STAR REFINERY

2025 Sustainability Report

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About The Report

As STAR Rafineri A.Ş. (STAR Refinery), we have prepared our first Sustainability Report—which presents our performance in operational, environmental, social, and governance matters for the period from January 1 2025, to December 31 2025—in accordance with the Global Reporting Initiative (GRI) Standards and GRI 11: Oil and Gas Sector Standard 2021.

At STAR Refinery, we conduct our operations in accordance with the principles of transparency, accountability, responsibility, and fairness. As a Company that prioritizes our responsibilities toward the economy, production, people, society, and the environment, we approach sustainability with a mindset that places it at the center of our business processes. Through our Sustainability Report, prepared in line with this approach, we aim to transparently share our performance in economic, environmental, and social areas, our priority sustainability issues, and our value creation approach with our stakeholders.

Verified data

Contact

For any questions, comments, or suggestions regarding the report

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Message from the Chairman of the Board

Kanan Najafov

Chairman of the Board

Dear Stakeholders,

At STAR Refinery, we are leaving behind 2025 with the pride of operating as part of SOCAR Türkiye. This year was marked by challenging economic conditions across the sector on a global scale. The ongoing conflicts and geopolitical instability in our immediate geography closely affected the refining sector, as they did many other industries. While the volatility in oil prices once again brought the importance of oil supply security to the forefront, this uncertain environment clearly demonstrated how critical it is to have a strong operational infrastructure, a robust financial structure, and strategic partnerships.

The reshaping of global supply dynamics, the shift in trade flows, and the volatility in energy markets have made the competitive advantage of players with integrated value chains and flexible supply capabilities even more pronounced.

Throughout this period, STAR Refinery sustained its operations steadily with the strong corporate support of both Azerbaijan and SOCAR Türkiye. Thanks to our integrated value chain, operational capabilities, and efficiency-oriented management approach, we managed our production processes without interruption and with high effectiveness. The outcomes of this strategy were clearly reflected in our operational performance throughout the year. Through the capacity expansion investments we implemented, we raised our annual crude oil processing capacity from 10 million to 13 million tonnes; this strategic step both reinforced STAR Refinery's structural contribution to Türkiye's energy supply security and translated SOCAR Türkiye's integrated value chain vision into a tangible corporate achievement. The deepening of integration between STAR Refinery and Petkim made a significant contribution to our corporate resilience and our long-term competitive position.

We crowned our achievements not only with our financial performance but also with our sustainability approach - one of the most critical imperatives of our era.

The most tangible expression of this approach turning into corporate commitment is our first Sustainability Report, prepared in alignment with the GRI Standards and the GRI 11 Oil and Gas Sector Standard. This report serves as a record of our commitment to sharing our environmental, social, and governance performance with our stakeholders on a transparent foundation.

In an era when global climate policies are accelerating, companies operating in energy-intensive sectors must manage this transformation proactively rather than reactively. Developments such as the Carbon Border Adjustment Mechanism (CBAM) under the European Green Deal and the Emissions Trading System (ETS) planned to be established in Türkiye are no longer matters of regulation alone; they have become strategic variables that directly shape our investment decisions and competitive position. Acting on this reality, we have adopted a roadmap aligned with SOCAR Türkiye's climate targets: Net Zero by 2050. Meeting this commitment depends on concrete steps taken starting today; for this reason, we are placing emissions management, energy efficiency, and climate adaptation at the center of our operational priorities.

We treat sustainability governance as a natural part of corporate decision-making. Our multi-layered sustainability governance model, structured under the oversight of the SOCAR Türkiye Board of Directors, ensures that sustainability priorities are owned by both senior management and operational teams. We support our sustainability performance through independent assurance mechanisms and a regular reporting cycle.

The social dimension of our corporate responsibility also retains its place among our strategic priorities. Within the framework of the United Nations Women's Empowerment Principles (UN WEPs), of which we are a signatory, we run programs supporting women's employment and leadership; we regard fostering an inclusive, safe, and development-oriented environment for our employees as an integral part of our corporate culture. As Türkiye's largest integrated industrial group, we view this responsibility not as an obligation but as an indispensable dimension of long-term value creation.

Through this report, by transparently sharing the environmental and social impacts of our activities, we aim to strengthen our trust-based relationships with our stakeholders. Our sustainability journey takes a step into a new stage of maturity with this first report.

Sincerely,

Kanan Najafov

Chairman of the Board

Message from the Head of the Business Unit

Kanan Mirzayev

General Manager of Petkim and Head of the SOCAR Türkiye Refining and Petrochemical Business Unit

Dear Stakeholders,

I would particularly like to emphasize the satisfaction I feel in sharing STAR Refinery's first Sustainability Report with our stakeholders. As a document that, for the first time, presents the environmental, social, and governance dimensions of our activities with this level of completeness and in a systematic manner, this report is not merely a step in reporting; it is an indicator of our corporate maturity and our commitment to sustainable growth.

2025 was an exceptionally challenging year for both the refining and petrochemicals sectors on a global scale. While production cutbacks emerged in many parts of the world due to global oversupply and a downcycle, on the refining side, rapidly shifting trade flows, rising geopolitical risks, and highly volatile margins made it imperative to manage operations more carefully and flexibly than ever before. This difficult landscape directly affected us as well.

In this environment, we structured our strategic focus around three core axes: strengthening operational excellence and production continuity; preserving financial discipline and corporate resilience; and deepening a sustainable working culture that places occupational health, safety, and the environment at its core. This structural approach enabled us to offset the adverse effects of external conditions and to continue creating value despite challenging circumstances.

The outcomes of this strategy were clearly reflected in our operational performance throughout the year. In 2025, we reaped the benefits of the long-term improvements and capacity expansion work undertaken after the planned maintenance shutdown in 2024: with the capacity expansion that raised our annual crude oil processing capacity from 10 million to 13 million tonnes, we processed 13 million tonnes of crude oil and recorded the highest production level in STAR Refinery's history. The strengthening of operational integration between STAR Refinery and Petkim delivered tangible results on both the efficiency and production sides; this performance stands as strong evidence of the resilience of our integrated facility structure, our experienced workforce, and our business model. Despite external pressures such as sanctions and margin volatility, we preserved our competitive strength through flexible operational management. With the completion of the wharf capacity expansion projects, our vessel reception capability was extended; this development significantly strengthened our supply chain flexibility and our strategic positioning. In response to the shifts in global supply dynamics, the reshaping of trade flows, and the impact of sanctions, we adopted a more selective and strategic approach in crude oil supply; by diversifying our supply portfolio we enhanced our flexibility, while reinforcing our operational efficiency-oriented management approach. While the relatively strong performance of the naphtha segment in the first half of the year contributed positively to our profitability, the margin recovery that became pronounced in jet fuel and diesel products in the second half, together with the supply-demand imbalance in the Mediterranean region, were significant factors supporting our financial performance over the year as a whole.

Alongside our operational achievements, we maintained a resolute stance on financial discipline and cash management throughout the year. In an environment where margins ran below budget targets and cost pressures intensified, we took steps that balanced revenues and expenses, kept indebtedness indicators under control, and protected our long-term resilience. Our approach of disciplined cost management while preserving production continuity enabled us to continue generating value for our stakeholders in a challenging year. Our refining margins held strong throughout the year; in particular, the high profitability achieved in the fourth quarter made a decisive contribution to our year-end financial results.

Occupational health, safety, and the environment continued to lie at the center of every operational and strategic decision we made. In line with our Journey to ZERO approach, we positioned strengthening a safe working culture, effectively managing risks in the field, and enhancing visible leadership among our priority objectives. To this end, we continue to integrate Industry 4.0 technologies into our safety processes.

On the environmental performance front, we recorded tangible progress. Through the 12 projects carried out under the Değer Benim Program, we achieved 33,800 tonnes of CO_2 emission reductions; meanwhile, the leak detection and gas recovery initiative we implemented on the CCR HP Flare system delivered, on its own, 20,500 tonnes of CO_2e reduction along with significant net gas savings. In energy management, we delivered a 5% reduction in our total consumption compared to 2023, achieving 1,741,933 GJ of absolute savings.

These figures clearly demonstrate that sustainability has now become an inseparable part of our daily operations.

Digital transformation continues to be a powerful lever that fuels both our operational excellence and our sustainability management. As a member of the WEF Global Lighthouse Network, we integrate AI-supported optimization, predictive maintenance, and unmanned aerial vehicle technologies into our production processes; through digital tools, we monitor energy consumption, emissions, and resource use in real time.

In the period ahead, we will continue to advance with determination toward our targets of sustainable growth and strong profitability, drawing on the strength of our integrated structure, our focus on operational excellence, and our disciplined management approach.

This first report, prepared in accordance with the GRI Standards and the GRI 11 Oil and Gas Sector Standard, marks the beginning of a broader journey. In the periods ahead, we will continue to advance our sustainability reporting practices, reinforce our targets with measurable indicators, and further expand the scope of our external assurance processes. I extend my sincere thanks to all my colleagues who contributed to this journey, to our business partners, and to all our stakeholders who have placed their trust in us.

Sincerely,

Kanan Mirzayev

General Manager of Petkim and Head of the SOCAR Türkiye Refining and Petrochemical Business Unit

About SOCAR Türkiye and STAR Refinery

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 Aliağa 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.

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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 TERMİNAL

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 FIBER

Fiber optic line investment for electronic communications

SOCAR TECH

Technological transformation and information technology for the company

SOCAR BROKER Insurance & Reinsurance

Insurance, reinsurance, and claims advisory services

SOCAR SHIPPING AGENCY

Shipping and port agency services

SCR

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

TANAP

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

PETKİM

Türkiye's first and only integrated petrochemical producer

STAR REFINERY

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

SOCAR STORAGE

Storage and operations

SOCAR PETROLEUM TRADE

Wholesale and retail fuel sales, aviation and marine fuel sales

TFS

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%*

SOCAR R&D

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

Natural Gas Business Unit

SOCAR ENERGY TRADE

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

SOCAR Electricity and Natural Gas Investment

Gas imports, wholesale trade of gas and energy

SOCAR Energy İÇAN

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.*

bosenerji

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% BOTAŞ, 50% SOCAR Turkey Enerji A.Ş.*

Value Chain

SOCAR Terminal

SOCAR Fiber

SOCAR Broker

SOCAR Shipping Agency

SOCAR Tech

SCR

TANAP

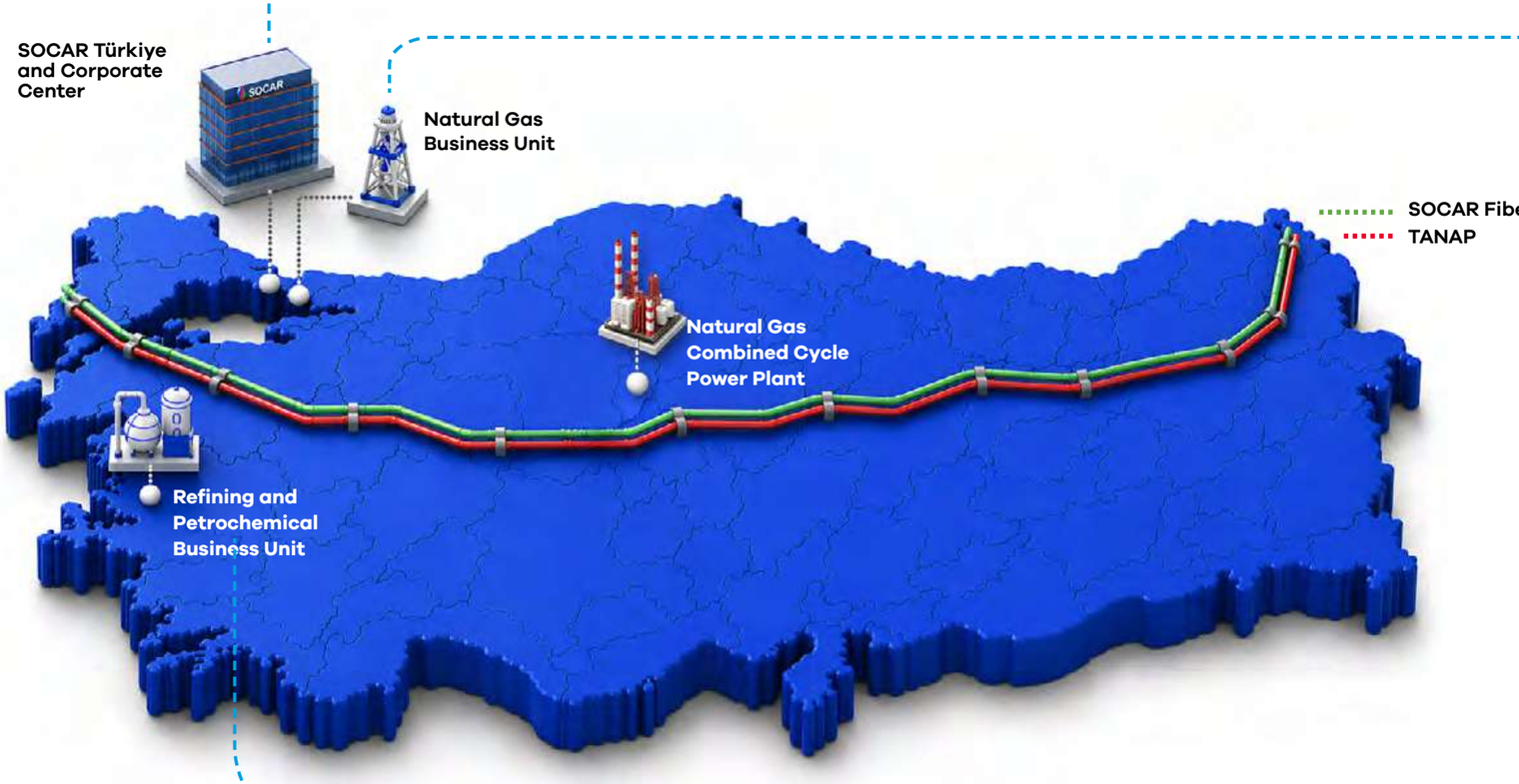
Natural Gas Combined Cycle Power Plant

SOCAR Energy Trade

SOCAR Energy İÇAN

SOCAR Electricity and Natural Gas Investment

bosenerji



Petkim

Petkim WPP

STAR Refinery

SOCAR Storage

SOCAR Petroleum Trade

SOCAR R&D

TFS

Corporate Profile, Vision, Mission and Corporate Values

As one of Türkiye's largest integrated organizations, we manage every stage of the value chain from end to end. This enables us to ensure efficiency and coordination in our business processes. By leveraging the latest technologies, we strengthen our operational capabilities and expand our impact across various sectors through our pioneering initiatives.

We embrace sustainability as a core element of our corporate approach throughout all these processes. In this regard, we aim to develop pioneering solutions within our industry to address challenges in environmental and social areas, particularly climate change. With the goal of leaving a more livable world for future generations, we shape our operations through a sustainable business model and value chain approach

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Mission

To reduce the country's foreign dependence by producing high-value-added products and integrating petrochemicals.

Vision

To be an innovative, reliable, environmentally and socially conscious company in the petroleum industry.

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.

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.

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.

People First

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

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.

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.

About STAR Refinery

As STAR Refinery, we play a strategic role in Türkiye's energy and petrochemical sectors. The foundation for our facility, located in the Aliağa district of İzmir, was laid in 2011, and it was brought to life through a $6.7 billion investment by SOCAR Turkey Enerji A.Ş., the Turkish subsidiary of Azerbaijan-based SOCAR Global. At the time of its construction, the STAR Refinery was the largest refinery project in the Europe, Middle East, and Africa (EMEA) region, and it operates as Türkiye's only refinery company with integrated refining and petrochemical capabilities.

Through our production, we meet the critical needs of Türkiye's industrial sector. In addition to producing reformate and naphtha—which are vital for the petrochemical sector—we ensure the uninterrupted production of products such as diesel, motor fuel, jet fuel, LPG, sulfur, and petroleum coke. Thanks to the naphtha we produce at our integrated facility, we meet nearly all of our raw material needs and contribute to reducing the current account deficit by supplying approximately 18% of the country's refined petroleum product requirements.

We continue our operations—which began as the first company in Türkiye to hold a Strategic Investment Incentive Certificate—by focusing on continuous development and digitalization. Thanks to the advanced technologies we have integrated since the initial setup phase, we became the first refinery to join the World Economic Forum's 'Global Lighthouse Network' in 2021. In 2025, we solidified our leadership by ranking first on the "List of the Largest Companies in the Aegean Region" alongside Petkim.

With an annual crude oil processing capacity of 13 million tonnes and a storage capacity of 1.96 million cubic meters, we continue to operate efficiently and supply strategic products to the Turkish industry. As STAR Refinery, we remain committed to contributing to Türkiye's sustainable growth in the energy and petrochemical sectors through our integrated structure and comprehensive product portfolio.

STAR Refinery Milestones

2008-2009

- The 1,300-acre site owned by Petkim has been allocated to STAR Refinery for the construction of a raw material refinery.

2010

- A license has been obtained for the 10 million tonnes capacity refinery project being built at the Petkim site.

2011

- The groundbreaking ceremony for the STAR Refinery was held, and the investment process was officially launched.

2015

- STAR Refinery was honored with the "Best Refinery Financing Deal of the Year" award by Project Finance International and Infrastructure Journal.

2018

- STAR Refinery strengthened its partnership structure by signing a share sale and transfer agreement with SOCAR Türkiye regarding the acquisition of Petkim's indirect 18% stake in STAR Refinery.
- STAR Refinery held an international opening ceremony and began operations in the fourth quarter of 2018.

2019

- STAR Refinery has resumed full-capacity production.
- With the completion of the integration process for SOCAR Türkiye's group companies, STAR Refinery, Petkim, SOCAR Türkiye Fuel Storage, and SOCAR Türkiye Energy Distribution have been brought together under the SOCAR Türkiye Refining and Petrochemical Business Unit.
- STAR Refinery completed the sale of the first naphtha produced as part of SOCAR Türkiye's refinery-petrochemical integration to Petkim.

2020

- STAR Refinery has begun sourcing the power supply for its Utilite and Hydrogen Production Units from Petkim in order to enhance operational reliability.

2021

- STAR Refinery is the only company from Türkiye selected for the World Economic Forum (WEF) Global Lighthouse Network. It is also the only refinery in the world to have been accepted into this network.
- The company has increased its capacity utilization rate to 100.8%.

2022

- STAR Refinery increased its capacity utilization rate to an average of 113.1%.

2023

- Petkim's indirect stake in STAR Refinery, Türkiye's second-largest industrial facility, has reached approximately 12%.
- STAR Refinery, along with other SOCAR Türkiye group companies such as Petkim, Bursagaz, and Kayserigaz, was included in the Capital500 list as part of Capital Magazine's "Türkiye's 500 Largest Private Companies" survey.

2024

- STAR Refinery successfully completed its first scheduled maintenance shutdown—which lasted approximately two months and followed a two-year preparation process—in full compliance with OHS-E standards. As part of this effort, the company carried out maintenance and improvement work on all equipment, increasing production capacity by 2.5% and achieving the operational efficiency needed to ensure uninterrupted production for the next five years.
- SOCAR Türkiye and its group companies won a total of 8 awards on national and international platforms throughout 2024 for projects in digital transformation, innovation, finance, and internal communication. In the same year, STAR Refinery became one of Türkiye's three largest industrial facilities.
- SOCAR Turkey Akaryakıt Depolama A.Ş. was acquired pursuant to a Board of Directors decision dated December 27 2024.

2025

- STAR Refinery, together with Petkim, ranked first on the "List of the Largest Companies in the Aegean Region."
- STAR Refinery processed 13 million tonnes of crude oil by achieving the highest capacity utilization rate through its consistent performance throughout 2025.
- The official approval of the investment was secured with the closure of the investment incentive certificate obtained by STAR Refinery in September, proving its transformation into a tangible success that adds value to the economy.
- A 25% stake in TFS has been acquired.

STAR Refinery Highlights

Financial Performance

412.43
(TRY billion)
Net Sales Revenue
2024: TRY 279.69 billion

35.07
(TRY billion)
Gross Profit
2024: TRY 21.14 billion

14.52
(TRY billion)
Net Profit
2024: TRY 15.20 billion

106.03
(TRY billion)
Net Debt
2024: TRY 76.73 billion

Operational Performance

18.80%
(ratio)
Share of Türkiye's Processed Crude Oil Demand Met

13
(million tonnes)
Annual Crude Oil Processing Capacit
2024: 13 million tonnes

13.10
(million tonnes)
Annual Crude Oil Processed
2024: 10.1 million tonnes

12.90
(million tonnes)
Annual Total Production
2024: 10 million tonnes

99%
(ratio)
Capacity Utilization Rate

9.20
Nelson Complexity Index

87.96
White Product Yield

6.70
(USD billion)
Total Investment Amount

Environmental Performance

313.15
(TRY million)
Environmental Investments
2024: TRY 525.88 million

80.34
(TRY million)
Environmental R&D Investments
2024: TRY 33.43 million

95.94
(TRY million)
Environmental Management Unit Expenditures
2024: TRY 81.86 million

1,292
*(person*hours)*
Environmental Training Duration

5%
(ratio)
Reduction in Total Energy Consumption*
**Due to the planned shutdown in 2024, 2023 was taken as the base year for comparison.*

1,741,933
(GJ)
Absolute Energy Reduction

573,340
(m^3)
Reduction in Water Consumption

26%
(ratio)
Reduction in Waste Generation
2024: 39%

Social Performance

1,203
(employees)
Total Employees
2024: 1,205 employees

59,811
*(persons*hours)*
Employee Training
2024: 73,729 hours

4.55%
(ratio)
Female Management Ratio
2024: 5%

32,450
*(persons*hours)*
HSE Training
2024: 42,217 hours

56.10%
(ratio)
Employees Covered by Collective Bargaining Agreements
2024: 54.80%

85.00%
(ratio)
Share of Local Suppliers in the Supplier Portfolio
2024: 83%

Strategic Developments and Recognition

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

STAR Refinery shared its first Sustainability Report with its stakeholders.

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

Our Awards

Award / List Name	Awarding Organization	Category /Title	Achievement	Year
2024 İKMİB Export Stars Awards	İKMİB - Istanbul Association of Exporters of Chemical Products and Goods	"Mineral Fuels Export" Category	1st	2024
List of Türkiye's 500 Largest Industrial Companies	Istanbul Chamber of Industry	General Industry Ranking	3rd	2025
2024 Export Champions List	TİM – Turkish Exporters Assembly	General Ranking	5th	2024
Fortune 500 Türkiye Survey	Fortune Türkiye	Türkiye's Largest Companies	13th	2024
Capital 500 List	Capital Magazine	Türkiye's Largest Companies	11th	2024
List of the Largest Companies in the Aegean Region	Regional Industrial Companies	Regional Company Ranking	1st	2025

İHRACATIN YILDIZLARI ÖDÜL TÖRENİ 2025

LSEG

FORTUNE 500

extel

Our Facilities, Products and Production Activities

Operational Performance and Capacity Utilization

In 2025, we operated our crude oil processing operations at a utilization rate exceeding design capacity. Through optimization efforts carried out throughout the year in our atmospheric and vacuum distillation (CDU/VDU) unit, we operated the unit at a rate of 1,745 m³/hour. As a result, we maximized the volume of crude oil processed in 2025 and broke our annual crude oil processing record.

Following the revisions made to the Delayed Coker Unit in the 2024 Planned Shutdown Schedule to increase capacity, we enhanced capacity utilization flexibility in 2025, improved the unit's operational readiness, and developed projects related to alternative feedstock options. By evaluating the current conditions of the Diesel Desulfurization Unit (DHT) through engineering analysis, we increased its capacity to 591 m³/hour, while similar analyses enabled us to increase the capacity of the CCR Unit to 210 m³/hour, thereby boosting reformate production capacity. Additionally, through capacity expansion work conducted at our Saturated LPG purification unit, we increased the process flow rate from 65 m³/hour to 71 m³/hour.

After obtaining environmental impact assessment (EIA) approval for the Kero-Merox Unit from the Ministry of Environment and Urbanization, we began detailed work on the project. As part of the project, we conducted HAZOP and P&ID review studies.

Production Continuity and Incident Management

In 2025, we experienced operational outages caused by power fluctuations, instrument malfunctions, and false trips, which had varying impacts across different units. We responded quickly to these incidents and safely brought the units back online. Following each incident, we conduct root cause analyses to identify corrective actions aimed at preventing recurrence.

Energy and Resource Efficiency

Through initiatives carried out throughout the year, we aimed to reduce energy and raw material consumption inherent in our production activities. In this context, we conducted detailed reviews of furnace efficiencies across all units in the refinery in collaboration with consulting firms and furnace experts; we provided training on furnace operations and established regular monitoring systems.

As a result of all the energy efficiency initiatives we implemented, we reduced our refinery's "Energy Intensity Index" (EII) to 86.50.

Product Quality and Process Improvement

We have expanded the scope of Advanced Process Control (APC) applications in our production processes. This has allowed us to increase the stability of process parameters, reduce the routine intervention workload for our operators, and operate our units under optimal conditions. In addition to APC applications, we have increased unit efficiency by optimizing processes through digitalization projects and predictive models.

We implemented the GDOT system to optimize product quality in units in accordance with specifications and to integrate specification processes with APC systems. As part of this effort, we began managing the specifications of certain products through this system. We configured the GDOT system to send automatic instructions to units, predicting the quality of products accumulating in tanks to ensure they meet our targeted sales values.

Process Safety

With the support of process safety teams, we conducted a systematic study in 2025 to reduce emergency shutdown system (ESD) bypass applications. As a result of detailed analyses and improvement activities carried out across units throughout the refinery, we achieved over a 60% improvement in safety system bypass conditions.

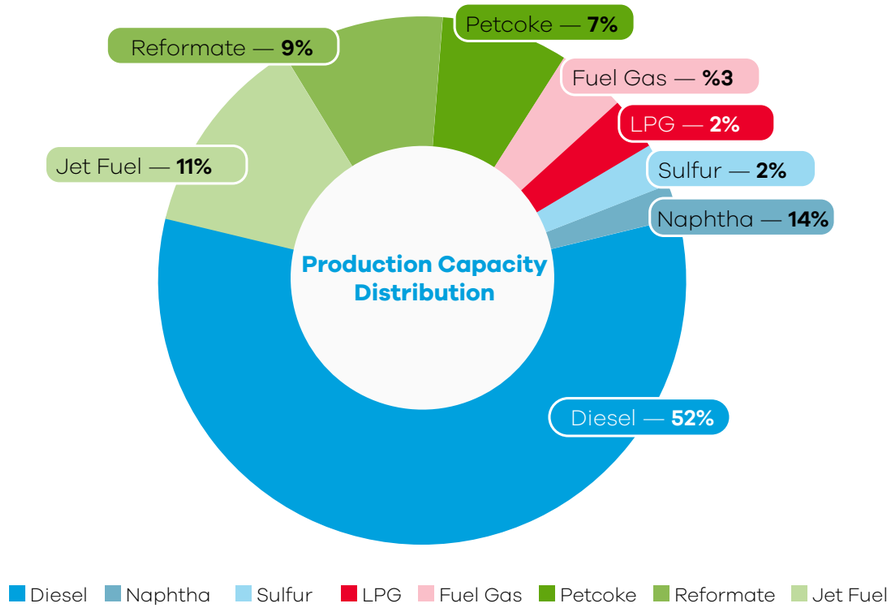
Throughout the year, we significantly enhanced our teams' response capabilities through tabletop and field-based drills focused on emergency and operational scenarios. During the same period, we comprehensively reviewed Standard Operating Procedures (SOPs) and Emergency Procedures, revising and reissuing any documents that were incomplete or outdated.

Team Competency and Participatory Improvement

A significant portion of the operational results we achieved in 2025 was realized through the active participation of our field teams under the "Gücümüze Değer" program. Under the program, our operators, engineers, and maintenance teams worked together to systematically evaluate observations and suggestions. Through these efforts, we achieved tangible gains in energy savings, reduced chemical usage, and production continuity—areas that align with our sustainability priorities.

Key Operational Contributions for 2025

- By utilizing 1,745 m³/h of the atmospheric distillation unit's design capacity, we increased the volume of crude oil processed during the year to 13.10 million tonnes.
- Imported Vacuum Gas Oil (VGO) and HSGO intermediate products were processed in the units.
- Work began on the Kero Merox Unit Project, and approval of the EIA report was obtained from the Ministry of Environment and Urbanization.
- The refinery's Energy Intensity Index (EII) was reduced to 86.50, optimizing energy efficiency to the highest level.
- Through idle optimization in the standby steam turbine, we achieved a savings of approximately 9 tonnes/hour of medium-pressure steam.
- Through periodic shutdowns of furnace burners, we reduced fuel consumption and flue gas SOx/NOx emissions.
- We reduced the number of ESD bypasses, temporary shutdowns, and inhibitor records across the refinery by 60%.
- All Safety-Critical Equipment (SCE) was defined in the SAP system across all units, and by the end of the year, the number of inactive equipment was reduced to zero.
- All operational and emergency procedures were reviewed and reissued; emergency preparedness was strengthened through field and desk-based drills.



STAR Refinery Production Capacity (million tonnes)	
Diesel	6.9
Naphtha	1.8
Jet Fuel	1.5
Reformate	1.2
Petcoke	0.9
LPG	0.3
Sulfur	0.2
Fuel Gas	0.4
Total	**13.3**

RESPONSIBLE *for*

Sustainability and Corporate Governance

Social and Relationship Capital

Intellectual Capital

Manufactured Capital

RESPONSIBLE *for*

Sustainability and Corporate Governance

Corporate Governance at STAR Refinery

We structure our corporate governance framework in alignment with the governance approach adopted across all SOCAR Türkiye group companies; we implement a management system that supports effective strategic decision-making, risk management, and the execution of operational processes. We consider the sharing of policies and practices governing our business processes and relationships with stakeholders to be a key element of our governance approach.

As STAR Refinery, we closely monitor evolving international standards in the environmental, social, and governance (ESG) areas. In line with this, we aim to report our sustainability performance annually with transparency and accountability. We strengthen our corporate sustainability approach through the continuous improvement approach we have adopted in the ESG field.

Board of Directors and Senior Management

The Board of Directors, which serves as our Company's highest governing body, is responsible for determining the Company's strategic direction, making important decisions, and ensuring that our operations are conducted in accordance with applicable laws, the Articles of Association, and corporate policies and procedures. We regularly report to the Board of Directors for the purpose of evaluating important matters and overseeing and approving decision-making processes related to the conduct of Company operations.

Appointed on December 27 2024, for a three-year term, our Board of Directors consists of a total of six members, including the chairman and five members. As of 2025, there have been no changes to the STAR Refinery Board of Directors or senior management structure; however, there are no independent directors on the Board of Directors.

