



2024 Sustainability Report

 **Ditas** | 50 years

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Ditaş | 50 years



INTRODUCTION

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ABOUT THIS REPORT

This Ditaş 2024 sustainability report presents the company's **environmental**, **social**, and **corporate governance** sustainability objectives, developments, priorities, and performance.

As used in this report, the terms “Ditaş” and “company” refer to the firm of Ditaş Deniz İşletmeciliği ve Tankerciliği AŞ. Ditaş is active in the business of providing ship management / fleet, brokerage, agency, vetting, towage, loading master, and pilotage services. All the data and information presented in this report refer to these specific business lines unless otherwise indicated.

The information appearing in this report pertains to the period beginning on 1 January 2024 and ending on 31 December 2024. Data are presented as five-year trends.

Governing principles & standards

This Ditaş 2024 sustainability report has been prepared so as to be in compliance with Global Reporting Initiative (GRI) and Sustainability Accounting Standards Board (SASB) standards. The report addresses key issues identified in line with stakeholder expectations and sector priorities, adopting a holistic approach and adhering to the principles of both standards. Ditaş's contributions to the realization of specific Sustainable Development Goals (SDG) are indicated in related sections of the report.

This report aims to promote transparent and open communication with stakeholders by communicating the steps which Ditaş takes towards realizing its sustainability goals. The report also aims to further strengthen the company's sustainability journey by being accessible to all Ditaş stakeholders and encouraging their feedback.

Please send any questions, suggestions, and/or opinions you may have about this report by email to sustainability@ditasdeniz.com.tr.

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2024 KEY INDICATORS

Vessels in Fleet

16

(2023: 16)



Crude Oil Transported

10.5

million tons

(2023: 10.8 million tons)



Emissions Annual Efficiency Ratio (AER)

5.1 gCO₂ / (nm x DWT)

(2023: 5.9 gCO₂ / (nm x DWT))



Occupational Health & Safety

1.02

LTIF

(2023: 1.91 LTIF)



Total Sailing Distance

534.7

thousand nautical miles

(2023: 478.0 thousand nm)



Oil Products Transported

6.9

million tons

(2023: 7.2 million tons)



Revenue

13.31 billion TL

(2023: 9.43 billion TL)



Fatal Accidents

0

(2023: 0)



GENERAL MANAGER'S MESSAGE



THE PROGRESS WHICH DİTAŞ HAS MADE IN THE COURSE OF HALF A CENTURY WITHOUT EVER LOSING SIGHT OF ITS COMMITMENT TO THE PRINCIPLES OF MARITIME-INDUSTRY SAFETY, QUALITY, AND SUSTAINABILITY HAS MADE IT ONE OF THE SECTOR'S LEADING PLAYERS TODAY.

Hakan Karaca
General Manager

Esteemed stakeholders:

2024 represents especially meaningful milestone for us at Ditaş as it marks the company's 50th year in business. The progress which Ditaş has made in the course of half a century without ever losing sight of its commitment to the principles of maritime-industry safety, quality, and sustainability has made it one of the sector's leading players today. Ditaş's enduring achievements continue to inspire us and remind us of our responsibilities as we advance into the future.

2024 was a year characterized by economic uncertainties on a global scale and by both geopolitical and climate-change risks. Despite such headwinds however, **Ditaş continued to make consistent and decisive progress towards realization of its sustainability vision by leveraging its operational flexibility and business-conduct capabilities.**

We make sustainability a core element of our corporate values and we approach sustainability-related issues not just in the context of environmental impact but holistically taking into account their social and corporate governance implications as well. As we move forward on this sustainability journey, views and input provided by you, our valued stakeholders, play a huge role in shaping our sustainability strategies. Your feedback is tremendously important to us and contributes significantly towards identifying our sustainability-related material topics and revising our performance

GENERAL MANAGER'S MESSAGE

objectives. I therefore take this occasion to extend my sincere appreciation to our stakeholders.

In 2024 Ditaş transported **10.5 million tons of crude oil and 6.9 million tons of petroleum products aboard the company's 16 tankers, whose aggregate carrying capacity is 662 thousand DWT**. All sixteen of our tankers are registered under the Turkish flag. Twelve are chartered to our parent company, Tüpraş, and are deployed in support of their operations. The remaining four serve a diverse range of clients in the international spot market. As part of our marine terminal operations, we deploy 23 vessels at Tüpraş's İzmir and İzmit refineries, delivering flexible solutions tailored to meet our clients' needs and expectations. During 2024 we carried out 2,080 towage operations at the İzmit Terminal and a combined 1,557 pilotage and towage operations at the İzmir Terminal.

