper / Cardboard	86.69	99.64	80.23	30.39	55.07	43.04	2.54	2.57	0	4.24	5.90	1.90	7.28	5.36	7.13	131.14	168.54	132.30
Plastic (Polyethylene, Polypropylene, etc.)	5,015.92	5,550.77	2,837.95	40.11	63.81	16.94	3.32	8.67	0	3.94	4.68	2.79	0.73	1.85	3.13	5,064.02	5,629.78	2,860.81
Metal	2,613.45	1,536.50	1,713.77	25.31	175.47	398.84	93.18	38.16	0	23.95	52.58	27.94	0	0.01	0.34	2,755.89	1,802.72	2,140.89
Glass	14.41	5.32	10.71	7.66	14.62	9.82	1.12	1.46	0	1.50	1.00	0.92	0.39	0.10	0.34	25.08	22.50	21.79
Organic	652.02	73.71	732.05	339.45	709.57	400.23	57.73	51.45	46.77	67.79	7717	61.20	25.24	21.93	28.44	1,142.23	933.83	1,268.69
Electronic Waste	0.00	7.61	38.91	0	0	0	0	0	0	0	0.83	0	0	0	0	0	8.44	38.91
Other Non-hazardous Wastes	60,767.99	30,317.65	12,024.37	434.21	693.08	693.79	16.02	53.49	6.90	84.34	90.55	69.36	0	0	0	61,302.56	31,154.77	12,794.42
Total Non-hazardous Waste Amount	69,150.48	38,246.98	17,438.00	877.13	1,711.62	1,562.66	173.91	155.80	53.67	185.76	232.70	164.11	33.65	29.25	39.40	70,420.93	40,376.35	19,257.84

* Petkim, STAR Refinery, SOCAR Storage, SOCAR Terminal and Corporate Center data have been included.

Hazardous Waste Amount by Type (tons)	Petkim			STAR Refinery			SOCAR Storage			SOCAR Terminal			SOCAR Türkiye Corporate Center			SOCAR Türkiye Consolidated*		
	2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025
Tank Bottom Sludge	1,672.48	2,825.74	1,794.80	0.00	139.53	0.00	-	-	-	-	-	-	-	-	-	1,672.48	2,965.27	1,794.80
Motor Oil (Waste Oil)	0	34.38	12.34	24.64	12.08	30.00	0	0	0	165.86	398.41	226.92	0	0	0	190.50	444.87	269.26
Contaminated Filters and Gaskets	197.55	80.70	62.48	39.19	115.85	70.00	0	0	4.28	6.24	4.25	4.60	0	0	0	242.98	200.80	141.36
Oil Spills	0	0	0	0.00	0.00	0.00	-	-	-	-	-	-	-	-	-	0.00	0.00	0.00
Contaminated Packaging	109.36	170.85	202.24	105.66	231.93	84.29	-	-	2.10	10.68	3.03	1.78	0	0	0	225.70	405.81	290.41
Contaminated Laboratory Chemicals	0	0	0	49.22	124.51	167.00	-	-	-	-	-	-	-	-	-	49.22	124.51	167.00
Other Hazardous Wastes	21,444.56	8,221.31	7,173.17	9,422.73	4,981.32	3,536.09	-	-	-	-	-	-	0.017	0.012	0.015	30,867.31	13,202.64	10,709.28
Total Hazardous Waste Amount	23,423.94	11,340.67	9,245.00	9,641.44	5,605.22	3,887.38	0	0	6.38	182.78	405.69	233.30	0.017	0.012	0.015	33,248.19	17,343.90	13,372.11

* Petkim, STAR Refinery, SOCAR Storage, SOCAR Terminal and Corporate Center data have been included.

Solid and Liquid Wastes Recycled	Petkim			STAR Refinery			SOCAR Storage			SOCAR Terminal			SOCAR Türkiye Corporate Center			SOCAR Türkiye Consolidated*		
	2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025
Paper	86.69	99.64	80.23	30.39	55.07	43.04	2.54	2.57	0	0	0	0	7.28	5.36	7.13	126.90	162.64	130.40
Plastic (Polyethylene, Polypropylene, etc.)	5,015.92	5,550.77	2,837.95	40.11	63.81	16.94	3.32	8.67	0	0	0	0	0.73	1.85	3.13	5,060.08	5,625.10	2,858.02
Metal	2,613.45	1,536.50	1,713.77	25.31	175.47	398.84	93.18	38.16	0	0	0	0	0.00	0.01	0.34	2,731.94	1,750.14	2,112.95
Glass	14.41	5.32	10.71	7.66	14.62	30195	1.12	1.46	0	0	0	0	0.39	0.10	0.344	23.58	21.50	20.87
Wood	652.03	737.10	732.05	66.14	156.30	118.13	0	0	0	0	0	0	0	0	0	718.17	893.40	850.18
Organic	0	0	0	0	0	0	57.73	51.45	46.78	0	0	0	0	0	0	57.73	51.45	46.77
Electronic Waste	0.00	7.61	38.91	0	0	0	0	0	0	0	0	0	0	0	0	0.00	7.61	38.91
Other non-hazardous wastes sent for recycling	442.40	644.34	2,503.48	305.05	524.75	569.42	16.02	53.49	6.90	11.32	10.90	10.80	0	0	0	774.79	1,233.48	3,090.60
Hazardous wastes sent for recycling	5,713.07	10,511.48	7,092.91	4,164.09	5,496.04	1,596.78	241.31	427.00	257.76	0.00	0.00	0.00	0	0	0	10,118.47	16,434.52	8,947.45
Total Amount of Recycled Waste	14,537.96	19,092.76	15,010.02	4,638.75	6,486.05	2,509.65	357.49	531.35	264.66	11.32	10.90	10.80	8.40	7.32	10.95	19,611.66	26,179.83	18,096.17

* Petkim, STAR Refinery, SOCAR Storage, SOCAR Terminal and Corporate Center data have been included.

Waste Reduction Rate* (%)	2023	2024	2025
Petkim	-	46.43	46.19
STAR Refinery	-	38.88	25.51
SOCAR Storage	-	(34.19)	47.35
SOCAR Terminal	-	(38.91)	29.90
SOCAR Türkiye Corporate Center	-	13.03	(35.20)
SOCAR Türkiye Consolidated	-	44.98	43.58

* The reduction rate has been calculated in comparison with the previous year’s data.

Social Performance Indicators

Waste Reduction Rate (%)	2023	2024	2025
White Collar	2,583	2,482	1,877
Female	731	787	564
Male	1,852	1,695	1,313
Blue Collar	2,926	3,206	2,649
Female	60	46	40
Male	2,866	3,160	2,609
Total Number of Employees	5,509	5,688	4,526

Number of Employees by Contract Type*	2025
Indefinite-Term	4,507
Female	594
Male	3,913
Fixed-Term	19,000
Female	10
Male	9,000

Data for 2023 and 2024 are not reported, as this level of breakdown was not tracked during the relevant reporting periods. Data for 2025 are presented in line with the current reporting scope.

Number of Employees in STEM-Related Positions	2023	2024	2025
Female	106	323	226
Male	867	1,035	786
Total Number of Employees in STEM-Related Positions	973	1,358	1,012

SOCAR Türkiye Consolidated Gender-Based Employee Data	2023		2024		2025	
	Male	Female	Male	Female	Male	Female
Number of Employees	4,718	791	4,855	833	3,922	604
Employee Ratio	86%	14%	85%	15%	87%	13%



Number of Employees by Employment Type	2023	2024	2025
Total Number of Managers	864	925	729
Female	235	249	186
Male	629	676	543
Number of First-Level Managers	484	531	385
Female	159	160	111
Male	325	371	274
Number of Mid-Level Managers	330	341	295
Female	66	84	69
Male	264	257	226
Number of Senior Managers	50	53	49
Female	10	5	6
Male	40	48	43
Number of Managers on the Executive Committee	8	8	8
Female	1	1	1
Male	7	7	7
Number of Managers on the Board of Directors	48	63	51
Female	11	10	9
Male	37	53	42

Total Number of Employees by Gender	2023		2024		2025	
	Male	Female	Male	Female	Male	Female
SOCAR Türkiye Corporate Center	83	53	99	63	175	152
	136		162		327	
Shared Services*	217	142	209	140	-	-
	359		349		-	
SOCAR R&D and Innovation	21	18	23	20	21	20
	39		43		41	
SCR Real Estate	13	3	9	1	9	2
	16		10		11	
SOCAR Broker	1	6	1	7	1	8
	7		8		9	
Petkim	2,165	209	2,192	231	2,147	216
	2,374		2,423		2,363	
STAR Refinery	1,032	102	1,090	115	1,087	116
	1,134		1,205		1,203	
SOCAR Storage	76	6	87	5	85	3
	82		92		88	
SOCAR Petroleum Trade	54	20	57	21	65	23
	74		78		88	
Bursagaz**	208	44	207	45	-	-
	252		252		-	
Kayserigaz**	136	24	149	27	-	-
	160		176		-	
SOCAR Energy Trade	13	11	15	11	18	13
	24		26		31	
SOCAR Natural Gas Investment	350	77	358	71	11	13
	427		429		24	
SOCAR Terminal	300	37	308	37	299	36
	337		345		335	
Millenicom	47	38	49	37	-	-
	85		86		-	
SOCAR Fiber	2	1	2	2	4	2
	3		4		6	
Total Number of Employees	4,718	791	4,855	833	3,922	604
	5,509		5,688		4,526	

* Shared Services merged with the Corporate Center; 2025 data has been reported accordingly.

** Bursagaz and Kayserigaz are no longer part of SOCAR Türkiye; 2025 data has been reported accordingly.



Total Number of Employees by Employee Category and Gender	2023								2024								2025							
	Manager		Specialist		Technical Role		Technician and Foreman		Manager		Specialist		Technical Role		Technician and Foreman		Manager		Specialist		Technical Role		Technician and Foreman	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
SOCAR Türkiye Corporate Center	30	5	52	48	1	-	-	-	35	5	56	54	8	4	-	-	30	13	144	139	1	-	-	-
	35		100		1		-		40		110		12		-		43		283		1		-	
Shared Services*	17	9	200	132	-	1	-	-	13	8	101	95	95	37	-	-	-	-	-	-	-	-	-	-
	26		332		1		-		21		196		132		-		-		-		-		-	
SOCAR R&D and Innovation	2	-	14	13	5	5	-	-	2	-	-	1	21	19	-	-	1	-	-	1	20	19	-	-
	2		27		10		-		2		1		40		-		1		1		39		-	
SCR Real Estate	1	-	11	3	1	-	-	-	2	-	7	1	-	-	-	-	2	-	7	1	-	1	-	-
	1		14		1		-		2		8		-		-		2		8		1		-	
SOCAR Broker	1	-	-	6	-	-	-	-	1	-	-	7	-	-	-	-	1	-	-	8	-	-	-	-
	1		6		-		-		1		7		-		-		1		8		-		-	
Petkim	19	-	192	125	273	53	1,681	31	25	1	112	94	386	106	1,669	30	29	3	98	66	385	119	1,635	28
	19		317		326		1,712		26		206		492		1,699		32		164		504		1,663	
STAR Refinery	17	1	123	57	258	38	634	6	19	1	92	42	326	65	653	7	21	1	75	40	323	68	668	7
	18		180		296		640		20		134		391		660		22		115		391		675	
SOCAR Storage	2	-	13	6	7	-	54	-	2	-	1	4	20	1	64	-	1	-	-	1	17	2	67	-
	2		19		7		54		2		5		21		64		1		1		19		67	
SOCAR Petroleum Trade	3	-	45	20	6	-	-	-	3	-	51	21	3	-	-	-	6	-	47	16	12	7	-	-
	3		65		6		-		3		72		3		-		6		63		19		-	
Bursagaz**	3	-	53	33	16	5	136	6	2	-	13	11	57	32	135	2	-	-	-	-	-	-	-	-
	3		86		21		142		2		24		89		137		-		-		-		-	
Kayserigaz**	1	-	26	22	16	-	93	2	1	-	8	11	41	14	99	2	-	-	-	-	-	-	-	-
	1		48		16		95		1		19		55		101		-		-		-		-	
SOCAR Energy Trade	2	-	11	11	-	-	-	-	2	-	13	11	-	-	-	-	3	1	11	6	4	6	-	-
	2		22		-		-		2		24		-		-		4		17		10		-	
SOCAR Natural Gas Investment	11	2	59	63	264	2	16	10	7	1	18	30	53	40	280	-	2	1	9	12	-	-	-	-
	13		122		266		26		8		48		93		280		3		21		-		-	
SOCAR Terminal	4	2	26	28	18	2	252	5	4	2	21	27	23	3	260	5	5	2	27	27	21	2	246	5
	6		54		20		257		6		48		26		265		7		54		23		251	
Millenicom**	17	8	30	30	-		-	-	22	13	27	24	-	-	-	-	-	-	-	-	-	-	-	-
	25		60		-		-		35		51		-		-		-		-		-		-	
SOCAR Fiber	-	-	-	1	2	-	-	-	-	-	-	-	2	2	-	-	1	-	-	-	3	2	-	-
	-		1		2		-		-		-		4		-		1		-		5		-	
Toplam Çalışan Sayısı	130	27	855	598	867	106	2,866	60	140	31	520	433	1,035	323	3,160	46	102	21	418	317	786	226	2,616	40
	157		1,453		973		2,926		171		953		1,358		3,206		123		735		1,012		2,656	
	5,509								5,688								4,526							

* Shared Services merged with the Corporate Center; 2025 data has been reported accordingly.
** Bursagaz, Kayserigaz and Millenicom are no longer part of SOCAR Türkiye; 2025 data has been reported accordingly.



Collective Labor Agreement (CLA)	2023	2024	2025
Number of Employees Covered by Collective Labor Agreements	2,661	2,683	2,649
CLA Coverage Rate (Based on Blue-Collar Employees)	99.00%	90.40%	99.70%
CLA Coverage Rate (Based on Total Employees)	48.30%	47.20%	58.50%

Senior Management Compensation	2023	2024	2025
Total Compensation Paid to Members of the Board of Directors (USD)	714,890	921,802	1,110,519
Total Compensation Paid to Senior Executives (USD)	17,055,158	17,189,545	23,676,008
Total Amount of Salaries and Fringe Benefits Paid to Employees and Senior Executives in the Last Year (USD)	248,461,762	436,949,654	452,918,145

Remuneration	2023	2024	2025
Pay Ratio of Employees Performing the Same Job by Gender (%)	17	19	19
Ratio of the Total Annual Compensation of the Highest-Paid Executive in the Company (e.g., CEO) to the Average Annual Salary and Fringe Benefits of Company Employees (%)	5.20	6.80	6.00



Total Number of Employees by Age	2023			2024			2025		
	Under 30	Between 30–50	Over 50	Under 30	Between 30–50	Over 50	Under 30	Between 30–50	Over 50
SOCAR Türkiye Corporate Center	24	100	12	28	121	13	39	254	34
Shared Services*	57	273	29	56	264	29	-	-	-
SOCAR R&D and Innovation	7	31	1	8	33	2	8	32	1
SCR Real Estate	1	13	2	1	8	1	-	10	1
SOCAR Broker	2	5	-	2	6	-	2	7	-
Petkim	204	2,079	91	181	2,157	85	151 ✓	2,125 ✓	87 ✓
STAR Refinery	185	846	103	172	916	117	134 ✓	972 ✓	97 ✓
SOCAR Storage	17	58	7	22	62	8	23 ✓	60 ✓	5 ✓
SOCAR Petroleum Trade	8	58	8	9	59	10	10	66	12
Bursagaz**	42	202	8	43	200	9	-	-	-
Kayserigaz**	45	107	8	45	117	14	-	-	-
SOCAR Energy Trade	6	18	-	8	18	-	9	22	-
SOCAR Natural Gas Investment	109	302	16	139	277	13	5	19	-
SOCAR Terminal	38	291	8	43	288	14	35 ✓	283 ✓	17 ✓
Millenicom**	13	70	2	16	68	2	-	-	-
SOCAR Fiber	-	3	-	-	4	-	-	6	-
Total Number of Employees	758	4,456	295	773	4,598	317	416	3,856	254
	5,509			5,688			4,526		

*Ortak Hizmetler, Kurumsal Merkez ile birleşmiş; 2025 verileri bu doğrultuda raporlanmıştır.