Role	Board of Directors	Board of Directors Tenure	Attendance at 2025 Board of Directors Meetings
Chairman	SOCAR Turkey Yatırım A.Ş. (Representative: Kanan Najafov)	>10 Years	2/2
Member	Anar Akhundov	>10 Years	0/2
Member	Anar Mammadov	>10 Years	2/2
Member	Elchin Ibadov	>10 Years	2/2
Member	Rashid Agakishiyev	>10 Years	2/2
Member	Zaur Gurbanov	>10 Years	2/2

We carry out our company's operational processes under the leadership of senior management. This structure ensures a clear division of responsibilities and authority between strategic decision-making processes and operational management processes.

Senior Management	Role
Kanan Mirzayev	Petkim General Manager & Head of SOCAR Türkiye Refining and Petrochemical Business Unit
Afgan Guliyev	Vice President of Projects
Ahmet Gülhan	Vice President of Finance
Dinçer Akbaba	Vice President of Health, Safety, and Environment
Ergun Binboğa	Vice President of Technical Services
İbrahim Kadıoğlu	Technology Leader
Khalig Mustafayev	Head of the Special Industrial Zone Security Coordination Center
Matin Khalilli	Vice President of Procurement and Supply Chain
Levent Kocagül	Vice President of Human Resources
Sultan Garayev	Vice President of Operational Excellence
Ziya Kangarlı	Vice President of Trade

Remuneration and Performance Appraisal Processes

At STAR Refinery, we manage compensation and performance management processes in alignment with our human resources policies. When determining the salaries of our senior executives, we review and update our compensation and rewards practices based on market data from international sources and findings derived from global benchmarking methods adjusted for company size. This approach enables us to establish a fair, competitive, and performance-based compensation structure in the markets where we operate.

We structure the compensation framework for our senior executives around two core components: "Base Salary" and "Variable Compensation." In determining fixed compensation, we consider market practices, the Company's size, long-term strategic goals, and the scope of responsibilities for relevant positions; we conduct these evaluations within the framework of international practices and applicable legal regulations. Under the variable compensation component, we implement an annual performance bonus system to reward our executives' individual contributions and performance.

In our performance evaluation processes, we consider not only financial results but also long-term corporate development goals and performance indicators aligned with our sustainability approach. In this context, we evaluate our executives' performance based on both short-term financial performance and their contributions toward environmental, social, and governance (ESG) objectives.

In the compensation structure we have established for senior management, we also incorporate long-term incentive mechanisms. Through the Long-Term Incentive Plan, which includes a term of over two years, we include senior executives in this compensation system to support the management team's focus on long-term strategic goals.

To strengthen management continuity and enhance organizational readiness for critical positions, we hold regular Talent Committee meetings. In this process, which includes the CEO, we evaluate succession plans for short-, medium-, and long-term periods; by identifying potential candidates, we make decisions that support management continuity. This practice contributes to strengthening organizational readiness for critical roles and ensuring leadership continuity.

Decisions regarding the compensation of Board of Directors members are determined by shareholders' voting rights, and we safeguard this right under the Turkish Commercial Code and our Company's Articles of Association. Compensation payments to Board of Directors members are determined by the General Assembly, and we do not make attendance fee payments to Board of Directors members under the Turkish Commercial Code.

Policies and Quality Management

You can find details of our relevant policies and procedures on our **Ethical Values & Policies webpage.**

- Anti-Corruption and Trade Controls Policy
- Information Security Policy
- Diversity, Equity, and Inclusion Policy
- Human Rights Policy
- HSE Policy
- Biodiversity Policy
- Integrated Management System Policy
- Asset Management Policy
- Refining and Petrochemicals Business Unit Energy Management Policy

Our approach to quality management systems goes beyond traditional concepts; 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 quickly and flexibly. We believe that by developing practices that go beyond the expectations set by standards, we achieve differentiation in our field of activity. In this regard, we consider adopting a proactive approach while implementing our quality management systems to be a fundamental requirement.

To conduct our operations in a high-quality, efficient, effective, and sustainable manner, we carry out our work within the framework of the Integrated Management System using a process-based, risk- and opportunity-driven approach.

Our refinery holds seven management system certifications covering quality, environment, occupational health and safety, energy, information security, business continuity, and asset management. We review the effectiveness of system requirements through comprehensive internal audits conducted annually. In 2025, while ensuring the continuity of our existing certifications, we successfully completed the recertification processes for the ISO 9001 Quality Management System, ISO 14001 Environmental Management System, and ISO 45001 Occupational Health and Safety Management System. In 2025, we successfully transitioned to the Turkish Standards Institute by changing our certification body. We continue to meet the TÜRKAK accreditation requirement for our management system certifications, which is a legal necessity for us.

Quality Management Systems and Certifications[AD1.1]	First Year of Certification*
ISO 9001 Quality Management System Certification	2019
ISO 14001 Environmental Management System Certification	2019
ISO 45001 Occupational Health and Safety Management System Certification	2021
ISO 50001 Energy Management System	2021
ISO 22301 Business Continuity Management System	2021
ISO 55001 Asset Management System	2023
ISO 27001 Information Security Management System	2021
ISO 17025 Laboratory Accreditation Management System	2018

** Renewed every three years starting from the date of initial certification.*

Business Ethics and Compliance

In line with our approach to business ethics and compliance at STAR Refinery, we conduct our operations in accordance with high ethical standards and the principles of transparency and accountability. In this context, we prioritize compliance with the SOCAR Türkiye Code of Ethics in our own operations and throughout our value chain, which includes our stakeholders.

While conducting our operations, we place importance not only on compliance with local legislation but also on adherence to international regulations. In this context, we take into account international obligations—such as anti-corruption regulations, trade controls, economic sanctions, and embargo measures implemented by the Republic of Türkiye, Azerbaijan, the United States, the United Kingdom, the United Nations, and the European Union—to the extent they are applicable within our business processes. Within this framework, we conduct our commercial transactions, business partnerships, and financial processes after subjecting them to the necessary controls.

To enhance the effectiveness of our business ethics and compliance processes, we regularly review our policies and procedures and continue to strengthen control and monitoring mechanisms that support our employees' and business partners' adherence to ethical principles.

To strengthen the culture of ethics across the organization, we conduct training programs aimed at raising employee awareness. In this context, we provide training to our employees on business ethics and compliance, anti-bribery and anti-corruption, human rights, and related policies and procedures. In 2025, we implemented various training programs to update our employees' knowledge on these topics and enhance their awareness. During the same period, we provided online training through the VisitPro platform to our registered suppliers to inform them about our compliance and ethical principles, and we ensured that participants who completed the training received certificates.

In 2025, we provided 194.31 person-hours* of training to our employees on ethics and compliance. Through these training sessions, we aim to promote business ethics principles across the entire value chain.

Ethics Hotline

To strengthen the culture of ethics at STAR Refinery and effectively address potential ethical violations, we operate the Ethics Hotline in accordance with the ethics and compliance framework we have adopted. Through this mechanism, we enable our employees and external stakeholders to report behaviors that may violate SOCAR Türkiye's Code of Ethics and related policies and procedures, such as bribery and corruption, conflicts of interest, misuse of company assets, workplace abuse (including bullying), or occupational health and safety violations.

Under the Ethics Hotline, we accept reports via email, phone, and written communication channels, and we also allow for anonymous reporting in accordance with the reporter's request. Through this mechanism, we ensure that our employees and business partners can report potential or actual ethical violations through secure and accessible communication channels. To ensure the effective use of the reporting mechanism, we conduct regular awareness and training sessions for our employees.

We manage the Ethics Hotline and reporting mechanism under the responsibility of the Compliance Team. In this context, the Compliance Team coordinates the receipt, evaluation, and referral of ethics and compliance reports to the relevant processes.

The Ethics and Compliance Committee, which reports to the SOCAR Türkiye Executive Committee, monitors the operation of the ethics and compliance framework, including the reporting mechanism, while the Corporate Governance and Sustainability Committee, which reports to the Board of Directors, assumes a strategic oversight role to ensure compliance with corporate governance and sustainability principles.

We handle all reports of ethical violations and whistleblower disclosures submitted to our company in accordance with the principle of confidentiality, protecting the identity of the whistleblower unless explicitly requested or required by law. Through this structure, we evaluate reports in a manner consistent with the principles of transparency and accountability within our corporate governance mechanisms. As of 2025, no confirmed findings related to fraud, workplace misconduct (including bullying), misuse of company assets, conflicts of interest, occupational health and safety violations, or cases of bribery and corruption have been identified as a result of reports submitted through the Ethics Hotline and fully investigated.

Ethics Hotline Communication Channels

- **socar.ethicspoint.com**
- Anonymous suggestion and complaint boxes: Physical suggestion boxes located at our facilities

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Protection of Personal Data

At STAR Refinery, we take care to conduct our personal data collection, processing, and storage activities in accordance with the fundamental principles of the Personal Data Protection Law (PDPL), and we implement the necessary administrative and technical measures in the processes related to personal data processing carried out by our Compliance Department. In this regard, while adhering to the decisions and guidelines published by the Personal Data Protection Board, we adopt national and international best practices to ensure the confidentiality of your data.

The conditions under which personal data provided by our company's employees, job applicants, shareholders, and, where applicable, customers, suppliers, and business partners—as well as any other third parties—will be processed, stored, and destroyed, Personal Data Processing, Storage, and Destruction Policy and the Personal Data Processing, Storage, and Destruction Policy Implementation Procedure, which governs the implementation of this Policy, and ensure that these processes are conducted in compliance with the Personal Data Protection Law No. 6698 and its secondary legislation.

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

Combating Bribery and Corruption

In line with our "Zero Tolerance for Corruption" approach, we implement comprehensive policies and control mechanisms across all our business processes to prevent bribery, corruption, and conflicts of interest.

We define our fundamental approach to anti-corruption through the **Anti-Corruption and Trade Controls Policy,** which is implemented across all SOCAR Türkiye group companies and published on the QDMS Integrated platform. Under this policy, detailed rules and approval processes have been established for areas such as hospitality and entertainment practices, sponsorship activities, relationships with business partners, and potential conflicts of interest. Thanks to this approach, we conduct transparent and traceable processes that align with our ethical principles and compliance standards from the very beginning of our business relationships.

To effectively manage corruption risks, we implement specific control mechanisms in processes conducted with business partners; we evaluate hospitality, entertainment, and sponsorship practices, as well as third-party relationships, in accordance with established ethical rules and approval mechanisms. Through this approach, we ensure the prevention of potential conflicts of interest and guarantee that commercial activities are conducted within the framework of ethical principles.

Transparency, Internal Control, and Internal Audit Processes

At STAR Refinery, we conduct our internal audit activities in accordance with the corporate framework established by the Audit Committee Regulations, Internal Audit Regulations, and Internal Audit Procedures. By defining the scope, responsibilities, and implementation principles of internal audit processes through these regulations, we support the creation of an effective audit and control environment across our Company.

We conduct our internal audit and internal control processes using a risk-based approach that ensures the regular assessment of operational, financial, and compliance risks associated with company activities. In this context, we develop our audit plans by considering priority risk areas and critical business processes, thereby contributing to the early detection of risks.

We plan, implement, and report on our internal audit activities in accordance with the International Standards for the Professional Practice of Internal Auditing and the Code of Ethics published by the Institute of Internal Auditors (IIA). Additionally, we verify our compliance with these standards through regular independent external quality assurance reviews (Quality Review) conducted for our Internal Audit function.

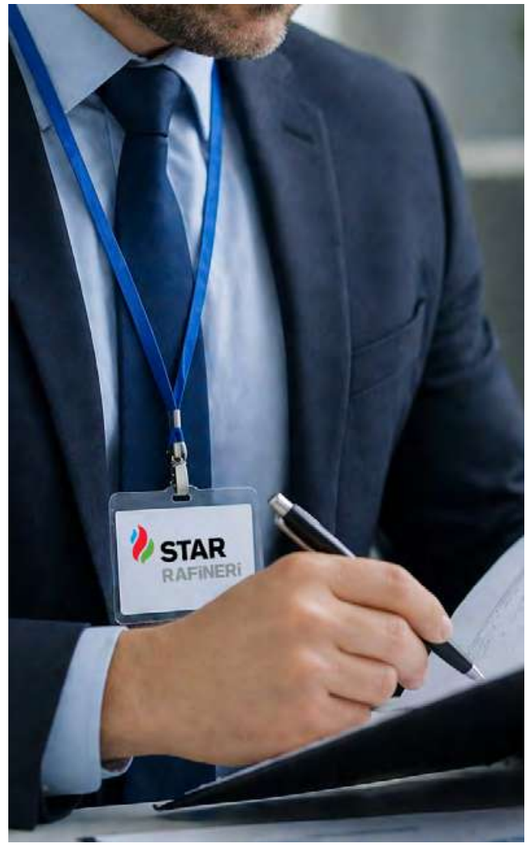
We conduct internal audit activities through the Internal Audit Department, which operates directly under the SOCAR Türkiye Board of Directors, with the aim of systematically assessing risks across group companies and strengthening the effectiveness of the control environment. We regularly monitor the effectiveness of these audit activities through the Audit Committee, which operates within the SOCAR Türkiye Board of Directors.

We share the findings and assessments resulting from internal audit activities with the Board of Directors and Senior Management through Audit Committee meetings held four times a year. Following the completion of audits, we promptly submit the prepared reports to Senior Management to support the timely implementation of necessary actions regarding identified risks and areas for improvement.

In 2025, a total of 10 internal audit activities were conducted within our Company. Based on the findings identified through these audits, we develop corrective and preventive action plans in collaboration with the relevant process owners. When determining these action plans, we prioritize defining feasible improvement steps to mitigate the risks identified in the findings, identifying the responsible units, and clearly defining deadlines.

As part of the audit activities conducted in 2025, we evaluated critical operational areas such as sales, procurement, security, occupational health and safety (OHS), environmental (HSE), and planned downtime processes. Through these efforts, we analyze our Company's risk and control environment and develop improvement recommendations aimed at enhancing process effectiveness and strengthening control mechanisms.

For the findings identified as a result of internal audit activities conducted during the reporting period, we developed action plans in collaboration with the relevant units and, by performing root cause analysis for each finding, identified actionable improvement steps to mitigate risks. We monitor all defined actions through action tracking activities conducted on a quarterly basis and perform closure assessments of these actions based on evidence documents provided by process owners. We maintain a sustainable improvement and monitoring mechanism by regularly reporting the current status of open actions to Senior Management and the SOCAR Türkiye Audit Committee.



Risk Management and Business Continuity

As STAR Refinery, we have adopted a robust risk management and business continuity approach to ensure the continuity of our operations and achieve our strategic goals in the refining sector.

We monitor the effectiveness of our risk management processes through the Early Detection of Risk Committee, which operates under the SOCAR Türkiye Board of Directors. The Committee conducts activities aimed at identifying, assessing, and managing risks that could impact our Company 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 by the Early Detection of Risk Committee during the year, 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.

At the STAR Refinery, we conduct risk management activities in accordance with the decisions and management approach established by the SOCAR Türkiye Group Risk Committee. Through the SOCAR Türkiye Risk Management Unit, we support Senior Management and relevant business units in the implementation of risk management activities, ensuring that risk management processes are applied in a systematic and comprehensive manner in line with national and international standards. Within this framework, with the contributions of specialized teams working in our business units, we assess risks from a comprehensive perspective, covering operational, financial, and strategic dimensions.

We also adopt the Corporate Risk Management Policy—established for the identification, assessment, and management of risks across SOCAR Türkiye group companies—as a guiding framework at STAR Refinery. Through this Policy, which defines the principles we adhere to in order to achieve our risk management objectives, we ensure that risks are addressed in a consistent, comparable, and strategically aligned manner.

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 we monitor on a regular basis, we also conduct situation-specific risk assessments during critical decision-making moments—such as strategic investment requests, key project phases, and operational decisions—that could significantly impact our operations. These assessments ensure that major decisions are considered from a risk perspective and contribute to making our management processes more robustly grounded in analysis.

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 in accordance with 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 that third-party risks are managed effectively.

We take a holistic approach to our risk management processes, encompassing sustainability issues such as financial, operational security, environmental impacts, occupational health and safety, supply chain continuity, and regulatory compliance. In this context, to ensure the systematic execution of our corporate risk management activities, we classify risks within the framework of seven main risk categories in accordance with the SOCAR Türkiye Risk Appetite Statement, and define our corporate risk-taking limits through more than 30 risk appetite statements. Within these categories, we assess the content, priority, and impact dimensions of risks in light of national and international developments, the regulatory framework, market conditions, and our strategic priorities. This enables us to strongly 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, which we have established within SOCAR Türkiye in addition to the traditional risk register. Under the ESG risks heading, we are conducting 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. The sustainability and climate-related risks of Petkim, a publicly traded company in which our company holds an indirect 12% stake, are reported in accordance with TSRS and IFRS Standards. We disclose key metrics providing significant information on sustainability and climate-related risks and opportunities to the public through the report prepared by Petkim in compliance with TSRS. You can access the Petkim 2025 TSRS-Compliant Sustainability Report **here.**
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 industry 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. We meet the requirements of our Authorized Consignee status under the Regulation on the Facilitation of Customs Procedures through our ISO 9001 Quality Management System. Using the Regulatory Compliance Management (RCM) Digital System, we consolidate regulatory obligations, action tracking reports, and draft opinions onto a single digital platform to enhance process traceability. Additionally, through the Competition Compliance Program implemented across our group companies, we develop online training modules addressing competition law compliance risks and make them available to all employees. We conduct on-site inspection exercises simulating a hypothetical competition investigation to strengthen employees' preparedness for a real audit process.
Reputation Risks	We regularly assess stakeholder expectations, transparency practices, and our sustainability performance in the area of reputational risks. We implement 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 operations. We uphold the 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.

Risk Categories	How We Manage
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 potential risks in the information technology field within the framework of the ISO 27001 Information Security Management System, which applies to all our facilities; we ensure full compliance with the Guidelines on the Issuance of the Coastal Facility Hazardous Cargo Compliance Certificate and relevant legal regulations. Through periodic audits conducted throughout the year, we assess risks and implement corrective actions for identified non-conformities. We test our response plans, developed for emergency preparedness, through regular drills; and conduct sample analyses and real-time monitoring activities within the scope of waste management and environmental compliance. With the ISO 55001 Asset Management System we obtained in 2023, which applies to all our facilities, we contribute to the effective management of the optimal balance between performance, cost, and risk throughout the asset lifecycle.
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. Thanks to this structure, 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. This work was recognized internationally with three different awards in 2025. Through the "Risk Management Expansion Project" we implemented across SOCAR Türkiye group companies in 2025, we aim to establish a common language across the Group regarding the risk management methodology, risk appetite, metric structure, and scenario-based modeling approach we have adopted.

We develop risk mitigation plans for the critical risks we have identified as part of our risk assessment efforts; we define these plans, along with the responsible units, target dates, and performance indicators, and monitor them regularly. Based on the four Refining and Petrochemical Business Unit Committee meetings we held during the reporting period as part of our risk management efforts, we are ensuring that the necessary improvement actions are implemented for the priority risks identified.

Business Continuity Management

At STAR Refinery, we treat business continuity management as an integral part of our risk management approach to ensure the uninterrupted continuation of our operations. In this context, we implement emergency management, crisis management, and business continuity plans in accordance with our policies and procedures to ensure the continuity of critical business processes. Under the ISO 22301 Business Continuity Management System, which we have been implementing since 2021 and which applies to all our facilities, we conduct internal and external audits, management reviews, and continuous improvement activities.

As part of our business continuity plans, we conduct business impact analyses for critical operations, support processes, and information systems; we develop action plans to ensure operations can be safely and quickly restored in the event of potential disruption scenarios.

At STAR Refinery, we conduct crisis management activities in accordance with Crisis Management Plans that are updated annually. These plans provide a comprehensive management framework covering response, communication, and recovery processes to be implemented against various types of crises, such as natural disasters, industrial accidents, supply chain disruptions, cyber incidents, and reputational risks. We regularly review our crisis management plans to ensure they align with business impact analyses, and we update them in line with changing operational structures, emerging risks, and organizational developments.

Under the Disaster Management Plan implemented across SOCAR Türkiye, we conduct analyses focused on personnel and supplier resilience. By evaluating the findings from these analyses through a business continuity lens, we plan actions to enhance personnel and supply chain resilience and integrate them into our relevant operational processes. In this way, we aim to strengthen the sustainability of critical operations in the event of potential crises and disruptions.

As part of our business continuity and crisis management efforts, we conduct criticality assessments for specific processes and units. Based on these assessments, we analyze the operational, technological, and supply chain dependencies of processes identified as critical; we define recovery strategies for these dependencies and link them to our business continuity plans. In this way, we enhance our preparedness against potential disruption scenarios and strengthen our capacity for rapid and effective intervention during crises.

To test teams' roles and responsibilities, decision-making processes, communication flows, and technical intervention capabilities under crisis scenarios—and to implement necessary improvements—we regularly conduct drills, tabletop exercises, and simulations. In this context, during the reporting period, four business continuity and emergency response drills were conducted at the STAR Refinery; through these efforts, we aim to enhance our operational resilience and strengthen our capacity for rapid response during crises.

Global and Sectoral Trends

Transformation of Global Energy Markets and Energy Security

Global energy markets have been undergoing a significant transformation in recent years, driven by geopolitical developments, energy security policies, and shifts in supply-demand balances. According to assessments by the International Energy Agency (IEA), global energy demand increased by approximately 2.20% in 2024. While a significant portion of this demand growth stems from Asian economies and developing countries, growth in industrial production and activities in energy-intensive sectors are among the primary factors driving energy demand. [1]

A significant portion of the increase in energy demand stems from electricity consumption. Electrification trends, data center and digital infrastructure investments, and increased industrial production are contributing to the rapid growth of global electricity demand. At the same time, the regional distribution of energy consumption is shifting, and the center of energy demand growth is increasingly shifting toward Asia and emerging economies. This situation is significantly influencing the direction of global energy trade and the geographic distribution of energy flows. [2]

Oil markets, meanwhile, continue to be shaped by global economic growth, geopolitical developments, and the supply policies of producing countries. According to the World Oil Outlook report published by OPEC, global oil demand reached approximately 104 million barrels per day as of 2024. [3] While oil and natural gas continue to play a significant role in the global energy system, natural gas is viewed as a bridge fuel in the energy transition. According to data from the International Energy Agency, natural gas accounts for approximately 23% of global energy consumption and remains a key energy source, particularly in electricity generation, industry, and heating.

The issue of energy security has also become one of the key topics in energy policy in recent years. The fact that energy trade largely takes place through a limited number of trade routes and infrastructure highlights the importance of energy supply security and supply chain continuity. These developments have led energy companies to view energy logistics, storage, and trade infrastructure as strategic elements, in addition to production capacity. [4]

Sectoral Outlook

In 2025, the supply-demand balance in the refining sector followed a volatile trend, influenced by maintenance periods, regional disruptions, and shifts in product demand. The IEA notes that kerosene/jet fuel and diesel accounted for a significant share of the increase in oil demand in 2025, together making up approximately half of the year's demand growth. This situation makes product portfolio flexibility and the ability to produce middle distillates even more critical for refineries in terms of competitiveness.

During the same period, regional capacity distribution and operational resilience in the refining sector are also among the key topics. According to the IEA's end-2025 analysis, geopolitical risks, trade tensions, and policy changes are creating uncertainty in the oil market outlook. [5] For refineries, this uncertainty reinforces the need to secure feedstock supply, effectively manage maintenance and shutdown processes, improve energy efficiency, and respond quickly to changes in product demand. Consequently, successful performance in the refining sector is evaluated not only by capacity size but also by product diversity, operational flexibility, energy efficiency, and supply chain resilience.

STAR Refinery's Approach

At STAR Refinery, we closely monitor the transformation taking place in global energy markets and developments in the field of energy security. As one of Türkiye's key refinery investments contributing to the country's energy supply security, we help meet the raw material needs of Türkiye's fuel and petrochemical sectors through our refinery capacity and product diversity, while also supporting our country's industrial production infrastructure. In this regard, we continue to strengthen our production infrastructure to help meet energy demand in a reliable and sustainable manner.

Through the integrated production structure we have established with Petkim, we convert crude oil derivatives into petrochemical products, thereby increasing efficiency in our production processes through refinery-petrochemical integration. This integration model enables more effective management of raw material flows while helping us provide a production infrastructure aligned with the transformation in the global energy and petrochemical sectors.

In global energy markets where energy security and supply chain continuity are becoming increasingly critical, we continue to play a strategic role in Türkiye's energy ecosystem and contribute to the country's industrial infrastructure through our integrated production structure and operational capacity.

[1] International Energy Agency (IEA), Global Energy Review 2025.
[2] International Energy Agency (IEA), World Energy Outlook 2025.
[3] OPEC, World Oil Outlook 2024.
[4] International Energy Agency (IEA), Gas Market Report 2025.
[5] International Energy Agency (IEA), Executive summary - Oil 2025.

Low-Carbon Transition in the Energy Sector

The energy sector is undergoing a significant transformation on a global scale in line with 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 greenhouse gas emissions and are increasingly strengthening environmental regulations for the energy sector. [6] Carbon pricing mechanisms, emissions trading systems, and sustainable finance practices directly influence the investment decisions, production processes, and technology choices of companies operating in the energy sector.

The direction of global energy investments is also shifting as part of the energy transition. According to assessments by the International Energy Agency (IEA), clean energy investments exceeded 2 trillion U.S. dollars globally in 2024. Renewable energy investments, energy efficiency measures, carbon capture technologies, and low-carbon fuels are among the key elements of the energy system's transformation. [7] These developments are encouraging significant investments aimed at improving energy efficiency and reducing emissions in the production processes of energy-intensive sectors.

The sustainability transition is also leading to the strengthening of the regulatory framework. Regulations implemented under the European Union's European Green Deal, carbon pricing mechanisms, and initiatives such as the Carbon Border Adjustment Mechanism (CBAM) directly impact the production processes and export strategies of companies operating in energy-intensive sectors. [8] In Türkiye as well, regulations in the sustainability sector are gaining momentum; under the Türkiye Sustainability Reporting Standards (TSRS), the goal is to make companies' disclosures regarding their sustainability performance more transparent and comparable. [9]

This transformation process is reshaping the production technologies, investment plans, and operational processes of companies operating in the energy and chemical sectors. Energy efficiency initiatives, emission reduction projects, the use of alternative fuels, and the development of low-carbon technologies are among the sector's priority areas for transformation.

Sectoral Outlook

As of 2025, one of the key trends in the refining sector is that the low-carbon transition is primarily advancing through operational improvements. Efforts to reduce emissions in the sector are centered on improving energy efficiency, reducing methane leaks and flare-related emissions, implementing electrification, using low-emission hydrogen, and adopting carbon capture technologies. [10]

The fact that refinery operations are conducted under high-temperature and high-pressure conditions makes the use of steam and fuel gas critical. Therefore, applications such as strengthening energy management systems, process optimization, heat recovery, flare management, and reducing fuel consumption are among the most visible steps in the sector's low-carbon transition.

In the medium and long term, low-emission hydrogen, sustainable fuels, and carbon capture, utilization, and storage (CCUS) technologies are becoming more prominent on the refining sector's transformation agenda. In this context, the sector's transformation requires advancing both short-term measures that improve efficiency and reduce emissions in current operations and long-term investments in a lower-carbon production infrastructure.

STAR Refinery's Approach

At STAR Refinery, we closely monitor the accelerating sustainability transformation in the energy sector and align our operations accordingly. We have adopted a sustainable production approach as one of the core elements of our operations. We focus on reducing the environmental impact of our production processes through energy efficiency initiatives, emissions management efforts, and projects aimed at improving environmental performance.

In our refinery operations, we implement process optimization, energy management systems, and technological improvements to enhance energy efficiency, and we integrate emission reduction measures into our operational processes. These efforts not only increase our production efficiency but also contribute to reducing the environmental impact of our refinery activities.

In line with our sustainability approach, we aim to develop our operations in alignment with long-term climate goals by closely monitoring the global energy transition. We are focused on continuously improving the environmental performance of our refinery operations through energy efficiency projects, technological improvements, and sustainable production practices. At the same time, we are closely monitoring regulatory developments such as the Carbon Border Adjustment Mechanism (CBAM) and the Türkiye's Emissions Trading System, preparing our operations for this transition.

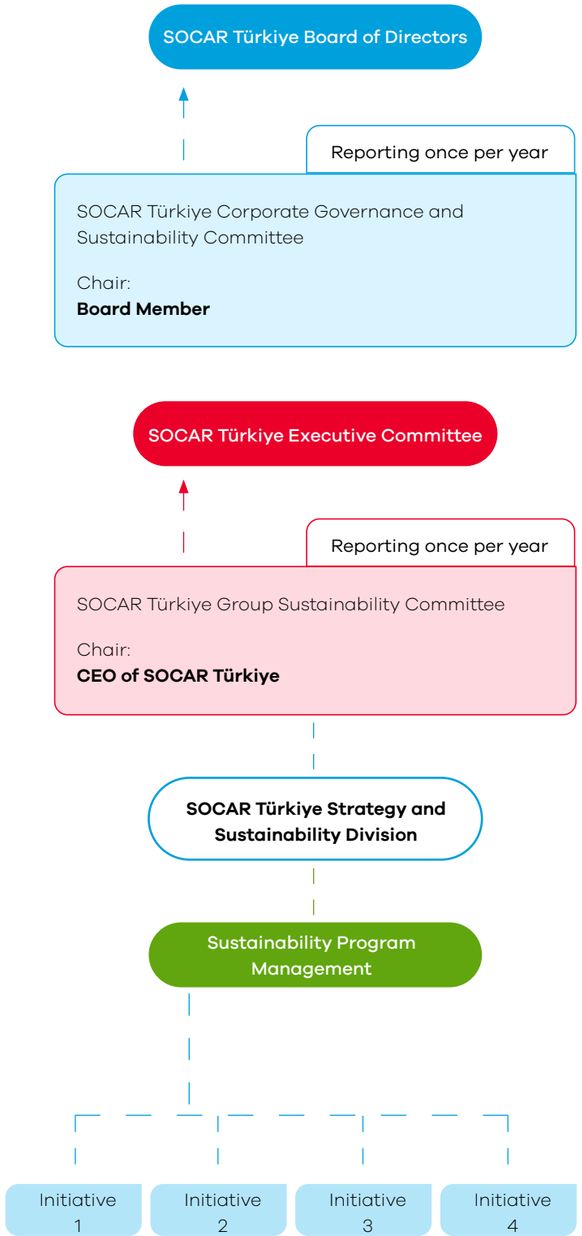
[6] United Nations, Paris Agreement, 2025
[7] International Energy Agency (IEA), World Energy Investment, 2024
[8] European Commission, European Green Deal and Carbon Border Adjustment Mechanism (CBAM).
[9] Kamu Gözetimi Muhasebe ve Denetim Standartları Kurumu (KGK), Türkiye Sürdürülebilirlik Raporlama Standartları (TSRS).
[10] International Energy Agency (IEA), The Oil and Gas Industry in Net Zero Transitions, 2023.

Sustainability at STAR Refinery

Sustainability Management

At STAR Refinery, we manage sustainability governance under the oversight of the SOCAR Türkiye Board of Directors, within a multi-layered model integrated into our corporate governance structure. This model ensures that sustainability issues are addressed under the supervision of the Board of Directors and senior management, guided in alignment with our strategic priorities, and effectively implemented at the operational level.