One of the most critical developments last year was a marked increase in security risks along Red Sea routes. Following a thorough assessment of the severe threats to which these routes are exposed, we are resolved not to deploy our vessels through this region, despite its strategic significance in global maritime trade. We consider this decision a natural extension of a core Ditaş principle: prioritizing the safety and wellbeing of personnel and crews above all other considerations. We have accordingly opted to route our vessels along safer, alternative courses that avoid such high-risk areas. I take this opportunity to extend my sincere thanks to all team members for their flexibility and dedication in making these changes.

In 2024, we continued to make meaningful progress toward fulfilling our sustainability commitments, **unveiling a range of new measures to reduce our environmental impact in line with the International Maritime Organization's (IMO) 2030, 2040, and 2050 targets**. Construction of two "dual-fuel ready" vessels that use methanol is continuing at this time. We also undertook technical investments aimed at curbing emissions—such as silicone coatings that structurally prevent biofouling and reduce friction—and at optimizing energy consumption through the deployment (1) of propeller caps that enhance hydrodynamic efficiency and (2) of route optimization systems. We also focused on managing resource use more effectively through digitalization and improvements in operational efficiency. As part of our social responsibility efforts, we expanded our Women Seafarers Development Program, which promotes gender equality in maritime professions, **by awarding scholarships to another ten female students in 2024**. This brought the total number of recipients to thirty since the program's inception. We were also honored by an award in the **"Creating Value for Women"** category of the Joint Futures Awards Program organized by the Turkish Confederation of Employer Associations (TİSK).

Our inclusion in the European Union Emissions Trading System (ETS) has made our carbon emission reporting, monitoring, and verification processes significantly more systematic. We have prioritized an array of technological-transformation projects aimed at reducing our carbon footprint. We are advancing resolutely towards realizing our net-zero emissions goal

and taking steps to accelerate our transition to an ecofriendly transport model.

In this year's sustainability report our primary aim is to transparently communicate our recent progress under each of three main headings: Environment, Social, and Governance. This report has been prepared so as to conform to such internationally recognized sustainability reporting standards as those published by the Global Reporting Initiative (GRI) and the Sustainability Accounting Standards Board (SASB).

We are currently in the midst of a transformation process that requires not just environmental but also substantial institutional and technological changes as well. For Ditaş as a company, this transformation is vitally important; but we also see it as an opportunity for investing in the future too. As we continue to move forward, we will be looking to ensure the resilience of our sustainable growth through approaches that focus on nimble management, eco-aware investments, and employee wellbeing.

In closing, I extend my thanks to our business partners, to our valued teammates for their dedicated efforts, and to all our other stakeholders for their constant presence on this continuing journey.

Very truly yours,

Hasan Karaca
General Manager

In 2024, we continued to make meaningful progress toward fulfilling our sustainability commitments, unveiling a range of new measures to reduce our environmental impact in line with the International Maritime Organization's (IMO) 2030, 2040, and 2050 targets.



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DİTAŞ IN BRIEF

Ditaş was incorporated in 1974 as a joint venture of TPAO, İpraş, and the Turkish Naval Foundation, with the aims of supporting Turkey's petroleum transport industry and of conducting domestic and international shipments of crude oil and petroleum products aboard Turkish-flagged vessels. The company is headquartered in İstanbul.

Ditaş embarked on the next chapter of its corporate history following the re-chartering of the Turkish Naval Foundation as the Turkish Armed Forces Foundation and the re-incorporation of İpraş as Türkiye Petrol Rafinerileri AŞ (Tüpraş). On 25 November 1993, control of Ditaş was transferred to the Privatization Administration (ÖİB), where it remained until October 2002 when the company became a subsidiary of Tüpraş.

In 2006, 51% of ÖİB's shares in Tüpraş were purchased by Enerji Yatırımları AŞ, in the course of which acquisition Ditaş, along with its parent company Tüpraş, became aligned with the institutional strengths and vision of the Koç Group, Turkey's leading corporate group.

Backed by its deep-rooted experience, an invigorated structure, and solid partnerships Ditaş today is a crucial element of Turkey's presence in the strategically important business of crude oil and petroleum products transport and the sector's leading player.

OUR VISION

Our ship management vision

To advance as a competitive and leading maritime company in the global market, guided by the goals of zero accidents, zero pollution, and full environmental responsibility.