** Bursagaz, Kayserigaz ve Millenicom, SOCAR Türkiye bünyesinden ayrılmıştır. 2025 verileri bu doğrultuda raporlanmıştır.



Number of Employees with Disabilities	2023		2024		2025	
	Male	Female	Male	Female	Male	Female
SOCAR Türkiye Corporate Center	1	1	1	1	4	5
Shared Services*	6	4	6	4	-	-
SOCAR R&D and Innovation	-	1	-	1	-	-
SCR Real Estate	-	-	-	-	-	-
SOCAR Broker	-	-	-	-	-	-
Petkim	39	8	40	9	40	8
STAR Refinery	22	7	21	6	22	6
SOCAR Storage	-	-	-	-	-	-
SOCAR Petroleum Trade	2	-	2	-	2	-
Bursagaz**	5	1	7	-	-	-
Kayserigaz**	2	1	2	1	-	-
SOCAR Energy Trade	-	-	-	-	-	-
SOCAR Natural Gas Investment	6	2	6	4	-	1
SOCAR Terminal	8	2	7	2	7	2
Millenicom**	1	-	2	-	-	-
SOCAR Fiber	-	-	-	-	-	-
Total Number of Employees	92	27	94	28	75	22
	119		122		97	

* Shared Services merged with the Corporate Center; 2025 data has been reported accordingly.

** Bursagaz, Kayserigaz and Millenicom are no longer part of SOCAR Türkiye; 2025 data has been reported accordingly.

Employee Turnover Data by Gender	2023	2024	2025
Hired	480	467	120
Female	155	108	34
Male	325	359	86
Departed	264	288	204
Female	56	65	51
Male	208	223	153
Employee Turnover Rate (%)	4.80	5.10	4.50
Female	7.10	7.80	8.40
Male	4.40	4.60	3.90

Employee Turnover Data by Gender	STAR Refinery	Petkim	SOCAR Terminal	SOCAR Storage
Number of Employees Departed	74 ✓	79 ✓	14 ✓	5 ✓
Female	10 ✓	20 ✓	1 ✓	1 ✓
Male	64 ✓	59 ✓	13 ✓	4 ✓
Number of Employees Hired	50	31	2	6
Female	9	5	0	0
Male	41	26	2	6
Employee Turnover Rate	6.15%	3.34%	4.18%	5.68%
Female	8.62% ✓	9.26% ✓	2.78% ✓	33.33% ✓
Male	5.89% ✓	2.75% ✓	4.35% ✓	4.71% ✓



Employee Turnover Data by Age	2023	2024	2025
Under 30			
Hired	252	281	58
Departed	37	40	22
Employee Turnover Rate for Employees Under 30	6.20%	6.50%	5.30%
Between 30–50			
Hired	225	180	55
Departed	190	200	132
Employee Turnover Rate for Employees Between 30–50	5.00%	5.10%	3.40%
Over 50			
Hired	3	6	7
Departed	37	48	50
Employee Turnover Rate for Employees Over 50	14.90%	18.30%	19.70%

Net Employment Growth Rate (%)	2023	2024	2025
Female	18.60	5.30	-27.50
Male	9.70	2.90	-19.20
Total	10.90	3.20	-20.40

Average Length of Service of Employees	2023	2024	2025
Female	5.90	6.10	6.40
Male	8.80	9.00	10.00
Total	8.30	8.60	9.50



Employee Engagement

2023

2024

2025

Employee Engagement and Experience Score (%) - 76 -

* The employee engagement score is calculated once every two years.

SOCAR Türkiye Parental Leave

2023

2024

2025

Male

Female

Male

Female

Male

Female

Total Number of Employees Entitled to Parental Leave 256 31 237 36 173 24

Total Number of Employees Who Took Parental Leave 256 31 237 36 173 24

Total Number of Employees Who Returned to Work After Parental Leave Ended 257 32 238 38 174 19

Total Number of Employees Who Returned to Work After Parental Leave Ended and Continued to Work 12 Months After Returning 250 22 250 31 178 32

Parental Leaves

STAR Refinery

Petkim

SOCAR Terminal

SOCAR Storage

SOCAR Türkiye

Total Number of Employees Entitled to Parental Leave 72 ✓ 84 ✓ 14 ✓ 7 ✓ 197 ✓

Female 69 ✓ 7 ✓ 1 ✓ 0 ✓ 24 ✓

Male 3 ✓ 77 ✓ 13 ✓ 7 ✓ 173 ✓

Total Number of Employees Who Took Parental Leave 72 ✓ 84 ✓ 14 ✓ 7 ✓ 197 ✓

Female 69 ✓ 7 ✓ 1 ✓ 0 ✓ 24 ✓

Male 3 ✓ 77 ✓ 13 ✓ 7 ✓ 173 ✓

Total Number of Employees Who Returned to Work After Parental Leave Ended 75 ✓ 83 ✓ 13 ✓ 6 ✓ 193 ✓

Female 70 ✓ 6 ✓ 0 ✓ 0 ✓ 19 ✓

Male 5 ✓ 77 ✓ 13 ✓ 6 ✓ 174 ✓

Total Number of Employees Who Returned to Work After Parental Leave Ended and Continued to Work 12 Months After Returning 60 ✓ 114 ✓ 13 ✓ 2 ✓ 210 ✓

Female 55 ✓ 16 ✓ 1 ✓ 0 ✓ 32 ✓

Male 5 ✓ 98 ✓ 12 ✓ 2 ✓ 178 ✓

Total Training Hours Provided by Employee Gender	2023			2024			2025		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
SOCAR Türkiye Corporate Center	4,033.70	2,817.60	6,851.30	13,055.25	9,565.50	22,620.75	6,625.90	7,569.08	14,193.98
Shared Services*	10,996.70	7,638.90	18,635.60	842.75	534.50	1,377.25	-	-	-
SOCAR R&D and Innovation	1,339.00	1,309.30	2,648.30	2,206.50	2,130.50	4,337.00	1,913.56	1,817.27	3,730.83
SCR Real Estate	676.00	20.00	696.00	985.75	76.00	1,061.75	277.10	256.97	534.07
SOCAR Broker	23.50	185.50	209.00	9.00	371.50	380.50	95.00	549.51	645
Petkim	100,197.60	12,186.10	112,383.70	118,506.45	18,022.25	136,528.70	79,285.96	13,826.44	93,112
STAR Refinery	45,089.60	6,028.50	51,118.10	64,172.70	9,556.75	73,729.45	50,879.05	8,931.18	59,811
SOCAR Storage	3,298.70	253.50	3,552.20	6,379.75	306.00	6,685.75	4,896.72	146.70	5,043.42
SOCAR Petroleum Trade	2,726.80	430	3,156.80	2,892.00	1,110.75	4,002.75	2,145.12	1,267.97	3,413.09
Bursagaz**	3,683.40	1,033.50	4,716.90	4,558.50	1,262.50	5,821.00	-	-	-
Kayserigaz**	2,576.50	631.50	3,208.00	4,575.75	759.00	5,334.75	-	-	-
SOCAR Energy Trade	537.50	282.50	820	149.00	212.75	361.75	457.48	297.70	755.18
SOCAR Electricity and Natural Gas Investment	6,664.10	2,422.70	9,086.80	8,316.00	2,027.50	10,343.50	333.40	485.63	818.03
SOCAR Terminal	12,741.00	2,659.00	15,400.00	2,089.62	7,599.00	9,688.62	11,854.48	2,040.38	13,894.86
Millenicom**	-	-	-	-	-	-	-	-	-
SOCAR Fiber	78.00	93.50	171.50	27.50	35.25	62.75	100.40	216.05	316.45
TOTAL	194,662.00	37,992.00	232,654.00	228,767.00	53,570.00	282,336.00	158,863.19	37,404.88	196,268.07

* Shared Services merged with the Corporate Center; 2025 data has been reported accordingly.

** Bursagaz, Kayserigaz and Millenicom are no longer part of SOCAR Türkiye; 2025 data has been reported accordingly.

Total Training Hours Provided by Employee Category	2023				2024				2025			
	Manager	Specialist	Technical Role	Technician and Foreman	Manager	Specialist	Technical Role	Technician and Foreman	Manager	Specialist	Technical Role	Technician and Foreman
SOCAR Türkiye Corporate Center	1,622.50	5,228.80	-	-	1,423.75	-	1,356.1	7,636.00	1,378.42	12,697.11	118.45	-
Shared Services*	1,816.00	16,819.60	-	-	169.00	-	1,144.25	64.00	-	-	-	-
SOCAR R&D and Innovation	140.00	2,508.30	-	-	34.50	-	2.50	4,300.00	31.00	-	3,699.83	-
SCR Real Estate	24.00	672.00	-	-	345.25	-	716.50	-	39.90	381.67	112.50	-
SOCAR Broker	25.50	183.50	-	-	9.00	-	371.5	-	95.00	549.51	-	-
Petkim	1,252.50	21,068.90	20,123.50	69,938.90	798.00	77,544.70	14,962.00	43,224.00	855.45	8,314.89	35,207.66	48,734.42
STAR Refinery	962.50	14,762.80	12,493.80	22,899.00	584.75	34,085.45	10,323.25	28,736.00	779.28	6,692.53	29,327.93	23,011.49
SOCAR Storage	117.00	405.50	664.20	2,364.50	113.25	4,665.00	308.75	1,598.75	115.60	144.50	1,423.82	3,359.50
SOCAR Petroleum Trade	179.30	2,977.50	-	-	96.50	-	3,902.25	4.00	70.98	1,782.79	1,559.32	-
Bursagaz**	112.50	2,157.20	942.20	1,505.00	744.00	2,204.00	396.50	2,476.50	-	-	-	-
Kayserigaz**	22.00	1,488.80	627.90	1,069.30	7.50	3,190.50	610.00	1,526.75	-	-	-	-
SOCAR Energy Trade	54.50	765.50	-	-	21.00	-	340.75	-	58.75	460.88	235.55	-
SOCAR Electricity and Natural Gas Investment	653.50	4,159.10	528.40	3,745.80	74.50	6,143.50	1,250.00	2,875.50	94.65	723.38	-	-
SOCAR Terminal	1,525.00	5,074.50	8,333.00	467.50	167.50	5,066.00	3,208.08	1,247.04	226.99	3,347.61	1,105.66	9,214.60
Millenicom**	-	-	-	-	-	-	-	-	-	-	-	-
SOCAR Fiber	-	93.50	78.00	-	-	-	-	62.75	10.00	3.00	303.45	-
TOTAL	8.507,00	78.366,00	43.791,00	101.991,00	4,588.50	132,899.15	51,097.33	93,751.29	3,756.02	35,097.87	73,094.17	84,31
	232.654,00				282,336.30				196,268.07			

* Shared Services merged with the Corporate Center; 2025 data has been reported accordingly.
** Bursagaz, Kayserigaz and Millenicom are no longer part of SOCAR Türkiye; 2025 data has been reported accordingly.

Training Expenditures*	2025
Total Training Expenditures (USD)	5,921,471
Training Expenditure per Employee (TRY)	1,308

* Data for 2023 and 2024 were not reported, as this breakdown was not tracked in the relevant years. Data for 2025 has been presented in line with the current reporting scope.

Training by Employment Type*	2025
Blue Collar (person-hours)	83,907
Blue Collar (persons)	23,143
White Collar (person-hours)	112,361
White Collar (persons)	45,213
Total Training Hours (person-hours)	196,268

* Data for 2023 and 2024 were not reported, as this breakdown was not tracked in the relevant years. Data for 2025 has been presented in line with the current reporting scope.

All Trainings by Type (person-hours)	STAR Refinery	Petkim	SOCAR Terminal	SOCAR Storage
Occupational Health and Safety	31,158 ✓	50,940.15 ✓	9,182 ✓	3,668.40 ✓
Environment (Waste, Water, Emissions)	1,292 ✓	2,413 ✓	544 ✓	91 ✓

All Trainings by Type (person-hours)	2025
Occupational Health and Safety	99,949
Professional Development	66,554
Personal Development	23,447
Sustainability	769
Environment (Waste, Water, Emissions)	4,550
Anti-Corruption	30
Code of Ethics	751
Diversity, Equity and Inclusion	218
Total Training Hours	196,268

* Data for 2023 and 2024 were not reported, as this breakdown was not tracked in the relevant years. Data for 2025 has been presented in line with the current reporting scope.

Number of Employees Participating in Training by Topic	Equal Opportunity, Diversity and Inclusion			Code of Ethics		
	2023	2024	2025	2023	2024	2025
SOCAR Türkiye Corporate Center	7	9	15	42	240	94
Shared Services*	6	1	-	73	7	-
SOCAR R&D and Innovation	-	1	2	5	36	6
SCR Real Estate	-	1	2	-	9	2
SOCAR Broker	-	-	-	2	5	1
Petkim	4	17	39	125	1,129	35
STAR Refinery	1	17	24	56	694	22
SOCAR Storage	-	1	2	2	71	20
SOCAR Petroleum Trade	-	1	4	2	49	28
Bursagaz**	1	3	-	29	172	-
Kayserigaz**	-	5	-	12	95	-
SOCAR Energy Trade	1	-	-	5	10	5
SOCAR Electricity and Natural Gas Investment	3	3	-	39	112	2
SOCAR Terminal	-	2	3	95	154	82
Millenicom**	-	-	-	-	0	-
SOCAR Fiber	-	-	-	-	2	2
TOTAL	23	61	91	487	2,785	821

* Shared Services merged with the Corporate Center; 2025 data has been reported accordingly.

** Bursagaz, Kayserigaz and Millenicom are no longer part of SOCAR Türkiye; 2025 data has been reported accordingly.



OHS-E Expenditures	2023	2024	2025
OHS-E Expenditures (USD)	5,662,126	7,119,802	5,023,381

OHS Complaint Mechanism	2023	2024	2025
Total Number of Complaints	0	0	0
Total Number of Complaints Addressed	0	0	0
Total Number of Complaints Resolved	0	0	0

OHS Training Hours (Total Training (Person-Hours))	2023	2024	2025
Petkim	90,430.00	80,087.00	53.353,15 ✓
STAR Refinery	45,137.50	42,217.20	32,450.00 ✓
SOCAR Storage	-	-	3.758,40 ✓
SOCAR Terminal	10,116.50	4,221.00	9.824,10 ✓

* Since OHS-E training hour data were not tracked under the SOCAR Storage breakdown for the 2023 and 2024 periods, no statement has been made regarding these data.