Through this multi-layered governance model, we clearly define the roles, responsibilities, and reporting relationships among the Board of Directors, the Executive Committee, Group Committees, senior management sponsorship, sustainability program management, and initiative teams.



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 trends and evaluate the expectations and views of our internal and external stakeholders through a holistic approach. The sustainability priorities, performance indicators, and long-term goals we have identified in this context form a fundamental framework that guides our annual monitoring and reporting of progress.

To strengthen our sustainability and strategic approaches in alignment with industry standards, we conducted a comprehensive prioritization assessment during the previous reporting period. Throughout this process, we sought input from our stakeholders to identify key priorities in environmental, social, and governance areas, ensure our focus, and strengthen our organizational structure and strategy. As part of our sustainability strategy, we addressed key areas such as employee health and safety, management of our environmental impacts, energy efficiency, reduction of carbon emissions, and building strong relationships with our stakeholders, alongside associated risks and opportunities.

In the 2025 reporting period, we did not repeat the stakeholder survey for the prioritization analysis, as no changes occurred that would significantly impact the aforementioned assessment. However, we continued to closely monitor global and sectoral developments on a regular basis. By maintaining the existing framework—which includes analyzing global and sectoral trends, evaluating strategic priorities, and finalizing the assessment with management approval—we reviewed the validity of our current priority areas. Through this approach, we aim to address evolving environmental, social, and governance conditions and stakeholder expectations with a flexible framework that can adapt quickly, while continuing to create integrated value.

Additionally, the outputs from the prioritization assessment conducted as part of our sustainability report—which were consulted on and reported comprehensively for the first time—have been included within the scope of independent assurance. Accordingly, the methodology used and the accuracy and consistency of the results obtained have been subject to independent evaluation, thereby strengthening the reliability of the reported information.

Stages of Materiality Analysis

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

Consideration of Strategic Priorities

The following criteria were considered to assess the importance of each topic:

- Importance/impact in the eyes of stakeholders
- Importance/impact on STAR Refinery's strategy and importance/impact in the eyes of internal stakeholders

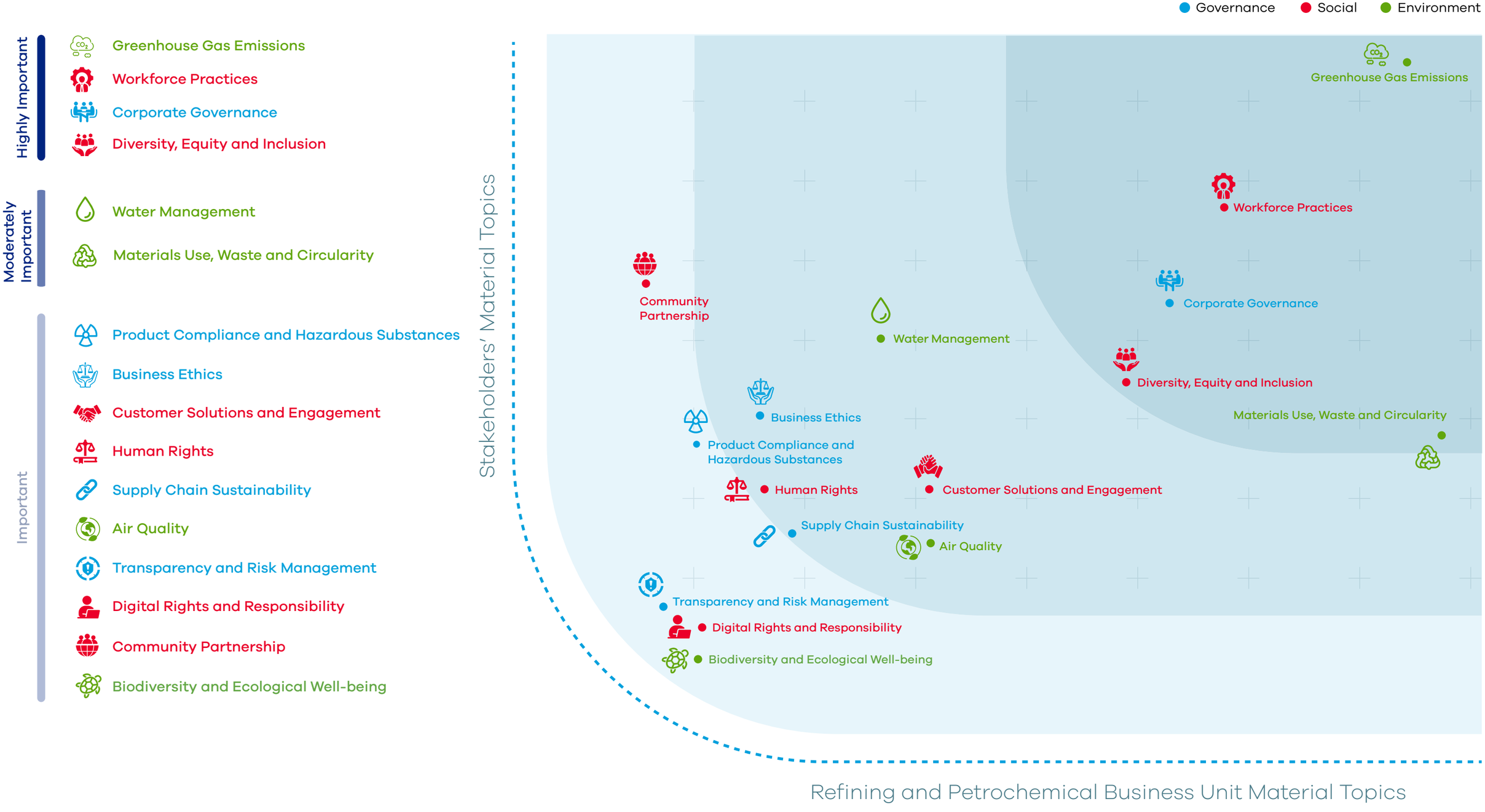
Evaluation and Approval

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 STAR Refinery's current operational structure, risk profile, and strategic objectives.

During this process, the alignment of the identified key sustainability issues with STAR Refinery's environmental, social, and governance (ESG) risks, opportunities, and strategic priorities was assessed, and the analysis results were presented to senior management. With the validation of the priority issues at the senior management level, the final prioritization matrix was established

Material Topics

Refining and Petrochemical Business Unit Materiality Matrix



Sustainability Strategy

At STAR Refinery, we view sustainability as one of the key elements underpinning the long-term success of our operations. We aim to responsibly manage the environmental, social, and economic impacts of our operations, promote the efficient use of resources, and contribute to sustainable development in the regions where we operate.

Our sustainability approach is shaped in alignment with SOCAR Türkiye's corporate sustainability vision. In this regard, our priorities include reducing environmental impacts, enhancing operational efficiency, ensuring safe and healthy working environments for our employees, and creating sustainable value for our stakeholders.

The transformation taking place in the energy and industrial sectors is making it increasingly important to improve resource efficiency in production processes and manage environmental impacts more effectively. As STAR Refinery, we take this transformation into account by continuously improving our production processes and implementing practices aimed at optimizing energy use and reducing environmental impacts resulting from our operations.

As part of our sustainability efforts, we are conducting initiatives in areas such as reducing environmental impacts, improving energy and resource efficiency, strengthening occupational health and safety practices, supporting ethical business practices, and creating long-term value with our stakeholders. These initiatives are also shaped in accordance with national legislation, international best practices, and stakeholder expectations.

Under the SOCAR Türkiye umbrella, our sustainability efforts aim to systematically address environmental, social, and governance (ESG) practices across group companies. In this context, we are working to integrate sustainability practices into corporate governance processes, taking into account increasing regulatory requirements, sectoral transformation, and stakeholder expectations.

As STAR Refinery, we aim to integrate our sustainability approach into all stages of our production activities, effectively manage the environmental and social impacts of our operations, and create sustainable value for our stakeholders. In this regard, we prioritize contributing to the United Nations Sustainable Development Goals through the initiatives we undertake.

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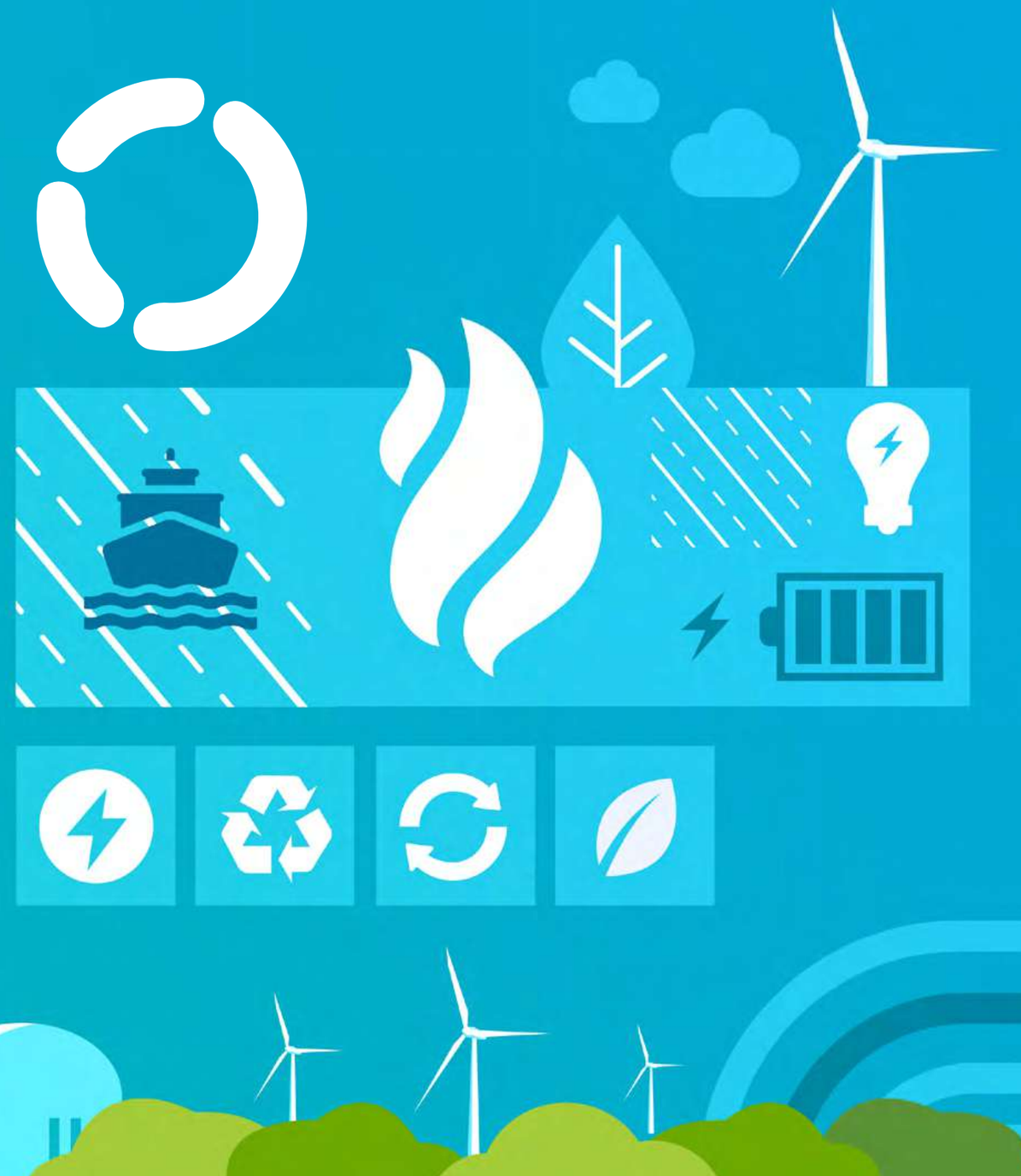

Sustainable Development Goals We Contribute To

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Sustainability Goals and Performance

Related Theme	Related Topic	KPIs		Related Targets	Implemented Initiatives
Environment	Greenhouse Gas Emissions	Scope 1 and 2 Emissions (Mt CO_2e) Scope 1 and 2 Emissions (Mt CO_2e)		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)
				Achieve Net Zero for Scope 1 and Scope 2 emissions by 2050	
		Renewable Energy Production (GWh)		Increase renewable energy production	
	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 (Tons)		Reducing NOx Emissions	• Develop unmanned aerial vehicles (drones) to detect emissions and leaks
		SOx Emissions (Tons)		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 Storage
Petkim WPP
Petkim
STAR Refinery
SOCAR Petroleum Trade
SOCAR R&D

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Sustainable Supply Chain Management

At STAR Refinery, we approach supply chain management within a comprehensive framework that spans from procurement processes to contract management, and from performance evaluations to on-site audits; we adopt a sustainable supply chain approach that encompasses environmental, social, and governance dimensions.Due to the nature of refinery operations, we work with a broad, multi-stakeholder supply network; we source chemicals and other inputs used directly in production processes, as well as equipment, spare parts, engineering, maintenance, technical support, and various operational services from our domestic and international suppliers. In the supplier selection processes we conduct through our Procurement Department, we consider quality, delivery performance, occupational health and safety practices, and ethical business standards as our core evaluation criteria.We prioritize supporting the local economy in our supply chain management. By 2025, we aim to have 85% of our suppliers and 84% of our procurement budget come from local suppliers, thereby contributing to the support of the local economy.

Suppliers	2023	2024	2025
Total Number of Suppliers	619	653	657
Total Number of Local Suppliers	515	541	561
Total Number of Foreign/Global Suppliers	104	112	96
Total Number of New Suppliers*	-	286	260
Percentage of Local Suppliers	83%	83%	85%

** It 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	68,098,587	41,111,307	22,911,084
Domestic Purchase Amount	128,980,451	291,474,042	123,939,779
Total Purchase Amount	197,079,038	332,585,349	146,850,863
Percentage of the Procurement Budget Spent on Local Suppliers	65%	88%	84%

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

We implement our sustainable supply chain approach in alignment with our procurement policies, occupational health and safety standards, and sustainability principles; we promote responsible business practices in the business relationships we establish with our suppliers and contractors. In this context, we regularly monitor and evaluate our suppliers' performance to manage environmental and social risks, uphold occupational health and safety standards, and strengthen supply chain resilience.

At STAR Refinery, following the completion of procurement processes, we conduct a Supplier Performance Evaluation process for suppliers. Together with the HSE teams actively involved in this process, we integrate findings related to on-site practices into the evaluation process.

As part of HSE evaluations, we assess suppliers' compliance with:

- HSE management systems and related documentation,
- Adherence to safety and environmental rules established during field operations,
- Periodic inspections of equipment and waste management practices,
- Organization and order in work areas,
- Their level of compliance with the obligations defined in the SOCAR HSE specifications,
- Their field management and safety leadership capabilities,
- Their work authorization system and risk assessment practices

We take these criteria into account. Through these assessments, we systematically monitor contractors' field performance and identify areas requiring improvement.

We also implement **an interim assessment process** for suppliers that have been operating on the SOCAR Türkiye Refining and Petrochemical Business Unit site for more than one year. During this process, we share the findings identified through assessments conducted by HSE teams, along with the necessary corrective actions, directly with the suppliers and monitor their improvement processes. In this way, we aim to strengthen the partnership we have established with our suppliers through a continuous improvement approach.

In 2025, within the scope of our procurement processes, we conducted the Interim Assessment process for **50** suppliers and the Supplier Performance Assessment process for **20** contractors whose contracts had been completed.

We prioritize that contractor firms within our supply chain provide a working environment that is in compliance with human rights, fair, and ethical; we expect the entire supply chain to adhere to SOCAR Türkiye's Anti-Corruption and Trade Controls Policy and Code of Ethics. In conducting our operations, we strive to follow processes that align 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).

Protecting the rights of workers in our supply chain and ensuring social harmony are among our top priorities. In this context, for contracts executed under the payment-on-performance system, we define the submission of Social Security Institution (SGK) declarations and related supporting documents for the contractor's employees as a contractual obligation. Through this practice, we support the protection of contractors' employees' legal rights and manage social compliance risks.

As of 2025, the fulfillment of contractual obligations regarding employee rights in the payment processes conducted for a total of **59** service providers and contractors in STAR Refinery operations is monitored by our teams involved in the process.

Across SOCAR Türkiye group companies, we have adopted the Green Procurement Policy in line with a common approach aimed at reducing environmental impacts in our procurement activities. Through this Policy, we evaluate products and services that are more environmentally conscious; we expect our suppliers to maintain product supply and production practices that meet environmental and social sustainability criteria; and we prioritize procurement alternatives that will increase energy and resource efficiency while reducing waste and pollution.

As a result of the audits we conducted during the reporting period regarding environmental and social criteria for our suppliers, there are no suppliers who failed to meet environmental or social standards or whose relationships were terminated due to negative impacts.

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	201	87	59

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

To enhance transparency and traceability in our procurement processes and establish an auditable and traceable record-keeping infrastructure, we support our procurement processes with digital applications. In this context, we manage an end-to-end procurement structure—ranging from supplier registration to request, tender, and contract processes—using SAP, Contract Flow, and SMAT (Smart Materials) applications. Through SMAT, we enable suppliers to directly enter their master data into the system; we maintain this data in our central master data management infrastructure in a current and controlled manner. In tender processes, we ensure that bids are received, evaluated, and all bid information is securely recorded directly through the system. In this way, we manage all decision-making and operational steps related to procurement processes within a structure that is traceable, comparable, and auditable.

At STAR Refinery, we conduct our communication with the supply chain in alignment with the SOCAR Türkiye Procurement organization, guided by the principles of transparency, continuity, and mutual trust. We maintain communication with our suppliers through digital procurement platforms, corporate e-auction systems, written contracts, official correspondence, and periodic and needs-based meetings. Through these communication channels, we ensure that expectations are clearly shared and feedback is systematically collected.

Product Management

In line with our product management approach, we take a holistic view of product quality, our customers' evolving technical and sustainability expectations, and the environmental impact of our products. In accordance with the **SOCAR Türkiye Quality Policy,** we prioritize product safety at every stage of our operations, including production and quality control.

Since 2019, we have implemented the ISO 9001 Quality Management System across all our facilities, which we renewed in 2025, to manage our quality management processes within a systematic framework. This system enables us to enhance the effectiveness of our processes and continuously improve product quality. Additionally, with the ISO 55001 Asset Management System we have held since 2023, we effectively manage the balance of performance, cost, and risk throughout the lifecycle of our assets across all our facilities, thereby supporting the sustainability of our operations.

We conduct our activities related to the safe management of chemicals in accordance with the Responsible Care Global Charter approach. By ensuring compliance with national and international regulations and agreements—including EU REACH, UK REACH, and KKDİK, as well as the Rotterdam, Stockholm, and MARPOL conventions—we develop practices that take into account the regulatory requirements of various markets.

In line with EU REACH regulatory obligations, we continue our existing operational processes (export notifications, preparation/updating of registration dossiers, KGR and ES documents, and collaborative work with the Only Representative and consortia, etc.), while we have completed compliance efforts for our affected products under the scope of 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 KKDIK Regulations currently in force in Türkiye, we have completed the pre-registration of our chemicals subject to the operation through the Chemical Registration System (KKS) 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 documents, maintain existing documents, and fulfill our legal reporting obligations in line with SDS/e-SDS, CLP, SEA, PIC, ÖBK, and other applicable chemical regulations; We ensure that the necessary information and documents for our products supplied to domestic and international markets are communicated to all stakeholders within the supply chain 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 KKDİK regulations and prepare the SDS/e-SDS documents.

Interaction with Stakeholders

Given the structure of the industry in which we operate and our extensive value chain, we strive to maintain continuous, transparent, and trust-based communication with our stakeholders. In line with our approach to stakeholder engagement and communication, we aim to incorporate the expectations and feedback of all our stakeholder groups—including our employees, customers, suppliers, and business partners—into our processes by maintaining regular communication with them.

We support our communication with employees through our corporate intranet platform, email, periodic newsletters, satisfaction surveys, performance evaluation systems, one-on-one meetings, and development and training programs.

In our communication with customers, we prioritize their expectations regarding product safety, quality, and sustainability. We regularly monitor feedback from our customers and use it as input for the development of our products and services.

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

To ensure our Company is represented effectively and with integrity before public institutions, civil society organizations, and other corporate stakeholders, we share stakeholder expectations with our managers, evaluate them, and ensure that necessary actions are taken accordingly.

As SOCAR Türkiye, we actively utilize various communication channels to establish effective communication with our internal and external stakeholders. Detailed information regarding all our stakeholder groups and stakeholder communication methods is provided in the Stakeholder Communication Table on the right.

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 Stakeholder	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

RESPONSIBLE *for*

Strong Economic Growth

Social and Relationship Capital

Intellectual Capital

Manufactured Capital

Sustainable Value Created

As STAR Refinery, through our operations, we not only contribute to the energy and industrial value chain but also aim to create sustainable economic value for our stakeholders.

Through the production capacity provided by our refinery, as well as supply chain partnerships and investment activities, we generate both direct and indirect economic benefits. The partnerships we maintain with local suppliers and the employment opportunities created through our operations contribute to supporting economic activity in the regions where we operate.

In 2025, we delivered strong financial performance supported by a 99% capacity utilization rate and healthy refining margins. Through effective crude oil optimization and disciplined cost management, we transformed operational efficiency into profitability and robust cash generation. Petkim, which holds a 12% indirect stake in our company, effectively benefited from our strong operational performance, contributing TRY 1,672 million in net income to its financials by year-end using the equity method.

As of the end of 2025, the economic value created by STAR Refinery amounted to TRY 412,427 million. This economic value is distributed among our stakeholders through our operating expenses, payments made to our employees, taxes and fees paid to public authorities, and payments made to our capital providers.

Our approach to creating sustainable economic value is not limited to financial performance indicators alone. Investments that enhance the efficiency of our operations, optimize energy usage, and contribute to reducing our environmental impact also constitute an important part of long-term economic value creation. In this context, we are conducting initiatives aimed at improving both the environmental and economic performance of our operations through energy efficiency projects, process optimization efforts, emission reduction measures, and digital transformation investments.

In addition, through R&D activities and innovation initiatives, we are developing projects that enhance efficiency and optimize resource usage in refinery operations. In 2025, we allocated TRY 105,384,921 for 12 R&D projects and TRY 36,811,526 for 5 digital transformation projects.

We approach the creation of sustainable economic value within the framework of operational efficiency, environmental responsibility, and strong governance. In line with this, we will continue to create long-term value for our stakeholders by making investments that support sustainable growth in the energy sector in the coming periods.

R&D and Innovation

At STAR Refinery, our R&D and innovation approach is centered on improving the efficiency, technology, and environmental performance of refinery operations. Through our efforts in this area, we aim to increase process efficiency, reduce losses in energy-intensive operations, and enhance product quality. By concentrating our R&D efforts particularly on catalyst research and advanced process development approaches, we aim to make our production processes more efficient and competitive.

We conduct our R&D activities in close collaboration with the SOCAR R&D and Innovation Center, which operates under SOCAR Türkiye. Our infrastructure—comprising 6 laboratories spanning a total area of 1,200 m², a 400 m² pilot plant, and office spaces—is authorized by the Ministry of Industry and Technology of the Republic of Türkiye with an R&D Center Certificate. This infrastructure provides a significant capacity to support the transition of the technologies we develop from the laboratory stage to industrial applications.

The SOCAR R&D and Innovation Center supports our refinery operations in line with an order-based R&D model. Through this model, we develop R&D solutions tailored to the needs of our operations and conduct work that directly adds value to refinery processes. This allows us to plan R&D projects in alignment with operational needs and rapidly integrate the results into on-site applications.

We continuously enhance our R&D activities in line with SOCAR Türkiye's global sustainability goals and strategic priorities. We evaluate project topics with the potential to contribute to the net-zero target based on their environmental impacts, technology maturity levels, and the value they will provide to our operations. In this context, we aim to enhance our knowledge base by leveraging both internal resources and strategic partnerships, and we support the development of sustainable production technologies.

R&D projects are structured in line with the priorities of SOCAR Türkiye's group companies and their needs for competitive product development. Through this approach, we aim to ensure that our R&D efforts directly translate into operational performance and commercial value.

While executing our R&D projects, we adopt a governance model that strengthens cross-functional collaboration and organizational coordination. In 2025, we enhanced our project management processes by adopting agile and hybrid project management approaches, thereby strengthening communication across different business units. Through this model, we ensure stronger coordination among production, operations, technical teams, and R&D teams in R&D projects.

SOCAR Türkiye Research, Development and Innovation Directorate General

Project Management Office Directorate	R&D and Innovation Initiatives	Application Development and Operations Support Directorate	Product and Market Development Directorate	Process Development Directorate	Special Projects
Manages the scope, timeline, budget, and risk management of projects within the R&D and innovation portfolio.	Evaluates innovative business ideas and manages the entire entrepreneurship process from pilot stage to scaling.	Ensures the integration of R&D outputs and innovative solutions into field operations.	Identifies new product and functional development opportunities in line with customer expectations and market needs.	Conducts process improvement activities focused on enhancing quality and energy performance in production processes.	Leads strategically prioritized, high value-added, cross-functional projects end-toend.

In line with our open innovation approach, we support the effective sharing of knowledge, technical expertise, and technology among group companies. Through joint project development, technology sharing, and knowledge transfer mechanisms, we create synergy across the group, reduce duplicate efforts, and expand the impact of R&D outcomes.

At STAR Refinery, we encourage our employees to share their innovative ideas to foster an innovation culture across the organization. Through the "Değer Benim" and "Fikrimce" platforms implemented across SOCAR Türkiye group companies, we systematically collect and evaluate employee ideas and bring viable projects to life. Through these platforms, we support our employees' active participation in innovation processes; we strengthen our corporate innovation culture through idea development, competition, and reward mechanisms.

R&D and Innovation Focus Areas

- Operational Efficiency
- Digital Transformation
- Reduction of Environmental Impact

By leveraging R&D solutions focused on operational efficiency, we support development in the areas of data-driven process optimization, maintenance management, and operational excellence. We actively utilize applications focused on operational efficiency, maintenance, and occupational health and safety (conducted using unmanned aerial vehicles) across various sections of the refinery site. Thanks to these applications, we carry out field work requiring scaffolding setup, leak detection, and preventive maintenance activities in a safer, faster, and more cost-effective manner. At the same time, we increase our operational efficiency by reducing the man-hours required for field work.

As part of our technology transformation focus, we are conducting digital twin and simulation studies to support the digitalization of our refinery processes. Through these studies, we identify process bottlenecks more quickly and analyze different operational scenarios, thereby introducing more flexible decision-making mechanisms into our operational processes. In this way, we optimize our production processes through data-driven analysis and strengthen our operational performance.

We position energy transition and green chemistry applications as a key component of our R&D and innovation focus areas. Through the initiatives we are pursuing in this context, we support the reduction of the carbon footprint of our refinery operations and contribute to the implementation of technologies aligned with the European Union's decarbonization goals.

Key R&D and Innovation Projects

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

Ongoing

The ALGAESOL Project is a research initiative carried out under the European Union's Horizon program, aimed at producing 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 of catalysts and understanding their performance. We are planning reaction and product development studies to be conducted using lipid feedstocks provided by project partners. Within the framework of the project's first work package, we have prepared technical reports detailing quality criteria and analytical methods for products such as SAF, methanol, and methane, and shared them with the project consortium.

SUSGREEN Project – CO_2 Capture and Microalgae-Based Fuel Production

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

Ongoing

As part of the RETOXPHE project, we are developing an innovative solution for the biological removal of hard-to-degrade, toxic phenolic compounds found in refinery 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, which effectively breaks down highly toxic pollutants. Through 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

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 contributed to ensuring that wastewater discharge from our treatment plants complies with legal regulations.

Project for the Production of Sustainable Aviation Fuel Based on Carbon Dioxide and Hydrogen

Completed

TRL 2 – TRL 4

In this R&D project, which aims to convert waste carbon dioxide and hydrogen into fuel precursors through a chemical process, 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 our university-industry collaboration projects with the İzmir 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 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.

NEFERTITI Project

Ongoing

TRL 2 – TRL 4

NEFERTITI, one of our initial projects 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. Using specialized reactors equipped with advanced photocatalysts and light-harvesting systems, we aim to directly convert solar energy into chemical bond energy. We plan to complete the project with a mini-pilot system scheduled to be operational in the first months of 2026.

Guided by 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, along with the relevant technical infrastructure, in addition to our existing laboratory infrastructure. Thanks to this laboratory, we are conducting solar energy research more comprehensively 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 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.

Drone-Based Remote Sensing and Image Processing Solutions for Industrial Facilities

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 Center and the 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 confined spaces such as tanks, chimneys, and pipelines, inspections were conducted quickly and safely using UAVs specifically designed for these environments, going 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 informed operational decision-making processes.

As part of our focus on operational efficiency through smart technologies, we continue our work on 3D 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 drone systems and aim to implement applications such as gas measurement in enclosed spaces.

Unmanned Aerial Vehicle Technologies

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 improve inspection times. Within SOCAR Türkiye's Refining and Petrochemical Business Unit, we utilize a broad portfolio of five different UAV models to inspect chimneys, tanks, pipelines, and large-scale field areas;

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

and other advanced measurement and inspection activities.

Technological Transformation

At STAR Refinery, our technology transformation initiatives aim to leverage the opportunities offered by digital technologies to improve 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 that data is accurately collected, analyzed, and integrated into decision-making processes.

Our Technological Transformation Focused Projects

Technology Transformation Applications in Finance and Corporate Processes

We view the modernization of our ERP and operational systems as a key component of our business transformation. As part of this effort, through Project Earth, we have migrated all of our Company's core business processes to the SAP S/4HANA platform, thereby completely modernizing our digital backbone from end to end. As part of Project Earth, one of the most comprehensive SAP transformation projects in our industry, we have successfully completed critical milestones by intensively continuing software development, testing, and go-live preparations throughout 2025.

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 regard, we plan to complete the EBA Transformation Project, the Budget Consolidation Project, and the SAP HCM Evolution (SuccessFactors) – Employee Central & Onboarding Program, which were launched in 2025, by the first quarter of 2026.

Through the Chatbot application we developed for financial operations processes, we have automated information flows—including documentation, website, SAP, SOHO, and SSM integrations—related to approximately 30 scenarios used in accounting, banking operations, and tax processes, thereby accelerating our employees' access to information and by designing standardized response workflows, we aim to achieve a productivity gain of 615 person-hours.

Technological Transformation in Production: AI-Based Optimization

By utilizing AI-powered optimization applications and digital twin technology to enable real-time simulation and control in production units, we contribute to the more effective management of our operations. In addition, through predictive maintenance applications, we anticipate equipment failures in advance and proactively manage maintenance processes. Through the projects we have developed, we optimize the balance between quality, efficiency, and cost using AI-powered algorithms.

As part of the Neutralizer Tank Inspection project, we use indoor drones instead of traditional methods that take approximately 8 days, including scaffolding setup. Thanks to this technological transformation, we reduce the inspection process to just half a day, and by analyzing critical points in detail with high-resolution imaging, we increase our operational speed and efficiency.

In our refinery operations, as part of the middle distillate product pool optimization project, we implement a closed-loop operation for diesel/jet fuel products, thereby improving product quality while ensuring maximum yield and operational efficiency.

Similarly, through our CCR Benzene Optimization project, we use real-time process and price data to optimize production flows with AI-supported 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 analytical dashboards. This allows us to strengthen verification, reporting, and action-tracking processes related to our sustainability performance using digital tools.

Through Copilot licenses provided to SOCAR Türkiye Group employees, we leverage AI-powered productivity tools like the Microsoft Copilot Program in our daily operations to foster a digital work culture that supports cross-team collaboration, efficiency, and innovation. By 2026, we aim to continue our advancements through our work in the field of Agentic AI.

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. As a result, 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 for 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
- RF Radio Network via Mobile Devices
- Automatic Work Order via DCS

Technological Transformation in the Refining and Petrochemical Business Unit

From Digital Maturity to the "Smart Enterprise" Vision

At our STAR Refinery facilities, which were accepted into the World Economic Forum (WEF) Global Lighthouse Network in 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 the current high level of digital maturity at our WEF Lighthouse-certified facilities and to position technology in alignment with the Company's needs, resources, and strategic priorities. By 2025, we have shifted our focus beyond merely maintaining current digital maturity to deepening the "Smart Enterprise" model through artificial intelligence (AI) and advanced analytics capabilities. Under the leadership of our Technology department, which we position as a strategic partner guiding business decisions, we manage our technology portfolio—encompassing both OPEX and CAPEX—with financial discipline and robust technological governance.

2025 Initiatives: Value Creation Focused on Artificial Intelligence and Industry 4.0

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

We are strengthening a data-driven decision-making culture through our analytics solutions, which have been recognized on international platforms.

- **Award-Winning Analytical Solutions:** With our **data analytics** application, which was honored with a silver award at the **Brandon Hall Awards,** we create decision support mechanisms that combine human intelligence with artificial intelligence, and we support risk and profitability analyses with real-time simulations.
- **AI in Cost Engineering:** We have initiated development efforts for an **AI-Based Cost Analysis Platform** (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 digitalization projects in our production sites, we support manual and time-consuming processes with **automation algorithms** to reduce operational errors and save time.

Industry 4.0 and HSE Technologies

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

- **Image Processing and Drone Technologies:** Through collaborative efforts 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—remotely using autonomous systems. This reduces the need for our employees to be present in hazardous areas, thereby strengthening a safe working environment.
- **HSE Digital Transformation Roadmap:** We are digitally transforming 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 field inspections.
- **Advanced Field Safety:** By using AI-powered camera and sensor technologies, we monitor potential risks on-site in real time, thereby enhancing our ability to respond quickly.
- **Sustainability Performance:** We monitor indicators such as energy consumption, emissions, water usage, and waste management through sensor infrastructure, data platforms, and analytical dashboards. This allows us to strengthen our verification, reporting, and action-tracking processes related to sustainability performance using digital tools.

Financial Governance and Resource Optimization

We adopt a "value-driven prioritization" approach in our technology investments.

- **Budget Efficiency:** Thanks to a centralized governance structure for technology expenditures and detailed needs analyses, we have achieved significant optimization in our 2025 CAPEX and OPEX budgets.

Innovation Ecosystem Management

To strengthen our company's innovation capabilities, we have deepened our "External 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: Our Roadmap for Future Technologies

In the coming period, we aim to take our digital transformation strategy to the next level by expanding our Industry 4.0 applications and placing artificial intelligence technologies at the heart of our operational processes. We are building our 2026 vision, developed across all SOCAR Türkiye group companies, on three key focus areas.

1. AI Agents and Autonomous Systems:

To increase autonomy in operational processes by elevating 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, we aim to continuously optimize our production processes to achieve the goal of "sustainable maximum production with minimum resource usage."

3. Sustainable Technology:

To lead our Company's sustainability goals through technological infrastructure by increasing the use of digital tools for monitoring energy efficiency and carbon footprint.

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, along with the principles of data privacy, as a fundamental area of governance by integrating them with legal and regulatory requirements. In accordance with our Information Security Policy, we ensure the confidentiality, integrity, and availability of all our physical and digital information assets in compliance with international standards. To protect the rights of all our stakeholders, we follow a risk management strategy that is fully aligned with technological advancements and current legislation.

Within the framework of our Information Security Policy, we ensure the confidentiality, integrity, and availability of all information assets stored, processed, and transmitted in electronic or physical environments. Accordingly, all our 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 properly. We regularly analyze risks, implement appropriate control mechanisms, and continuously improve our processes in line with international standards.

In 2025, in parallel with the widespread adoption of AI-based applications, we added the Acceptable Use Policy for Generative AI to our Information Security Policies. With this new regulation, we have ensured data security, ethical principles, and legal compliance in the use of AI, while providing our employees with a clear framework to carry out innovative applications within a responsible framework.

We take a holistic approach to information security, encompassing process management, regulatory compliance, and employee awareness. In this context, we operate our systems in accordance with the ISO/IEC 27001 Information Security Management System.

We successfully completed the external audits conducted by the Turkish Standards Institute between July 9–11 2025, without any major or minor nonconformities.

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

As part of information technology transformation projects supporting the information security infrastructure, we are continuing our efforts to migrate data and communication systems to a centralized and secure architecture. By addressing projects such as data center consolidation, migration to a central file server, modernization of the corporate email infrastructure, mobile device management, and integration of communication systems through the IT Business Continuity Program, we aim to increase the resilience of critical systems.

In terms of regulatory compliance, we continued to implement updates in 2025 to meet the requirements of the Information and Communication Security Guide published by the Presidency's Cybersecurity Directorate. As part of this effort, new asset inventory surveys were prepared. Audit activities, which began in the fourth quarter of the year, are ongoing. Additionally, following the gap analysis conducted under the Cybersecurity Competency Model for the Energy Sector, we implemented improvement measures targeting the identified areas for development. During the same period, we closely monitored developments under Türkiye's Cybersecurity Law No. 7545, which came into effect, and conducted the necessary impact analyses.

To ensure that information security becomes an integral part of our corporate culture, we are systematically conducting employee awareness activities. We have updated our 2025 training program to cover current changes in the cyber threat ecosystem and new-generation risk areas such as AI Security. Through orientation processes, online learning platforms, and targeted training programs, we have assigned the "SOCAR Türkiye Information Security Awareness" training—comprising a total of 15 modules, including cyber threats, secure digital behavior, and incident response—to all our employees.

To measure the effectiveness of our awareness initiatives, we conducted planned phishing exercises and "Clean Desk–Clean Screen" audits throughout 2025. The results of these exercises show a significant increase in the rate at which users report suspicious emails and a meaningful reduction in risky behaviors. We view these results as a significant achievement in strengthening a culture of early reporting and building a more resilient structure across the organization against cyber threats.

In line with our goals of protecting our digital assets and enhancing our organizational resilience, we continue to spread a culture of cybersecurity throughout every level of the organization. In this context, during "Cybersecurity Awareness Month," celebrated worldwide in October 2025, we launched a comprehensive series of events—for the first time with broad participation—aimed at reinforcing our employees' awareness of this issue.

Throughout the campaign, which was conducted using a multi-channel communication strategy, we carried out awareness activities to remind employees of fundamental cybersecurity principles and secure work practices. Thanks to this intensive campaign period—during which we launched a new initiative on average every two days—we significantly increased cybersecurity awareness and employee engagement across the Company, making a strategic contribution to strengthening our digital security culture.

In addition, throughout the year, we draw our employees' attention to current threat scenarios through email announcements, informational content, posters, and contests.

Information Technology Infrastructure and Operations

Our System Services, Infrastructure, Network, and Operations Solutions

We design our information technology infrastructure to provide seamless support for all operations, ranging from production to enterprise applications. As part of this effort, we manage system services, network, and infrastructure components using a holistic approach aligned with performance, availability, and security criteria.

To ensure the continuity of refinery operations, we regularly update our infrastructure to create a scalable and resilient technology environment capable of quickly adapting to changing needs. This structure allows us to manage operational risks more effectively while supporting the seamless progression of business processes.

Data Center Consolidation Project

As part of our data center consolidation efforts, we are continuing our work to transform our information technology infrastructure into a more centralized and manageable structure. Thanks to the architecture developed for this purpose, we are enhancing infrastructure efficiency by monitoring system performance, resource utilization, and operational processes through a single platform.

The consolidated structure simplifies IT operations while making decision-making processes more predictable. We are implementing optimizations related to energy consumption, cooling systems, server capacity, and network infrastructure in line with operational needs.

Through improvements that support application performance, we are strengthening infrastructure capabilities in areas such as data distribution and capacity planning, while reducing the operational workload and increasing efficiency by consolidating maintenance and support activities under a single structure.

This structure also enables more effective implementation of security controls and monitoring mechanisms; by providing improvements in access management, data security, and resource utilization, we create an infrastructure that supports operational efficiency.

Centralized File Server Migration Project

Through the migration to a centralized file server, we simplify dispersed data structures, standardizing data access and sharing processes. This transformation improves the user experience while supporting more efficient use of data storage space.

While ensuring system continuity through a redundant architecture, we manage access and permission processes in a more controlled manner thanks to an authorization structure integrated with the Central Identity Management System. This allows us to reduce manual workload, accelerate processes, and increase operational efficiency.

Cloud Transformation in Enterprise Communications and Mobile Device Management

As part of the modernization of our enterprise communications and mobile device management infrastructure, we are restructuring our systems with cloud-based solutions. In this context, we are migrating our email and communications infrastructure to the Microsoft 365 platform to provide a more flexible and secure user environment.

By centralizing mobile device management, we are enhancing security, access control, and manageability. This transformation allows us to streamline operational processes while optimizing maintenance and management costs.

Microsoft Teams – Central Project

As part of the Microsoft Teams – Central Project, we are making our communication infrastructure manageable through a single platform. In line with this approach, we are reducing the use of physical phones, enabling our employees to conduct both internal and external communications digitally.

With this project, we are integrating traditional PBX functions with digital communication tools under a unified structure, thereby increasing flexibility and accessibility in communication processes. Having successfully completed the first phase, we aim to expand the scope of this system by rolling it out to different locations.

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

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

To this end, we completed the Disaster Recovery Center (DRC) Establishment Project—the final phase of the program—which took approximately 2.50 years. We commissioned a DRC infrastructure located approximately 400 km away from our main data center, which is designed to withstand an 8.0-magnitude earthquake, built on seismic isolators, and equipped with multiple power sources. We backed up 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 by creating over 80 disaster recovery procedures for each system and application.

During the program's validation phase, we conducted a comprehensive DRC Migration Test by scheduling a 16-hour planned outage to simulate a scenario where the primary data center was completely offline. With the active participation of a total of 99 personnel

from both our company and our suppliers, we successfully restored 37 critical IT services in the DRC environment during this test, thereby effectively validating our business continuity capabilities. With this application—of which there are only a limited number of examples 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 outage in critical IT services prior to the establishment of the Disaster Recovery Center—to as little as four hours following the center'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 few examples in Türkiye—also serves the OT infrastructure.

IT Network Management and System Services

Throughout 2025, we enhanced the performance and resilience of our infrastructure through improvements in network management and system services. By restructuring the network architecture, we created a more secure framework that supports continuous access.

By relocating critical network and security components to enhance communication continuity, we are transitioning to systems that ensure high availability through the consolidation of database services. At the same time, we are phasing out legacy and fragmented infrastructure components in a controlled manner, transforming the IT environment into a simpler, more manageable, and sustainable structure.

Business Excellence

At STAR Refinery, we view operational excellence as a fundamental management approach that supports the reliability and long-term performance of our production operations. Given the nature of refinery operations, it is of the utmost importance that processes are carried out seamlessly, safely, and efficiently. For this reason, we continuously monitor operational performance and identify opportunities for improvement by analyzing our processes through data-driven assessments.

When shaping our operational decisions, we evaluate investment projects and development initiatives through multi-dimensional assessments. By analyzing planned projects in terms of their financial impacts, operational contributions, and long-term strategic value, we closely track technological advancements that will enhance efficiency in refinery operations. Through this approach, we optimize resource utilization and implement practices that support our company's competitive strength.

The initiatives we carried out in 2025 contributed to the widespread adoption of practices that enhance operational efficiency and to strengthening the culture of continuous improvement throughout the organization. We believe that our approach to operational excellence serves as a key management tool that enhances STAR Refinery's resilience and supports its sustainable performance.

Value Creation Activities

At STAR Refinery, we carry out our efforts to improve operational performance through initiatives that incorporate our employees' knowledge and on-site experience into the process. In this regard, we are establishing a structure that encourages different teams to work together toward common goals, and we enable our employees to identify areas for improvement in our processes and develop proposed solutions.

Initiatives in areas such as energy efficiency, the optimization of production processes, and the improvement of logistics and inventory management form the core focus areas of our value-creation activities. These projects not only improve operational processes but also strengthen a culture of collaboration across the organization toward shared goals.

One of the key tools in our value creation activities, the Değer Benim Transformation Program, enables our employees to identify areas for process improvement and develop actionable projects.

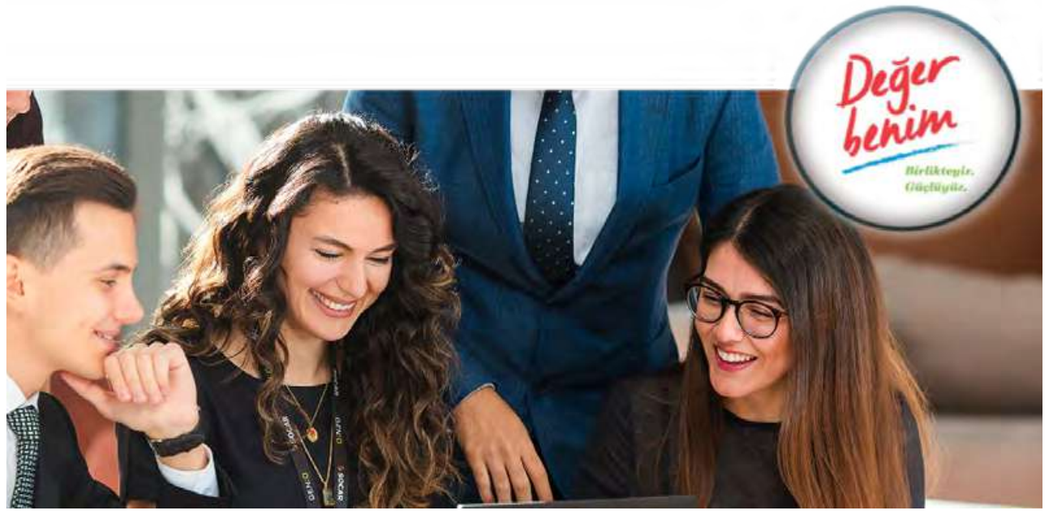
Değer Benim Program

The Değer Benim Program, launched at Petkim in 2016, has since been expanded to include all group companies under SOCAR Türkiye's Refining and Petrochemical Business Unit and Natural Gas Business Unit, thereby establishing a common foundation for development and value creation. Through this framework, we support teamwork and collaboration by bringing together employees from different disciplines around shared goals.

As part of the program, our employees, reflecting our motto "Stronger. Together." identify areas for process improvement and develop solution-oriented recommendations in critical areas such as operational excellence, commercial efficiency, and supply chain performance. Through projects detailed in areas such as energy and efficiency initiatives, improvements to petrochemical product sales strategies, logistics processes, and inventory management, we aim to make our business processes more effective, efficient, and sustainable.

In line with this approach, at STAR Refinery, we received **more than 40 initiative proposals in 2025 with the participation of over 150 employees**. We contributed to the development of 28 of these proposals into projects and achieved gains **valued at approximately USD 12.40 million.**

In 2026, as part of this program, we aim to carry out improvement initiatives in areas such as sustainability and emissions reduction, process optimization, and energy efficiency.



Process Improvement Activities

At STAR Refinery, the effective management of operational processes is a key component of our approach to operational excellence. To this end, we take an end-to-end view of our business processes, analyze process flows, clearly define responsibilities, and regularly monitor process performance. Our process management approach enables us to conduct operational activities in a more systematic manner while also identifying areas for improvement at an earlier stage.

To evaluate process performance, we measure process maturity levels and, based on these assessments, plan improvement initiatives to make processes more efficient. The process analysis and process mining tools used in this context help us examine existing workflows in detail and identify areas of inefficiency in our operations. Based on the data obtained, we redesign processes to develop faster, more reliable, and cost-effective ways of working.

We complement our process improvement efforts with initiatives that prioritize employee input. Through the **Fikrimce Employee Suggestion System,** we evaluate improvement suggestions from our employees and integrate them into our processes, making the continuous improvement approach an integral part of our corporate culture. In this context, while creating TRY 15.8 million in value through suggestions implemented in 2025, we continue our efforts to develop the digital infrastructure to make the suggestion processes faster and more user-friendly.

Process Improvement Activities in Logistics and Customs Procedures

Regulatory-Compliant Efficiency Practices in Logistics Operations

We are implementing operational improvements—after obtaining the necessary permits in accordance with regulations—to increase efficiency and reduce the environmental impact of the logistics processes for products manufactured by STAR Refinery.

As part of this effort, we have obtained permission to transport both export cargo and domestic (cabotage) cargo together within the same transport operation. Thanks to this initiative:

- It is now possible to transport both export and domestic (cabotage) cargo on the same vessel voyage,
- The number of voyages in transportation operations has been reduced,
- And vessel capacity utilization rates have increased.

Under this operational model, we ensure that products are transported in separate tanks in compliance with regulations and that all necessary customs procedures are fully implemented. We expect this operational efficiency to contribute to reduced fuel consumption and logistics costs, as well as lower carbon emissions from transportation. We view this initiative as a significant achievement in line with both our operational excellence and sustainability goals.

Dispute Management and AEO Integration in Customs Processes

We address the management of disputes that may arise during customs procedures in a manner integrated with the requirements of the Authorized Economic Operator (AEO) status.

Thanks to the streamlined procedures and reliability criteria provided under the AEO framework, we offer a robust infrastructure for the prevention and effective management of disputes.

We systematically track and document disputes that may arise in customs processes under headings such as tariff classification, value assessment, rules of origin, and declaration discrepancies. Thanks to the high standards of internal control, traceability, and documentation required by AEO, we identify these disputes at an early stage and evaluate them promptly.

As part of our AEO-compliant processes, we implement multi-layered control mechanisms to enhance the accuracy of declarations; we proactively identify potential areas of dispute through risk-based analyses and internal audit activities. Additionally, we regularly monitor updates to customs regulations and support the competence of relevant teams through ongoing training.

In cases of disagreements with customs authorities, we maintain transparent, swift, and solution-oriented communication within the framework of the trusted company status provided by the AEO. When necessary, we effectively utilize settlement and appeal mechanisms to ensure processes are resolved as quickly as possible.

Thanks to this approach, at Star Refinery, we minimize the risk of customs-related disputes in compliance with AEO standards, strengthen operational continuity, and ensure reliability and predictability in international trade.

Logistics Optimization and Digitalization Initiatives

To increase the efficiency of our logistics operations and reduce their environmental impact, we are implementing an optimization tool developed specifically to suit our operational dynamics and integrated with our SAP infrastructure. This solution is not an off-the-shelf software package; rather, we are developing it entirely using in-house resources. Thanks to this optimization tool, we are able to implement advanced approaches in operational planning, such as frozen time (fixed planning periods) and capacity optimization. As a result:

- We make transportation and shipping plans more efficient,
- We increase vehicle load factors,
- We reduce unnecessary trips.

As a result of these improvements, we are able to achieve significant reductions in fuel consumption and, consequently, carbon emissions.

Implementation of the SAP TM (Transportation Management) Module

By implementing the SAP Transportation Management (SAP TM) module, which was not previously in active use, we are strengthening the digital transformation of our logistics processes.

By implementing the SAP TM module:

- We enable end-to-end management of transportation processes,
- We enhance planning, tracking, and reporting capabilities,
- And we increase operational transparency and control.

With this transformation, we are contributing to the more effective management of logistics processes while also taking a significant step toward optimizing resource utilization and reducing environmental impacts.

RESPONSIBLE *for*

Mitigating Climate Change

Natural Capital

Manufactured Capital

Climate Change Adaptation and Mitigation

Rising greenhouse gas emissions since the Industrial Revolution are causing significant changes in the global climate system. Effects such as rising global average temperatures, changing precipitation patterns, droughts, and more frequent extreme weather events are having increasingly pronounced consequences on natural ecosystems, water resources, and economic activities. These developments are leading to a greater emphasis across all sectors on practices aimed at conserving natural resources and effectively managing environmental impacts.

Accordingly, for companies, monitoring environmental impacts, improving resource efficiency, and adopting environmentally responsible production approaches are playing an increasingly critical role. Initiatives in areas such as emissions management, energy efficiency, and waste and water management contribute both to reducing environmental impacts and to conducting operations in a more efficient and sustainable manner.

At STAR Refinery, we consider the responsible management of our environmental impacts to be a top priority; we conduct our operations in line with the goals of protecting the environment, using natural resources efficiently, and continuously improving our environmental performance. In this context, we are implementing initiatives to monitor and improve our environmental impacts by developing our practices in energy efficiency, emissions management, waste management, and the conservation of natural resources.

Environmental Management

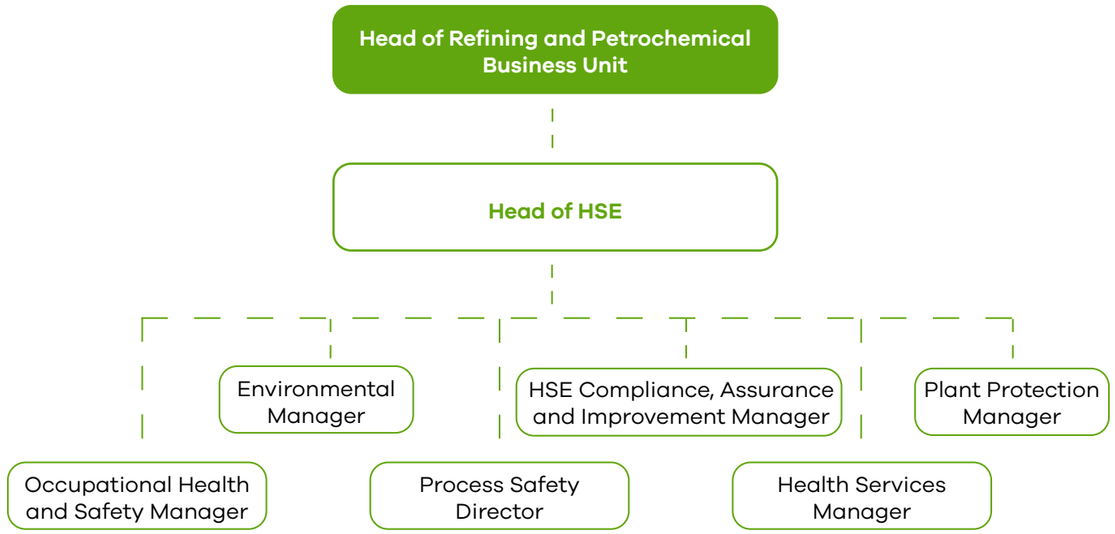
We consider the responsible management of the environmental impacts of our activities to be one of our operational priorities. We shape our environmental management approach in line with the objectives of conserving natural resources, reducing environmental impacts, and continuously improving environmental performance. In this context, we regularly monitor the environmental impacts that may arise from our operations and develop practices aimed at effectively managing environmental risks.

We conduct our environmental management activities in accordance with applicable national legislation, relevant regulations, and SOCAR Türkiye's corporate policies and management approaches. We manage our operations within the framework of the **Occupational Health, Safety, and Environment (HSE) Policy,** which includes the objectives of protecting the health and safety of our employees, reducing environmental impacts, and ensuring the efficient use of natural resources.

We implement our environmental management system in compliance with international standards. In this context, we hold the **ISO 14001 Environmental Management System** certification and carry out our environmental management practices through an integrated management system approach that combines quality, occupational health, and safety. Our environmental management system is implemented within an integrated framework with the **ISO 9001 Quality Management System** and the **ISO 45001 Occupational Health and Safety Management System,** supporting the systematic management of environmental risks in our operations. In addition, we carry out our efforts to improve energy efficiency under the **ISO 50001 Energy Management System,** supporting the effective management of energy use.

In line with the **HSE Management System** approach implemented under the SOCAR Türkiye umbrella, we design our environmental management processes within a framework that supports operational excellence. Guided by the fundamental principles established within the management system, we carry out activities aimed at reducing environmental impacts, preventing pollution, effectively managing waste, and efficiently utilizing natural resources.

The coordination and implementation of our environmental management processes are carried out by our **Occupational Health, Safety, and Environment (HSE) Unit,** which consists of professional teams operating within the STAR Refinery and specializing in relevant fields. Within this scope, the monitoring of environmental performance, ensuring compliance with environmental regulations, assessing environmental risks, and implementing necessary improvement measures are coordinated by the relevant units.

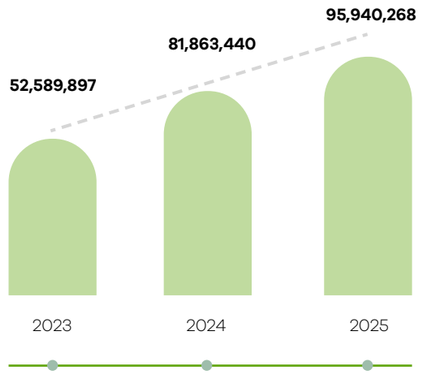


To monitor our environmental performance, we regularly track our environmental performance indicators—such as emissions, waste management, and water and wastewater management—through environmental monitoring activities and analysis conducted as part of our operations. As part of our environmental measurement and analysis activities, we regularly assess the compliance of our operations with applicable regulations and environmental standards through analyses conducted by accredited laboratories. In addition, we utilize various technical analysis studies and consulting services to enhance the effectiveness of our environmental management activities.

To support the effective management of environmental impacts, we regularly allocate resources to environmental management activities. In this context, we incur various expenses in areas such as the operational activities carried out by our environmental management unit, environmental analysis and sampling, and environmental consulting services

In this context, we invested **TRY 313,145,938 in environmental initiatives** in 2025.

Our Environmental Management Operating Expenses by Year (TL)



Environmental Expenses (TRY)	2023	2024	2025
Operational expenses of the environmental management unit*	52,589,897	81,863,440	95,940,268
Environmental consultancy services received from third-party service providers	1,933,976	1,995,000	2,645,171
Laboratory analyses and routine environmental sampling expenses	3,023,571	3,230,100	4,973,021

**Refers to expenditures related to externally provided benefits and services, waste management activities, and preparedness for and response to marine pollution.*

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 our employees' awareness of environmental regulations, environmental risk management, and ways to improve environmental performance.

As part of this effort, we provide training to our employees on topics such as environmental management system practices, waste management, energy efficiency, and measures to reduce environmental impacts. Through the environmental training activities we carried out during the reporting period, we delivered a total of 1,292 person-hours of environmental training, continuing our efforts to enhance our employees' knowledge and awareness of environmental issues.

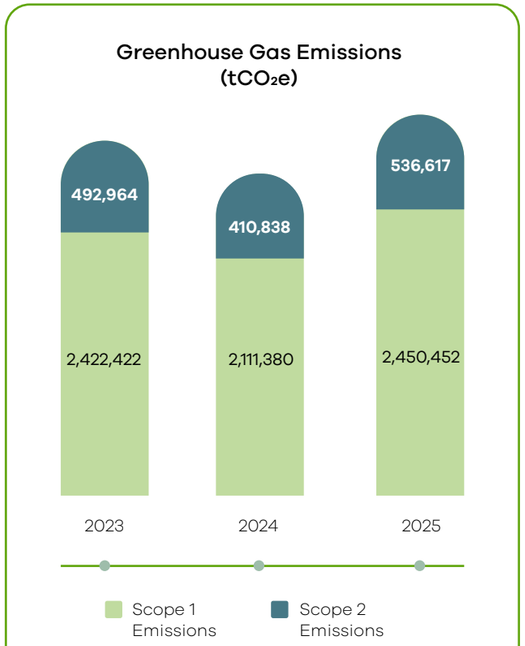
RESPONSIBLE

Management of Greenhouse Gas Emissions

We view the regular monitoring and management of air and greenhouse gas emissions generated during our production activities as a key aspect of our environmental responsibility. To keep the environmental impacts of our operations under control, we systematically track emission sources, analyze the measurement results, and plan the necessary improvement initiatives.

The monitoring of greenhouse gas emissions is carried out under the joint responsibility of our Occupational Health, Safety, and Environment (HSE) and Technical Services—Energy Management units. We regularly analyze the emissions data generated by our operations, report the results to senior management on a monthly basis, and share them with the SOCAR Türkiye Sustainability Committee as part of our quarterly performance reviews. We have our annual Greenhouse Gas Statement verified by independent verification bodies in accordance with the Communiqué on the Monitoring and Reporting of Greenhouse Gas Emissions and share it with the relevant public authorities.

We calculate our greenhouse gas emissions in accordance with national legislation and international methodologies. We calculate our emissions data in accordance with the Greenhouse Gas Protocol: Corporate Accounting and Reporting Standard (2004) methodology and regularly track our Scope 1 and Scope 2 emissions.



To monitor our emissions performance, we use indicators designed to assess the relationship between UEDC (Equivalent Distillation Capacity Used) and our total emissions. The UEDC metric, which normalizes facility complexity in the evaluation of refinery operational performance, serves as the basis for our assessments; in accordance with current reporting standards, this parameter is used as a more effective indicator for emission intensity calculations and capacity utilization tracking. Thanks to these metrics, we are able to monitor our emissions performance not only in terms of total emissions but also from the perspective of operational efficiency.

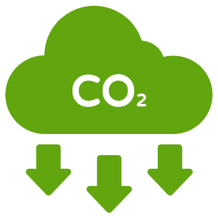
We continue our efforts to continuously improve our environmental performance by developing practices that enhance the efficiency of our operations and reduce emissions.

In 2025, our emissions intensity stood at

1,253 tCO_2/UEDC

Transition to a Low-Carbon Economy and Our Emissions Reduction Initiatives

As STAR Refinery, we are working toward SOCAR Türkiye's goal of achieving net-zero emissions by 2050; we are committed to contributing to this transformation journey.



In 2025, we achieved a reduction of

33,800 tonnes CO_2

emission reduction through 12 projects implemented under the Değer Benim Program.

The transformation taking place in the energy and industrial sectors is making it increasingly important to reduce carbon intensity in production processes and adopt more efficient technologies. In line with this transformation, initiatives aimed at improving energy efficiency in refinery operations, optimizing processes, and reducing emissions are among the key elements of the transition to a low-carbon economy.

At STAR Refinery, we are continuously improving our production processes in line with this transformation and are working to reduce the carbon footprint of our operations. To this end, we are making practices that increase energy efficiency, improve process performance, and reduce emissions a natural part of our refinery operations.