OHS Committee	2023	2024	2025
Number of Established OHS Committees	36	36	36
Total Number of Members in Established OHS Committees	20	20	21
Number of Employee Representatives in Established OHS Committees	9	9	10

Accident Statistics– Company Employees	Petkim			STAR Refinery			SOCAR Storage			SOCAR Terminal		
	2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025
Number of Total Recordable Accidents	3	7	9	1	4	3	0	0	0	0	0	0
Number of Fatal Accidents	0	0	0	0	0	0	0	0	0	0	0	0
Tier-1 – Process Safety Events	1	2	0	0	2	2	0	0	0	-	-	-
Number of Recordable Occupational Diseases	0	0	0	0	0	0	0	0	0	0	0	0
Number of Days Lost Due to Accident	0	20	20	0	119	52	0	0	0	0	0	0
Total Working Hours	4,531,857	4,498,734	4,465,648	2,181,436	2,763,097	2,325,656	187,654	213,157	220,822	634,561	696,273	691,658
Total Planned Working Hours	4,531,857	4,498,734	4,465,648	2,181,436	2,763,097	2,325,656	187,654	213,157	220,822	634,561	696,273	691,658
Lost Time Injury Rate – LTIR (per 200,000 hours)	0.00	0.04	0.04	0.00	0.14	0.09	0.00	0.00	0.00	0.00	0.00	0.00
Total Recordable Incident Rate – TRIR (per 200,000 hours)	0.13	0.31	0.40	0.09	0.29	0.26	0.00	0.00	0.00	0.00	0.00	0.00
Occupational Disease Rate - ODR (per 200,000 hours)	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Accident Severity Rate - ASR	0.00	2.86	2.22	0.00	29.75	17.33	0.00	0.00	0.00	0.00	0.00	0.00
Lost Day Rate (per 200,000 hours)	0.00	0.89	0.90	0.00	8.61	4.47	0.00	0.00	0.00	0.00	0.00	0.00

Accident Statistics (SOCAR Türkiye Suppliers and Contractors)	Petkim			STAR Refinery			SOCAR Storage			SOCAR Terminal		
	2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025
Number of Total Recordable Accidents	14	14	7	4	12	6	0	1	0	3	0	0
Number of Fatal Accidents	0	0	0	0	0	0	0	0	0	0	0	0
Tier-1 – Process Safety Events	0	0	0	0	0	0	0	0	0	-	-	-
Number of Recordable Occupational Diseases	0	0	0	0	0	0	0	0	0	0	0	0
Number of Days Lost Due to Accident	-	0	166	0	0	185	0	0	0	0	0	0
Total Working Hours	6,345,576	5,072,899	 3,824,290	2,016,736	5,937,547	 2,109,882	456,313	431,159	 398,899	436,923	401,144	 349,148
Lost Time Injury Rate – LTIR (per 200,000 hours)	0,06	0,00	0,10	0,00	0,03	0,19	0.00	0.00	0.00	0.00	0.00	0.00
Total Recordable Incident Rate - TRIR (per 200,000 hours)	0,44	0,55	0,37	0,40	0,40	0,57	0.00	0.46	0.00	1.37	-	0.00
Occupational Disease Rate - ODR (per 200,000 hours)	0,00	0,00	0,00	0,00	0,00	0,00	0.00	0.00	0.00	0.00	0.00	0.00



Fringe Benefits	2023	2024	2025
Life Insurance (persons)	4,958	5,152	4,445
Healthcare Services (persons)	13,925	14,750	12,995

Social Contributions (Donations)	2023	2024	2025
SOCAR Türkiye Corporate Center	-	5,562,063	12,067,187
SCR Real Estate	4,189,624	202,316	10,579,622
Petkim	14,781,366	1,240,000	2,850,000
STAR Refinery	22,547,204	1,973,603	1,137,683
SOCAR Storage	24,385,600	1,332,700	3,319,906
SOCAR Petroleum Trade	5,481,025	995,000	2,270,200
SOCAR Energy Trade	30,001,403	-	-
SOCAR Natural Gas Investment	-	-	25,000
TOTAL	101,386,222	11,305,682	32,249,598

Suppliers	2023	2024	2025
Total Number of Suppliers	1,366	1,457	1,480
Total Number of Local Suppliers	1,126	1,206	1,248
Total Number of Foreign / Global Suppliers	240	251	232
Total Number of New Suppliers*	-	286	260
Percentage of Local Suppliers	82%	83%	84%
Percentage of Procurement Budget Spent on Local Suppliers	72%	85%	86%

* Includes PETKİM, STAR Refinery, SOCAR Türkiye Energy, SOCAR Tech, SOCAR Storage, SOCAR Petroleum Trade, SOCAR R&D and Innovation, Azoil, SOCAR Fiber and SCR Real Estate.

NHC Purchases (USD)	2023	2024	2025
Import Amount	141,661,821	100,407,699	68,982,118
Domestic Procurement Amount	373,160,338	589,608,829	417,935,750
Total Procurement Amount*	514,822,159	690,016,528	486,917,869

* Covers the order volume of suppliers providing non-hydrocarbon products and services.

** Includes Petkim, STAR Refinery, SOCAR Türkiye, SOCAR Tech, SOCAR Storage, SOCAR Petroleum Trade, SOCAR R&D and Innovation, Azoil, SOCAR Fiber and SCR Real Estate. GASBU companies are not included.

Supplier Audits	2023	2024	2025
Number of Suppliers Subject to OHS-E Audit in Interim Evaluation	34	55	50
Number of Suppliers with Social and Financial Obligations Integrated into Their Contracts	201	87	188

GRI Content Index

Statement of use	SOCAR Türkiye reported with reference to the GRI Standards for the period from January 1, 2025 to December 31, 2025.
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	GRI 11: Oil and Gas Sector 2021

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	TITLE	EXPLANATION OF OMITTED INFORMATION	PAGE NUMBER	GRI SECTOR STANDARD REF. NO.
General disclosures					
GRI 2: General Disclosures 2021	2-1 Organizational details	About SOCAR Türkiye		15-16	
	2-2 Entities included in the organization's sustainability reporting	About the Report		4-5	
	2-3 Reporting period, frequency and contact point	About the Report		4-5	
	2-4 Restatements of information	There is no information restated based on previous reports.			
	2-5 External assurance	Limited Assurance Report on Non-Financial Data		388-389	
	2-6 Activities, value chain and other business relationships	About SOCAR Türkiye SOCAR Türkiye Highlights of 2025 Value Chain		15-16 26-27 88-91	
	2-7 Employees	Responsible for Investment in People and Society Performance Indicators		182-237 296-325	
	2-8 Workers who are not employees	Diversity, Equity and Inclusion Performance Indicators		188-193 296-325	
	2-9 Governance structure and composition	Board of Directors and Senior Management Board of Directors Activity Report		35-46 240-273	
	2-10 Nomination and selection of the highest governance body	Board of Directors and Senior Management Board of Directors Activity Report		35-46 240-273	



GRI STANDARD/ OTHER SOURCE	DISCLOSURE	TITLE	EXPLANATION OF OMITTED INFORMATION	PAGE NUMBER	GRI SECTOR STANDARD REF. NO.
GRI 2: General Disclosures 2021	2-11 Chair of the highest governance body	Board of Directors and Senior Management		35-46	
		Board of Directors Activity Report		240-273	
	2-12 Role of the highest governance body in overseeing the management of impacts	Board of Directors and Senior Management		35-46	
		Board of Directors Activity Report		240-273	
	2-13 Delegation of responsibility for managing impacts	Board of Directors and Senior Management		35-46	
		Board of Directors Activity Report		240-273	
		Risk Management and Business Continuity		61-65	
	2-14 Role of the highest governance body in sustainability reporting	Sustainability at SOCAR Türkiye		74-83	
	2-15 Conflicts of interest	Business Ethics and Compliance		54-60	
	2-16 Communication of critical concerns	Risk Management and Business Continuity		61-65	
	2-17 Collective knowledge of the highest governance body	Board of Directors and Senior Management		35-46	
	2-18 Evaluation of the performance of the highest governance body	Board of Directors and Senior Management		35-46	
	2-19 Remuneration policies	Board of Directors and Senior Management		35-46	
		Human Resources Approach		186	
		Board of Directors Activity Report		240-273	

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	TITLE	EXPLANATION OF OMITTED INFORMATION	PAGE NUMBER	GRI SECTOR STANDARD REF. NO.
GRI 2: General Disclosures 2021	2-20 Process to determine remuneration	Board of Directors and Senior Management		35-46	
		Human Resources Approach		186	
		Board of Directors Activity Report		240-273	
	2-21 Annual total compensation ratio		SOCAR Türkiye group companies do not disclose employee salary data due to factors such as being a publicly owned company, employees' privacy concerns, compliance with the Personal Data Protection Law (PDPL), and the fact that not all entities are publicly listed.		
	2-22 Statement on sustainable development strategy	Sustainability at SOCAR Türkiye		74-83	
	2-23 Policy commitments	Corporate Governance at SOCAR Türkiye			
		Responsible for Mitigating Climate Change		34	
		Responsible for Investment in People and Society		148-181 184-237	
	2-24 Embedding policy commitments	Responsible for Sustainability and Corporate Governance		34-105	
		Responsible for Mitigating Climate Change		148-181	
		Responsible for Investment in People and Society		184-237	
	2-25 Processes to remediate negative impacts	Human Rights and Community Relations		187	
		Business Ethics and Compliance		54-60	



GRI STANDARD/ OTHER SOURCE	DISCLOSURE	TITLE	EXPLANATION OF OMITTED INFORMATION	PAGE NUMBER	GRI SECTOR STANDARD REF. NO.
GRI 2: General Disclosures 2021	2-26 Mechanisms for seeking advice and raising concerns	Human Rights and Community Relations		187	
		Business Ethics and Compliance		54-60	
	2-27 Compliance with laws and regulations	Business Ethics and Compliance		54-60	
		Quality Management		47-49	
	2-28 Membership associations	Interaction with Stakeholders		102-103	
	2-29 Approach to stakeholder engagement	Interaction with Stakeholders		102-103	
	2-30 Collective bargaining agreements	Human Rights and Community Relations		187	
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Sustainability at SOCAR Türkiye		74-83	
	3-2 List of material topics	Sustainability at SOCAR Türkiye		74-83	
	Greenhouse Gas Emissions				
	3-3 Management of material topics	Sustainability at SOCAR Türkiye		74-83	11.1
		Climate Change Adaptation and Mitigation		150-155	11.2.1
		Energy Management		156-163	11.3.1
		Performance Indicators		274-295	

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	TITLE	EXPLANATION OF OMITTED INFORMATION	PAGE NUMBER	GRI SECTOR STANDARD REF. NO.
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Energy Management		156-163	11.1.2
		Performance Indicators		274-295	
	302-2 Energy consumption outside of the organization	Energy Management		156-163	11.1.3
		Performance Indicators		274-295	
	302-3 Energy intensity	Energy Management		156-163	11.1.4
		Performance Indicators		274-295	
GRI 305: Emissions 2016	302-4 Reduction of energy consumption	Energy Management		156-163	
	302-5 Reductions in energy requirements of products and services	Energy Management		156-163	
	305-1 Direct (Scope 1) GHG emissions	Climate Change Adaptation and Mitigation		150-155	11.1.5
		Performance Indicators		274-295	
GRI 305: Emissions 2016	305-2 Energy indirect (Scope 2) GHG emissions	Climate Change Adaptation and Mitigation		150-155	11.1.6
		Performance Indicators		274-295	
	305-3 Other indirect (Scope 3) GHG emissions	Performance Indicators		274-295	11.1.7
GRI 305: Emissions 2016	305-4 GHG emissions intensity	Energy Management		156-163	11.1.8
		Performance Indicators		274-295	



GRI STANDARD/ OTHER SOURCE	DISCLOSURE	TITLE	EXPLANATION OF OMITTED INFORMATION	PAGE NUMBER	GRI SECTOR STANDARD REF. NO.
GRI 305: Emissions 2016	305-5 Reduction of GHG emissions	Climate Change Adaptation and Mitigation		150-155	11.2.3
	305-6 Emissions of ozone-depleting substances (ODS)	ODS emissions are not calculated.			
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Air Quality Performance Indicators		164-165 274-295	11.3.2
Material Use, Waste and Circularity					
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability at SOCAR Türkiye		74-83	
		Material Use, Waste and Circularity		172-177	11.5.1
		Performance Indicators		274-295	
GRI 301: Materials 2016	301-1 Materials used by weight or volume	Material Use, Waste and Circularity Performance Indicators		172-177 274-295	
	301-2 Recycled input materials used	SOCAR Türkiye group companies continue their efforts to increase the use of recycled input materials.			
	301-3 Reclaimed products and their packaging materials	Material Use, Waste and Circularity Performance Indicators		172-177 274-295	

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	TITLE	EXPLANATION OF OMITTED INFORMATION	PAGE NUMBER	GRI SECTOR STANDARD REF. NO.
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Material Use, Waste and Circularity Performance Indicators		172-177 274-295	11.5.2
	306-2 Management of significant waste-related impacts	Material Use, Waste and Circularity Performance Indicators		172-177 274-295	11.5.3
	306-3 Waste generated	Material Use, Waste and Circularity Performance Indicators		172-177 274-295	11.5.4
	306-4 Waste diverted from disposal	Material Use, Waste and Circularity Performance Indicators		172-177 274-295	11.5.5
	306-5 Waste directed to disposal	Material Use, Waste and Circularity Performance Indicators		172-177 274-295	11.5.6
Water Management					
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability at SOCAR Türkiye		74-83	11.6.1
		Water and Wastewater Management		166-171	11.8.1
		Performance Indicators		274-295	
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Water and Wastewater Management		166-171	11.6.2
	303-2 Management of water discharge-related impacts	Water and Wastewater Management		166-171	11.6.3



GRI STANDARD/ OTHER SOURCE	DISCLOSURE	TITLE	EXPLANATION OF OMITTED INFORMATION	PAGE NUMBER	GRI SECTOR STANDARD REF. NO.
GRI 303: Water and Effluents 2018	303-3 Water withdrawal	Water and Wastewater Management		166-171	11.6.4
		Performance Indicators		274-295	
	303-4 Water discharge	Water and Wastewater Management		166-171	11.6.5
		Performance Indicators		274-295	
	303-5 Water consumption	Water and Wastewater Management		166-171	11.6.6
		Performance Indicators		274-295	
GRI 306: Atık Sular ve Atıklar 2016	306-3 Önemli sızıntıların etkileri	No leakage incidents occurred during the reporting period in relation to wastewater and waste.			11.8.2
Air Quality					
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability at SOCAR Türkiye		74-83	
		Air Quality		164-165	
Biodiversity and Ecological Well-being					
GRI 3: Material Topics 2021	3-3 Öncelikli konuların yönetimi	Sustainability at SOCAR Türkiye		74-83	
		Biodiversity		178-181	
GRI 101: Biodiversity 2024	101-1 Policies to halt and reverse biodiversity loss	Biodiversity		178-181	
	101-2 Management of biodiversity impacts	Biodiversity		178-181	
	101-3 Access and benefit-sharing	Biodiversity		178-181	

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	TITLE	EXPLANATION OF OMITTED INFORMATION	PAGE NUMBER	GRI SECTOR STANDARD REF. NO.
GRI 101: Biodiversity 2024	101-4 Identification of biodiversity impacts	Biodiversity		178-181	
	101-5 Locations with biodiversity impacts	Within the scope of biodiversity-related assessments, the locations reported are the production facilities where operations are carried out. In the examinations conducted regarding the factory sites and their surroundings, no priority findings were identified during the reporting period indicating that the activities have a direct and significant impact on ecologically sensitive areas.			
	101-6 Direct drivers of biodiversity loss	Within the scope of factory locations where production activities are carried out, no natural ecosystem transformation (land/sea use change) occurred during the reporting period. Furthermore, no significant land transformation, invasive species risk, or direct species harvesting—among the primary drivers of biodiversity loss—was identified.			
	101-7 Changes to the state of biodiversity	Based on the evaluations conducted for the facility sites and their immediate surroundings, no significant change in biodiversity attributable to the facility's operations was identified during the reporting period.			



GRI STANDARD/ OTHER SOURCE	DISCLOSURE	TITLE	EXPLANATION OF OMITTED INFORMATION	PAGE NUMBER	GRI SECTOR STANDARD REF. NO.
GRI 101: Biodiversity 2024	101-8 Ecosystem services	Biodiversity		178-181	
Labor Practices					
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability at SOCAR Türkiye			11.7.1
		Responsible for Investment in People and Society		74-83	11.9.1
		Performance Indicators		186-237	11.10.1
		Performance Indicators			11.11.1
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Workforce and Talent Management		194-202	11.10.2
		Performance Indicators		296-325	
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Workforce and Talent Management		194-202	11.10.3
		Performance Indicators		296-325	
GRI 403: Occupational Health and Safety 2018	401-3 Parental leave	Workforce and Talent Management		194-202	11.10.4
		Performance Indicators		296-325	
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Employee Health and Safety		203-225	11.9.2
	403-2 Hazard identification, risk assessment, and incident investigation	Employee Health and Safety		203-225	11.9.3

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	TITLE	EXPLANATION OF OMITTED INFORMATION	PAGE NUMBER	GRI SECTOR STANDARD REF. NO.
GRI 403: Occupational Health and Safety 2018	403-3 Occupational health services	Employee Health and Safety		203-225	11.9.4
	403-4 Worker participation, consultation, and communication on occupational health and safety	Employee Health and Safety		203-225	11.9.5
	403-5 Worker training on occupational health and safety	Employee Health and Safety		203-225	11.9.6
	403-6 Promotion of worker health	Employee Health and Safety		203-225	11.9.7
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Employee Health and Safety		203-225	11.9.8
	403-8 Workers covered by an occupational health and safety management system	Employee Health and Safety		203-225	11.9.9
	403-9 Work-related injuries	Employee Health and Safety		203-225	11.9.10
	403-10 Work-related ill health	Employee Health and Safety		203-225	11.9.11
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Workforce and Talent Management		194-202	11.10.6
		Performance Indicators		296-325	11.11.4



GRI STANDARD/ OTHER SOURCE	DISCLOSURE	TITLE	EXPLANATION OF OMITTED INFORMATION	PAGE NUMBER	GRI SECTOR STANDARD REF. NO.
GRI 404: Training and Education 2016	404-2 Programs for upgrading employee skills and transition assistance programs	Workforce and Talent Management		194-202	11.7.3 11.10.7
	404-3 Percentage of employees receiving regular performance and career development reviews	Workforce and Talent Management		194-202	
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Human Rights and Community Relations		187	11.13.2
Human Rights					
GRI 3: Material Topics 2021	3-3 Management of material topics	"Sustainability at SOCAR Türkiye Human Rights and Community Relations"		74-83	11.12.1
				187	11.16.1
					11.18.1
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	No activities or suppliers have been identified as posing a risk in terms of child labor.			
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	No operations or suppliers have been identified as posing a significant risk in terms of forced or compulsory labor.			11.12.2
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	There are no security personnel who have received training on human rights policies or procedures.			11.18.2

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	TITLE	EXPLANATION OF OMITTED INFORMATION	PAGE NUMBER	GRI SECTOR STANDARD REF. NO.
Community Engagement					
GRI 3: Material Topics 2021	3-3 Management of material topics	"Sustainability at SOCAR Türkiye		74-83	11.3.1
		Investor Relations		50-53	
		Product Management		100-101	
		Technological Transformation"		124-131	
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	There is no available percentage of product and service categories for which health and safety impacts are assessed for improvement purposes.			11.3.3
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	No non-compliance incidents (such as penalties, warnings, or violations of voluntary codes) related to the health and safety impacts of products and services occurred during the reporting period.			
Customer Solutions and Engagement					
GRI 3: Material Topics 2021	3-3 Management of material topics	"Sustainability at SOCAR Türkiye		74-83	11.15.1
		Corporate Social Responsibility		226-227	11.17.1
		SOCAR Türkiye Volunteers"		228-237	
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples	No incidents of violations related to the rights of indigenous peoples			11.17.2



GRI STANDARD/ OTHER SOURCE	DISCLOSURE	TITLE	EXPLANATION OF OMITTED INFORMATION	PAGE NUMBER	GRI SECTOR STANDARD REF. NO.
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	"Corporate Social Responsibility SOCAR Türkiye Volunteers"		226-227 228-237	11.15.2
	413-2 Operations with significant actual and potential negative impacts on local communities	No operations with significant actual or potential adverse impacts on local communities were identified during the reporting period.			11.15.3
Diversity, Equity and Inclusion					
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability at SOCAR Türkiye		74-83	
		Diversity, Equity and Inclusion		188-193	11.11.1
		Performance Indicators		296-325	
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Diversity, Equity and Inclusion		188-193	11.11.5
		Performance Indicators		296-325	
	405-2 Ratio of basic salary and remuneration of women to men	Diversity, Equity and Inclusion		188-193	11.11.6
		Performance Indicators		296-325	
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	No cases of discrimination were identified during the reporting period.			11.11.7

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	TITLE	EXPLANATION OF OMITTED INFORMATION	PAGE NUMBER	GRI SECTOR STANDARD REF. NO.
Digital Rights and Responsibilities					
GRI 3: Material Topics 2021	3-3 Management of material topics	"Sustainability at SOCAR Türkiye Cybersecurity"		74-83	
				132-137	
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	No complaints regarding customer privacy were reported during the reporting period; no incidents of data breaches, theft, or loss of customer data were identified.			
Corporate Governance					
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability at SOCAR Türkiye		74-83	11.7.1
		Interaction with Stakeholders		102-103	11.21.1
		Sustainable Economic Value Created		108-110	
	207-1 Approach to tax	Sustainable Economic Value Created		296-325	11.21.4
	207-2 Tax governance, control, and risk management	Sustainable Economic Value Created		296-325	11.21.5
GRI 207: Tax 2019	207-3 Stakeholder engagement and management of concerns related to tax	Interaction with Stakeholders		102-103	11.21.6
		Sustainable Economic Value Created		108-110	
	207-4 Country-by-country reporting	Board of Directors' Activity Report		240-273	11.21.7
		Performance Indicators		266-325	



GRI STANDARD/ OTHER SOURCE	DISCLOSURE	TITLE	EXPLANATION OF OMITTED INFORMATION	PAGE NUMBER	GRI SECTOR STANDARD REF. NO.
GRI 402: Labor/ Management Relations 2016	402-1 Minimum notice periods regarding operational changes	Prior to operational changes that may significantly affect employees, employees and employee representatives are informed in a timely manner in line with applicable legislation and internal company procedures, and consultation processes are carried out where deemed necessary.			11.7.2
Business Ethics					
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability at SOCAR Türkiye		74-83	11.19.1
		Business Ethics and Compliance		54-60	11.20.1 11.22.1
GRI 205: Anti- corruption 2016	205-1 Operations assessed for risks related to corruption	Business Ethics and Compliance		54-60	11.20.2
	205-2 Communication and training about anti-corruption policies and procedures	Business Ethics and Compliance		54-60	11.20.3
	205-3 Confirmed incidents of corruption and actions taken	No cases of corruption occurred during the reporting period.			11.20.4

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	TITLE	EXPLANATION OF OMITTED INFORMATION	PAGE NUMBER	GRI SECTOR STANDARD REF. NO.
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	No ongoing or concluded legal proceedings related to anti-competitive behavior, antitrust, or monopoly practices, in which the Company is a party or participant, were identified during the reporting period.			11.19.2
GRI 415: Public Policy 2016	415-1 Political contributions	No direct or indirect monetary or in-kind political contributions were made in any country during the reporting period.			11.22.2
Supply Chain Sustainability					
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability at SOCAR Türkiye		74-83	11.10.1
		Sustainable Supply Chain Management		94-99	11.12.1 11.14.1
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	Sustainable Supply Chain Management		94-99	11.14.6
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	Sustainable Supply Chain Management		94-99	
	308-2 Negative environmental impacts in the supply chain and actions taken	No significant actual or potential adverse environmental impacts in the supply chain were identified during the reporting period.			

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	TITLE	EXPLANATION OF OMITTED INFORMATION	PAGE NUMBER	GRI SECTOR STANDARD REF. NO.
GRI 414: Supplier So- cial Assess- ment 2016	414-1 New suppliers that were screened using social criteria	Sustainable Supply Chain Management		94-99	11.10.8 11.12.3
	414-2 Negative social impacts in the supply chain and actions taken	No significant actual or potential adverse social impacts in the supply chain were identified during the reporting period.			11.10.9
Product Compliance and Hazardous Materials					
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability at SOCAR Türkiye		74-83	
		Product Management		100-101	
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	There are no products or services within the scope of the Company's operations that are subject to mandatory product and service information requirements under labeling procedures.			
	417-2 Incidents of non-compliance concerning product and service information and labeling	No non-compliance incidents related to product and service information and labeling, under applicable legislation and/or voluntary standards, were identified during the reporting period; accordingly, there were no penalties, sanctions, or warnings.			

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	TITLE	EXPLANATION OF OMITTED INFORMATION	PAGE NUMBER	GRI SECTOR STANDARD REF. NO.
GRI 417: Marketing and Labeling 2016	417-3 Incidents of non-compliance concerning marketing communications	No non-compliance incidents related to advertising, promotion, sponsorship, and other marketing communications, under applicable legislation and/or voluntary standards, were identified during the reporting period; accordingly, there were no penalties, sanctions, or warnings.			
Transparency and Risk Management					
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability at SOCAR Türkiye		74-83	
		Risk Management and Business Continuity		61-65	
Economic Performance*					
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability at SOCAR Türkiye		74-83	11.14.1
		Investor Relations		50-53	11.21.1
		Sustainable Economic Value Created		108-110	
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Investor Relations		50-53	11.14.2
		Sustainable Economic Value Created		108-110	11.21.2

*Not included in the material topics.

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	TITLE	EXPLANATION OF OMITTED INFORMATION	PAGE NUMBER	GRI SECTOR STANDARD REF. NO.
GRI 201: Economic Performance 2016	201-2 Financial implications and other risks and opportunities due to climate change	Risk Management and Business Continuity		61-65	11.2.2
	201-3 Defined benefit plan obligations and other retirement plans	Workforce and Talent Management		194-202	
	201-4 Financial assistance received from government	Performance Indicators		266-325	11.21.3
Market Presence*					
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability at SOCAR Türkiye		74-83	11.11.1
		Diversity, Equity and Inclusion		188-193	11.14.3
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	Diversity, Equity and Inclusion		188-193	11.14.3
	202-2 Proportion of senior management hired from the local community	Corporate Governance at SOCAR Türkiye		34	11.11.2

*Not included in the material topics.

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	TITLE	EXPLANATION OF OMITTED INFORMATION	PAGE NUMBER	GRI SECTOR STANDARD REF. NO.
Indirect Economic Impacts*					
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability at SOCAR Türkiye		74-83	
		Investor Relations Responsible for Strong Economic Growth		50-53 108-110	11.14.1
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	Investor Relations Responsible for Strong Economic Growth		50-53 108-110	11.14.4
		203-2 Significant indirect economic impacts Investor Relations Responsible for Strong Economic Growth		50-53 108-110	

UN Global Compact (UNGC) Communication on Progress

Principles	Reference
Human Rights	
Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights.	Human Rights and Community Relations
Principle 2: Businesses should make sure that they are not complicit in human rights abuses.	Human Rights and Community Relations
Labor Standards	
Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.	Human Rights and Community Relations
Principle 4: Businesses should uphold the elimination of all forms of forced and compulsory labor.	Human Rights and Community Relations
Principle 5: Businesses should uphold the effective abolition of child labor.	Human Rights and Community Relations
Principle 6: Businesses should uphold the elimination of discrimination in respect of employment and occupation.	Human Resources Approach Human Rights and Community Relations
Environment	
Principle 7: Businesses should support a precautionary approach to environmental challenges.	Responsible for Mitigating Climate Change
Principle 8: Businesses should undertake initiatives to promote greater environmental responsibility.	Responsible for Mitigating Climate Change
Principle 9: Businesses should encourage the development and diffusion of environmentally friendly technologies.	Transition to a Low-Carbon Economy and Carbon Technologies
Anti-Corruption	
Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.	Business Ethics and Compliance

UN Women's Empowerment Principles (WEPs) Progress Report

Principles	Reference
Principle 1	Establish high-level corporate leadership for gender equality Diversity, Equity and Inclusion
Principle 2	Treat all women and men fairly at work, respect and support human rights and non-discrimination Diversity, Equity and Inclusion Human Rights and Community Relations
Principle 3	Ensure the health, safety and well-being of all women and men employees Employee Engagement and Wellbeing Human Rights and Community Relations Employee Health and Safety
Principle 4	Promote education, training and professional development opportunities for women Workforce and Talent Management Diversity, Equity and Inclusion
Principle 5	Implement enterprise development, supply chain and marketing practices that empower women Diversity, Equity and Inclusion
Principle 6	Promote equality through community initiatives and advocacy Diversity, Equity and Inclusion
Principle 7	Measure and publicly report on progress achieved in relation to gender equality Diversity, Equity and Inclusion



Glossary of Technical Terms

A

AFAD:
Disaster and Emergency Management Presidency under the Ministry of Interior of the Republic of Türkiye.

AIVA (Academy of Interactive & Visual Arts):
Academy of Interactive and Visual Arts.

APQC (American Productivity & Quality Center):
An organization working in productivity, benchmarking and process improvement.

Aromatics:
Various compounds formed by benzene and its derivatives, as well as condensed benzene rings, showing a specific type of unsaturation.

ASQ (American Society for Quality):
An organization providing training, certification and good practices in quality management.

ATEX (Atmospheres Explosibles) Directive:
One of the “New Approach” directives that sets out the technical and legal requirements necessary to facilitate the free trade of products intended for use in explosive atmospheres in Europe.

B

B2B:
Business-to-business.

BCCT:
British Chamber of Commerce in Türkiye.

BIST:
Borsa İstanbul.

BT:
Information Technologies.

C

CAPEX:
Capital expenditure.

CBAM (Carbon Border Adjustment Mechanism): A regulatory carbon tax or fee imposed on products imported into a certain country or region to encourage the reduction of carbon emissions.

CCPS:
Center for Chemical Process Safety.

CCR:
Continuous catalytic reforming.

CEMS:
Continuous Emission Measurement Systems.

Circular Economy:
An economic approach that, unlike the linear economic model, aims to use resources efficiently, reduce waste and recover materials as much as possible.

CLC:
Comprehensive cause list.

CLP (Classification, Labelling and Packaging):
EU legislation regulating the classification, labelling and packaging of chemicals.

CO:
Carbon monoxide.

CPD:
Continuous professional development.

D

DCS:
Distributed control systems.

DEİK:
Foreign Economic Relations Board.

DEK:
World Energy Council.

Digital Transformation:
The process of transforming business processes, corporate culture and customer experiences through digital technologies.

DSİ:
General Directorate of State Hydraulic Works.

E

EBITDA:
Earnings before interest, taxes, depreciation and amortization.

EED:
Energy Economics Association.

EIA:
Environmental impact assessment.

EIB:
Aegean Exporters’ Association.

EFQM (European Foundation for Quality Management):
A foundation providing a corporate excellence model and assessment framework.

EMRA:
Energy Market Regulatory Authority.

EOQ:
European Organization for Quality.

EPSC:
European Process Safety Centre.

ERM:
Enterprise Risk Management.

ERP:
Enterprise Resource Planning.

ERTA:
Integrated Reporting Association Türkiye.

e-SDS:
Extended safety data sheet including exposure scenarios.