Our facility was built with the Best Available Techniques (BAT) approach in mind from the design phase onward, and we utilize various technological and operational practices to reduce emissions in our operations. We utilize heat recovery systems to reduce energy consumption and associated emissions in our refining processes. Through these systems, we recover waste heat generated during processes to produce steam, thereby increasing energy efficiency and helping to reduce emissions that would otherwise result from the use of additional fuel.

To manage operational processes more efficiently, we use **Advanced Process Control (APC)** systems throughout the refinery. Thanks to these systems, column operating pressures and stripper steam volumes are optimized in real time, ensuring that processes operate under the most efficient conditions. This allows us to reduce unnecessary energy consumption and keep emissions under control.

Reducing the volume of gas directed to the flare system is also a key focus of our emission reduction efforts. Thanks to the **Flare Gas Recovery System (FGRS)** used at our refinery, flare gas is recovered and reused in processes, thereby reducing unnecessary combustion. This practice not only saves energy but also contributes to reducing emissions.

In addition, as part of our operational improvement efforts, we conduct measurement activities to detect equipment leaks and carry out the necessary technical interventions to resolve any leaks identified. We are making energy use more efficient through optimization efforts in compressor systems and improvement initiatives aimed at compressed air production.

In the coming period, we plan to continue our emission reduction efforts through optimization projects and initiatives aimed at increasing energy efficiency, as well as maintenance activities that enhance equipment efficiency. We aim to reduce energy losses by increasing steam trap measurements, implementing periodic cleaning processes for air coolers, and conducting thermal camera measurements in furnaces. In addition, we aim to reduce energy consumption and emissions through vapor optimization efforts in crude oil tanks.

Optimization of Compressor Systems

Through the improvement and optimization efforts we have implemented in the compressor systems used in our operations, we have made energy use more efficient. With these efforts, we aimed to increase process efficiency while reducing energy consumption and the associated emissions. As a result of the improvements implemented, we achieved a reduction of approximately **1,700 metric tonnes of CO_2 emissions.**

Instrument Air System Optimization

We established a new instrument air line between the STAR Refinery and Petkim and optimized the compressed air production system. Through this initiative, we improved efficiency in air production processes, thereby reducing energy consumption. With this optimization project, we achieved a reduction of approximately **800 metric tonnes of CO_2 emissions.**

Leak Detection and Gas Recovery in CCR HP Flare System

In order to reduce the amount of gas diverted to the flare system in our refinery operations, we conducted comprehensive leak detection studies in the HP flare line located in the CCR unit. As part of this, we tested the PSA inlet and outlet valves and identified previously undetectable internal leak points in the system. As a result of the analyses and improvements we carried out, we reduced the gas flow to the flare line, enabling the gas to be reused in the processes. Thanks to this work, we achieved a reduction of 20,500 tonnes of CO_2e emissions in 2025 and a significant net gas saving.

Energy Management

Today, as the effects of the global climate crisis become more apparent with each passing day, reducing carbon emissions and conserving natural resources have become critical responsibilities for energy-intensive sectors. Due to its high energy demand, the refining sector requires a strategic approach to energy management and efficiency. In this regard, the effective use of energy resources and the reduction of emissions intensity are among the fundamental elements of a sustainable production philosophy.

At STAR Refinery, we operate with a full awareness of the responsibility that comes with being active in an energy-intensive sector. We view energy management as one of the core components of our sustainability vision. We regard energy management not only as a means to enhance operational efficiency but also as a strategic investment aimed at reducing our environmental impact and contributing to the future of our planet. In line with this approach, we systematically monitor, improve, and integrate our energy performance into our processes.

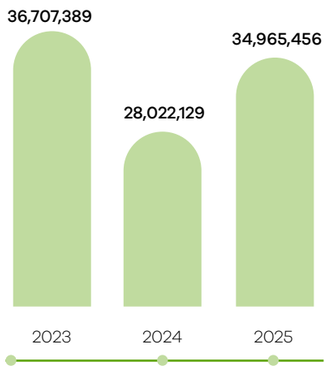
We carry out our energy management activities under the coordination of the Energy Management Directorate, which reports to the Vice Presidency of Technical Services. The Directorate comprises the Energy Management, Combustion and Losses, Energy Optimization, and Energy Conversion and Decarbonization units. Under the coordination of the Energy Management Directorate, we hold an Energy Management Coordination Committee meeting at least once a year. At these meetings, we evaluate the energy performance of the refinery units and review our energy management system. We conduct additional assessments whenever significant changes occur at the facilities, in equipment, or in energy production and consumption processes. The outcomes of these meetings are consolidated and reported to senior management and the relevant units.

To implement our energy management practices in accordance with international standards, we conduct our operations under the ISO 50001:2018 Energy Management System. To support our goals of continuously improving our energy performance and reducing our emissions intensity during the reporting period, we updated our Energy Management System in line with the dynamics of 2025. As part of our energy policy, we have strengthened our management and monitoring approach in these areas by incorporating energy efficiency and emissions reduction indicators into senior management performance evaluation processes.

To effectively monitor our energy and emissions performance, we have established a strategic KPI for tracking emissions intensity and integrated it into our relevant procedures. As part of this effort, we set annual target values, analyze the differences between actual performance and targets, and report on them regularly.

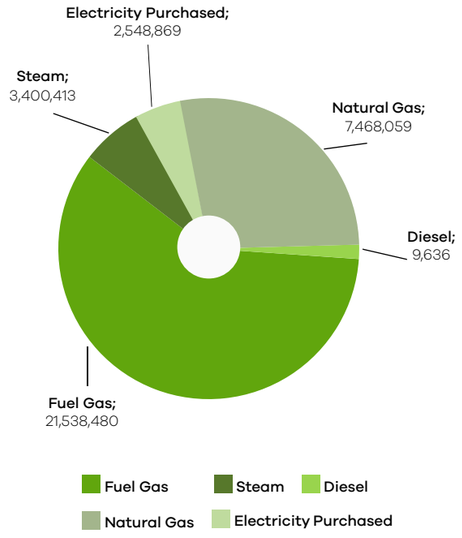
We collect and monitor energy consumption data using a systematic infrastructure. We track consumption data for diesel, combustible gas, electricity, and steam used at the refinery via on-site meters, and we monitor diesel consumption using flow meters. We track this data through PHD, DCS, and SCADA systems. We monitor online analyzer data and laboratory results through the LIMS system. We obtain natural gas consumption data and composition information through the İzmir Gaz application. In this context, we recorded that our total energy consumption in 2025 amounted to 34,965,456 GJ.

Total Energy Consumption by Year (GJ)



** Energy consumption in 2024 was lower compared to 2023 due to a planned shutdown.*

2025 Distribution of Energy Consumption (GJ)



Energy Intensity and Reduction	2023	2024	2025
Energy Intensity Index (EII) (Actual Energy / Standard Energy)	95.50	99.00	86.50
Energy Intensity (Per Employee, GJ / employee)	32,369.83	23,254.88	29,065.22
Rate of Reduction in Energy Consumption	–	–	5%
Absolute Energy Reduction (GJ)	–	–	1,741,933

We are carrying out structured training and awareness-raising initiatives across the organisation with the aim of reducing our energy consumption and continuously improving our energy performance.

As part of the 2025 internal audit information activities carried out under our Integrated Management System, we provide regular training to our staff on energy efficiency, energy usage and the operational variables affecting energy consumption. In our training on the management of losses and leaks, we focus on risk areas, types of leaks and preventative measures.

Furthermore, we support employee participation and operational awareness through the Energy Workshops we organise periodically. We regularly review and update our training content and practices in line with the requirements of the ISO 50001 Energy Management System. Through this approach, we are continuously strengthening our energy management infrastructure and organisational capacity.

Energy Efficiency and Emissions Reduction Projects

At STAR Refinery, we carry out our regulatory compliance work in the areas of energy efficiency, energy market regulations, licensing and renewable energy using a regular and systematic approach. We monitor current legislation and our compliance obligations via the GRC application. As part of this, we regularly monitor the regulations in force in the areas of sustainability, energy efficiency and renewable energy, and update our compliance processes accordingly. The main regulations we monitor include the Sustainability Audit Regulation, the Energy Efficiency Audit Regulation and the Regulation on the Certification and Support of Renewable Energy Sources.

When identifying projects aimed at improving energy efficiency, we assess both technical and economic criteria. Our technical teams analyse the projects' compatibility with current technology, planned downtime requirements and operational risks. In addition, we calculate the rate of improvement in the energy intensity index and the potential for emissions reduction. Once feasibility analyses—including the economic assessment of the investment and the payback period—have been completed, we initiate internal approval processes. This approach enables projects to be prioritised through a multi-dimensional assessment and ensures that the initiatives offering the highest added value are implemented.

We take energy efficiency into account in our operational processes, as well as in our procurement and investment decisions. By applying the Life Cycle Cost analysis approach in our procurement processes, we support the selection of the most energy-efficient equipment. In line with this, we updated our relevant procedures in 2025 and adopted an approach that encourages the use of equipment and technologies that enhance energy efficiency.

We also utilise public funding to finance our energy efficiency projects. We support the implementation of efficiency-focused projects by utilising the grant and incentive mechanisms offered by the Ministry of Energy and Natural Resources of the Republic of Türkiye.

Throughout 2025, we continued our efforts to improve energy efficiency and reduce emissions:

Hydrocom Implementation in the DHT Make-up Compressor

We have implemented Hydrocom technology in the make-up compressor used in the DHT unit. Through this implementation, we have increased the compressor's operational efficiency, thereby reducing energy consumption and improving process performance.

Stimulation Optimisation in the HCU Fractionation Bottom Turbine Pump

We carried out stimulation optimisation on the bottom turbine pump in the HCU fractionation system. Through this work, we increased process efficiency by optimising the pump's energy.

MDEA Circulation Optimization at the TGTU (U-430) Unit

We increased process efficiency through the MDEA circulation optimization work we carried out at the TGTU unit. As a result of this initiative, we achieved a reduction of 880 metric tonnes in CO_2 emissions.

Stimulation Optimisation in the HCU Stripper Column

Thanks to the stimulation optimisation carried out in the HCU stripper column, we have made the column's operation more efficient. This improvement has helped to reduce energy.

DHT–HCU–DCU Hot Charge Optimization

We improved heat integration in process flows by implementing inter-unit hot charge optimization. As a result, we reduced energy consumption and increased efficiency throughout the refinery.

DHT Unit 140C-101 Diesel Stripping Column Pressure Optimization

We continued our pressure optimization efforts for the 140C-101 diesel stripping column located in the DHT unit. As part of this project, we achieved a reduction of approximately 1,300 metric tonnes of CO_2 emissions in 2025.

We are also continuing our energy efficiency efforts through forward-looking projects. In 2026, we plan to implement energy optimization projects, including stim optimization for CDU HVGO and VR turbine pumps, energy optimization through DCU fuel oil processing, and energy optimization under the Steam Trap Replacement Program. With these projects, we aim to further increase energy efficiency and achieve additional improvements in our operational processes.

[11]Energy consumption was lower in 2024 than in 2023 due to a scheduled shutdown. As production capacity was similar, a meaningful comparison is made between 2023 and 2025.

Air Quality

Increasing industrial activities and energy production on a global scale are placing significant strain on air quality. For this reason, the effective management of air emissions at industrial facilities—along with the reduction of environmental impacts and ensuring compliance with regulations—stands out as one of the fundamental elements of a sustainable production approach. Controlling emissions generated by refinery operations, protecting air quality, and adopting a continuous improvement approach are of critical importance in this context.

As STAR Refinery, we manage air emissions resulting from our operations in accordance with current environmental regulations and environmental permit conditions. We aim to keep our environmental impacts on air quality under control and continuously improve our performance. We conduct our air quality management through a systematic approach within the framework of the policies and procedures defined in our Integrated Management System.

We carry out our air quality and emissions management activities within an integrated structure, coordinated by the Environmental Department and with the contribution of all relevant units. We calculate our greenhouse gas and air emissions based on data obtained from our production, support services, planning, public relations, sales, process, laboratory, and energy units. We calculate our greenhouse gas emissions on a monthly basis for internal monitoring and performance tracking purposes and share these figures with the Energy Directorate. In accordance with our regulatory obligations, we prepare our annual greenhouse gas emission data, have it verified by authorized independent verification bodies in accordance with the relevant Verification Regulation, and report it to the relevant authorities.

We regularly monitor our performance and trends regarding air emissions. We present the results obtained in this context to senior management during the Management Review meetings we hold once a year under the ISO 14001 Environmental Management System. In this way, we evaluate our air quality management at the senior management level and identify areas for improvement.

We use Continuous Emission Monitoring Systems (CEMS) to monitor flue gas emissions at our refinery. Thanks to these systems, installed at six stacks, we continuously monitor emission parameters. We monitor measurement data in real time and transmit it to the systems of relevant organizations. In the event that limit values are exceeded, all relevant units conduct a root cause analysis and implement the necessary corrective actions. In addition, we share data regarding our emissions performance with senior management on a monthly and annual basis.

During the reporting period, we also continued our improvement efforts aimed at enhancing the accuracy and effectiveness of our monitoring processes. In 2025, we updated certain operational assessment criteria related to CEMS to ensure more accurate monitoring of process commissioning and process shutdown conditions. With these updates, we aim to improve the accuracy of our emission monitoring processes and ensure a more reliable assessment of operational conditions.

Air Emissions (tonnes/year)	2023	2024	2025
NOx	141.67	125.10	660.31
SO_2	304.36	217.41	532.82
CO	141.70	125.10	131.15
PM	14.83	7.80	16.66
H_2S	0.74	0.73	0.48

Water and Wastewater Management

We treat our water and wastewater management processes as one of our environmental priorities that directly impact the continuity of our operations. We regard the protection and sustainable use of our water resources as one of the core focuses of our responsibility. In this context, we closely monitor and record data on water withdrawal and usage, and implement improvements. In cooling water management, we prioritize the maximum reuse of recirculated water in our refinery operations. We implement effective monitoring and rapid response mechanisms to detect potential losses and leaks in wastewater skimming systems at an early stage. In this way, we aim to prevent unnecessary water consumption and use water resources efficiently while enhancing operational reliability.

As STAR Refinery, we structure our approach to water and wastewater management within the framework of the Water and Wastewater Management Procedure, managing our processes through a holistic risk perspective that takes into account the current and potential impacts of climate change. We consider the efficient use of water resources, the treatment of wastewater in full compliance with regulations, and minimizing impacts on the receiving environment to be among our top priorities.

In this context, we carry out our water management processes under the coordination of the Environmental Department, the Wastewater Treatment Chief Engineer's Office, the Laboratory Department, the Online Analyzer Management, the Maintenance Directorate, and the AABT Plant Management. We manage operational activities related to water supply, process water usage, treatment performance, discharge criteria, and system continuity through the integrated efforts of our relevant departments. We continuously monitor water quality and treatment performance through monitoring systems and regular laboratory analyses, and we activate rapid response mechanisms in the event of any deviations. We share performance indicators and monitoring results related to our operations with senior management through periodic reports and evaluation meetings, supporting our decision-making processes with a data-driven approach.

At our refinery, water is a critical resource for the continuity of production processes and the safe operation of auxiliary facilities. As STAR Refinery, we source our water from the Petkim Water Pretreatment Unit. We subject the raw water we receive to initial treatment processes at the on-site Water Pretreatment Unit, and then make it suitable for process use through advanced treatment and conditioning processes carried out in our Demineralization (Demi) units. We use the water that has undergone these treatment and conditioning processes for various process and auxiliary facility needs, such as demineralized water production, fire protection systems, cooling water circuits, and washing operations.

We direct the portion of the water used in our processes—excluding the amount lost to evaporation—to the Wastewater Treatment Unit, and after completing the treatment processes there, we discharge the water into the sea in compliance with environmental requirements.

To use our water resources more efficiently, we are focusing on recovery and reuse approaches at our refinery that are recognized as best practices in the industry. As part of this effort, we are increasing the number of cycles in our cooling water systems, reusing the water recovered from the sour water stripping unit in appropriate processes, and returning steam condensate to the system. Through these methods, we aim to reduce our total water consumption and improve the water efficiency of our operations.

Additionally, to be prepared for potential water outages, we are integrating emergency water outage scenarios into our operational procedures and developing partnerships to evaluate alternative water sources. In this context, we are working on solutions aimed at diversifying our water sources, such as reciprocal water transfers with İZSU. Through these efforts, we aim to reduce our reliance on a single water source—the Güzelhisar Dam—and strengthen our capacity to adapt to climate change.

Our Strategic Planning Framework for Water and Wastewater Management

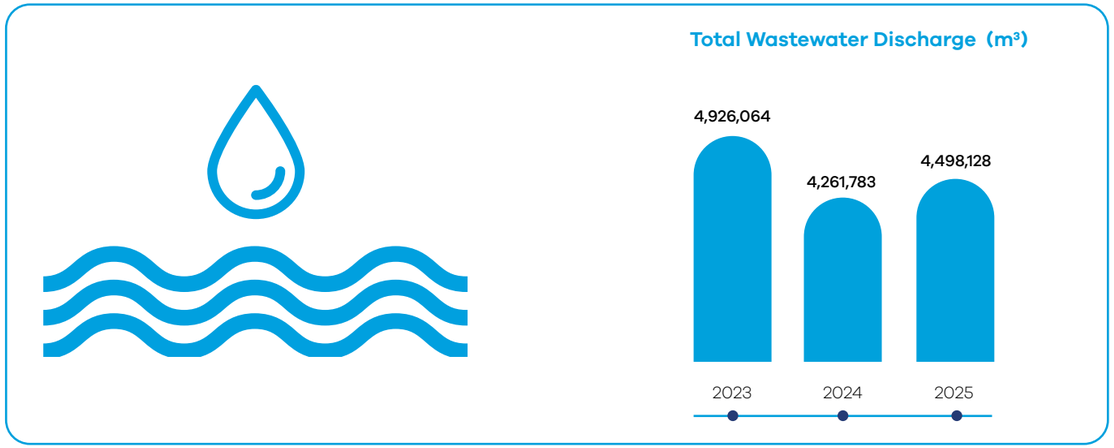
We shape our water management strategy and improvement efforts in line with the short-, medium-, and long-term goals defined in the following documents: the Petkim Wastewater Treatment Plant Current Status Analysis and Process Development Report, the SOCAR Emergency Water Management Plan, and the Conceptual Approach to the Water and Wastewater Management Master Plan. These efforts contribute to the development of our water management practices within the framework of a systematic roadmap.

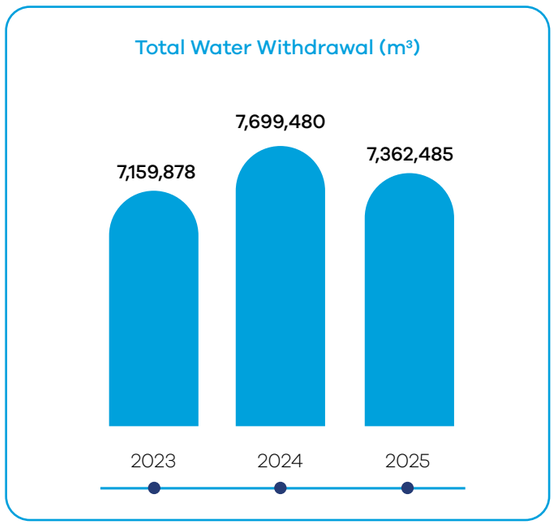
As part of our 2025 water management roadmap, we have identified critical water usage points at our production and support facilities and completed our process-based assessments. Based on this work, we are optimizing cooling water circuits, conducting technical analyses of the potential for condensate and wastewater recovery, and developing unit-specific adaptation scenarios in preparation for potential water shortages. In addition, we continue to strengthen the circular use of water by reusing the water obtained after the wastewater skimming process in appropriate process units.

At the STAR Refinery, we manage our wastewater with a holistic approach to control the environmental impacts arising from our operations and protect receiving environments. We separate the various types of wastewater generated by our operations according to their sources and characteristics, manage them through appropriate collection systems, and direct them to the relevant treatment processes. In this context, the main types of process wastewater generated at the refinery include water from cooling systems, stormwater, and domestic wastewater.

We convey the wastewater to the Wastewater Treatment Unit via collection and drainage lines installed on the refinery site, where it undergoes integrated treatment processes. In our multi-stage system, which includes physical, chemical, and biological treatment stages, we first separate oil and similar contaminants from the water using physical methods; then, we reduce the pollutant load through chemical and biological processes. As a result of these processes, we bring the wastewater into compliance with environmental standards and manage it safely and in a controlled manner.

We regularly monitor the quality of the water passing through the treatment processes and, based on our analyses, verify its compliance with the criteria established by environmental regulations. At the STAR Refinery, we discharge treated wastewater into the sea and conduct these discharge processes in accordance with the limits specified in the Wastewater Treatment Plant sector tables and relevant environmental regulations. Through our monitoring and control activities, we ensure consistent treatment performance and minimize potential impacts on the receiving environment.





Resource Use, Waste and Circularity

At STAR Refinery, we place our circular economy and operational efficiency goals at the heart of our resource use and waste management processes. We embrace the zero-waste management and circular economy approach (which is gaining increasing importance on a global scale) as one of the fundamental elements of our operations. In line with this, we develop and implement comprehensive strategies focused on preventing waste generation at the source. We systematically manage waste generated by our operations within the framework of the waste management hierarchy, which is based on the steps of prevention, reduction, reuse, recycling, energy recovery, and final disposal.

In line with the principle of circularity in our operations, we adopt integrated production models that enhance resource efficiency among SOCAR Türkiye group companies and our facilities. In this context, within the SOCAR Türkiye value chain, we form the most critical link in the refinery-petrochemical integration by producing naphtha and other petrochemical intermediates—which are key raw materials for the petrochemical sector. These products are used as raw materials at Petkim's facilities and are transformed into high-value-added products. This integration between facilities not only reduces our reliance on external sources for raw material supply but also enhances our resource efficiency, thereby fostering a circular approach. We view this model (which forms the foundation of our circular economy approach) as a major opportunity to reduce our environmental impact and minimize logistics-related emissions.

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We demonstrate the effectiveness of our management systems and our commitment to the circular economy through the Zero Waste Certificate, which we earned following audits conducted in 2021 by the Ministry of Environment, Urbanization, and Climate Change of the Republic of Türkiye and which certifies that we adopt a strong circular approach to resource and waste management. We view this certification as an indicator of our management approach, which systematically manages environmental risks and integrates operational discipline with sustainability principles.

As STAR Refinery, we established a **Waste Management Procedure** on January 13 2022, covering our Petkim and SOCAR Storage facilities as well as our contractor companies, and within the scope of this procedure, we defined our organizational structure, roles, and responsibilities. The procedure provides details on the management of all waste generated at the refinery site, as well as waste from contractors actively operating on-site. At the operational level, our waste management processes are managed in accordance with the Zero Waste Regulation, and waste is collected in separate containers using color-coded systems based on its type and source.

All waste is managed in accordance with regulatory requirements and industrial waste management plans, and a significant portion of the generated waste is sent to recycling facilities to be reintroduced into the economy. The separate collection of waste at the source and improvements made to advanced sorting systems for plastic waste have increased the efficiency of recycling processes.

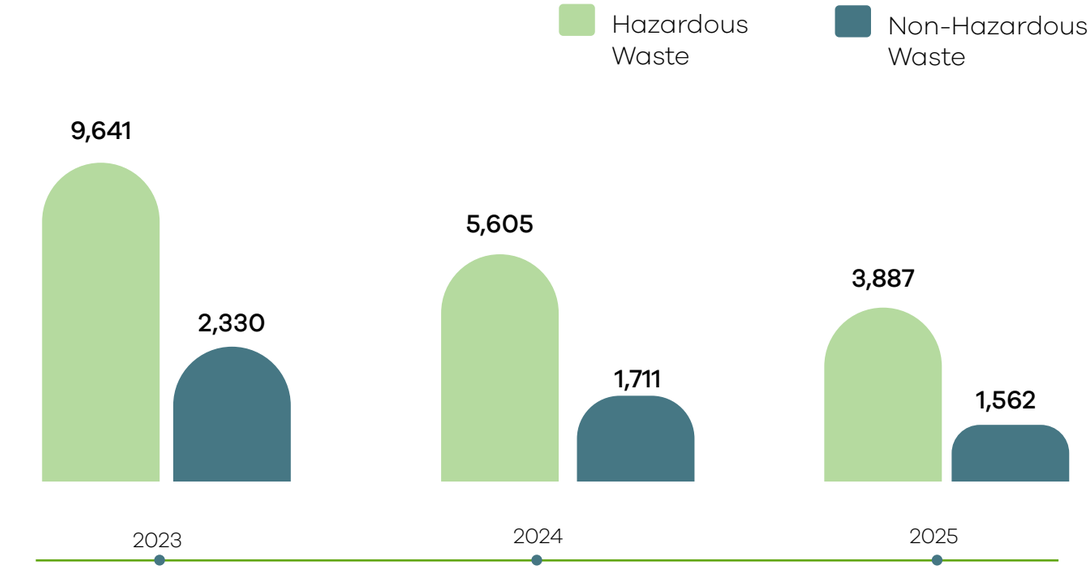
This waste includes process and non-process waste, hazardous and recoverable waste, packaging and household-type waste, biodegradable waste, construction, demolition, and excavation waste, as well as marine-derived waste covered by MARPOL. The methods implemented have contributed to reducing the carbon footprint in waste management and have generated economic benefits by making high-quality recycled plastics available for industrial use.

As a result of these measures, we reduced our total waste volume from approximately 7,317 metric tonnes in 2024 to approximately 5,450 metric tonnes in 2025, achieving a 25.51% reduction.

In 2025, we reduced our total waste volume by approximately **26%** compared to the previous year.

Through the processes we carry out in accordance with legal regulations and our Waste Management Procedures, we sort recyclable waste by type, direct it to licensed recycling facilities, and return it to the economy as raw materials. We conduct these processes within a framework that is compliant with regulations and traceable, which also includes our contractor companies. We track and report waste generated by our operations and fulfill our legal obligations through **MOTAT (Mobile Waste Tracking System), the Zero Waste Information System, and Waste Declaration Forms.** Through these systems, we regularly monitor and record on-site operations.

Waste Quantity by Type (tonnes)



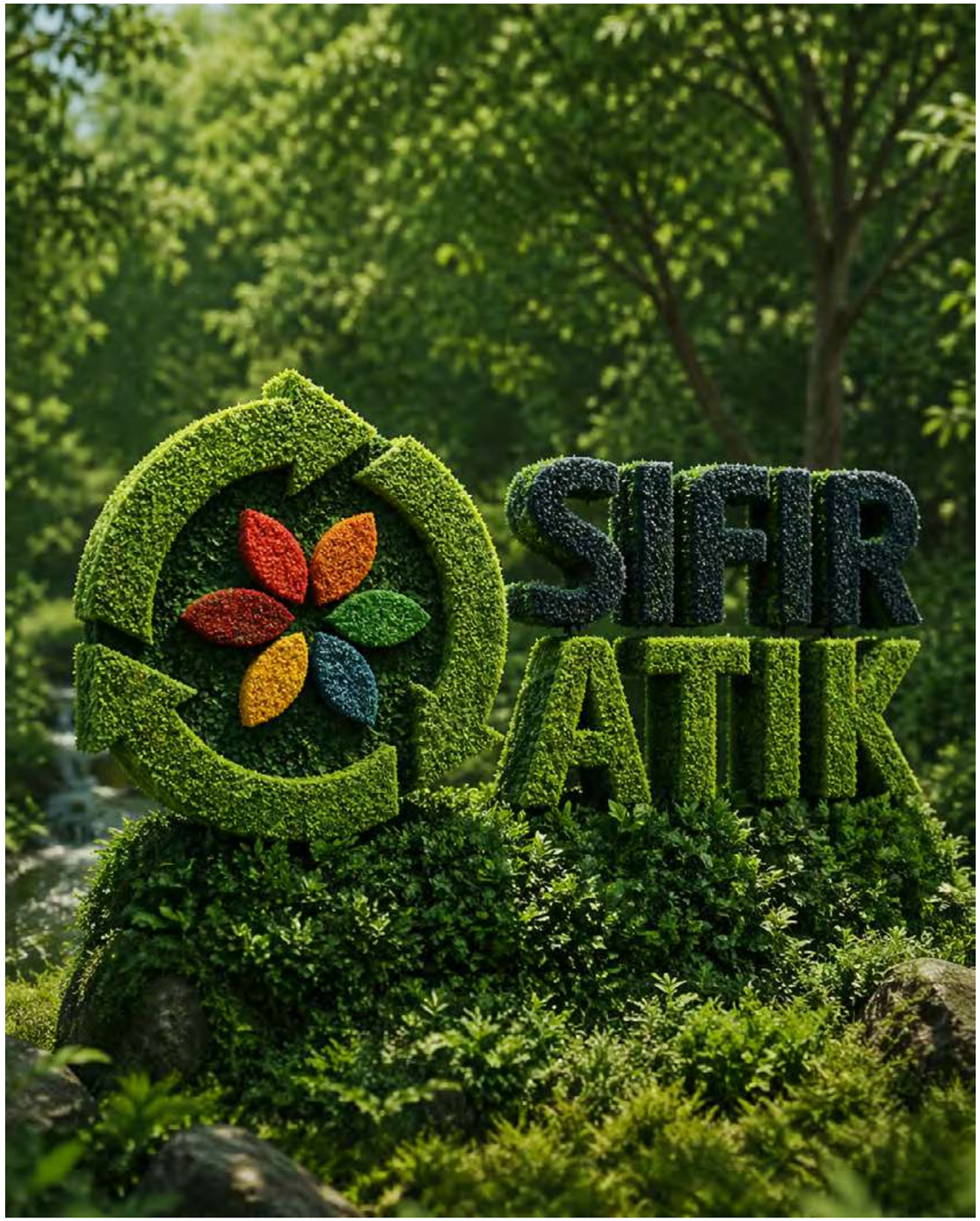
We address major shutdown periods (which constitute a significant part of our waste management) through a holistic planning approach that balances operational continuity and environmental responsibility. In this context, we conduct a detailed analysis of the planned workload prior to the shutdown to adjust the number and capacity of our waste collection equipment to meet operational needs, and we strengthen our on-site logistics and storage infrastructure. We collect the high volumes of waste generated during shutdowns separately at the source, manage them in temporary storage areas in full compliance with relevant regulations, and carefully monitor disposal or recovery processes by transporting the waste to licensed facilities. We dispose of all our waste by having it transported by third parties.

We regularly monitor our contractor companies through daily on-site inspections; we record any identified non-conformities in our action tracking system and ensure they are resolved within the specified timeframes. Throughout the process, we regularly record and report waste quantities and conduct analyses based on performance indicators to ensure both traceability and full regulatory compliance. We prioritize that environmental responsibility is embraced with the same level of awareness by all stakeholders on-site; accordingly, we provide mandatory environmental training to our employees every year. Additionally, by giving comprehensive coverage to environmental topics in the Occupational Safety, Health, and Environment (HSE) training provided to contractor firms working at the SOCAR site, we ensure that our environmental management standards are effectively implemented across the entire operational area.