ESG:
Environmental, Social and Governance.

ESPR:
Ecodesign for Sustainable Products Regulation.

ETD:
Energy Traders Association.

Ethylene:
A hydrocarbon that is one of the key building blocks of the petrochemical industry, generally produced through steam cracking.

ETS:
Emissions Trading System.

EVP:
Employee Value Proposition



F

FEED:
Front-End Engineering Design.

FEM:
Equal Opportunity Model.

FKM:
Disaster Recovery Center.

FTSE Russell:
A subsidiary of the London Stock Exchange Group that produces, manages, licenses and markets stock market indices.

FTSE4Good Index:
An international sustainability index that evaluates companies' ESG performance.

G

GHG Protocol:
Greenhouse Gas Protocol Corporate Accounting and Reporting Standard.

GMP:
Good manufacturing practices.

GRC:
Governance, risk and compliance.

GRI (Global Reporting Initiative):
An international organization providing standards and principles for organizations to measure and report their sustainability performance.

H

H2DER:
Green Hydrogen Producers Association.

HAZOP:
Hazard and operability study; a detailed technique used to systematically assess risks related to the safety and operational effectiveness of a facility or process.

HCU:
A cracking unit that converts heavy petroleum fractions into lighter and more valuable products, such as diesel and jet fuel, using hydrogen.

HDPE:
High-density polyethylene.

HSE:
Health, safety and environment.

I-i

ICA:
International Compliance Association.

IDC:
International Data Corporation.

IEA:
International Energy Agency.

IFRS:
International Financial Reporting Standards.

IICEC:
Sabancı University Istanbul International Center for Energy and Climate.

IIRC:
International Integrated Reporting Council.

ILO:
International Labour Organization.

IOGP:
International Association of Oil & Gas Producers.

I-REC:
International Renewable Energy Certificate.

ISCC:
International sustainability and carbon certification granted to products, processes and businesses meeting sustainability standards and carbon reduction requirements.

ISO:
International Organization for Standardization.

ISSB:
International Sustainability Standards Board.

IT:
Information technology.

IT-OT:
Information Technology – Operational Technology.

İKMİB:
Istanbul Chemicals and Chemical Products Exporters' Association

İMMİB:
Istanbul Minerals and Metals Exporters' Association.

İZSU:
Izmir Water and Sewerage Administration General Directorate.

J

JOIFF (International Organisation for Industrial Emergency Services Management):
An international organization focused on improving emergency services management and firefighter competence in high-risk industries.

K

KİD:
Corporate Communicators Association.

KİPLAS:
Turkish Chemical, Petroleum, Rubber and Plastics Industry Employers' Association.

KİYED:
Public Communication and Corporate Relations Management Association.

KKDİK:
Regulation on the Registration, Evaluation, Authorization and Restriction of Chemicals.

KKS:
Chemical Registration System.

KRYD:
Corporate Risk Management Association.

L

LDPE:
Low-density polyethylene.

LNG:
Liquefied natural gas.

LPG:
Liquefied petroleum gas.

LSEG:
London Stock Exchange Group.

LSR:
Life Saving Rules.

M

MARPOL:
International Convention for the Prevention of Pollution from Ships.

Masterbatch:
A solid plastic additive used to color plastics or provide them with other properties.

MENA (Middle East and North Africa):
Middle East and North Africa.

MoC:
Management of Change.

MOTAT:
Mobile Waste Tracking System.

MRV:
Monitoring, reporting and verification of greenhouse gas emissions.

MSCI (Morgan Stanley Capital International):
A global provider of indices, ratings and analytics services that supports investment decisions by evaluating companies' environmental, social and governance performance through sectoral and regional comparisons.



N

Naphtha:

A light hydrocarbon mixture obtained through petroleum distillation and used as an important feedstock in the petrochemical industry.

Net Zero:

An environmental target aimed at reducing an organization’s net greenhouse gas emissions to zero by balancing the amount of greenhouse gases released into the atmosphere through measures such as carbon capture or emission reduction projects.

NGO:

Non-governmental organization.

O

OECD:

Organisation for Economic Co-operation and Development.

OHS-E:

Occupational health, safety and environment.

Open Innovation:

An innovation strategy through which companies aim to develop new products, services or business models by integrating ideas and solutions from external sources into internal innovation processes.

OPEC:

Organization of the Petroleum Exporting Countries.

OPEX:

Operating expenses.

OSHA:

Occupational Safety and Health Administration.

P

PERYÖN:

Turkish People Management Association.

PETDER:

Petroleum Industry and E-Mobility Association.

PETFORM:

Petroleum and Natural Gas Platform Association.

PHB:

Polyhydroxybutyrate.

PIC:

Prior informed consent mechanism in the international trade of hazardous chemicals.

Polyethylene:

A polymerized ethylene resin.

POA:

Public Oversight, Accounting and Auditing Standards Authority.

PP:

A lightweight and durable plastic type produced from propylene.

PPA:

Power purchase agreement.

PPE:

Personal protective equipment.

PQ:

Prequalification.

Pre-Registration Notification:

Pre-registration notification under KKDİK.

Propylene:

An important petrochemical product and hydrocarbon used in the production of plastics, solvents and other chemicals.

PS:

Polystyrene.

R

R&P BU (Refining and Petrochemical Business Unit):

Refining and Petrochemical Business Unit.

RASCI:

Responsible, Accountable, Supportive, Consulted and Informed.

RCM:

Regulatory Compliance Management Digital System.

REACH:

Regulation on the Registration, Evaluation, Authorisation and Restriction of Chemicals.

Refinery:

An industrial facility where raw materials are transformed into more valuable, usable and processed products through various physical and chemical processes.

RTLS (Real Time Location System):

Real-time location systems.

RPA:

Robotic Process Automation.

S

SAF:

Sustainable Aviation Fuel.

SASB:

Sustainability Accounting Standards Board.

SCADA (Supervisory Control and Data Acquisition):

Supervisory control and data acquisition system.

SCCT:

Swiss Chamber of Commerce Association.

SCP:

South Caucasus Pipeline.

SDGs (Sustainable Development Goals):

A development agenda consisting of 17 goals set by the United Nations to end poverty, protect the planet and ensure peace and prosperity for all by 2030.

SDS:

Safety data sheet prepared for the safe use of chemicals.

SEA:

Classification, Labelling and Packaging Regulation in Türkiye, aligned with CLP.

SEDA:

SOCAR Energy Digital Assistant.

SKD Türkiye:

Business Council for Sustainable Development Türkiye.

SMAT (Smart Materials):

Smart materials.

SOAR:

Security Orchestration, Automation and Response technology.

Special Industrial Zone:

Special industrial zone.

SPP:

Solar power plant.

SROI:

Social return on investment.

Sustainalytics:

An independent sustainability ratings and research provider that analyzes companies’ environmental, social and governance risks by focusing on risk management level and potential financial impact.

T

TAB:

Turkish Shipowners’ Association.

TANAP:

Trans Anatolian Natural Gas Pipeline.

TAP:

Trans Adriatic Pipeline.

TEİD:

Ethics and Reputation Society.

TEU (Twenty-foot Equivalent Unit):

A standard unit of measurement used in container transportation.

TFRS:

Turkish Financial Reporting Standards.

THS:

Technology Readiness Level.

TKYD:

Corporate Governance Association of Türkiye.

TKN:

Transport Control Number.



TOBB:
Union of Chambers and Commodity Exchanges of Türkiye.

TURMEPA:
Turkish Marine Environment Protection Association.

TÜRKLİM:
Port Operators Association of Türkiye.

TÜSİAD:
Turkish Industry and Business Association.

TS:
Turkish Standard.

TSRS:
Turkish Sustainability Reporting Standards.

TÜYİD:
Investor Relations Society of Türkiye.

U

UAV:
Unmanned aerial vehicle.

UN WEPs:
United Nations Women’s Empowerment Principles; a guide based on seven principles designed to support women’s empowerment in business.

UNGC (United Nations Global Compact):
A United Nations initiative through which businesses adopt and implement ten core principles on human rights, labor rights, environment and anti-corruption.

V

Value Chain:
A comprehensive business model covering every step from the creation of a product or service to supply chain processes, raw material procurement, production, distribution, marketing, sales and final delivery to consumers.

Value Creation Model:
A framework that defines how an organization generates financial, social and environmental value in the short, medium and long term through its inputs, activities and outputs, and transfers this value to stakeholders.

VOC:
Volatile organic compounds.

VUCA:
Volatility, uncertainty, complexity and ambiguity.

W

WEF:
World Economic Forum.

WPP:
Wind power plant.

Y

YASED:
International Investors Association.

YEK-G:
Renewable Energy Resource Guarantee System.

YÜD:
Board Members Association

Reporting Guidance

Environmental Indicators		Social Indicators	Governance Indicators		
Indicator	Petkim	STAR Refinery	SOCAR Storage	SOCAR Terminal	
Waste Management (metric tons)					
Total Waste Amount (tonnes)	Represents the total amount of hazardous and non-hazardous waste generated as a result of the Company's operations during the reporting period. Waste classified according to hazardous characteristics in accordance with the Turkish Waste Management Regulation is monitored through MOTAT (Mobile Waste Tracking System) records, Waste Declaration Forms, and Monthly Activity Reports available on the Ministry of Environment, Urbanization and Climate Change portal (Integrated Environmental Information System). The monitoring, recording, and reporting unit is tonnes.	Represents the total amount of hazardous and non-hazardous waste generated as a result of the Company's operations during the reporting period. Waste classified according to hazardous characteristics in accordance with the Turkish Waste Management Regulation is monitored through MOTAT (Mobile Waste Tracking System) records, Waste Declaration Forms, and Monthly Activity Reports available on the Ministry of Environment, Urbanization and Climate Change portal (Integrated Environmental Information System). The monitoring, recording, and reporting unit is tonnes.	Represents the total amount of hazardous and non-hazardous waste generated as a result of SOCAR Storage's operations during the reporting period. Waste classified according to hazardous characteristics in accordance with the Turkish Waste Management Regulation is monitored through MOTAT (Mobile Waste Tracking System) records, Waste Declaration Forms, and Monthly Activity Reports available on the Ministry of Environment, Urbanization and Climate Change portal (Integrated Environmental Information System). The monitoring, recording, and reporting unit is tonnes.	Represents the total amount of hazardous and non-hazardous waste generated as a result of SOCAR Terminal's operations during the reporting period. Waste classified according to hazardous characteristics in accordance with the Turkish Waste Management Regulation is monitored through MOTAT (Mobile Waste Tracking System) records, Waste Declaration Forms, and Monthly Activity Reports available on the Ministry of Environment, Urbanization and Climate Change portal (Integrated Environmental Information System). The monitoring, recording, and reporting unit is tonnes.	
Hazardous Waste Amount (tonnes)	Represents the total amount of hazardous waste generated as a result of the Company's operations during the reporting period. It is monitored through MOTAT (Mobile Waste Tracking System) records, Waste Declaration Forms, and Monthly Activity Reports available on the Ministry of Environment, Urbanization and Climate Change portal (Integrated Environmental Information System). The monitoring, recording, and reporting unit is tonnes.	Represents the total amount of hazardous waste generated as a result of the Company's operations during the reporting period. It is monitored through MOTAT (Mobile Waste Tracking System) records, Waste Declaration Forms, and Monthly Activity Reports available on the Ministry of Environment, Urbanization and Climate Change portal (Integrated Environmental Information System). The monitoring, recording, and reporting unit is tonnes.	Represents the total amount of hazardous waste generated as a result of SOCAR Storage's operations during the reporting period. It is monitored through MOTAT (Mobile Waste Tracking System) records, Waste Declaration Forms, and Monthly Activity Reports available on the Ministry of Environment, Urbanization and Climate Change portal (Integrated Environmental Information System). The monitoring, recording, and reporting unit is tonnes.	Represents the total amount of hazardous waste generated as a result of SOCAR Terminal's operations during the reporting period. It is monitored through MOTAT (Mobile Waste Tracking System) records, Waste Declaration Forms, and Monthly Activity Reports available on the Ministry of Environment, Urbanization and Climate Change portal (Integrated Environmental Information System). The monitoring, recording, and reporting unit is tonnes.	
Non-Hazardous Waste Amount (tonnes)	Represents the total amount of non-hazardous waste generated as a result of the Company's operations during the reporting period. It is monitored through Waste Declaration Forms and Monthly Activity Reports available on the Ministry of Environment portal (Integrated Environmental Information System). The monitoring, recording, and reporting unit is tonnes.	Represents the total amount of non-hazardous waste generated as a result of the Company's operations during the reporting period. It is monitored through Waste Declaration Forms and Monthly Activity Reports available on the Ministry of Environment portal (Integrated Environmental Information System). The monitoring, recording, and reporting unit is tonnes.	Represents the total amount of non-hazardous waste generated as a result of SOCAR Storage's operations during the reporting period. It is monitored through Waste Declaration Forms and Monthly Activity Reports available on the Ministry of Environment portal (Integrated Environmental Information System). The monitoring, recording, and reporting unit is tonnes.	Represents the total amount of non-hazardous waste generated as a result of SOCAR Terminal's operations during the reporting period. It is monitored through Waste Declaration Forms and Monthly Activity Reports available on the Ministry of Environment portal (Integrated Environmental Information System). The monitoring, recording, and reporting unit is tonnes.	

Environmental Indicators		Social Indicators	Governance Indicators		
Indicator	Petkim	STAR Refinery	SOCAR Storage	SOCAR Terminal	
Reused Waste Amount (tonnes)	Represents the total amount of hazardous and non-hazardous waste reused on-site by the Company during the reporting period. Reused waste is monitored through Waste Declaration Forms submitted to the Ministry of Environment, Urbanization and Climate Change, Monthly Activity Reports, and internal records. It is tracked in kilograms and reported in tonnes.	Represents the total amount of hazardous and non-hazardous waste reused on-site by the Company during the reporting period. Reused waste is monitored through Waste Declaration Forms submitted to the Ministry of Environment, Urbanization and Climate Change, Monthly Activity Reports, and internal records. It is tracked in kilograms and reported in tonnes.	Represents the total amount of hazardous and non-hazardous waste reused on-site by SOCAR Storage during the reporting period. Reused waste is monitored through Waste Declaration Forms submitted to the Ministry of Environment, Urbanization and Climate Change, Monthly Activity Reports, and internal records. It is tracked in kilograms and reported in tonnes.	Represents the total amount of hazardous and non-hazardous waste reused on-site by SOCAR Terminal during the reporting period. Reused waste is monitored through Waste Declaration Forms submitted to the Ministry of Environment, Urbanization and Climate Change, Monthly Activity Reports, and internal records. It is tracked in kilograms and reported in tonnes.	
Recycled Waste Amount (tonnes)	Represents the amount of hazardous and non-hazardous waste generated as a result of the Company's operations and sent for off-site recycling during the reporting period. Waste is monitored through MOTAT (Mobile Waste Tracking System) records, Waste Declaration Forms, and internal records available on the Ministry of Environment, Urbanization and Climate Change portal (Integrated Environmental Information System). It is tracked in kilograms and reported in tonnes.	Represents the amount of hazardous and non-hazardous waste generated as a result of the Company's operations and sent for off-site recycling during the reporting period. Waste is monitored through MOTAT (Mobile Waste Tracking System) records, Waste Declaration Forms, and internal records available on the Ministry of Environment, Urbanization and Climate Change portal (Integrated Environmental Information System). It is tracked in kilograms and reported in tonnes.	Represents the amount of hazardous and non-hazardous waste generated as a result of SOCAR Storage's operations and sent for off-site recycling during the reporting period. Waste is monitored through MOTAT (Mobile Waste Tracking System) records, Waste Declaration Forms, and internal records available on the Ministry of Environment, Urbanization and Climate Change portal (Integrated Environmental Information System). It is tracked in kilograms and reported in tonnes.	Represents the amount of hazardous and non-hazardous waste generated as a result of SOCAR Terminal's operations and sent for off-site recycling during the reporting period. Waste is monitored through MOTAT (Mobile Waste Tracking System) records, Waste Declaration Forms, and internal records available on the Ministry of Environment, Urbanization and Climate Change portal (Integrated Environmental Information System). It is tracked in kilograms and reported in tonnes.	
Recovered Waste Amount (tonnes)	Represents the amount of hazardous and non-hazardous waste generated as a result of the Company's operations and recovered on-site and off-site during the reporting period. Waste is monitored through MOTAT (Mobile Waste Tracking System) records, Waste Declaration Forms, and internal records available on the Ministry of Environment, Urbanization and Climate Change portal (Integrated Environmental Information System). It is tracked in kilograms and reported in tonnes.	Represents the amount of hazardous and non-hazardous waste generated as a result of the Company's operations and recovered on-site and off-site during the reporting period. Waste is monitored through MOTAT (Mobile Waste Tracking System) records, Waste Declaration Forms, and internal records available on the Ministry of Environment, Urbanization and Climate Change portal (Integrated Environmental Information System). It is tracked in kilograms and reported in tonnes.	Represents the amount of hazardous and non-hazardous waste generated as a result of SOCAR Storage's operations and recovered on-site and off-site during the reporting period. Waste is monitored through MOTAT (Mobile Waste Tracking System) records, Waste Declaration Forms, and internal records available on the Ministry of Environment, Urbanization and Climate Change portal (Integrated Environmental Information System). It is tracked in kilograms and reported in tonnes.	Represents the amount of hazardous and non-hazardous waste generated as a result of SOCAR Terminal's operations and recovered on-site and off-site during the reporting period. Waste is monitored through MOTAT (Mobile Waste Tracking System) records, Waste Declaration Forms, and internal records available on the Ministry of Environment, Urbanization and Climate Change portal (Integrated Environmental Information System). It is tracked in kilograms and reported in tonnes.	



Environmental Indicators		Social Indicators	Governance Indicators		
Indicator	Petkim	STAR Refinery	SOCAR Storage	SOCAR Terminal	
Amount of Waste Disposed Through Landfilling (tonnes)	Represents the amount of waste generated as a result of the Company's operations and sent for disposal at a landfill site during the reporting period. Waste is monitored through MOTAT (Mobile Waste Tracking System) records, Waste Declaration Forms, and internal records available on the Ministry of Environment, Urbanization and Climate Change portal (Integrated Environmental Information System). It is tracked in kilograms and reported in tonnes.	Represents the amount of waste generated as a result of the Company's operations and sent for disposal at a landfill site during the reporting period. Waste is monitored through MOTAT (Mobile Waste Tracking System) records, Waste Declaration Forms, and internal records available on the Ministry of Environment, Urbanization and Climate Change portal (Integrated Environmental Information System). It is tracked in kilograms and reported in tonnes.	Represents the amount of waste generated as a result of SOCAR Storage's operations and sent for disposal at a landfill site during the reporting period. Waste is monitored through MOTAT (Mobile Waste Tracking System) records, Waste Declaration Forms, and internal records available on the Ministry of Environment, Urbanization and Climate Change portal (Integrated Environmental Information System). It is tracked in kilograms and reported in tonnes.	Represents the amount of waste generated as a result of SOCAR Terminal's operations and sent for disposal at a landfill site during the reporting period. Waste is monitored through MOTAT (Mobile Waste Tracking System) records, Waste Declaration Forms, and internal records available on the Ministry of Environment, Urbanization and Climate Change portal (Integrated Environmental Information System). It is tracked in kilograms and reported in tonnes.	
Incenerated Waste Amount (tonnes)	Represents the amount of hazardous and non-hazardous waste generated as a result of the Company's operations and sent to relevant disposal facilities for off-site incineration during the reporting period. Waste is monitored through MOTAT (Mobile Waste Tracking System) records, Waste Declaration Forms, and internal records available on the Ministry of Environment, Urbanization and Climate Change portal (Integrated Environmental Information System). It is tracked in kilograms and reported in tonnes.	Represents the amount of hazardous and non-hazardous waste generated as a result of the Company's operations and sent to relevant disposal facilities for off-site incineration during the reporting period. Waste is monitored through MOTAT (Mobile Waste Tracking System) records, Waste Declaration Forms, and internal records available on the Ministry of Environment, Urbanization and Climate Change portal (Integrated Environmental Information System). It is tracked in kilograms and reported in tonnes.	Represents the amount of hazardous and non-hazardous waste generated as a result of SOCAR Storage's operations and sent to relevant disposal facilities for off-site incineration during the reporting period. Waste is monitored through MOTAT (Mobile Waste Tracking System) records, Waste Declaration Forms, and internal records available on the Ministry of Environment, Urbanization and Climate Change portal (Integrated Environmental Information System). It is tracked in kilograms and reported in tonnes.	Represents the amount of hazardous and non-hazardous waste generated as a result of SOCAR Terminal's operations and sent to relevant disposal facilities for off-site incineration during the reporting period. Waste is monitored through MOTAT (Mobile Waste Tracking System) records, Waste Declaration Forms, and internal records available on the Ministry of Environment, Urbanization and Climate Change portal (Integrated Environmental Information System). It is tracked in kilograms and reported in tonnes.	
Other Waste (tonnes)	The relevant KPI is outside the scope of assurance.	Represents the amount of hazardous and non-hazardous waste generated as a result of the Company's operations other than waste sent for recycling, recovered on-site and off-site, sent to landfill disposal sites, or sent to relevant disposal facilities for off-site incineration during the reporting period. Waste is monitored through MOTAT (Mobile Waste Tracking System) records, Waste Declaration Forms, and internal records available on the Ministry of Environment, Urbanization and Climate Change portal (Integrated Environmental Information System). It is tracked in kilograms and reported in tonnes.	Represents the amount of hazardous and non-hazardous waste generated as a result of SOCAR Storage's operations other than waste sent for recycling, recovered on-site and off-site, sent to landfill disposal sites, or sent to relevant disposal facilities for off-site incineration during the reporting period. Waste is monitored through MOTAT (Mobile Waste Tracking System) records, Waste Declaration Forms, and internal records available on the Ministry of Environment, Urbanization and Climate Change portal (Integrated Environmental Information System). It is tracked in kilograms and reported in tonnes.	Represents the amount of hazardous and non-hazardous waste generated as a result of SOCAR Terminal's operations other than waste sent for recycling, recovered on-site and off-site, sent to landfill disposal sites, or sent to relevant disposal facilities for off-site incineration during the reporting period. Waste is monitored through MOTAT (Mobile Waste Tracking System) records, Waste Declaration Forms, and internal records available on the Ministry of Environment, Urbanization and Climate Change portal (Integrated Environmental Information System). It is tracked in kilograms and reported in tonnes.	



Environmental Indicators		Social Indicators		Governance Indicators	
Indicator	Petkim	STAR Refinery	SOCAR Storage	SOCAR Terminal	
Water Withdrawal (m³)					
Surface Water (m³)	Represents the total amount of water supplied from the dam by the Company and its associates accounted for using the equity method for production operations and domestic use during the reporting period. Surface water withdrawal is monitored through daily shift records from the manual meters located at the facility entrance and through Monthly Activity Reports of the Ministry of Environment, Urbanization and Climate Change, and is reported in m³.	Represents the total amount of water supplied from the dam by the Company for production operations and domestic use during the reporting period. Surface water withdrawal is monitored through daily shift records from the manual meters located at the facility entrance and through Monthly Activity Reports of the Ministry of Environment, Urbanization and Climate Change, and is reported in m³.	Represents the total amount of water supplied from the dam by SOCAR Storage for domestic use during the reporting period. Surface water withdrawal is monitored through daily shift records from the manual meters located at the facility entrance and through Monthly Activity Reports of the Ministry of Environment, Urbanization and Climate Change, and is reported in m³.	Represents the total amount of water supplied from the dam by SOCAR Terminal for domestic use during the reporting period. Surface water withdrawal is monitored through daily shift records from the manual meters located at the facility entrance and through Monthly Activity Reports of the Ministry of Environment, Urbanization and Climate Change, and is reported in m³.	
Treated Water Discharge (m³)	Represents the total wastewater amount generated from water-using activities of the Company and its associates accounted for using the equity method during the reporting period and treated by the facility wastewater treatment plant. It is monitored through wastewater treatment plant outlet meters, the Ministry of Environment, Urbanization and Climate Change Real-Time Remote Wastewater Monitoring System, and Monthly Activity Reports, and is reported in m³.	Represents the total wastewater amount generated from water-using activities of the Company during the reporting period and treated by the facility wastewater treatment plant. It is monitored through wastewater treatment plant outlet meters, the Ministry of Environment, Urbanization and Climate Change Real-Time Remote Wastewater Monitoring System, and Monthly Activity Reports, and is reported in m3.	Represents the total wastewater amount generated from water-using activities of SOCAR Storage during the reporting period and treated by the facility wastewater treatment plant. It is monitored through wastewater treatment plant outlet meters, the Ministry of Environment, Urbanization and Climate Change Real-Time Remote Wastewater Monitoring System, and Monthly Activity Reports, and is reported in m³.	Represents the wastewater discharge amount from vessels during the reporting period, including the total amount of sewage, bilge water, gray water and similar liquid wastes from vessels served by SOCAR Terminal and managed under the relevant legislation. This data does not cover wastewater arising from the terminal's operational activities and is not included in net water consumption calculations.	
Net Water Consumption (m³)	Represents the amount of water consumed, in m³, calculated by subtracting the treated wastewater discharged to nature during the same period from the total amount of water withdrawn from nature by the Company and its associates accounted for using the equity method to meet domestic and industrial water needs during the reporting period.	Represents the amount of water consumed, in m³, calculated by subtracting the treated wastewater discharged to nature during the same period from the total amount of water withdrawn from nature by the Company to meet domestic and industrial water needs during the reporting period.	Represents the amount of water consumed, in m³, calculated by subtracting the treated wastewater discharged to nature during the same period from the total amount of water withdrawn from nature by SOCAR Storage to meet domestic and industrial water needs during the reporting period.	Represents the total amount of water withdrawn from nature by SOCAR Terminal to meet domestic and industrial water needs during the reporting period. SOCAR Terminal's wastewater discharge data refers to vessel-related wastewater and does not cover wastewater arising from terminal operational activities; therefore it is not included in net water consumption calculations.	

Environmental Indicators		Social Indicators	Governance Indicators	
Indicator	Petkim	STAR Refinery	SOCAR Storage	SOCAR Terminal
Energy Consumption (GJ)				
Natural Gas Consumption (GJ)	Represents the total amount of natural gas consumed by the Company and its associates accounted for using the equity method as an energy source during the reporting period. Natural gas tracked in Sm³ through invoices received from service providers is reported in GJ. The calorific constants used for conversion to energy-based reporting are provided by the natural gas service provider.	Represents the total amount of natural gas consumed by the Company as an energy source during the reporting period, and does not include total natural gas consumed as raw material. Natural gas tracked in Sm³ through invoices received from service providers is reported in GJ. The calorific constants used for conversion to energy-based reporting are provided by the natural gas service provider.	During the reporting period, SOCAR Storage did not have any activities involving the consumption of natural gas as an energy source. Therefore, total natural gas consumption for the period was reported as zero.	During the reporting period, SOCAR Terminal did not have any activities involving the consumption of natural gas as an energy source. Therefore, total natural gas consumption for the period was reported as zero.
Fuel Gas Consumption (GJ)	Represents the amount of fuel gas consumed by the Company and its associates accounted for using the equity method in ethylene production processes during the reporting period. Fuel gas consumption is manually tracked in tonnes through meters located within the facility and reported in GJ. Chromatographic analyses are used for the calorific constants applied in the conversion to energy-based reporting.	Represents the amount of by-product generated as a result of STAR Refinery operations, which is gaseous below 20°C, has flammable/combustible properties, and is consumed as an energy source during the reporting period. Fuel gas consumption is tracked in tonnes through meters located within the facility and reported in GJ. In-facility chromatographic analyses are used for the calorific constants applied in the conversion to energy-based reporting.	Represents the fuel gas amount consumed in Petkim and STAR Refinery production processes. However, as there is no relevant activity at SOCAR Storage, it was reported as zero.	Represents the fuel gas amount consumed in Petkim and STAR Refinery production processes. However, as there is no relevant activity at SOCAR Terminal, it was reported as zero.
Ventilation Gas Consumption (GJ)	Represents the amount of vent gas (refinery gas) consumed by the Company and its associates accounted for using the equity method during the reporting period. Vent gas consumption is manually tracked in tonnes through meters located within the facility and reported in GJ. Chromatographic analyses are used for the calorific constants applied in the conversion to energy-based reporting.	Represents the amount of vent gas (refinery gas) consumed by the Company during the reporting period. Vent gas consumption is manually tracked in tonnes through meters located within the facility and reported in GJ. Chromatographic analyses are used for the calorific constants applied in the conversion to energy-based reporting. STAR Refinery did not have relevant activities, therefore it was reported as zero.	During the reporting period, SOCAR Storage did not have any activities involving the consumption of vent gas (refinery gas) as an energy source. Therefore, vent gas consumption for the relevant period was reported as zero.	During the reporting period, SOCAR Terminal did not have any activities involving the consumption of vent gas (refinery gas) as an energy source. Therefore, vent gas consumption for the relevant period was reported as zero.



Environmental Indicators		Social Indicators	Governance Indicators		
Indicator	Petkim	STAR Refinery	SOCAR Storage	SOCAR Terminal	
Hydrogen Gas Consumption (GJ)	Represents the total amount of hydrogen produced as the reaction product of natural gas and steam in the methane reforming unit and read at the process outlet meters by the Company and its associates accounted for using the equity method during the reporting period. Hydrogen consumption is tracked in tonnes using the mass balance method and reported in GJ. Universal constants are used for the calorific analyses applied in the conversion from mass-based monitoring to energy-based reporting.	Represents the total amount of hydrogen produced as the reaction product of natural gas and steam in the methane reforming unit and read at the process outlet meters by the Company and its associates during the reporting period. Hydrogen consumption is tracked in tonnes using the mass balance method and reported in GJ. Universal constants are used for the calorific analyses applied in the conversion from mass-based monitoring to energy-based reporting. STAR Refinery did not have relevant activities, therefore it was reported as zero.	During the reporting period, SOCAR Storage did not have any activities involving hydrogen gas consumption as an energy source. Therefore, hydrogen gas consumption for the relevant period was reported as zero.	During the reporting period, SOCAR Terminal did not have any activities involving hydrogen gas consumption as an energy source. Therefore, hydrogen gas consumption for the relevant period was reported as zero.	
Purchased Steam (GJ)	Represents the amount of steam purchased by the Company and its associates accounted for using the equity method during the reporting period. Steam is tracked in tonnes through invoices received from service providers and reported in GJ. Universal calorific constants based on steam characterization are used for the calculations applied in the conversion from mass-based monitoring to energy-based reporting. Petkim did not have relevant activities, therefore it was reported as zero.	Represents the amount of steam purchased by the Company during the reporting period. Steam is tracked in tonnes through invoices received from service providers and reported in GJ. Universal calorific constants based on steam characterization are used for the calculations applied in the conversion from mass-based monitoring to energy-based reporting.	During the reporting period, SOCAR Storage did not have any activities involving purchased steam consumption as an energy source. Therefore, purchased steam consumption for the relevant period was reported as zero.	During the reporting period, SOCAR Terminal did not have any activities involving purchased steam consumption as an energy source. Therefore, purchased steam consumption for the relevant period was reported as zero.	
Total Electricity Consumed (GJ)	Represents the total amount of electricity purchased by the Company and its associates accounted for using the equity method during the reporting period. Purchased electricity tracked through service provider invoices and the EPIAŞ Transparency Platform is monitored in kWh and reported in GJ. Universal constants are used for calorific values in energy conversion.	Represents the total amount of electricity purchased by the Company during the reporting period. Purchased electricity tracked through service provider invoices and the EPIAŞ Transparency Platform is monitored in kWh and reported in GJ. Universal constants are used for calorific values in energy conversion.	Represents the total amount of electricity purchased by SOCAR Storage during the reporting period. Purchased electricity tracked through SOCAR Energy invoices is monitored in kWh and reported in GJ. Universal constants are used for calorific values in energy conversion.	Represents the total amount of electricity purchased by SOCAR Terminal during the reporting period. Purchased electricity tracked through SOCAR Energy invoices is monitored in kWh and reported in GJ. Universal constants are used for calorific values in energy conversion.	