Waste Transportation (Tonnes)	2023	2024	2025
Hazardous Waste Transported and Delivered to Third Parties	8,603	5,605	3,887
Non-Hazardous Waste Transported and Delivered to Third Parties	823	1,711	1,562

In 2025, as part of the update to the Industrial Waste Management Plan and the update to the Waste Reception Facility project report, inspections were conducted by the Provincial Directorate of the Environment, and no non-conformities were reported.

During our Annual Review meetings—which we hold once a year in accordance with ISO 14001—we present our waste management performance and trends to senior management, identify areas for improvement based on our findings, and update our action plans. In this way, by systematically evaluating our environmental performance, we make our continuous improvement approach an integral part of our corporate decision-making mechanisms.



Biodiversity

Biodiversity refers to the totality of life on Earth, encompassing living species, genetic diversity, and the ecosystems in which these organisms exist. It is of critical importance for the sustainability of natural systems, the continuity of ecosystem services, and the preservation of social well-being. However, on a global scale, biodiversity loss is accelerating due to habitat destruction, climate change, and human activities, and this situation directly affects not only environmental balance but also human health and economic stability.

At STAR Refinery, we carefully manage our projects and processes with a full awareness of our interactions with terrestrial and marine ecosystems. We are conducting studies aimed at preventing and mitigating potential significant impacts on sensitive species, habitats, and ecosystems. Under the SOCAR Türkiye umbrella, we act with a full awareness of our responsibility to protect biodiversity, in collaboration with all our stakeholders. Based on the policy document **"SOCAR Türkiye's Position on Biodiversity"** published in 2021, we are integrating this approach into our biodiversity strategy and continuing our work within this framework. Accordingly, we incorporate the principles of biodiversity conservation into our decision-making processes, management systems, and operational practices, and we conduct our activities in accordance with the established core principles and practices.

In this context;

- We integrate biodiversity into our business processes and commercial decision-making mechanisms.
- We monitor and manage our biodiversity-related performance within the framework of our Occupational Health, Safety, and Environmental Management System.
- We evaluate activities to be carried out in protected or sensitive areas, taking into account the characteristics of the relevant area.
- Where we are in full compliance with legal requirements and have implemented the necessary protective measures, we operate in accordance with the permits issued by the relevant public authorities.
- At our facilities where there are potential impacts on local ecosystems, we conduct biodiversity assessments and develop action plans based on these assessments.

In 2022, the Refining and Petrochemical Business Unit (R&P BU) conducted comprehensive biodiversity studies covering terrestrial and marine ecosystems within the boundaries of the Special Industrial Zone, with the participation of local and international experts. Through the field research and technical analyses we conducted, we used scientific data to document the current status and sensitivities of the ecosystems within our area of influence.

Based on these findings, we prepared the "Biodiversity Assessment Report" in 2023 to identify the potential impacts of our activities on flora, fauna, and habitats, as well as priority risk areas and areas requiring improvement. Based on this assessment and the Biodiversity Assessment Report, we defined concrete actions for conservation, monitoring, and impact mitigation in the **SOCAR Türkiye Biodiversity Action Plan.**

We completed the actions outlined in the Action Plan by 2024, and we continue to regularly monitor our practices to keep our impacts on biodiversity under control and to continuously improve them.

Biodiversity Initiatives

Marine Emergency Response Training

As part of our collaboration with the Marine Emergency Response Company stationed on the Aliağa Peninsula, we prioritized training and competency development initiatives throughout 2025. In line with this, we provided OPRC2/HNS2 training to a total of 142 employees within the Refining and Petrochemical Business Unit. Additionally, we organized the participation of 17 of our employees in OPRC2/HNS2 training programs organized by the Ministry, thereby strengthening our emergency response capacity and organizational preparedness.

Biodiversity Monitoring Study—Petkim – STAR Refinery

In 2024, as part of SOCAR Türkiye's Biodiversity Policy, we conducted a Biodiversity Monitoring Study within the Refining and Petrochemical Business Unit—which includes the STAR Refinery—within the boundaries of the Special Industrial Zone, with the support of academic experts from universities specializing in the field.

RESPONSIBLE *for*

Investment in People and Society

Human Capital

Social and Relationship Capital

Human Resources at STAR Refinery

We believe that long-term and sustainable value creation is made possible by a strong organizational culture, competent and engaged employees, a safe work environment, and trust-based relationships with the community. In line with this philosophy, we structure our social sustainability approach around the following pillars: respect for human rights, employee well-being and development, equality and inclusion, occupational health and safety, and social contribution.

We integrate our responsible employer approach into all of our human resources processes; we base our hiring, career development, performance management, and compensation practices on fairness, transparency, and equal opportunity. We continuously improve our practices—which unlock our employees' potential, support their development, and strengthen their commitment to the organization—using a data-driven approach.

We treat occupational health, safety, and environmental management as an integral part of our operations. Under our SAFE approach and our HSE management system, we proactively manage on-site risks and maintain our practices in critical areas—such as process safety, change management, contractor management, and emergency preparedness—in line with international best practices. Through training programs, observation and feedback mechanisms, and technology-enabled practices, we aim to foster a strong safety culture throughout the organization.

We regard the relationships we build with the community as a key part of our approach to sustainability. We carry out our corporate social responsibility initiatives in the areas of education, the environment, health and social solidarity; and we aim to enhance social benefit by supporting employee volunteering through the SOCAR Türkiye Volunteers platform.

We carry out all our work in line with **the SOCAR Türkiye Diversity, Equality and Inclusion Policy**, **the SOCAR Türkiye Human Rights Policy** and **the SOCAR Türkiye Occupational Health, Safety and Environment Policy**; whilst creating a fair, safe and inclusive working environment for our employees, we continue to generate sustainable value together with the community.

Human Resources Approach

We are constantly developing our human resources approach with the aim of creating a structure that unlocks our employees' potential and prepares them for the future. By focusing on talent management, employee engagement and wellbeing, we implement practices that support both our employees' individual development and the contributions they make to our organization. **"Stronger. Together."** In line with this philosophy, we embrace the principles of respect for human rights, inclusivity, equal opportunities and transparency as the core values underpinning all our human resources processes. Within this framework, we aim to create a fair and trust-based working environment; to support our employees' wellbeing, we are strengthening feedback mechanisms based on open communication and mutual understanding. We embrace a participatory management approach by encouraging the active involvement of our employee representatives, senior management and relevant stakeholders in the process.

We also utilize digital solutions to enhance the effectiveness of our human resources processes and improve employee experience. As part of this initiative, through the AI-based SEDA – SOCAR Energy Digital Assistant that we have developed, we receive our employees' HR-related requests and queries digitally; by directing them to the relevant systems and departments, we ensure they are answered quickly and effectively. In this way, whilst improving the traceability of our processes, we offer a more accessible and agile service model for our employees.

We manage the salaries and benefits we offer our employees in line with a fair, competitive and performance-focused approach. In our remuneration practices, we take into account criteria such as the scope of the role, the extent of responsibilities and the contribution to the organization; we use pay bands structured within the framework of role families and standard job evaluation methodologies. We regularly update salary levels by comparing them with market data and determine pay rises and progression decisions whilst taking into account performance outcomes and critical competence requirements. For our employees covered by a trade union, we ensure full compliance with the provisions of the Collective Labour Agreement. In line with our 'equal pay for equal work' approach, we regularly analyze pay consistency across the same roles and grades; we assess any potential discrepancies using data-driven methods and implement the necessary improvements. In this way, we maintain our remuneration processes within a transparent, balanced and auditable framework.

Total Number of Employees by Role	2023	2024	2025
Manager	18	20	22
Expert	180	134	115
Technical Staff	296	391	391
Technician and Foreman	640	660	675

Human Rights and Community Relations

As STAR Refinery, we conduct our operations in accordance with the **SOCAR Türkiye Human Rights Policy;** we embrace respect for human rights as a fundamental element of all our business processes. In this context, our practices are guided by 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's (ILO) Declaration on Fundamental Principles and Rights at Work, and applicable national legislation. Our SOCAR Türkiye Human Rights Policy is publicly available in both Turkish and English.

Across our entire value chain, we adopt a zero-tolerance approach to human rights violations such as discrimination, child labour, forced labour, violence and sexual harassment. We respect our employees' freedom of expression, freedom of association and the right to collective bargaining. In line with this, we carry out age verification procedures during recruitment processes; we incorporate ethical principles and human rights expectations into our supply and procurement processes. In areas where risks are identified, we monitor compliance of working conditions with legislation and ILO standards by implementing declaration, verification and, where necessary, audit mechanisms. There were no verified complaints regarding human rights violations during the reporting period.

To ensure that our approach to human rights is adopted across the organisation, we organise training sessions and awareness-raising initiatives for our staff. Designed for different groups of staff, these training sessions aim to strengthen organisational awareness of human rights.

We operate various reporting and monitoring mechanisms to support the protection of human rights within our value chain. We support reporting processes through the Ethics and Corporate Social Responsibility Committee and the Sexual Violence Prevention Board; we also provide accessible communication channels, such as the Ethics Hotline, through which our stakeholders can share their views and reports. We publish our code of ethics publicly and share it regularly with our employees via the QDMS Integrated platform.

We respect the right to collective bargaining and freedom of association; we maintain regular communication with representatives of the Petrol-İş Trade Union, which is the authorised trade union at our workplace under the Trade Unions and Collective Labour Agreements Act No. 6356. We support the assessment of our employees' requests and suggestions through trade union representatives; we contribute to the preservation of industrial peace. Prior to any changes that could significantly affect our employees, we carry out the necessary consultation processes with trade union representatives and take their views into account.

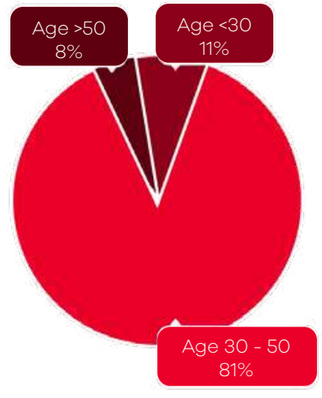
Following the expiration of STAR Refinery's 5th Collective Labour Agreement on 31 December 2025, we will sign the 6th Collective Labour Agreement, covering the period from 1 January 2026 to 31 December 2028, in 2026. As of 2025, we have **1,203** employees. **All our blue-collar workers and 56.1% of our total workforce are represented by the Petrol-İş Trade Union under the collective labour agreement.**

Diversity, Equity and Inclusion

At STAR Refinery, we view the diversity of our employees as a key part of our organisational strength; we regard the principles of diversity, equality and inclusion as fundamental elements of our working culture. In line with this approach, we conduct our activities within the framework of the **SOCAR Türkiye Human Rights Policy and the SOCAR Türkiye Diversity, Equality and Inclusion Policy;** we are committed to creating a working environment where all our employees have equal rights and opportunities, regardless of their race, colour, national or ethnic origin, language, religion, age, disability, gender identity, sexual orientation or other personal characteristics.

We integrate our approach to equal opportunities into all our recruitment, career development and talent management processes. We conduct our human resources practices in line with international standards and data-driven assessment mechanisms; through multiple checks and balances, we aim to prevent the risk of discrimination and strengthen a culture of fair decision-making. As of 2025, whilst continuing our operations with 1,203 employees, we are supporting a more inclusive workforce structure with 10% female employees and 2% employees with disabilities. Through this approach, we encourage the incorporation of diverse perspectives into our organizational processes.

Percentage of the Workforce by Age



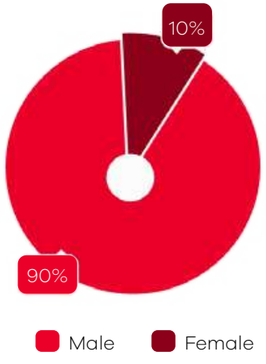
Women Employment Statistics

10%
Percentage of women in the total workforce

20%
Percentage of women among white-collar workers

17%
Percentage of women employees in STEM fields (IT, engineering, etc.)

Distribution of the Total Labour Force by Gender



Number of Disabled Employees	2023	2024	2025
Male	22	21	22
Female	7	6	6

We are implementing the **Women in Succession Pipeline** programme with the aim of increasing the representation of women in managerial positions. As part of this initiative, we identify potential female employees and include them in the succession pool, whilst supporting their career progression through development and leadership programmes. In this way, we encourage our female employees to prepare for managerial roles through a planned and sustainable approach.

We regard the promotion of a fair working culture as a key priority and regularly review our remuneration practices in line with this approach. **"Equal pay for equal work"**: based on this principle, we carry out role- and grade-based analyses to assess any potential discrepancies and take corrective action where necessary.

We regard increasing women's participation in the workforce and in leadership roles as a key part of our approach to diversity and inclusion. In line with SOCAR Türkiye's endorsement of the United Nations Women's Empowerment Principles (WEPs), we are carrying out initiatives across the organisation to enhance the visibility of female employees and their access to career opportunities. Through the development and career programmes we implement as part of this initiative, we support the professional development of our female employees and contribute to achieving a more balanced representation in leadership positions.

We are running our **Women-Friendly Field** project with the aim of supporting stronger representation of women, particularly in field and technical roles. As part of this project, we aim to create a more inclusive and supportive working experience in the field by making improvements in various areas, ranging from the physical conditions of the working environment to the language used in communication.

We believe that the language we use plays a significant role in strengthening an inclusive organisational culture. With this in mind, we have developed the **Equality in Language Guide,** which we aim to use in our internal communication practices and leadership development programmes to raise awareness of inclusive language.

Through our **Energy of Diversity** approach, we place diversity, equality and inclusion amongst our corporate priorities. In this context, we ensure our practices are in line with the **SOCAR Türkiye Human Rights Policy;** we aim to create a working environment that supports different perspectives, upholds equal opportunities, and enables all employees to feel valued and secure. We believe that diversity strengthens our corporate culture, fosters innovative thinking and contributes to sustainable success. In line with this, we are continuing our efforts to develop an inclusive working environment.

To support the career development of our female employees and their progression into leadership roles, we are running the **Women Energy Women Leaders Development Programme** within SOCAR Türkiye. Through this programme, we aim to develop our female employees' leadership skills, increase their visibility and enhance their access to the development opportunities they need on their career journeys.

Workforce and Talent Management

At STAR Refinery, we believe that one of the most important factors in our sustainable success is our workforce. We recognise that our employees' knowledge, skills and contributions to the organisation play a decisive role in our long-term value creation; we regard our workforce as a strategic asset. With this in mind, we prioritise providing a working environment where our employees can develop their potential, where their career journeys are supported, and where a strong employee experience is fostered.

We regularly monitor our employees' career development and support their performance and potential through our talent management practices. As part of this, we have established **Individual Development Plans** to structure our employees' development processes in line with the 70-20-10 development model; we address the processes of learning, gaining experience and receiving feedback as a unified whole. In this way, we aim to strengthen our employees' current competencies whilst also contributing to the development of the skills we will require in the future.

As part of our performance management system, we assess our employees' targets and competencies on an annual basis; we link the results achieved to performance bonuses, pay rises and incentive schemes. We also support teams working on projects of strategic importance with project success bonuses, thereby encouraging collaboration and the creation of shared value.

We conduct our talent acquisition processes in line with the **"right candidate for the right role"** approach. We implement a comprehensive assessment process that includes not only HR and managerial interviews but also personality and competency assessments, assessment centre exercises, and foreign language and general aptitude tests. Through our internship programmes for young talent and leader–student meetings, we aim to support young people in getting to know our organisational culture, whilst also strengthening our employer brand.

We use the **İşte Takdir Platform** to highlight our employees' behaviour that aligns with our corporate values and to foster a culture of recognition. We also aim to boost our employees' motivation and organisational commitment through 5-, 10- and 15-year service awards.

Continuous Professional Development Program (CPD)

As part of our talent management practices, we support our employees' development within a continuous and measurable framework through the Continuous Professional Development (CPD) programme run by SOCAR Türkiye. At STAR Refinery, we implement this system effectively within our organisation; we do not view our employees' development as being limited solely to specific training programmes, but rather treat it as a natural and ongoing part of the employee experience. The competence and leadership development programmes delivered through the CPD system aim to bring about tangible and measurable improvements in the way our employees carry out their work.

Under the CPD system, our staff earn points through various development activities, such as attending or delivering training, learning a new language, writing articles or acting as mentors. Whilst they are expected to meet annual development targets set according to their job grade, as an organisation we provide access to learning resources and development opportunities that support these targets. This approach also encourages our employees to take responsibility for their development processes and to actively take ownership of their own development.

The high level of participation in the programmes demonstrates that the contribution of our employees' development activities to their work performance is being felt in tangible terms. In this process, we have observed, in particular, that a proactive approach to work has been strengthened, cross-functional collaboration has increased, and a culture of feedback has become more widespread. Whilst we have seen an increase in team engagement scores among managers participating in leadership development programmes, we also assess that a coaching-based approach is being adopted more widely in team management. As at the end of 2025, the CPD target achievement rate across SOCAR Türkiye stood at 98%.

At STAR Refinery, we adopt a data-driven approach to core human resources processes such as recruitment, performance management, learning, feedback and rewards; we enhance the effectiveness and traceability of these processes through digital solutions. Within this framework, we utilise digital tools such as the **Sinerji HR Platform, the Continuous Feedback Module, the 360-Degree Stakeholder Evaluation and the İşte Takdir Platform** within an integrated structure. Through these systems, we regularly monitor our employees' development, feedback and performance data; we conduct our talent management processes in a more transparent, measurable and effective manner.

RESPONSIBLE

Employee Engagement and Wellbeing

We take a holistic approach to employee engagement and wellbeing across the company, focusing on the employee experience. As part of the **İşte Deneyim** umbrella programme—developed to systematically monitor our employees' satisfaction, engagement and feedback—we operate a multi-channel and inclusive feedback mechanism.

To measure employee engagement on a regular basis, SOCAR Türkiye conducts the **Employee Engagement and Experience Survey** every two years; we also dynamically monitor employee feedback through short-term pulse surveys, which we carry out in line with organisational needs.

By evaluating the survey results from the perspective of the **Employee Value Proposition (EVP),** we identify areas for improvement and draw up action plans accordingly. Furthermore, to analyse employee feedback more effectively, we utilise artificial intelligence-based platforms to monitor insights into the employee experience in real time and respond more quickly to needs.

In the latest survey conducted in 2024, we achieved a employee engagement score of 78% at SOCAR Türkiye and the Refining and Petrochemicals Business Unit. We plan to repeat our survey in 2026 to reassess our current position regarding employee engagement.

	2024		2025	
	Male	Female	Male	Female
Number of Newly Recruited Employees	75	19	41	9
Number of Leaving Employees	23	8	64	10
Total Employee Turnover Rate (%)	2.10	7.00	5.89	8.62

At STAR Refinery, we regard ensuring that our employees work in a safe, fair and healthy working environment as one of our primary responsibilities. To support employee wellbeing, we offer traditional, hybrid and remote working models under the Innovation at Work Procedure, depending on the nature of the role. Furthermore, through ergonomic working environments and flexible working hours, we aim to support our employees' work–life balance and create a productive working environment.

We do not view employee wellbeing as an issue limited solely to physical health; we assess it in conjunction with its psychological, emotional, social and financial dimensions. Through our **Employee Wellbeing Program,** which we run within this framework, we offer a holistic support structure that takes into account our employees' needs in various areas of their lives. Through this programme, we aim to support our employees' wellbeing and strengthen their trust in the organisation and their sense of belonging.

Through the **Digital Employee Support Platform,** which we operate as part of the programme, we offer our employees a set number of sessions throughout the year. As part of this, we provide access to specialist support in psychological counselling, parenting advice, support for children and adolescents, nutritional advice, financial advice and physical wellbeing. Through this framework, we support a sustainable well-being experience for our employees that encompasses not only their individual needs but also their family lives.

To promote physical wellbeing, we are incorporating online and face-to-face sports activities, yoga, Pilates and similar movement-based practices into our programme.

Through these activities, we aim to encourage the integration of healthy lifestyle habits into working life, whilst contributing to our employees' stress management and overall life satisfaction.

We also prioritise supporting our employees who are parents during key transitional phases in their lives. To this end, we provide our employees with informative content through our **Parent Guide**; we also offer mentoring support to employees returning to work after childbirth, tailored to their needs and requests. The mentors appointed for this purpose offer guidance on matters such as readjusting to work processes, prioritisation, time management and career planning, thereby helping our employees' return to work to proceed in a healthier and more balanced manner.

Maternity Leave*	2024		2025	
	Male	Female	Male	Female
Total Number Of Employees Entitled To Maternity Leave	53	5	69	3
Total Number Of Employees Taking Maternity Leave	53	5	69	3
Total Number Of Employees Returning To Work After Maternity Leave Ends	51	4	70	5
Total Number Of Employees Who Returned To Work After Maternity Leave Ends And Are Still Working 12 Months After Returning To Work	69	4	55	5

**Data for 2023 was not reported as it was not tracked in this breakdown for that year. Data for 2024 and 2025 are presented in accordance with current reporting scope.*

Employee Training and Development

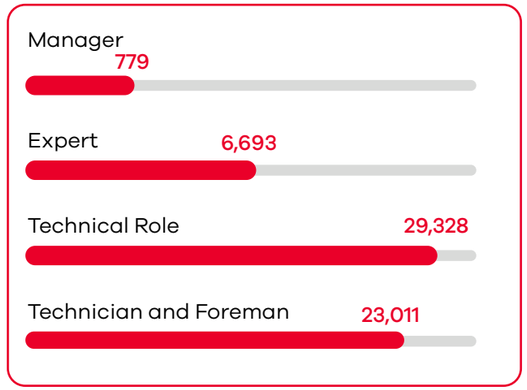
At STAR Refinery, we directly link employee development to performance enhancement and talent retention. In line with this, we have adopted a structured approach to learning and development that enables our employees to continuously enhance their knowledge, skills and competencies. Through the organization-wide learning and development framework we have established, we aim to support our employees in generating greater value in their current roles, whilst helping them prepare for the new responsibilities they will take on during their career journeys.

We regularly assess our employees' personal and professional development needs each year; we address the identified priorities in a structured manner, coordinated by our Human Resources teams. Through our HR Partnership structure, we assess training requests from our employees and plan training programmes (both those designed to strengthen technical expertise and those supporting individual development) in line with their needs. In this way, we aim to systematically support our employees' development and build a strong talent pool within the organization.

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

In 2025, we delivered a total of **59,811 hours** of training, providing an average of **49.7 hours** of training per employee. Through these training activities, we aim to deepen our employees' technical expertise, develop their individual and managerial competencies, and strengthen their ability to adapt to changing 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.

SOCAR TÜRKİYE Academy

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 STAR Refinery, we conduct our operations through a holistic management approach that places occupational health and safety, process safety and the environment (HSE) at the centre. We adopt a risk-based approach when planning our activities; in line with the principle of continuous improvement, we aim to ensure that our operations are conducted safely and sustainably by complying with both legal requirements and corporate standards. Through our initiatives that encourage employee participation and our programs that strengthen our safety culture, we aim to ensure operational continuity in a safe, efficient and responsible manner.

We conduct all our operations in line with the objective of **"zero accidents, zero serious injuries and zero leaks";** we regard the safety of our employees, contractors and other stakeholders as our top priority. In line with this approach, we proactively manage risks on site and aim to foster a culture of safe behavior throughout the organization.

We operate our Occupational Health, Safety and Environment (HSE) management system in accordance with the **ISO 45001 Occupational Health and Safety Management System and ISO 14001 Environmental Management System** standards, within the framework of our corporate **HSE Policy.** We monitor the effectiveness of our management systems through regular internal and external audits; we continue to improve our systems by incorporating the findings into our improvement initiatives. Furthermore, we develop our performance monitoring and evaluation processes in line with the guidance provided by international organisations such as IOGP, CCPS, EPSC and OSHA.

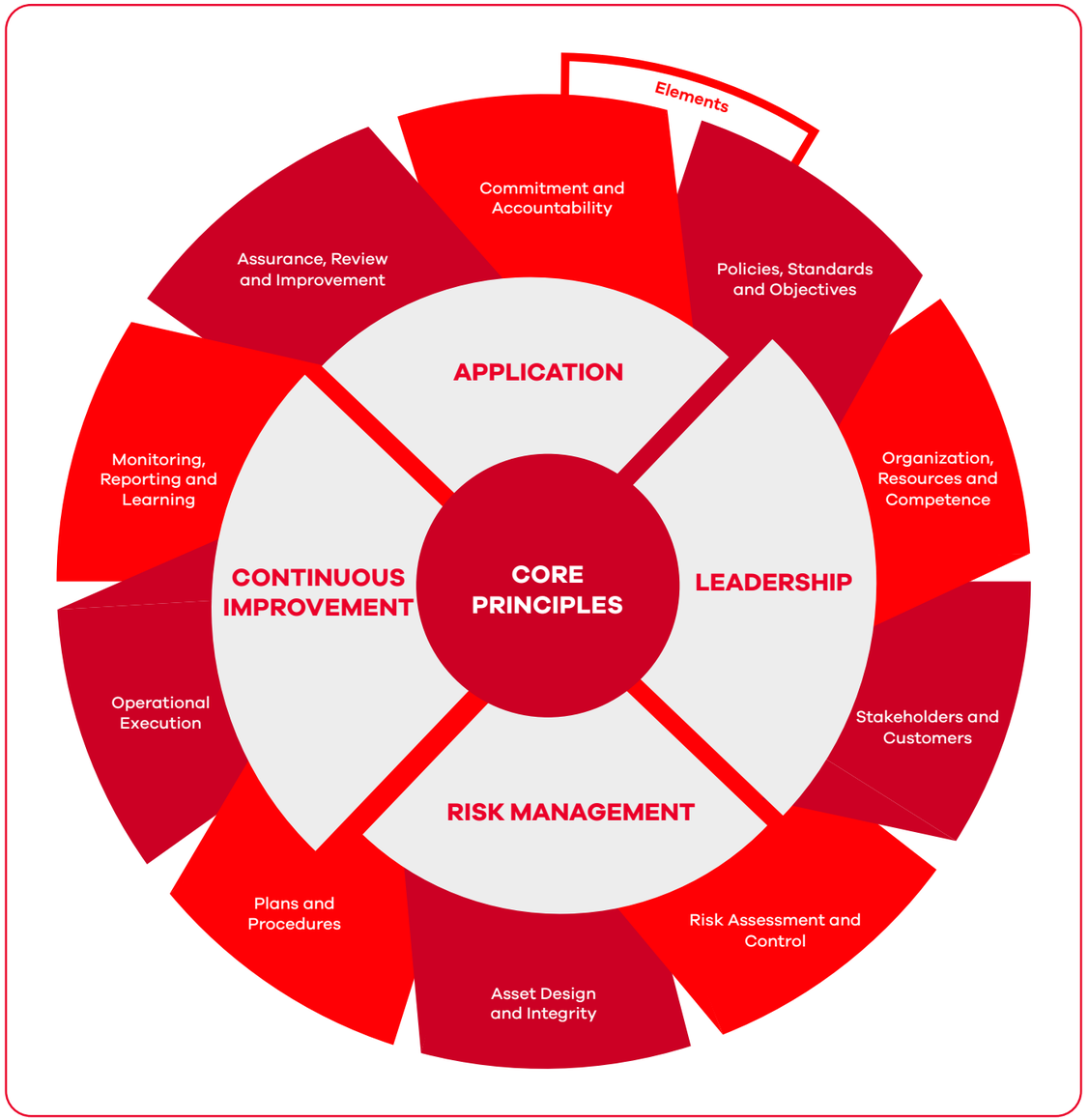
We carry out the processes of hazard identification and risk assessment in our operations in accordance with the **ABU-HSE-PRC-0006 Hazard Identification and Risk Assessment Procedure;** we manage these processes using a proactive approach based on continuous improvement. Furthermore, by closely monitoring all relevant legislation and regulations – notably the **Occupational Health and Safety Act No. 6331,** the **Environmental Act No. 2872,** the **Social Insurance Act No. 5510** and the **Labour Act No. 4857** – we ensure that our OHS and environmental practices are maintained in full compliance with the current legal framework.

HSE Management System

At STAR Refinery, in line with our sustainability and operational excellence objectives, we treat Occupational Health, Safety and Environment (HSE) as an integral part of all our activities. We conduct our operations with a risk-based and planned management approach, and we develop our processes in line with the principle of continuous improvement. In this context, we manage our operations within the framework of an OHS-E Management System that is aligned with international best practices.

We support our Health, Safety and Environment (HSE) Management System with a comprehensive documentation framework comprising procedures, technical specifications and instructions. This ensures that practices are carried out in a consistent and traceable manner across all our operations; we assess our HSE performance not only in terms of legal compliance, but also through an approach that focuses on managing risks at an early stage and prioritising 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 HSE Vice President.** With this structure, we ensure that HSE topics are directly integrated into strategic decision-making processes.

We regard employee and stakeholder participation as one of the cornerstones of our HSE Management System. We regularly review the views, suggestions and observations raised at OHS Committee meetings, which are held through employee representatives and trade union representatives; we systematically convey feedback from the field to management levels. In this context, whilst enabling our employees to submit feedback via the HSE Observation and Reporting application, we also allow contractor staff to submit reports via observation cards and/or email. We then analyse all recorded reports, identify the necessary actions and monitor them systematically through our follow-up mechanisms.

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.

Accident Statistics– Company Employees	2023	2024	2025
Number of Total Recordable Accidents	1	4	3
Number of Fatal Accidents	0	0	0
Tier-1 – Process Safety Events	0	2	2
Number of Recordable Occupational Diseases	0	0	0
Number of Days Lost Due to Accident	0	119	52
Total Working Hours (hours)	2,181,436	2,763,097	2,325,656
Total Planned Working Hours	2,181,436	2,763,097	2,325,656
Lost Time Injury Rate – LTIR (per 200,000 hours)	0.00	0.14	0.09
Total Recordable Incident Rate – TRIR (per 200,000 hours)	0.09	0.29	0.26
Occupational Disease Rate - ODR (per 200,000 hours)	0.00	0.00	0.00
Accident Severity Rate - ASR	0.00	29.75	17.33
Lost Day Rate (per 200,000 hours)	0.00	8.61	4.47

Accident Statistics (SOCAR Türkiye Suppliers and Contractors)	2023	2024	2025
Number of Total Recordable Accidents	4	12	6
Number of Lost Days Due to Accidents	0	0	185
Number of Fatal Accidents	0	0	0
Tier-1 – Process Safety Events	0	0	0
Number of Recordable Occupational Diseases	0	0	0
Total Working Hours	2,016,736	5,937,547	2,109,882
Lost Time Injury Rate – LTIR (per 200,000 hours)	0.00	0.03	0.19
Total Recordable Incident Rate – TRIR (per 200,000 hours)	0.40	0.40	0.57
Occupational Disease Rate - ODR (per 200,000 hours)	0,00	0,00	0.00

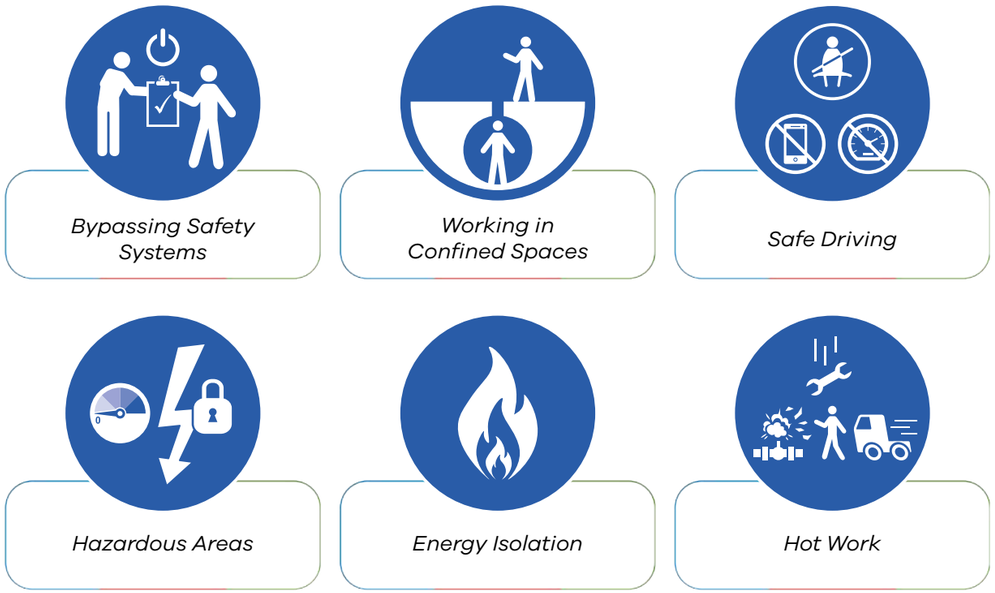
Life Saving Rules

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



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) and 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.