Environmental Indicators		Social Indicators	Governance Indicators		
Indicator	Petkim	STAR Refinery	SOCAR Storage	SOCAR Terminal	
Diesel Consumption (GJ)	Represents the amount of diesel consumed during the reporting period to meet the energy needs of generators, company vehicles, trucks, forklift equipment and other energy-consuming thermal production/distribution equipment owned by the Company and its associates accounted for using the equity method. Diesel consumed is tracked in tonnes through process unit meters and invoices, and reported in GJ. Universal conversion constants are used for calorific analyses applied in the conversion from mass-based monitoring to energy-based reporting.	Represents the amount of diesel consumed during the reporting period to meet the energy needs of generators, on-road vehicles and off-road vehicles owned by the Company. Diesel consumed is tracked in tonnes through meters at the company's own station and through invoices for purchased diesel, and is reported in GJ. Universal conversion constants are used for calorific analyses applied in the conversion from mass-based monitoring to energy-based reporting.	Represents the amount of diesel consumed during the reporting period to meet the energy needs of generators, company vehicles, trucks, forklift equipment and other energy-consuming thermal production/distribution equipment owned by SOCAR Storage. Diesel consumed is tracked in tonnes through process unit meters and invoices, and reported in GJ. Universal conversion constants are used for calorific analyses applied in the conversion from mass-based monitoring to energy-based reporting.	Represents the amount of diesel consumed during the reporting period to meet the energy needs of generators, company vehicles, trucks, forklift equipment and other energy-consuming thermal production/distribution equipment owned by SOCAR Terminal. Diesel consumed is tracked in tonnes through process unit meters and invoices, and reported in GJ. Universal conversion constants are used for calorific analyses applied in the conversion from mass-based monitoring to energy-based reporting.	
Flare Gas (GJ)	Represents the amount of by-product generated as a result of the Company and its associates accounted for using the equity method operations during the reporting period, which is gaseous below 20°C, has flammable/combustible properties, and is consumed as an energy source. Flammable gas consumption is tracked in tonnes through meters located within the facility and reported in GJ. In-facility chromatographic analyses are used for the calorific constants applied in the conversion to energy-based reporting.	Represents the amount of combustible gas generated as a by-product of the Company's operations and consumed as an energy source during the reporting period. The gas exists in gaseous form below 20°C and has flammable/combustible properties. Combustible gas consumption is monitored in tonnes through on-site meters and reported in GJ. Facility-based chromatographic analyses are used to determine the calorific conversion factors applied for energy-based reporting. This indicator represents the amount of fuel gas consumed in petrochemical production processes. However, as no related activity was carried out at STAR Refinery, the indicator has not been reported.	Represents the amount of flammable gas generated as a by-product of SOCAR Storage's operations during the reporting period, which is gaseous below 20°C, has flammable/combustible properties, and is consumed as an energy source. No flammable gas consumption occurred during the relevant reporting period, and the related KPI value was not reported.	Represents the amount of flammable gas generated as a by-product of SOCAR Terminal's operations during the reporting period, which is gaseous below 20°C, has flammable/combustible properties, and is consumed as an energy source. No flammable gas consumption occurred during the relevant reporting period, and the related KPI value was not reported.	



Environmental Indicators		Social Indicators	Governance Indicators		
Indicator	Petkim	STAR Refinery	SOCAR Storage	SOCAR Terminal	
Scope 1 Greenhouse Gas Emissions (metric tons of CO ₂ e)	Represents greenhouse gas emissions arising from stationary combustion, mobile combustion, equipment fugitive emissions, chemical use and production processes during operations carried out by the Company and its associates accounted for using the equity method in the reporting period. These emissions are aligned with direct emissions included under Scope 1 within the GHG Protocol and include emissions from sources owned or controlled by the company.	Represents greenhouse gas emissions arising from stationary combustion, mobile combustion, equipment fugitive emissions, chemical use and production processes during operations carried out by the Company in the reporting period. These emissions are aligned with direct emissions included under Scope 1 within the GHG Protocol and include emissions from sources owned or controlled by the company.	Represents greenhouse gas emissions from stationary combustion and mobile combustion during SOCAR Storage's operations in the reporting period. These emissions are aligned with direct emissions included under Scope 1 within the GHG Protocol and include emissions from sources owned or controlled by the company.	Represents greenhouse gas emissions from stationary combustion and mobile combustion during SOCAR Terminal's operations in the reporting period. These emissions are aligned with direct emissions included under Scope 1 within the GHG Protocol and include emissions from sources owned or controlled by the company.	
	Scope 1 greenhouse gas emissions calculated in accordance with the Communiqué on Monitoring and Reporting Greenhouse Gas Emissions and monitored through the Ministry audit report and internal records are reported in tonnes CO ₂ per year.	Scope 1 greenhouse gas emissions calculated in accordance with the Communiqué on Monitoring and Reporting Greenhouse Gas Emissions and monitored through the Ministry audit report and internal records are reported in tonnes CO ₂ .			
Scope 2 Greenhouse Gas Emissions (tonnes CO ₂ e/ year)	Represents the amount of indirect greenhouse gas emissions arising from electricity consumption and steam purchased for electricity generation consumption by the Company and its associates accounted for using the equity method during the reporting period. These emissions are aligned with indirect energy-related emissions classified as Scope 2 emissions under the GHG Protocol and reflect the greenhouse gas impact arising from the use of energy purchased or supplied by the company.	Represents the amount of indirect greenhouse gas emissions arising from electricity consumption and purchased steam consumption by the Company during the reporting period. These emissions are aligned with indirect energy-related emissions classified as Scope 2 emissions under the GHG Protocol and reflect the greenhouse gas impact arising from the use of energy purchased or supplied by the company.	Represents the amount of indirect greenhouse gas emissions arising from SOCAR Storage's electricity consumption during the reporting period. These emissions are aligned with indirect energy-related emissions classified as Scope 2 emissions under the GHG Protocol and reflect the greenhouse gas impact arising from the use of energy purchased by the company.	Represents the amount of indirect greenhouse gas emissions arising from SOCAR Terminal's electricity consumption during the reporting period. These emissions are aligned with indirect energy-related emissions classified as Scope 2 emissions under the GHG Protocol and reflect the greenhouse gas impact arising from the use of energy purchased by the company.	
	The amount of purchased electricity is tracked in kWh through invoices and the EPIAŞ Transparency Platform, while the amount of purchased steam is tracked in tonnes through service provider invoices.	The amount of purchased electricity is tracked in kWh through invoices and the EPIAŞ Transparency Platform, while the amount of purchased steam is tracked in tonnes through service provider invoices.			



Environmental Indicators

Social Indicators

Governance Indicators

Indicator	Petkim	STAR Refinery	SOCAR Storage	SOCAR Terminal
Employee Demographics				
Distribution of Employees by Age (person/year)	Represents the number of Petkim employees for whom Social Security Institution employment entry declarations were made during the reporting period, broken down by age groups: under 30, 30-50, and over 50.	Represents the number of STAR Refinery employees for whom Social Security Institution employment entry declarations were made during the reporting period, broken down by age groups: under 30, 30-50, and over 50.	Represents the number of SOCAR Storage employees for whom Social Security Institution employment entry declarations were made during the reporting period, broken down by age groups: under 30, 30-50, and over 50.	Represents the number of SOCAR Terminal employees for whom Social Security Institution employment entry declarations were made during the reporting period, broken down by age groups: under 30, 30-50, and over 50.
Number of Employees by Gender (person/year)	Represents the gender breakdown of the total number of employees reported as of year-end 2025.	Represents the gender breakdown of the total number of employees reported as of year-end 2025.	Represents the gender breakdown of the total number of employees reported as of year-end, tracked through SOCAR Storage's Human Resources data platform.	Represents the gender breakdown of the total number of employees reported as of year-end, tracked through SOCAR Terminal's Human Resources data platform.
Employee Turnover				
Number of Employees Leaving by Gender (#)	Represents the number of female and male employees within the Company's workforce whose employment contracts were terminated in accordance with labor law during the reporting period.	Represents the number of female and male employees within the Company's workforce whose employment contracts were terminated in accordance with labor law during the reporting period.	Represents the number of female and male employees within SOCAR Storage's workforce whose employment contracts were terminated in accordance with labor law during the reporting period.	Represents the number of female and male employees within SOCAR Terminal's workforce whose employment contracts were terminated in accordance with labor law during the reporting period.
Employee Turnover Rate by Gender (%)	Represents, for the reporting period, the percentage of the total number of female and male employees within the Company's workforce whose employment contracts were terminated in accordance with labor law, relative to the company's total number of female and male employees respectively as of 31.12.2025.	Represents, for the reporting period, the percentage of the total number of female and male employees within the Company's workforce whose employment contracts were terminated in accordance with labor law, relative to the company's total number of female and male employees respectively as of 31.12.2025.	Represents, for the reporting period, the percentage of the total number of female and male employees within SOCAR Storage's workforce whose employment contracts were terminated in accordance with labor law, relative to the company's total number of female and male employees respectively as of 31.12.2025.	Represents, for the reporting period, the percentage of the total number of female and male employees within SOCAR Terminal's workforce whose employment contracts were terminated in accordance with labor law, relative to the company's total number of female and male employees respectively as of 31.12.2025.

Environmental Indicators		Social Indicators		Governance Indicators	
Indicator	Petkim	STAR Refinery	SOCAR Storage	SOCAR Terminal	
Maternity Leave and Return to Work					
Total Number of Employees Entitled to Parental Leave (#)	Represents the number of male and female employees within the Company's workforce who were entitled to paternity and maternity leave pursuant to labor law during the reporting period.	Represents the number of male and female employees within the Company's workforce who were entitled to paternity and maternity leave pursuant to labor law during the reporting period.	Represents the number of male and female employees within SOCAR Storage's workforce who were entitled to paternity and maternity leave pursuant to labor law during the reporting period.	Represents the number of male and female employees within SOCAR Terminal's workforce who were entitled to paternity and maternity leave pursuant to labor law during the reporting period.	
Total Number of Employees Taking Parental Leave (#)	Represents the number of male and female employees within the Company's workforce who were entitled to paternity and maternity leave pursuant to labor law and used the leave during the reporting period.	Represents the number of male and female employees within the Company's workforce who were entitled to paternity and maternity leave pursuant to labor law and used the leave during the reporting period.	Represents the number of male and female employees within SOCAR Storage's workforce who were entitled to paternity and maternity leave pursuant to labor law and used the leave during the reporting period.	Represents the number of male and female employees within SOCAR Terminal's workforce who were entitled to paternity and maternity leave pursuant to labor law and used the leave during the reporting period.	
Total Number of Employees Returning to Work After the End of Parental Leave (#)	Represents the number of male and female employees within the Company's workforce who were entitled to paternity and maternity leave pursuant to labor law, used the leave, and returned to work after the end of the leave during the relevant period.	Represents the number of male and female employees within the Company's workforce who were entitled to paternity and maternity leave pursuant to labor law, used the leave, and returned to work after the end of the leave during the relevant period.	Represents the number of male and female employees within SOCAR Storage's workforce who were entitled to paternity and maternity leave pursuant to labor law, used the leave, and returned to work after the end of the leave during the relevant period.	Represents the number of male and female employees within SOCAR Terminal's workforce who were entitled to paternity and maternity leave pursuant to labor law, used the leave, and returned to work after the end of the leave during the relevant period.	
Total Number of Employees Continuing to Work 12 Months After Returning from Parental Leave (#)	Represents the number of male and female employees within the Company's workforce who were entitled to paternity and maternity leave pursuant to labor law, used the leave, and continued working for 12 months after the end of the leave.	Represents the number of male and female employees within the Company's workforce who were entitled to paternity and maternity leave pursuant to labor law, used the leave, and continued working for 12 months after the end of the leave.	Represents the number of male and female employees within SOCAR Storage's workforce who were entitled to paternity and maternity leave pursuant to labor law, used the leave, and continued working for 12 months after the end of the leave.	Represents the number of male and female employees within SOCAR Terminal's workforce who were entitled to paternity and maternity leave pursuant to labor law, used the leave, and continued working for 12 months after the end of the leave.	



Environmental Indicators

Social Indicators

Governance Indicators

Indicator	Petkim	STAR Refinery	SOCAR Storage	SOCAR Terminal
Training and Development				
Environmental Training (Waste, Water, Emissions) (person-hours)	During the reporting period, this represents the total number of employees participating in environmental training programs provided by the Company. Data is tracked on a per-employee basis through. During the reporting period, this represents the total hours of environmental training provided by the Company to its employees. It is tracked on a personnel basis through the company's Human Resources training tracking platform and training participation minutes	Represents the total hours of environmental trainings provided by the Company to its employees during the reporting period. It is tracked on a personnel basis through the Company's Human Resources training tracking platform and training attendance records.	Represents the total number of employees who participated in environmental trainings provided by SOCAR Storage during the reporting period. It is tracked on a personnel basis through the company's Human Resources training tracking platform and training attendance records.	Represents the total number of employees who participated in environmental trainings provided by SOCAR Terminal during the reporting period. It is tracked on a personnel basis through the company's Human Resources training tracking platform and training attendance records.
Occupational Health and Safety				
Total Number of Recordable Incident	Represents the number of injury incidents involving the Company employees and contractors during a work-related activity that prevented them from performing their work, tracked through notifications made to the Social Security Institution.	Represents the number of injury incidents involving the Company employees and contractors during a work-related activity that prevented them from performing their work, tracked through notifications made to the Social Security Institution.	Represents the number of injury incidents involving SOCAR Storage employees and contractors during a work-related activity that prevented them from performing their work, tracked through notifications made to the Social Security Institution.	Represents the number of injury incidents involving SOCAR Terminal employees and contractors during a work-related activity that prevented them from performing their work, tracked through notifications made to the Social Security Institution.
Number of Fatality (#)	Represents the number of the Company employees and contractors involved in incidents falling under the definition of a 'fatal work accident' within the scope of Occupational Health and Safety Law No. 6331, tracked through notifications made to the Social Security Institution during the reporting period.	Represents the number of the Company employees and contractors involved in incidents falling under the definition of a 'fatal work accident' within the scope of Occupational Health and Safety Law No. 6331, tracked through notifications made to the Social Security Institution during the reporting period.	Represents the number of SOCAR Storage employees and contractors involved in incidents falling under the definition of a 'fatal work accident' within the scope of Occupational Health and Safety Law No. 6331, tracked through notifications made to the Social Security Institution during the reporting period.	Represents the number of SOCAR Terminal employees and contractors involved in incidents falling under the definition of a 'fatal work accident' within the scope of Occupational Health and Safety Law No. 6331, tracked through notifications made to the Social Security Institution during the reporting period.