As part of this, we carried out HAZOP and FTA-ETA studies at the STAR Refinery in 2025. Following these analyses, we reviewed the existing safety barriers and assessed areas for operational, procedural and technical improvements to support risk management.

Throughout 2025, we also implemented measures aimed at enhancing 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

Within SOCAR Türkiye, we implement our HSE Management System for contractors in accordance with the **HSE Contractor Management Procedure No. ABU-HSE-PRC-0011;** our aim is to ensure that HSE-C 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 STAR Refinery and the contractor regarding HSE practices.

Following the contract's entry into force, during the pre-mobilization phase, we request and assess contractors' staff competence certificates, equipment compliance documents, risk analyses and work methods. Once mobilization has been approved, we then carry out site orientations, briefings on the work permit system, emergency planning and job-specific health and safety briefings.

During the course of operations, we ensure that all work is carried out in accordance with the approved Health, Safety and Environment (HSE) plan, the work permit system, energy isolation procedures, confined space work, 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. Where necessary, we implement change management (MoC) processes to update plans and procedures.

Upon completion of the works, we subject the contractor's performance to a closure assessment; we comprehensively analyze compliance with HSE objectives, incidents that occurred, lessons learned, adherence to site rules, HSE breaches and behavioral culture. We use the results obtained as a reference in future contract and contractor selection processes, whilst also transferring the experience and lessons learnt during the project period 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.

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.

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 enable the real-time tracking of emergency response teams' locations in the field, we have implemented the **Real-Time Location System (RTLS)** in pilot regions.

We carried out comprehensive inspection and testing activities throughout 2025 to ensure the reliability of the equipment. As part of this, we carried out 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 site inspections. Furthermore, we inspected 45 unit/plant sprinkler systems, 23 foam systems and 455 breathing apparatus units (CF15), ensuring that the systems were ready for operation at all times.

In line with project activities carried out as part of the work authorization process, STAR Refinery issued work permits for 7,805 hot work operations, 2,637 confined space entries, 1,852 lifting operations, 27 excavation works, 3,416 energy isolation procedures and 173 radiography examinations during the annual assessment. We issued 420 rescue control forms during the year for rescue control activities.

RESPONSIBLE

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.

*Training data covers the Refining and Petrochemical Business Unit.

Throughout 2025, we carried out four of the 14 Level 2 and Level 3 emergency drills conducted to test our fire and emergency preparedness levels at the STAR Refinery site. During the drills, we assessed our response capabilities through realistic scenarios using high-capacity monitors, foam trailers and fire engines.

With the aim of strengthening emergency management through institutional coordination, we have brought the Aliağa Administration Building Crisis Management Centre up to the same level of capability as other crisis management centers and made it operational.

In 2025, under the leadership of the Ministry of Energy and Natural Resources and in collaboration with relevant institutions, we carried out testing activities involving satellite telephony and video conferencing. Thanks to these efforts, we have strengthened our national crisis management integration.

Through these initiatives, we aim to enhance our capacity for early intervention against fire risks, minimize loss of life and property in emergencies, and safeguard our operational continuity. Thanks to the infrastructure investments, training programs and drills we carried out in 2025, we have contributed to strengthening our on-site response capabilities, raising our staff's awareness of risks, and ensuring that our fire-fighting procedures align more closely with international best practice.

Looking ahead, through planned collaborations with academic institutions and AFAD, we aim to expand our training capacity, establish the Petkim Industrial Fire and Rescue Training Centre as a centre of excellence at both national and international levels, and consolidate our leading position in the field of firefighting.

Health Practices

At STAR Refinery, we take a holistic approach to initiatives that support our employees' physical and mental wellbeing. To encourage an active and healthy lifestyle, we organize sports facilities, in-house sports events and activities such as the SOCAR Olympics; through the **Employee Support Line,** we provide our employees with 24/7 access to psychological counselling, health advice and dietitian services.

Taking into account the requirements of our working environment, we carry out regular risk assessments in the field of ergonomics and make improvements to our workspaces based on the findings of these assessments. Following comprehensive assessments carried out in our panel rooms, we have replaced the chairs, adjusted monitor positions and provided individual ergonomics training.

As part of our women's health awareness initiatives, we organize educational sessions on breast cancer and support access to preventive healthcare services by including the HPV vaccine within the scope of private health insurance. Throughout these processes, we manage all health data in accordance with the principle of confidentiality, within the framework of the **KVKK (Law No. 6698)** and the rules of medical ethics.

Furthermore, as part of the **Water Safety and Legionella Management Program,** we regularly carry out water treatment and disinfection processes; we monitor water quality by analyzing samples taken from critical control points. Furthermore, through the **Chemical Risk Assessment Program Based on Toxicological Analyses,** we assess the potential effects of the chemicals used in our operations on our staff, thereby ensuring that chemical risks are managed effectively.

HSE Trainings

At STAR Refinery, we structure our occupational health and safety training programs in line with the roles and responsibilities of our employees and relevant stakeholders. We plan our training programs as part of induction, periodic refresher and role-specific compulsory training; we support these with modules covering the risk areas arising from our operations, legal requirements and international best practices. In this way, we aim to raise our employees' awareness of health and safety and to strengthen a culture of safe behavior on site.

We regularly provide training on general and technical topics covered by the Occupational Health and Safety Act No. 6331 to all our employees. We structure our job-specific technical training programs within a modular framework; we deliver both theoretical and practical training on topics such as the Work Authorization System, Emergency Response and Road Safety. Our training plans are regularly monitored by our Human Resources and Health, Safety and Environment (HSE) teams.

We also make use of digital learning methods to enhance accessibility and traceability in our training processes. In addition to face-to-face training, we aim to raise health and safety awareness—particularly amongst those undertaking short-term assignments in the field, tanker drivers and visitors—before they enter the site, through the training we deliver via digital platforms. This approach also helps us to optimize the use of time and resources in our training processes.

Health and Safety Training Courses we deliver at STAR Refinery:

- 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

HSE Trainings	2023	2024	2025
Total Training (person*hour)	45,137.50	42,217.20	32,450.00

By delivering our training programmes with content tailored to the roles and responsibilities of both our employees and contractor staff, we support the spread of a safe working culture across all our operations.

RESPONSIBLE

2025 Highlight Projects

At SOCAR Türkiye, we do not view the HSE approach implemented within our organization at the STAR Refinery as merely a matter of compliance with standards; we continue to develop it through site-specific practices and continuous improvement initiatives. Throughout 2025, we have focused on preventing risks, strengthening a culture of safe behavior and making our HSE management system more effective by shaping the initiatives we have implemented with the active participation of our employees and contractor staff.

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

At STAR Refinery, we view corporate social responsibility as an approach that supports long-term value creation in line with sustainable development goals. In line with this, we structure our CSR and sponsorship activities within a framework that takes into account the social and environmental dimensions of our operations and is aligned with local needs.

The initiatives carried out in accordance with our Corporate Social Responsibility (CSR) Procedure are managed by the Sponsorship and Corporate Social Responsibility Committee. Within the Committee, social investment and sponsorship activities are assessed in line with strategic priorities; following implementation, reporting and impact measurement activities are carried out. Through this structure, our CSR initiatives are managed in accordance with the principles of transparency, accountability and sustainability.

During the project identification phase, we assess the needs of the regions in which we operate alongside our organizational objectives, and we regularly monitor the results achieved during the implementation process. To understand the social impact of our work, we prioritize stakeholder engagement; we evaluate the outcomes obtained through various feedback mechanisms, including the 325 stakeholder interviews conducted as part of the Social Impact Report. This process enables us to review our initiatives and improve them where necessary.

By maintaining regular communication with our stakeholders, we are able to monitor local expectations and feedback directly. All feedback conveyed through scheduled meetings with relevant stakeholders—including village heads, educational institutions, universities and local authorities—is addressed by the relevant departments, and the necessary actions are taken. The fact that no complaints or breaches were recorded during the 2025 reporting period as part of our stakeholder engagement demonstrates the effectiveness of our current approach.

Within this framework, in partnership with STAR Refinery, we carry out university events and young talent programmes, corporate social responsibility projects, donation processes, volunteering activities, and social impact measurement and reporting initiatives. Through these initiatives, which focus on education, the environment and social support, we aim to implement sustainable social investments.

In 2025,

- We made eight donations from the STAR Refinery budget.
- We took part in seven of the voluntary initiatives organized under the SOCAR Türkiye, with 93 of our STAR Refinery employees.
- We received 100% positive feedback regarding our voluntary activities.

Women's Empowerment and Local Economic Participation

As part of projects supporting social development, we have placed particular emphasis on initiatives aimed at increasing women's participation in economic life. The **Women's Energy in Entrepreneurship Program,** implemented in partnership between SOCAR Türkiye and the Turkish Entrepreneurship Foundation, was designed for women in the Aliağa district of İzmir who are neither in education nor in employment (NEET).

The training sessions, which took place during the first phase of the eight-month programme with the participation of 50 women, were structured around the themes of entrepreneurship, financial literacy, digital skills and social solidarity. The outcomes of the programme demonstrated significant progress in terms of participants' increased self-confidence, acquisition of entrepreneurial knowledge and development of concrete business ideas.

Education, Young People and Measuring Social Impact

As part of **Next Gen Talks,** aimed at increasing interaction with young people and the sharing of knowledge, we organised three events; at these events, we brought together more than 60 students with representatives from the STAR Refinery. Through these education and awareness-focused initiatives, we aimed to contribute to the career development of young people.

RESPONSIBLE

During the reporting period, we were recognized with various awards for our efforts in the areas of corporate social responsibility and social impact:

As part of the **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.

At the **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"*.

At the **Brandon Hall Group Excellence Awards,** our sustainable and corporate-scale social responsibility practices received a Bronze award in the *"Corporate Social Responsibility"* category for our Goodness Movement project.

As part of the **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.

SOCAR Türkiye Volunteers and Volunteering Activities

Through the SOCAR Türkiye Volunteers platform, which we launched in 2021 to encourage our employees to add value to society through volunteering and to spearhead change, we view volunteering as an integral part of our corporate culture that our employees can embrace. Through this platform, which we strengthen with regular events, we continue to support our employees' personal development and contribute to a better future for society.

As a 'community' that contributes to social awareness and development in line with the Sustainable Development Goals, we are integrating our vision and roadmap into the United Nations' global efforts through the adoption of the 17 Sustainable Development Goals.

The projects implemented not only contribute to society but also support the personal development of SOCAR Türkiye employees and help to raise social awareness. SOCAR Türkiye Volunteers, who develop sustainable projects for the environment, society and individuals, ensure that this movement for good resonates strongly within the community. By prioritizing values such as environmental protection, social solidarity and awareness, they are making a contribution both to the present and to the future.

SOCAR Türkiye Volunteers view contributing to society not merely as a responsibility, but also as a unique opportunity to create value that shapes the future. This volunteering initiative, which is deeply embedded in our corporate culture, inspires the personal and professional development of our employees; by strengthening social solidarity, awareness and participation, it contributes to the building of a more sustainable society.

Over the past five years, with the dedicated contributions of our volunteers, we have made a meaningful impact measured not just by numbers, but by the lives we have touched. We reached thousands of people by carrying out **1,768 hours** of voluntary work in 2023, **2,760 hours** in 2024, and **735 hours** in 2025.

Our Volunteering Activities in 2025

Iğdır & Şırnak Village Schools

Through the book donation campaign launched by SOCAR Türkiye Volunteers for students attending village schools in Iğdır and Şırnak, we donated 931 books.

Community Volunteers Foundation

As part of a campaign launched in collaboration with SOCAR Türkiye Volunteers, we provided coats and boots for 142 children affected by the earthquake who attend Altınşehir Primary School in Adıyaman.

Turmepa

We carried out a beach clean-up in Aliağa with the participation of SOCAR Türkiye volunteers and their children.

In collaboration with the Aegean Contemporary Education Foundation (EÇEV), 'Lifelong Sustainability Transformation Workshops for the Future of the World'

Recognising the importance of instilling an awareness of sustainability in children from the earliest stages of their education, we have launched the 'Lifelong Sustainability Transformation Workshops for the Future of the World' in collaboration with the Aegean Contemporary Education Foundation (EÇEV). With the participation of 120 pupils and their parents, we organised workshops aimed at bringing the topic of sustainability into the home, fostering its adoption, and enabling children to learn alongside their families. Through these workshops, which we have been running since 2022, we have reached 920 children and their families to date.

Koruncuk Foundation

We organised a Lego workshop with the participation of our volunteers and the students at the Urla Campus for Girls in Need of Protection (Koruncuk).

Cerebral Palsy Türkiye

At the 47th Istanbul Marathon, we ran alongside our fellow volunteers for babies at risk of disability. Our volunteers provided for the needs of seven babies.

Acil İhtiyaç Project Association

In collaboration with the Acil İhtiyaç Project Association, we organised a clothing distribution event for disadvantaged children living in Istanbul with SOCAR Türkiye Volunteers.

As part of the campaign, we launched with the Emergency Needs Project Association during the month of Ramadan, we donated 200 Ramadan food parcels to families in need through our volunteers, in collaboration with SOCAR Türkiye Volunteers. Through the campaign launched with our volunteers as part of the New Year celebrations, we met the one-month food parcel needs of 200 children.

Hayalime Ortak Ol Association

Through the charity campaign we organized with the 'Be a Partner in My Dream' Association as part of the 23 April National Sovereignty and Children's Day celebrations, our volunteers provided science kits for 200 children.

As part of the campaign, we organized in collaboration with Iğdırspor and the 'Be a Partner in My Dream' Association, alongside SOCAR Türkiye Volunteers, we provided school bags, wellies and coats for 284 children attending village schools in Iğdır. At the event we organized at the Iğdırspor facilities, we came together with the children alongside our volunteers to distribute their gifts.

Annexes

Performance Indicators

Operational Performance Indicators

Employees and their representatives	2023	2024	2025
Share of Türkiye's Refined Crude Oil Demand Met (%) *	20.00	13.50	18.80
Annual Crude Oil Processing Capacity (million tonnes)	13	13	13
Annual Crude Oil Processed (million tonnes) **	12.60	10.10	13.10
Total Annual Production (million tonnes)	12.50	10.00	12.90
Capacity Utilization Rate (%) ***	95.10	76.10	99.00
Nelson Refinery Complexity Index	9.20	9.10	9.20
White Product Yield (%)	87.60	81.00	87.96
Processing Capacity (API Gravity)	30–36	28–36	28–36
Product Sales (million tonnes)	12	10	13
Domestic Sales (%)	55	51	52
Storage Capacity (million m^3)	1.96	1.96	1.96
Total Investment Amount (USD billion)	6.70	6.70	6.70

** Calculated based on sales of diesel, jet fuel, LPG, naphtha, petcoke, and sulfur.*

*** The decrease in the amount of crude oil processed in 2024 was due to the first planned shutdown carried out at STAR Refinery.*

**** Following the capacity increase implemented at STAR Refinery, the capacity utilization rate has been reported on a new basis starting from 2026. For comparability purposes, data for 2025 and prior years have also been adjusted to the same base (max. 100%); therefore, they may differ from figures reported in previous periods.*

Financial Performance Indicators

STAR Refinery Financial Results (million TRY)*	2023	2024	2025
Revenue	247,052	279,692	412,427
Gross Profit	33,976	21,140	35,073
Net Profit	26,542	15,204	14,520
Net Debt	47,195	76,726	106,027

** Following STAR Refinery's acquisition of SOCAR Ref Akaryakıt Depolama on December 27 2024, the financial data for 2024 and 2025 are presented on a consolidated basis.*

Environmental Performance Indicators

Environmental Expenditures (TRY)	2023	2024	2025
Environmental Investments	-*	525,884,834	313,145,938
Environmental R&D Expenditures	12,165,164	3,343,221	80,342,132
Environmental Management Unit Expenditures	52,589,897	81,863,440	95,940,268
Environmental Consultancy Expenditures	1,933,976	1,995,000	2,645,171
Environmental Measurement and Analysis Expenditures	3,023,571	3,230,100	4,973,021
Environmental Training Expenditures	191,149	19,858	1,216,161

** Data on environmental investments have been calculated starting from 2024.*

Environmental Expenses (TRY)	2023	2024	2025
Operational expenses of the environmental management unit	52,589,897	81,863,440	95,940,268
Environmental consultancy services received from third-party service providers	1,933,976	1,995,000	2,645,171
Laboratory analyses and routine environmental sampling expenses	3,023,571	3,230,100	4,973,021

Emission Management

Greenhouse Gas Emissions (tCO_2e)	2023	2024	2025
Scope 1 Greenhouse Gas Emissions	2,426,920.40	2,111,379.75	2,450,451.66*
Scope 2 Greenhouse Gas Emissions	492,963.80	454,000.81	536,617.12
Total (Scope 1 + Scope 2)	**2,919,884.20**	**2,565,380.56**	**2,987,068.78**

** Verified data based on the 2025 MRV process carried out in accordance with the Regulation on the Monitoring of Greenhouse Gas Emissions and the related verification communiqué.*

Emission Intensity	2023	2024	2025
Employee-Based Emission Intensity (tCO_2e / number of employees)	2,570.89	2,093.13	2,485.75
Carbon Emission Intensity (CEI) (tCO_2e / ton UEDC)	1.23	1.40	1.25

Air Emissions (tonnes/year)	2023	2024	2025
NOx	611.90	412.70	660.31
SO_2	304.36	217.41	532.82
CO	141.70	125.10	131.15
PM	14.83	7.80	16.66
H_2S	0.74	0.73	0.48

Energy Management

Non-Renewable Direct Energy Consumption (GJ)	2023	2024	2025
Natural Gas Consumption	6,365,140.49	6,790,534.61	7,468,058.51
Fuel Gas Consumption	24,406,562.86	16,165,822.20	21,538,479.81
Vent Gas Consumption	0.00	0.00	0.00
Hydrogen Gas Consumption	0.00	0.00	0.00
Diesel Consumption	1,270.05	3,107.05	9,635.52
Total Direct Energy Consumption	**30,772,973.41**	**22,959,463.86**	**29,016,173.84**

Non-Renewable Indirect (Purchased) Energy Consumption (GJ)	2023	2024	2025
Total Electricity Consumed	2,638,115.82	2,091,312.10	2,548,869.25
Purchased Stream	3,296,299.85	2,971,352.58	3,400,413.34
Total Indirect Energy Consumption	**5,934,415.67**	**5,062,664.68**	**5,949,282.58**

Total Energy Consumption (GJ)	2023	2024	2025
Total Energy Consumption from Non-Renewable Sources	30,772,973.41	22,959,463.86	29,016,173.84
Non-Renewable Indirect (Purchased) Energy Consumption	5,934,415.67	5,062,664.68	5,949,282.58
Total Energy Consumption	**36,707,389.08**	**28,022,129.54**	**34,965,456.43**

Energy Intensity and Reduction	2023	2024	2025
Energy Intensity Index (EII) (Actual Energy / Standard Energy)	95.50	99.00	86.50
Energy Intensity (Employee-Based, GJ / employee)	32,369.83	23,254.88	29,065.22
Rate of Change in Energy Consumption	–	–	5%*
Absolute Change in Energy Consumption (GJ)	–	–	+1,741,933*

** Due to the planned shutdown in 2024, energy consumption was lower compared to 2023. As production capacity remained at a similar level, a meaningful comparison is made between 2023 and 2025.*

Water and Wastewater Management

Water Consumption (m³)	2023	2024	2025
Net Water Consumption	2,233,814.00	3,437,697.45	2,864,357.00 ✓

Water Withdrawal (m³)	2023	2024	2025
Surface Water	7,159,878.00	7,699,480.25	7,362,485.00 ✓
Groundwater	0.00	0.00	0.00
Water Supplied from the Network	0.00	0.00	0.00
Rainwater	0.00	0.00	0.00
Total Water Withdrawal	**7,159,878.00**	**7,699,480.25**	**7,362,485.00**

Wastewater Discharge (m³)	2023	2024	2025
Treated Water Discharge	4,926,064.00	4,261,783.00	4,498,128.00 ✓
Untreated Water Discharge	0.00	0.00	0.00
Total Water Discharge	**4,926,064.00**	**4,261,782.80**	**4,498,128.00**

Resource Use, Waste and Circularity

Waste Amount (tonnes)	2023		2024		2025	
	Hazardous	Non-hazardous	Hazardous	Non-hazardous	Hazardous	Non-hazardous
Waste Stored On-Site	1,031.17	1,483.81	-	-	- ✓	- ✓
Waste Reused	6.92	22.75	-	-	- ✓	- ✓
Waste Recycled	-	-	-	-	- ✓	- ✓
Waste Recovered	4,164.09	474.66	5,496.04	990.02	1,596.78 ✓	1,156.19 ✓
Waste Disposed of through Landfilling	4,394.00	349.04	108.98	721.60	2,141.28 ✓	400.23 ✓
Waste Disposed of through Incineration	45.07	-	-	-	- ✓	- ✓
Other	0.20	-	0.20	-	149.31 ✓	6.24 ✓
Total	**9,641.44**	**2,330.26**	**5,605.22**	**1,711.62**	**3,887.38** ✓	**1,562.66** ✓
Total Waste Amount	**11,971.70**		**7,316.83**		**5,450.04** ✓	

Total Waste by Type (tonnes)	2023	2024	2025
Hazardous Waste	9,641.44	5,605.22	3,887.38 ✓
Non-Hazardous Waste	2,330.26	1,711.62	1,562.66 ✓
Total Waste	**11,971.70**	**7,316.84**	**5,450.04** ✓

Non-hazardous Waste Amount by Type (tonnes)	2023	2024	2025
Paper / Cardboard	30.39	55.07	43.04
Plastic (Polyethylene, Polypropylene, etc.)	40.11	63.81	16.94
Metal	25.31	175.47	398.84
Glass	7.66	14.62	9.82
Organic	339.45	709.57	400.23
Other Non-hazardous Wastes	434.21	693.08	693.79
Total Non-Hazardous Waste	**877.13**	**1.711,62**	**1,562.66** ✓

Hazardous Waste Amount by Type (tonnes)	2023	2024	2025
Tank Bottom Sludge	0.00	139.53	0.00
Motor Oil (Waste Oil)	24.64	12.08	30.00
Contaminated Filters and Gaskets	39.19	115.85	70.00
Contaminated Packaging	105.66	231.93	84.29
Contaminated Laboratory Chemicals	49.22	124.51	167.00
Other Hazardous Wastes	9,528.00	5,213.00	3,620.00
Total Hazardous Waste Amount	**9,641.43**	**5,605.22**	**3,887.38**

Solid and Liquid Wastes Recycled (tonnes)	2023	2024	2025
Paper	30.39	55.07	43.04
Plastic (Polyethylene, Polypropylene, etc.)	40.11	63.81	16.94
Metal	25.31	175.47	398.84
Glass	7.66	14.62	9.82
Wood	66.14	156.30	118.13
Electronic Waste	-	-	-
Other non-hazardous wastes sent for recycling	305.05	524.74	569.42
Hazardous wastes sent for recycling	4,164.09	5,496.04	1,596.78
Total Amount of Recycled Waste	**4,638.75**	**6,486.05**	**2.752,97**

Waste Reduction Indicators*	2023	2024	2025
Waste Reduction Amount (tonnes)		4,654.86	1,866.81
Waste Reduction Rate (%)	–	38.88%	25.51%

** The waste reduction amount and rate are calculated by taking the previous year as the baseline for each respective year.*

Social Performance Indicators

Total Number of Employees by Role	2023	2024	2025
Managers	18	20	22
Specialists	180	134	115
Technical Roles	296	391	391
Technicians and Foremen	640	660	675

Number of Employees by Employment Type	2023	2024	2025
White Collar	494	545	533
Female	96	108	109
Male	398	437	424
Blue Collar	640	660	670
Female	6	7	7
Male	634	653	663
Total Number of Employees	**1,134**	**1,205**	**1,203**

Number of Employees by Employment Type*	2025
Total Number of Employees	1,203
First-Level Managers	101
Mid-Level Managers	58
Senior Executives	5
Number of Board Members	6

** Data for 2023 and 2024 were not reported as this breakdown was not tracked in those years. Data for 2025 are presented in line with the current reporting scope.*

Number of Employees by Gender	2025
Female	116
Male	1,087
Total	1,203

Number of Employees by Contract Type	2025
Indefinite-Term	1,199
Female	113
Male	1,086
Fixed-Term	4
Female	3
Male	1

** Data for 2023 and 2024 were not reported as this breakdown was not tracked in those years. Data for 2025 are presented in line with the current reporting scope.*

Average Employee Tenure*	2025
Female	5.40
Male	7.30
Total	**7.10**

** Data for 2023 and 2024 were not reported as this breakdown was not tracked in those years. Data for 2025 are presented in line with the current reporting scope.*

Employee Ratio by Gender (%)	2023		2024		2025	
	Male	Female	Male	Female	Male	Female
	91.01	8.99	90.46	9.54	90.36	9.64

Number of Employees in STEM-Related Positions*	2024	2025
Female	65	68
Male	326	323
Total	**391**	**391**

Collective Bargaining Agreement*	2024	2025
Number of Employees Covered by Collective Bargaining Agreements	660	675
CBA Coverage Rate (Blue-Collar Based)	100%	100%
CBA Coverage Rate (Total Employees Based)	54.80%	56.10%

**Data for 2023 were not reported as this breakdown was not tracked in that year. Data for 2024 and 2025 are presented in line with the current reporting scope.*

Total Number of Employees by Employee Category	2023		2024		2025	
	Female	Male	Female	Male	Female	Male
Manager	1	17	1	19	1	21
	18		20		22	
Specialist	57	123	42	92	40	75
	180		134		115	
Technical Role	38	258	65	326	68	323
	296		391		391	
Technicians and Foremen	6	634	7	653	7	668
	640		660		675	

Total Number of Employees by Age Group	2023	2024	2025
Under 30	185	172	134
Between 30–50	846	916	972
Over 50	103	117	97
Total	**1,134**	**1,205**	**1,203**

Number of Employees with Disabilities	2023	2024	2025
Female	7	6	6
Male	22	21	22
Total	**29**	**27**	**28**

Parental Leave*	2024		2025	
	Female	Male	Female	Male
Total Number of Employees Entitled to Parental Leave	53	5	69	3
Total Number of Employees Who Took Parental Leave	53	5	69	3
Total Number of Employees Who Returned to Work After Parental Leave	51	4	70	5
Total Number of Employees Who Returned to Work After Parental Leave and Remained Employed 12 Months After Return	69	4	55	5

** Data for 2023 were not reported as this breakdown was not tracked in that year. Data for 2024 and 2025 are presented in line with the current reporting scope.*

Remuneration	2023	2024	2025
Pay Ratio of Employees Performing the Same Job by Gender (%)	10	10	11
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 (%)	10.90	16.40	14.00

Total Training Hours by Gender	2023	2024	2025
Female	6,028.50	9,556.75	8,932.18
Male	45,089.60	64,172.70	50,879.05
Total	**51,118.10**	**73,729.45**	**59,811.23**

Total Training Hours by Employee Category	2023	2024	2025
Manager	962.50	584.75	779.28
Specialist	14,762.80	34,085.45	6,692.53
Technical Role	12,493.80	10,323.25	29,327.93
Technicians and Foremen	22,899.00	28,736.00	23,011.49
Total	**51,118.10**	**73,729.45**	**59,811.23**

Employee Turnover Ratio by Age (%)	2024	2025
Under 30	0.60	4.50
Between 30-50	2.80	3.70
Over 50	3.40	33.00

Employee Turnover Data by Age and Gender*	2024		2025	
	Male	Female	Male	Female
Under 30	139	33	107	27
Hires	48	15	24	5
Leavers	1	0	4	2
Between 30-50	836	80	884	88
Hires	26	4	15	4
Leavers	18	8	29	7
Over 50	115	2	96	1
Hires	1	0	2	0
Leavers	4	0	31	1
Total	**75**	**19**	**41**	**9**
Total Leavers	**23**	**8**	**64** ✓	**10** ✓

** 2023 verileri, ilgili yılda bu kırılımda takip edilmediğinden raporlanmamıştır. 2024 ve 2025 yılı verileri, güncel raporlama kapsamı doğrultusunda sunulmuştur.*

Net Employment Growth Rate* (%)	2024	2025
Female	12.75	0.87
Male	5.62	-0.28
Total	**6.26**	**-0.17**

** Net Employment Growth Rate = (Number of Employees in the Current Year / Number of Employees in the Previous Year) – 1*

HSE Expenditures	2023	2024	2025
HSE Expenditures (USD)	2,056,933	2,723,351	1,886,186

Total HSE Training Provided to Employees (persons*hours)	2023	2024	2025
Training Hours	45,137.50	42,217.20	32,450.00 ✓

OHS Committee	2023	2024	2025
Number of Established OHS Committees	12	12	12
Total Number of Members in Established OHS Committees	7	7	7
Number of Employee Representatives in Established OHS Committees	6	6	6

Employee Benefits	2023	2024	2025
Life Insurance (number of employees)	1,109	1,158	1,242
Healthcare Services (number of employees)	3,010	3,233	3,390