Environmental Indicators

Social Indicators

Governance Indicators

Indicator	Petkim	STAR Refinery	SOCAR Storage	SOCAR Terminal
Lost Time Due to Injuries (Number of Lost Days) (#)	Represents the total number of days during the reporting period that employees and contractors were absent from work due to a work-related incident that prevented them from performing their duties. The Company classifies occupational accidents based on OSHA standards through evaluations conducted by its Health and Occupational Health & Safety (OHS) Units. Incidents recorded as Lost Time Injuries (LTIs) are reported based on the overall impact of the incident and the resulting loss of work capacity, regardless of the medical leave documentation obtained by the employee or contractor.	Represents the total number of days during the reporting period that employees and contractors were absent from work due to a work-related incident that prevented them from performing their duties. The Company classifies occupational accidents based on OSHA standards through evaluations conducted by its Health and Occupational Health & Safety (OHS) Units. Incidents recorded as Lost Time Injuries (LTIs) are reported based on the overall impact of the incident and the resulting loss of work capacity, regardless of the medical leave documentation obtained by the employee or contractor.	Represents the total number of days during the reporting period that employees and contractors were absent from work due to a work-related incident that prevented them from performing their duties. The Company classifies occupational accidents based on OSHA standards through evaluations conducted by its Health and Occupational Health & Safety (OHS) Units. Incidents recorded as Lost Time Injuries (LTIs) are reported based on the overall impact of the incident and the resulting loss of work capacity, regardless of the medical leave documentation obtained by the employee or contractor.	Represents the total number of days during the reporting period that employees and contractors were absent from work due to a work-related incident that prevented them from performing their duties. The Company classifies occupational accidents based on OSHA standards through evaluations conducted by its Health and Occupational Health & Safety (OHS) Units. Incidents recorded as Lost Time Injuries (LTIs) are reported based on the overall impact of the incident and the resulting loss of work capacity, regardless of the medical leave documentation obtained by the employee or contractor.
Total Recordable Injury Rate-TRIR (per 200,000 working hours)	Represents the value calculated by dividing all occupational accidents occurring during the reporting period that must be recorded under the legislation (fatal accidents, lost-time accidents, accidents requiring limited medical intervention, etc.) by total working hours, based on 200,000 working hours.	Represents the value calculated by dividing all occupational accidents occurring during the reporting period that must be recorded under the legislation (fatal accidents, lost-time accidents, accidents requiring limited medical intervention, etc.) by total working hours, based on 200,000 working hours.	Represents the value calculated by dividing all occupational accidents occurring during the reporting period that must be recorded under the legislation (fatal accidents, lost-time accidents, accidents requiring limited medical intervention, etc.) by total working hours, based on 200,000 working hours.	Represents the value calculated by dividing all occupational accidents occurring during the reporting period that must be recorded under the legislation (fatal accidents, lost-time accidents, accidents requiring limited medical intervention, etc.) by total working hours, based on 200,000 working hours.
Occupational Disease Rate (per 200,000 working hours)	Represents the frequency of occupational disease cases identified among both the Company employees and contractors during the reporting period, calculated based on 200,000 working hours relative to total working hours for both employees and contractors.	Represents the frequency of occupational disease cases identified among both the Company employees and contractors during the reporting period, calculated based on 200,000 working hours relative to total working hours for both employees and contractors.	Represents the frequency of occupational disease cases identified among both SOCAR Storage employees and contractors during the reporting period, calculated based on 200,000 working hours relative to total working hours for both employees and contractors.	Represents the frequency of occupational disease cases identified among both SOCAR Terminal employees and contractors during the reporting period, calculated based on 200,000 working hours relative to total working hours for both employees and contractors.
Total Working Hours (person*hours)	Represents the total actual working hours performed by the Company employees and contractors during the reporting period.	Represents the total actual working hours performed by the Company employees and contractors during the reporting period.	Represents the total actual working hours performed by SOCAR Storage employees and contractors during the reporting period.	Represents the total actual working hours performed by SOCAR Terminal and SOCAR Storage employees and contractors during the reporting period.
Total OHS-E Training Hours Received by Employees (hours)	Represents the total hours of occupational health, safety and environment (OHS-E) trainings provided to the Company employees during the reporting period.	Represents the total hours of occupational health, safety and environment (OHS-E) trainings provided to the Company employees during the reporting period.	Represents the total hours of occupational health, safety and environment (OHS-E) trainings provided to SOCAR Storage employees during the reporting period.	Represents the total hours of occupational health, safety and environment (OHS-E) trainings provided to SOCAR Terminal employees during the reporting period.



Environmental Indicators

Social Indicators

Governance Indicators

Indicator	Petkim	STAR Refinery	SOCAR Storage	SOCAR Terminal
Lost Time Injury Rate – LTIR (Employees and Contractors)	Represents the frequency of occupational accidents occurring during the reporting period that caused employees to receive incapacity reports, calculated against total working hours based on 200,000 working hours. The Company classifies occupational accidents based on OSHA standards through evaluations by the Health and OHS Units. LTI and other accident categories are reported by taking into account the overall impacts of the incident and workforce loss, independently of the health report received by the employee/contractor.	Represents the frequency of occupational accidents occurring during the reporting period that caused employees to receive incapacity reports, calculated against total working hours based on 200,000 working hours. The Company classifies occupational accidents based on OSHA standards through evaluations by the Health and OHS Units. LTI and other accident categories are reported by taking into account the overall impacts of the incident and workforce loss, independently of the health report received by the employee/contractor.	Represents the frequency of occupational accidents occurring during the reporting period that caused employees to receive incapacity reports, calculated against total working hours based on 200,000 working hours. SOCAR Storage classifies occupational accidents based on OSHA standards through evaluations by the Health and OHS Units. LTI and other accident categories are reported by taking into account the overall impacts of the incident and workforce loss, independently of the health report received by the employee/contractor.	Represents the frequency of occupational accidents occurring during the reporting period that caused employees to receive incapacity reports, calculated against total working hours based on 200,000 working hours. SOCAR Terminal classifies occupational accidents based on OSHA standards through evaluations by the Health and OHS Units. LTI and other accident categories are reported by taking into account the overall impacts of the incident and workforce loss, independently of the health report received by the employee/contractor.
Tier 1 Process Safety Event	Represents the number of the most critical process safety events during the reporting period, such as serious hazardous material releases, major fires, explosions, equipment damage or production interruptions with significant consequences.	Represents the number of the most critical process safety events during the reporting period, such as serious hazardous material releases, major fires, explosions, equipment damage or production interruptions with significant consequences.	Represents the number of the most critical process safety events during the reporting period, such as serious hazardous material releases, major fires, explosions, equipment damage or production interruptions with significant consequences.	Represents the number of the most critical process safety events during the reporting period, such as serious hazardous material releases, major fires, explosions, equipment damage or production interruptions with significant consequences.



Environmental Indicators

Social Indicators

Governance Indicators

Indicator	Petkim	STAR Refinery	SOCAR Türkiye (Consolidated)
Materiality Analysis Methodology	The data sources used in Petkim's materiality analysis comprise publicly available materiality assessments within the petrochemical industry, topic lists published by ESG organizations, and information obtained from internal and external stakeholders. These inputs were evaluated within a methodological framework defined in line with ESRS requirements, and the topics were grouped according to Petkim's topic classification based on content similarities. Information obtained from the three sources was combined using an equal-weighting approach and systematically structured for reporting purposes without incorporating a double materiality approach.	The data sources used in STAR Refinery's materiality analysis comprise publicly available materiality assessments within the oil refining sector, topic lists published by ESG organizations, and information obtained without conducting internal and external stakeholder surveys. These inputs were evaluated within a methodological framework defined in line with ESRS requirements, and the topics were grouped according to STAR's topic classification based on content similarities. Information obtained from the two sources was combined using an equal-weighting approach and systematically structured for reporting purposes without incorporating a double materiality approach.	SOCAR Türkiye's materiality analysis was developed by consolidating the materiality analyses conducted across the Group's petrochemical, refining and gas operations. In this context, a consolidated evaluation approach was adopted, taking into consideration the analyses performed for these three business segments. While Petkim incorporated internal and external stakeholder surveys into its materiality analysis process, the results of these surveys were not included in the SOCAR Türkiye analysis during the consolidation stage. The primary reason for this approach is that the analyses covering STAR Refinery and Gas Business Unit operations did not include stakeholder surveys; instead, they were conducted solely based on industry benchmarking studies and topic lists published by ESG (Environmental, Social and Governance) organizations. SOCAR Türkiye consolidated the material topics identified through these analyses and assigned equal weighting to each set of results (approximately 33%). Based on this approach, the consolidated material topics were determined. The resulting outcomes were structured for reporting purposes in a manner that does not incorporate a double materiality approach.



Independent Assurance Report

To General Assembly of SOCAR Turkey Enerji Anonim Şirketi
İstanbul, Türkiye

This independent assurance report (the 'Report') has been prepared assist the management of SOCAR Turkey Enerji Anonim Şirketi in reporting the Selected Sustainability Information (the "Selected Information") listed below and disclosed in the 2025 Integrated Report (the "2025 Integrated Report") for the period from January 1, 2025 to December 31, 2025.

Subject Matter Information and Applicable Criteria

In line with the request of SOCAR Turkey Enerji Anonim Şirketi, our responsibility is to provide limited assurance on the Selected Information listed below, which has been prepared in accordance with Annexes: 2025 Integrated Report Reporting Principles (the "Reporting Principles") included on pages 358 - 385 of the 2025 Integrated Report.

The Scope of Our Assurance

The scope of our limited assurance engagement is restricted assurance engagement is restricted to the examination of the Selected Information relating to environmental and social indicators marked with "V" and presented on pages 266 - 325 of the 2025 Integrated Report.

Social Indicators

- Number of Employees by Gender (#)
- Total Number of Employees by Age Group (#)
- Parental Leave
 - Total Number of Employees Entitled to Parental Leave (#)
 - Total Number of Employees Who Took Parental Leave (#)
 - Total Number of Employees Who Returned to Work After Parental Leave (#)
 - Total Number of Employees Who Returned to Work After Parental Leave and Remained Employed 12 Months After Their Return (#)
- Employee Turnover Data by Age and Gender
 - Number of Employees Who Left the Company by Gender (#)
 - Employee Turn Over Rate By Gender (%)
- Training by Type
 - Environmental Training (Waste, Water, Emissions) (person-hours)
 - Occupational Health and Safety Training (person-hours)
- Incident Statistics (Employees, SOCAR Suppliers and Contractors)
 - Total Number of Recordable Incident
 - Number of Fatality (#)
 - Lost Time Due to Injuries (Number of Lost Days) (#)
 - Total Recordable Injury Rate - TRIR (per 200,000 working hours)
 - Occupational Disease Rate (per 200,000 working hours)
 - Total Working Hours (person*hours)
 - Lost Time Injury Rate -LTIR (Employees and Contractors)
 - Tier 1 Process Safety Event

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Environmental Indicators

- Waste Amount
 - Total Waste Generated (tonnes)
 - Hazardous Waste Generated (tonnes)
 - Non-Hazardous Waste Generated (tonnes)
 - Waste Reused (tonnes)
 - Waste Recycled (tonnes)
 - Waste Recovered (tonnes)
 - Waste Disposed of through Landfilling (tonnes)
 - Waste Disposed of through Incineration (tonnes)
 - Other Waste Treatment/Disposal Methods (tonnes)
- Water Withdrawal (m³)
 - Surface Water Withdrawal (m³)
 - Treated Water Discharge (m³)
 - Net Water Consumption (m³)
- Energy Consumption (GJ)
 - Natural Gas Consumption (GJ)
 - Fuel Gas Consumption (GJ)
 - Vent Gas Consumption (GJ)
 - Hydrogen Gas Consumption (GJ)
 - Diesel Consumption (GJ)
 - Combustible Gaz (GJ)
 - Total Electricity Consumed (GJ)
 - Purchased Steam (GJ)
- Emissions
 - Scope 1 Greenhouse Gas Emissions (tCO₂e)
 - Scope 2 Greenhouse Gas Emissions (tCO₂e)

Governance Indicators

- Materialty Assessment

SOCAR Turkey Enerji Anonim Şirketi's Responsibilities

The management of SOCAR Turkey Enerji Anonim Şirketi is responsible for the preparation, collection and presentation of the Selected Information in accordance with the GRI Standards. In addition, the management of SOCAR Turkey Enerji Anonim Şirketi i is responsible for the completeness and accuracy of the documentation provided to the auditor. The management of SOCAR Turkey Enerji Anonim Şirketi is also responsible for maintaining an internal control system that provides reasonable assurance that the relevant information is free from material misstatement, whether due to fraud or error.

Our Responsibilities

We conducted our assurance engagement in accordance with the Assurance Engagement Standard (AES) 3000 and 3410 which is a part of the Turkish Auditing Standards as issued by the Public Oversight Accounting and Auditing Standards Authority of Turkey (POA). These regulations require that we comply with the ethical standards and plan and perform our assurance engagement to obtain limited assurance about the Selected Information.

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



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

Procedures performed in a limited assurance engagement vary in nature and timing from and are less in extent than for a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed. Our procedures were designed to obtain a limited level of assurance on which to base our conclusion and do not provide all the evidence that would be required to provide a reasonable level of assurance.

The procedures selected depend on the practitioner's judgment. The procedures include inquiry of the personnel responsible for collecting and reporting on the Selected Information and additional procedures aimed at obtaining evidence about the Selected Information.

Procedures Applied

In respect of the Selected Information mentioned above the procedures performed include the following procedures:

- Interview with select key senior personnel of SOCAR Turkey Enerji Anonim Şirketi to understand the current processes in place for capturing the Selected Information pertaining to the reporting period;
- Review the Selected Information against evidence obtained through online interviews with personnel of SOCAR Turkey Enerji Anonim Şirketi at its locations in Türkiye and abroad, and, for other locations, on a sample basis;
- Perform substantive testing, on a sample basis, of the Selected Information;
- Using SOCAR Turkey Enerji Anonim Şirketi's internal documentation to evaluate and review the Selected Information;
- Evaluation of the design and implementation of key processes and controls over the Selected Information;
- Reperforming, on a sample basis, calculations used to prepare the Selected Information for the reporting period.
- Evaluation of the disclosure and presentation of the Selected Information in the 2025 Integrated Report.

Our Conclusion

Based on the procedures performed and evidence obtained, nothing has come to our attention that causes us to believe that Selected Information for the year ended in December 31, 2025 of SOCAR Turkey Enerji Anonim Şirketi has not been prepared, in all material respects, in accordance with the relevant requirements of the GRI Standards.

Limitations

We permit this report to be included in SOCAR Turkey Enerji Anonim Şirketi's 2025 Integrated Report for the year ended 31 December 2025, for the purpose of enabling the management of SOCAR Turkey Enerji Anonim Şirketi to demonstrate that they have fulfilled their governance responsibilities by obtaining an independent assurance report

in connection with the Selected Information. To the fullest extent permitted by law, we do not accept or assume any responsibility or liability to any party other than SOCAR Turkey Enerji Anonim Şirketi for our work, for this independent limited assurance report, or for the conclusions we have reached.

Güney Bağımsız Denetim ve Serbest Muhasebeci Mali
Müşavirlik Anonim Şirketi
A member firm of Ernst & Young Global Limited



23 July 2026
İstanbul, Türkiye

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Report Design

Krea Reports