Incident Statistics (Employees)	2023	2024	2025
Total Number of Recordable Incidents	1	4	3
Number of Fatalities	0	0	0
Tier 1 – Process Safety Events	0	2	2
Number of Recordable Work-Related Illness Cases	0	0	0
Number of Lost Days Due to Work-related Incidents	0	119	52
Total Hours Worked	2,181,44	2,763,097	2,325,656
Total Planned Working Hours	2,181,44	2,763,097	2,325,656
Lost Time Injury Rate – LTIR (per 200,000 hours)	0.00	0.14	0.09
Total Recordable Incident Rate (TRIR) (per 200,000 working hours)	0.09	0.29	0.26
Occupational Disease Rate (per 200,000 working hours)	0	0	0.00
Incident Severity Rate (Lost Days per Incident)	0	29.75	17.33
Lost Day Rate (per 200,000 working hours)	0	8.61	4.47

Incident Statistics (STAR Refinery Suppliers and Contractors)	2023	2024	2025
Total Number of Recordable Incidents	4	12	6
Number of Lost Days Due to Incidents	-	-	185
Number of Fatalities	0	0	0
Tier 1 – Process Safety Events	0	0	0
Number of Recordable Work-Related Illness Cases	0	0	0
Total Hours Worked	2,016,736	5,937,547	2,109,882
Lost Time Injury Rate – LTIR (per 200,000 hours)	0.00	0.03	0.19
Total Recordable Incident Rate (TRIR) (per 200,000 working hours)	0.40	0.40	0.57
Occupational Disease Rate (per 200,000 working hours)	0.00	0.00	0.00

Training by Employment Type	2025
Blue Collar (person*hours)	23,011
Blue Collar (persons)	4,757
White Collar (person*hours)	36,800
White Collar (persons)	15,273
Total Training Hours (person*hours)	**59,811**

All Trainings by Type (person-hours)	2025
Occupational Health and Safety	31,158
Professional Development	20,590
Personal Development	6,313
Sustainability	198
Environment (Waste, Water, Emissions)	1,292
Anti-Corruption	-
Code of Ethics	194
Diversity, Equity and Inclusion	67
Total Training Hours	**59.811**

** 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.*

Suppliers	2023	2024	2025
Total Number of Suppliers	619	653	657
Total Number of Local Suppliers	515	541	561
Total Number of Foreign / Global Suppliers	104	112	96
Total Number of New Suppliers*	–	286	260
Percentage of Local Suppliers (%)	83%	83%	85%

** 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	68,098,587	41,111,307	22,911,084
Domestic Procurement Amount	128,980,451	291,474,042	123,939,779
Total Procurement Amount	197,079,038	332,585,349	146,850,863
Percentage of Procurement Budget Spent on Local Suppliers (%)	65%	88%	84%

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

Supplier Audits	2023	2024	2025
Number of Suppliers Subject to HSE Audit in Interim Evaluation	34	55	50
Number of Suppliers with Social and Financial Obligations Integrated into Their Contracts	201	87	59

GRI Content Index

Statement of use	STAR Refinery 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 Standard 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 STAR Refinery		22-23	
	2-2 Entities included in the organization's sustainability reporting	About the Report		4	
	2-3 Reporting period, frequency and contact point	About the Report		4	
	2-4 Restatements of information	STAR Refinery reported for the first time.			
	2-5 External assurance	Limited Assurance Report on Non-Financial Data		238-239	
	2-6 Activities, value chain and other business relationships	About STAR Refinery Sustainability at STAR Refinery		22-23 56-69	
	2-7 Employees	Diversity, Equity and Inclusion Performance Indicators		144-147 180-201	
	2-8 Workers who are not employees	Diversity, Equity and Inclusion Performance Indicators		144-147 180-201	
	2-9 Governance structure and composition	Corporate Governance at STAR Refinery		36-41	

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	TITLE	EXPLANATION OF OMITTED INFORMATION	PAGE NUMBER	GRI SECTOR STANDARD REF. NO.
General disclosures					
GRI 2: General Disclosures 2021	2-10 Nomination and selection of the highest governance body	Corporate Governance at STAR Refinery		36-41	
	2-11 Chair of the highest governance body	Corporate Governance at STAR Refinery		36-41	
	2-12 Role of the highest governance body in overseeing the management of impacts	Corporate Governance at STAR Refinery		36-41	
	2-13 Delegation of responsibility for managing impacts	Corporate Governance at STAR Refinery Risk Management and Business Continuity		36-41 46-51	
	2-14 Role of the highest governance body in sustainability reporting	Sustainability at STAR Refinery		56-69	
	2-15 Conflicts of interest	Business Ethics and Compliance		42-45	
	2-17 Collective knowledge of the highest governance body	Corporate Governance at STAR Refinery		36-41	
	2-18 Evaluation of the performance of the highest governance body	Corporate Governance at STAR Refinery		36-41	
	2-19 Remuneration policies	Corporate Governance at STAR Refinery Human Resources Approach		36-41 142	
	2-20 Process to determine remuneration	Corporate Governance at STAR Refinery Human Resources Approach		36-41 142	
	2-21 Annual total compensation ratio	-	STAR Refinery 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 STAR Refinery		56-69	
	2-23 Policy commitments	Corporate Governance at STAR Refinery Environment Social		36-41 110-141 142-179	

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	TITLE	EXPLANATION OF OMITTED INFORMATION	PAGE NUMBER	GRI SECTOR STANDARD REF. NO.
General disclosures					
GRI 2: General Disclosures 2021	2-24 Embedding policy commitments	Corporate Governance at STAR Refinery Environment Social		36-41 110-141 142-179	
	2-25 Processes to remediate negative impacts	Human Rights and Community Relations Business Ethics and Compliance		42-45 143	
	2-26 Mechanisms for seeking advice and raising concerns	Human Rights and Community Relations Business Ethics and Compliance		42-45 143	
	2-27 Compliance with laws and regulations	Business Ethics and Compliance		42-45	
	2-28 Membership associations	Interaction with Stakeholders		76-79	
	2-29 Approach to stakeholder engagement	Interaction with Stakeholders		76-79	
	2-30 Collective bargaining agreements	Human Rights and Community Relations		143	
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Sustainability at STAR Refinery		56-69	
	3-2 List of material topics	Sustainability at STAR Refinery		56-69	

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	TITLE	EXPLANATION OF OMITTED INFORMATION	PAGE NUMBER	GRI SECTOR STANDARD REF. NO.
Greenhouse Gas Emissions					
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability at STAR Refinery Climate Change Adaptation and Mitigation Energy Management Performance Indicators		36-41 142	
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Energy Management Performance Indicators		122-125 180-201	
	302-2 Energy consumption outside of the organization	Energy Management Performance Indicators		122-125 180-201	
	302-3 Energy intensity	Energy Management Performance Indicators		122-125 180-201	
	302-4 Reduction of energy consumption	Energy Management		122-125	
	302-5 Reductions in energy requirements of products and services	Energy Management		122-125	
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Climate Change Adaptation and Mitigation Performance Indicators		110-121 180-201	
	305-2 Energy indirect (Scope 2) GHG emissions	Climate Change Adaptation and Mitigation Performance Indicators		110-121 180-201	

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	TITLE	EXPLANATION OF OMITTED INFORMATION	PAGE NUMBER	GRI SECTOR STANDARD REF. NO.
GRI 305: Emissions 2016	305-3 Other indirect (Scope 3) GHG emissions	STAR Refinery does not calculate Scope 3 emissions.			
	305-4 GHG emissions intensity	Climate Change Adaptation and Mitigation Performance Indicators		110-121 180-201	
	305-5 Reduction of GHG emissions	Climate Change Adaptation and Mitigation		110-121	
	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		126-127 180-201	
Material Use, Waste and Circularity					
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability at STAR Refinery Material Use, Waste and Circularity Performance Indicators		56-69 132-135 180-201	
GRI 301: Materials 2016	301-1 Materials used by weight or volume	Material Use, Waste and Circularity Performance Indicators		132-135 180-201	
	301-2 Recycled input materials used	STAR Refinery group companies continue their efforts to increase the use of recycled input materials.			
GRI 301: Materials 2016	301-3 Reclaimed products and their packaging materials	Material Use, Waste and Circularity Performance Indicators		132-135 180-201	
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Material Use, Waste and Circularity Performance Indicators		132-135 180-201	
	306-2 Management of significant waste-related impacts	Material Use, Waste and Circularity Performance Indicators		132-135 180-201	
	306-3 Waste generated	Material Use, Waste and Circularity Performance Indicators		132-135 180-201	
	306-4 Waste diverted from disposal	Material Use, Waste and Circularity Performance Indicators		132-135 180-201	
	306-5 Waste directed to disposal	Material Use, Waste and Circularity Performance Indicators		132-135 180-201	
Water Management					
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability at STAR Refinery Water and Wastewater Management Performance Indicators		56-69 128-131 180-201	
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Water and Wastewater Management		128-131	

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	TITLE	EXPLANATION OF OMITTED INFORMATION	PAGE NUMBER	GRI SECTOR STANDARD REF. NO.
GRI 303: Water and Effluents 2018	303-2 Management of water discharge-related impacts	Water and Wastewater Management		128-131	
	303-3 Water withdrawal	Material Use, Waste and Circularity Performance Indicators		128-131 180-201	
	303-4 Water discharge	Material Use, Waste and Circularity Performance Indicators		128-131 180-201	
	303-5 Water consumption	Material Use, Waste and Circularity Performance Indicators		128-131 180-201	
	306-3 Impacts of Significant Spills	No leakage incidents occurred during the reporting period in relation to wastewater and waste.			
Air Quality					
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability at STAR Refinery Air Quality		56-69 126-127	
Biodiversity and Ecological Well-being					
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability at STAR Refinery Biodiversity		56-69 136-141	
GRI 101: Biodiversity 2024	101-1 Policies to halt and reverse biodiversity loss	Biodiversity		136-141	
	101-2 Management of biodiversity impacts	Biodiversity		136-141	
	101-3 Access and benefit-sharing	Biodiversity		136-141	

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	TITLE	EXPLANATION OF OMITTED INFORMATION	PAGE NUMBER	GRI SECTOR STANDARD REF. NO.
GRI 101: Biyoçeşitlilik 2024	101-4 Identification of biodiversity impacts	Biodiversity		136-141	
	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 boundaries of production sites, no changes to natural ecosystems, including land or marine use, were observed during the reporting period. In addition, no significant land alteration, risk related to invasive species, or direct harvesting of species, which are among the main causes 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		136-141	
Labor Practices					
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability at STAR Refinery			
		Responsible for Investment in People and Society		56-69	
		Workforce and Talent Management		143 148-155	
		Employee Health and Safety		156-171 180-201	
		Performance Indicators			
	401-1 New employee hires and employee turnover	Workforce and Talent Management		148-155	
		Performance Indicators		180-201	
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Workforce and Talent Management		148-155	
		Performance Indicators		180-201	
	401-3 Parental leave	Workforce and Talent Management		148-155	
		Performance Indicators		180-201	
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Employee Health and Safety		156-171	
	403-2 Hazard identification, risk assessment, and incident investigation	Employee Health and Safety		156-171	
		Performance Indicators		180-201	
	403-3 Occupational health services	Employee Health and Safety		156-171	
	403-4 Worker participation, consultation, and communication on occupational health and safety	Employee Health and Safety		156-171	
	403-5 Worker training on occupational health and safety	Employee Health and Safety		156-171	
	403-6 Promotion of worker health	Employee Health and Safety		156-171	
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Employee Health and Safety		156-171	
	403-8 Workers covered by an occupational health and safety management system	Employee Health and Safety		156-171	
	403-9 Work-related injuries	Employee Health and Safety		156-171	
		Performance Indicators		180-201	

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	TITLE	EXPLANATION OF OMITTED INFORMATION	PAGE NUMBER	GRI SECTOR STANDARD REF. NO.
GRI 403: Occupational Health and Safety 2018	403-10 Work-related ill health	Employee Health and Safety Performance Indicators		156-171 180-201	
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Workforce and Talent Management Performance Indicators		148-155 180-201	
	404-2 Programs for upgrading employee skills and transition assistance programs	Workforce and Talent Management		148-155	
	404-3 Percentage of employees receiving regular performance and career development reviews	Workforce and Talent Management		148-155	
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		143	
Human Rights					
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability at STAR Refinery Human Rights and Community Relations		56-69 143	
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 STANDARD/ OTHER SOURCE	DISCLOSURE	TITLE	EXPLANATION OF OMITTED INFORMATION	PAGE NUMBER	GRI SECTOR STANDARD REF. NO.
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.			
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.			
Community Engagement					
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability at STAR Refinery Product Management Technological Transformation		56-69 74-75 88-95	
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.			
	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.			
Toplum Ortaklığı					
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability at STAR Refinery Corporate Social Responsibility		56-69 172-179	

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	TITLE	EXPLANATION OF OMITTED INFORMATION	PAGE NUMBER	GRI SECTOR STANDARD REF. NO.
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			
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Corporate Social Responsibility		172-179	
	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.			
Diversity, Equity and Inclusion					
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability at STAR Refinery Diversity, Equity and Inclusion Performance Indicators		56-69 144-147 180-201	
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Diversity, Equity and Inclusion Performance Indicators			
	405-2 Ratio of basic salary and remuneration of women to men	Diversity, Equity and Inclusion Performance Indicators		144-147 180-201	
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	No cases of discrimination were identified during the reporting period.			

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 STAR Refinery Cybersecurity		56-69 96-99	
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 STAR Refinery Interaction with Stakeholders Sustainable Value Created		56-69 76-79 80-81	
GRI 207: Tax 2019	207-1 Approach to tax	Sustainable Value Created		80-81	
	207-2 Tax governance, control, and risk management	Sustainable Value Created		80-81	
	207-3 Stakeholder engagement and management of concerns related to tax	Interaction with Stakeholders Sustainable Value Created		76-79 80-81	

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.			
Business Ethics					
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability at STAR Refinery		42-45	
		Business Ethics and Compliance		56-69	
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	Business Ethics and Compliance		42-45	
	205-2 Communication and training about anti-corruption policies and procedures	Business Ethics and Compliance		42-45	
	205-3 Confirmed incidents of corruption and actions taken	No cases of corruption occurred during the reporting period.			
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.			
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.			
Supply Chain Sustainability					
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability at STAR Refinery		56-69	
		Sustainable Supply Chain Management		70-73	
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	Sustainable Supply Chain Management		70-73	
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	Sustainable Supply Chain Management		70-73	

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	TITLE	EXPLANATION OF OMITTED INFORMATION	PAGE NUMBER	GRI SECTOR STANDARD REF. NO.
GRI 308: Supplier Environmental Assessment 2016	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 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Sustainable Supply Chain Management		70-73	
	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.			
Product Compliance and Hazardous Materials					
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability at STAR Refinery Product Management		56-69 74-75	
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.			

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	TITLE	EXPLANATION OF OMITTED INFORMATION	PAGE NUMBER	GRI SECTOR STANDARD REF. NO.
GRI 417: Marketing and Labeling 2016	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.			
	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 STAR Refinery Risk Management and Business Continuity		56-69 46-51 110-121	

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	TITLE	EXPLANATION OF OMITTED INFORMATION	PAGE NUMBER	GRI SECTOR STANDARD REF. NO.
Economic Performance*					
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability at STAR Refinery Sustainable Value Created Workforce and Talent Management		56-69 80-81 148-155	
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Sustainable Value Created		80-81	
	201-2 Financial implications and other risks and opportunities due to climate change	Risk Management and Business Continuity		110-121	
	201-3 Defined benefit plan obligations and other retirement plans	Workforce and Talent Management		148-155	
	201-4 Financial assistance received from government				
Market Presence**					
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability at STAR Refinery Workforce and Talent Management		56-69 148-155	
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	Workforce and Talent Management		148-155	
	202-2 Proportion of senior management hired from the local community	Corporate Governance at STAR Refinery		36-41	
Indirect Economic Impacts***					
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability at STAR Refinery Economy		56-69 80-109	
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	Economy Our Facilities, Products and Production Activities		80-109	
	203-2 Significant indirect economic impacts	Economy Our Facilities, Products and Production Activities		80-109	

Glossary of Technical Terms

A

AEO: Authorized Economic Operator Association

AFAD: Disaster and Emergency Management Authority of the Republic of Türkiye

APC: Advanced Process Control

ATEX Directive (Atmosphères Explosibles): One of the European "New Approach" directives defining technical and legal requirements to facilitate the free movement of equipment used in explosive atmospheres.

B

BAT: Best Available Techniques

C

CAPEX: Capital Expenditure

CBAM (Carbon Border Adjustment Mechanism): A regulatory carbon tax or fee applied to imported goods to encourage the reduction of carbon emissions

CCPS: Center for Chemical Process Safety

CCR: Continuous Catalytic Reforming

CEMS: Continuous Emission Monitoring Systems

Circular Economy: An economic approach that aims to use resources efficiently, reduce waste, and recover materials as much as possible, unlike the linear economic model.

CLC: Comprehensive Cause List

CLP: EU legislation regulating the classification, labelling and packaging of chemicals.

CPD: Continuous Professional Development

CSR: Corporate Social Responsibility

D

DCS: Distributed Control Systems

DCU (Delayed Coking Unit): A unit that produces petroleum coke and lighter products by thermally cracking heavy, low-value residual petroleum at high temperatures.

DHT (Diesel Hydrotreating Unit): A unit that improves fuel quality by removing sulfur, nitrogen, and other contaminants from diesel using hydrogen.

Digital Transformation: The process of transforming business processes, corporate culture, and customer experiences through digital technologies.

DRC: Disaster Recovery Center

DRP: Disaster Recovery Plan

E

EBITDA: Earnings Before Interest, Tax, Depreciation and Amortization

EİB: Aegean Exporters' Associations

EİD: Aegean Ferrous and Non-Ferrous Metals Exporters' Association

EPDK: Energy Market Regulatory Authority

EPSC: European Process Safety Centre

ERP: Enterprise Resource Planning

ESG: Environmental, Social and Governance

Ethylene: A hydrocarbon, one of the main building blocks of the petrochemical industry, typically produced through steam cracking.

EVP: Employer Value Proposition

e-SDS: Extended Safety Data Sheet

F

FGRS: Flare Gas Recovery System

G

GRC: Governance, Risk and Compliance

GRI: An international organization providing standards and principles for measuring and reporting sustainability performance.

H

HAZOP: A detailed technique used to systematically assess risks related to the safety and operational efficiency of a facility or process.

HCU (Hydrocracking Unit): A unit that converts heavy petroleum fractions into lighter and more valuable products using hydrogen.

HSE: Health, Safety and Environment

I – İ

IEA: International Energy Agency

IFRS: International Financial Reporting Standards

IIA: Institute of Internal Auditors

ILO: International Labour Organization

Industry 4.0: A digital transformation in manufacturing that integrates cyber-physical systems, the Internet of Things, artificial intelligence, and big data analytics.

IOGP: International Association of Oil and Gas Producers

ISO: International Organization for Standardization

IT: Information Technology

I-REC: International Renewable Energy Certificate

İKMİB: Istanbul Chemicals and Chemical Products Exporters' Association

İMMİB: Istanbul Mineral and Metals Exporters' Association

İZSU: Izmir Water and Sewerage Administration

J

JOIFF (International Organisation for Industrial Emergency Services Management): An international organization focused on improving emergency service management in high-risk industries and enhancing firefighting personnel competence.

K

KALDER: Turkish Quality Association

KCS: Chemical Registration System

KİPLAS: Employers' Association of Chemical, Petroleum, Rubber and Plastics Industries of Türkiye

KKDIK: Regulation on Registration, Evaluation, Authorisation and Restriction of Chemicals

KPI: Key Performance Indicator

L

LIMS: A system used to manage and track laboratory analysis data.

LPG: Liquefied Petroleum Gas

LSR: Life Saving Rules

M

MARPOL: International Convention for the Prevention of Pollution from Ships

MoC: Management of Change

MoTAT: Mobile Waste Tracking System

N

Naphtha: A light hydrocarbon mixture obtained through petroleum distillation and used as a key raw material in the petrochemical industry.

Net Zero Emissions: An environmental target aimed at balancing greenhouse gas emissions released into nature through various methods such as carbon capture or emission reduction projects to achieve net zero.

NEET: Not in Education, Employment or Training

O

OECD: Organization for Economic Co-operation and Development

OGDC: Oil and Gas Decarbonization Charter

OHS: Occupational Health, Safety and Environment

OPEC: Organization of the Petroleum Exporting Countries

Open Innovation: An innovation strategy in which companies integrate ideas and solutions from external sources with internal innovation processes to develop new products, services, or business models.

OPEX: Operating Expenses

OSHA: Occupational Safety and Health Administration

OT: Operational Technology

P

PDPL: Law on the Protection of Personal Data

Petcoke: A by-product obtained by thermally decomposing heavy residues remaining after crude oil distillation in refineries.

PHD: Process History Database

PIC: Prior Informed Consent

Polyethylene: A polymerized ethylene resin

PPA: Power Purchase Agreement

PPE: Personal Protective Equipment

PRR: Pre-Registration Record

PS: Polystyrene

Q

QDMS: Quality Document Management System

R

RCM: Regulatory Compliance Management Digital System

REACH: The Regulation on the Registration, Evaluation, Authorisation and Restriction of Chemicals

Refinery: An industrial facility where raw materials are processed through various physical and chemical processes to produce more valuable and usable products.

Reformate: Produced by processing low-octane naphtha in a catalytic reforming unit.

RTLS: Real-Time Location System

RTO: Recovery Time Objective

R&D: Research and Development

R&P BU: Refining and Petrochemical Business Unit

S

SAF: Sustainable Aviation Fuel

SAP: Systems, Applications and Products

SASB: Sustainability Accounting Standards Board

SCADA: Supervisory Control and Data Acquisition

SCE: Safety Critical Equipment

SDGs: A global agenda consisting of 17 goals defined by the United Nations to end poverty, protect the planet, and ensure peace and prosperity by 2030.

SDS: Safety Data Sheet

SEA (Regulation on Classification, Labelling and Packaging): Turkish regulation aligned with CLP

SEDA: SOCAR Energy Digital Assistant

SGK: Social Security Institution

SMAT: Smart Materials

SOAR: Security Orchestration, Automation and Response

STEM: Science, Technology, Engineering, Mathematics

T

TCC: Turkish Commercial Code

TGTU (Tail Gas Treating Unit): A treatment system that minimizes SO_2 and H_2S emissions by purifying gases from sulfur recovery units.

TKSD: Turkish Chemical Manufacturers Association

TOBB: Union of Chambers and Commodity Exchanges of Türkiye

TRL: Technology Readiness Level

TSRS: Turkish Sustainability Reporting Standards

U

UAV: Unmanned Aerial Vehicle

UEDC: Used Equivalent Distillation Capacity

UN WEPs: A set of seven principles designed to support the empowerment of women in business.

UNGC: An initiative that adopts and implements ten principles related to human rights, labor, environment, and anti-corruption in the business world.

V

Value Chain: A comprehensive business model that includes every step from raw material supply to production, distribution, marketing, sales, and final delivery to consumers.

Value Creation Model: A framework that defines how an organization creates financial, social, and environmental value in the short, medium, and long term through its inputs, activities, and outputs, and how this value is delivered to stakeholders.

W

WEF: World Economic Forum

Y

YYS (Authorized Economic Operator Status): An internationally valid certification that facilitates customs procedures for foreign trade companies that comply with customs legislation, possess financial adequacy, and have proven reliability.

Memberships and Partnerships

Organization	Membership Area / Focus
Istanbul Chemicals and Chemical Products Exporters' Association (İKMİB)	Board Member / Chemical Industry
Istanbul Mineral and Metals Exporters' Association (İMMİB)	Member / Mining and Metals Industry
Union of Chambers and Commodity Exchanges of Türkiye (TOBB)	Member / Trade and Industry
Aegean Ferrous and Non-Ferrous Metals Exporters' Association (EİD)	Member / Ferrous and Non-Ferrous Metals Industry
Aegean Exporters' Associations (EİB)	Member / Coordination of Exporters' Associations
Turkish Chemical Manufacturers Association (TKSD)	Member / Chemical Industry Policies and Sector Development
Employers' Association of Industries of Chemicals, Petroleum, Rubber and Plastics of Türkiye (KİPLAS)	Disciplinary Board / Industrial Employer Relations and Working Life
Turkish Quality Association (KALDER)	Board Member / Quality Management and Organizational Excellence
Authorized Economic Operator Association (AEO)	Member / Customs Practices and Foreign Trade Security

Reporting Guidelines

Category	Indicator	Scope
Environmental Indicators	**Waste Management (tonnes/year)**	
	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.
	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.
	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.
	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.
	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.
Environmental Indicators	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.
	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.
	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.
	Other Waste (tonnes)	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.
	Water Withdrawal (m³/yıl)	
	Surface Water (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.

Category	Indicator	Scope
Environmental Indicators	Treated Water Discharge (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.
	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 to meet domestic and industrial water needs during the reporting period.
	Energy Consumption (GJ)	
	Natural Gas Consumption (GJ)	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.
	Fuel Gas Consumption (GJ)	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.
	Ventilation Gas Consumption (GJ)	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.
	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 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.

Category	Indicator	Scope
Environmental Indicators	Purchased Steam (GJ)	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.
	Total Electricity Consumed (GJ)	Represents the total amount of electricity purchased by the Company during the reporting period. Purchased electricity tracked through service provider invoices and the EPİAŞ Transparency Platform is monitored in kWh and reported in GJ. Universal constants are used for calorific values in energy conversion.
	Diesel Consumption (GJ)	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.
	Flare Gas (GJ)	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.
	Greenhouse Gas Emissions (ton CO_2 e/year)	
	Scope 1 Greenhouse Gas Emissions (tCO_2 e/year)	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.

Category	Indicator	Scope
Environmental Indicators	Scope 1 Greenhouse Gas Emissions (tCO_2 e/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 (tCO_2e/year)	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.
		The amount of purchased electricity is tracked in kWh through invoices and the EPİAŞ Transparency Platform, while the amount of purchased steam is tracked in tonnes through service provider invoices.
Social Indicators	**Employee Demographics**	
	Distribution of Employees by Age (person/year)	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.
	Number of Employees by Gender (person/year)	Represents the gender breakdown of the total number of employees reported as of year-end 2025.
	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.
	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.

Category	Indicator	Scope
Social Indicators	**Parental 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.
	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.
	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.
	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.

Category	Indicator	Scope
	Training & Development	
	Environmental Training (Waste, Water, Emissions) (person-hours)	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.
	Occupational Health and Safety	
Social Indicators	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.
	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.
	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.
	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.
	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.
	Total Working Hours (person*hours)	Represents the total actual working hours performed by the Company 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.
	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.
	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.
Governance Indicators	Materiality Analysis Methodology	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.

(Convenience Translation of Auditor's Limited Assurance Report Originally Issued in Turkish)

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Independent Assurance Report

To General Assembly of STAR Rafineri Anonim Şirketi, İstanbul, Türkiye

This independent assurance report (the 'Report') has been prepared to assist the management of STAR Rafineri Anonim Şirketi in reporting the Selected Sustainability Information (the "Selected Information") listed below and disclosed in the 2025 Sustainability Report (the "2025 Sustainability Report") for the period from January 1, 2025 to December 31, 2025.

Subject Matter Information and Applicable Criteria

In line with the request of STAR Rafineri Anonim Şirketi, our responsibility is to provide limited assurance on the Selected Information listed below, which has been prepared in accordance with Annexes: 2025 Sustainability Report Reporting Principles (the "Reporting Principles") included on pages 230 – 237 of the 2025 Sustainability Report.

The Scope of Our Assurance

The scope of our limited assurance engagement is restricted to the examination of the Selected Information relating to social indicators and environmental indicators marked with "√" and presented on pages 182 – 199 of the 2025 Sustainability Report.

Social Indicators

1. Number of Employees by Gender (#)
2. Total Number of Employees by Age Group (#)
3. 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 (#)
4. Employee Turnover Data by Gender
   - Number of Employees Who Left the Company by Gender (#)
   - Employee Turnover Rate By Gender (%)
5. Training by Type
   - Environmental Training (Waste, Water, Emissions) (person-hours)
   - Occupational Health and Safety Training (person-hours)
   - Employee Health, Safety and Environmental Training (person-hours)
6. Incident Statistics (Employees, STAR Rafineri Suppliers and Contractors)
   - Number of Recordable Incidents (#)
   - Number of Fatalities (#)
   - Tier 1 Process Safety Events (#)
   - Number of Lost Days Due to Work-related Incidents (#)
   - Total Hours Worked (hours)
   - Lost Time Injury Rate (LTIR) (per 200,000 hours)
   - Total Recordable Incident Rate (TRIR) (per 200,000 hours)
   - Occupational Disease Rate (ODR) (per 200,000 hours)

Environmental Indicators

7. Waste Amount
   - Total Waste Generated (tonnes)
   - Hazardous Waste Generated (tonnes)
   - Non-Hazardous Waste Generated (tonnes)
   - Waste Stored on-site (tonnes)
   - Waste Reused (tonnes)
   - Waste Recycled (tonnes)
   - Waste Recovered (tonnes)
   - Waste Disposed of through Landfilling (tonnes)
   - Waste Disposed of through Incineration (tonnes)
   - Other (tonnes)
8. Water Withdrawal (m^3)
   - Surface Water Withdrawal (m^3)
   - Treated Water Discharge (m^3)
   - Net Water Consumption (m^3)
9. Energy Consumption (GJ)
   - Natural Gas Consumption (GJ)
   - Fuel Gas Consumption (GJ)
   - Vent Gas Consumption (GJ)
   - Hydrogen Gas Consumption (GJ)
   - Diesel Consumption (GJ)
   - Total Electricity Consumed (GJ)
   - Purchased Steam (GJ)
10. Emissions
    - Scope 1 Greenhouse Gas Emissions (tCO_2e)
    - Scope 2 Greenhouse Gas Emissions (tCO_2e)

Governance Indicators

11. Materiality Assessment Methodology

STAR Rafineri Anonim Şirketi's Responsibilities

The management of STAR Rafineri 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 STAR Rafineri Anonim Şirketi is responsible for the completeness and accuracy of the documentation provided to the auditor. The management of STAR Rafineri 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.

(Convenience Translation of Auditor's Limited Assurance Report Originally Issued in Turkish)

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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 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:

1. Interview with select key senior personnel of STAR Rafineri Anonim Şirketi to understand the current processes in place for capturing the Selected Information pertaining to the reporting period;
2. Review the Selected Information against evidence obtained through online interviews with personnel of STAR Rafineri Anonim Şirketi at its locations in Türkiye and abroad, and, for other locations, on a sample basis;
3. Perform substantive testing, on a sample basis, of the Selected Information;
4. Using STAR Rafineri Anonim Şirketi's internal documentation to evaluate and review the Selected Information;
5. Evaluation of the design and implementation of key processes and controls over the Selected Information;
6. Reperforming, on a sample basis, calculations used to prepare the Selected Information for the reporting period.
7. Evaluation of the disclosure and presentation of the Selected Information in the 2025 Sustainability 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 STAR Rafineri 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 STAR Rafineri Anonim Şirketi's 2025 Sustainability Report for the year ended 31 December 2025, for the purpose of enabling the management of STAR Rafineri 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 STAR Rafineri 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

Cem Uçarlar, SMMM
Partner

7 September 2026
İstanbul, Türkiye

A member firm of Ernst & Young Global Limited

Contact

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