Our pilotage and towage operations vision

To deliver the highest-quality pilotage and towage services to our clients by pursuing operational and environmental excellence — ensuring safe, reliable operations with zero accidents and no harm to people or the environment.

OUR MISSION

Our ship management mission

To ensure that Quality, Safety, Health and Environmental issues are the top priority for the company management and employees. The company's philosophy and business strategy is to operate modern and efficient vessels with an integrated management system with safe operations. To protect the interests of the society by having a fleet of Turkish flagged tankers that will carry crude oil and petroleum products needed by the country in extraordinary situations such as wars and economic crises that may arise between countries.

Our pilotage and towage operations vision

To provide reliable, safe, environmentally friendly and sustainable services in accordance with client expectations.

OUR CORPORATE VALUES



Commitment to safety



Respect for people



Environmental & social responsibility



Innovation & digital adaptability



Honesty, ethical behavior, transparency



Inclusivity



Focus on growth & development

DİTAŞ IN BRIEF

Our business lines

With over 50 years of experience, we operate across a broad spectrum of business lines that include ship management, brokerage, agency, vetting, loading master, towage, and pilotage services. Detailed information about all our services may be found on *our website*. 



Ship management

Ditaş commenced business in 1974 with tanker management operations. The company continues to conduct its operations with a self-owned fleet of crude oil, petroleum product, and chemical product tankers, which it supplements as needed with chartered vessels. Ditaş's sixteen vessels in various sizes and an overall DWT capacity of 662 thousand is one of the biggest Turkish-flagged tanker fleets in operation today.



Brokerage

Ditaş provides brokerage services to clients—primarily to its parent company Tüpraş—to source suitable vessels in national and international markets for the transportation of crude oil and petroleum products.



Agency

Ditaş has been providing Turkish Straits agency services for its own vessels and for those which it operates under time charters since 2008. The company also provides general agency services for Tüpraş refineries' Free On Board (FOB) crude oil purchases and product sales.



Vetting

Ditaş has been responsible for performing terminal vetting for all vessels calling at Tüpraş's İzmit and İzmir refineries since 2010. This critical inspection is carried out without restrictions and irrespective of the vessel's type and tonnage.



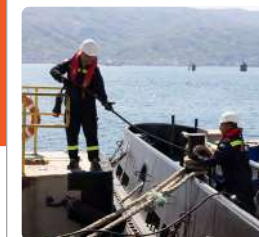
Towage

Deploying its fleet of tugboats and other marine assets, Ditaş delivers essential towage services at the Tüpraş İzmir Aliğa and İzmit Tütünciftlik refineries. This vital operation ensures the safe execution of a total of more than 3,600 vessel maneuvers annually at the two terminals.



Pilotage

Operating 24/7, 365 days a year, Ditaş's pilotage division serves the Tüpraş İzmir Refinery in the Aliğa administrative port area. A wide variety of vessels ranging from small cargo ships to the world's largest Q-Max LNG carriers are all handled. Ditaş provides this essential service to approximately 1,500 vessels a year, with a focus on those transporting hazardous materials that include crude oil, petroleum product, LNG, and LPG tankers.



Loading Master services

Ditaş has been providing Loading Master services to crude oil and chemical product vessels calling at Tüpraş marine terminals since 2009.

DİTAŞ IN BRIEF

Ditaş vessels and marine assets



444
voyages



VESSELS

Bitumen & petroleum product tankers	CUMHURİYET (2017) 6,600 DWT
	T, ESRA (2014) 19,968 DWT
	T, AYLİN (2015) 19,968 DWT
	T, ADALYN (2019) 14,787 DWT
Petroleum product / Chemical tankers	T, SEVGİ (2008) 10,983 DWT
	T, GÖNÜL (2009) 10,983 DWT
	T, SUNA (2012) 49,990 DWT
	T, LEYLA (2011) 6,267 DWT
	T, CAROLINE (2009) 10,901 DWT
	T, NEVBAHAR (2009) 11,545 DWT
	T, FATMA (2014) 49,990 DWT
	T, ELINOR (2019) 15,976 DWT
	T, KİLYOS* (2020) 49,999 DWT
	T, BALAT (2022) 13,857 DWT
Crude oil tankers	T, SADBERK (2017) 157,453 DWT
	T, SEMAHAT (2017) 157,453 DWT
	T, KURUÇEŞME (2015) 105,171 DWT

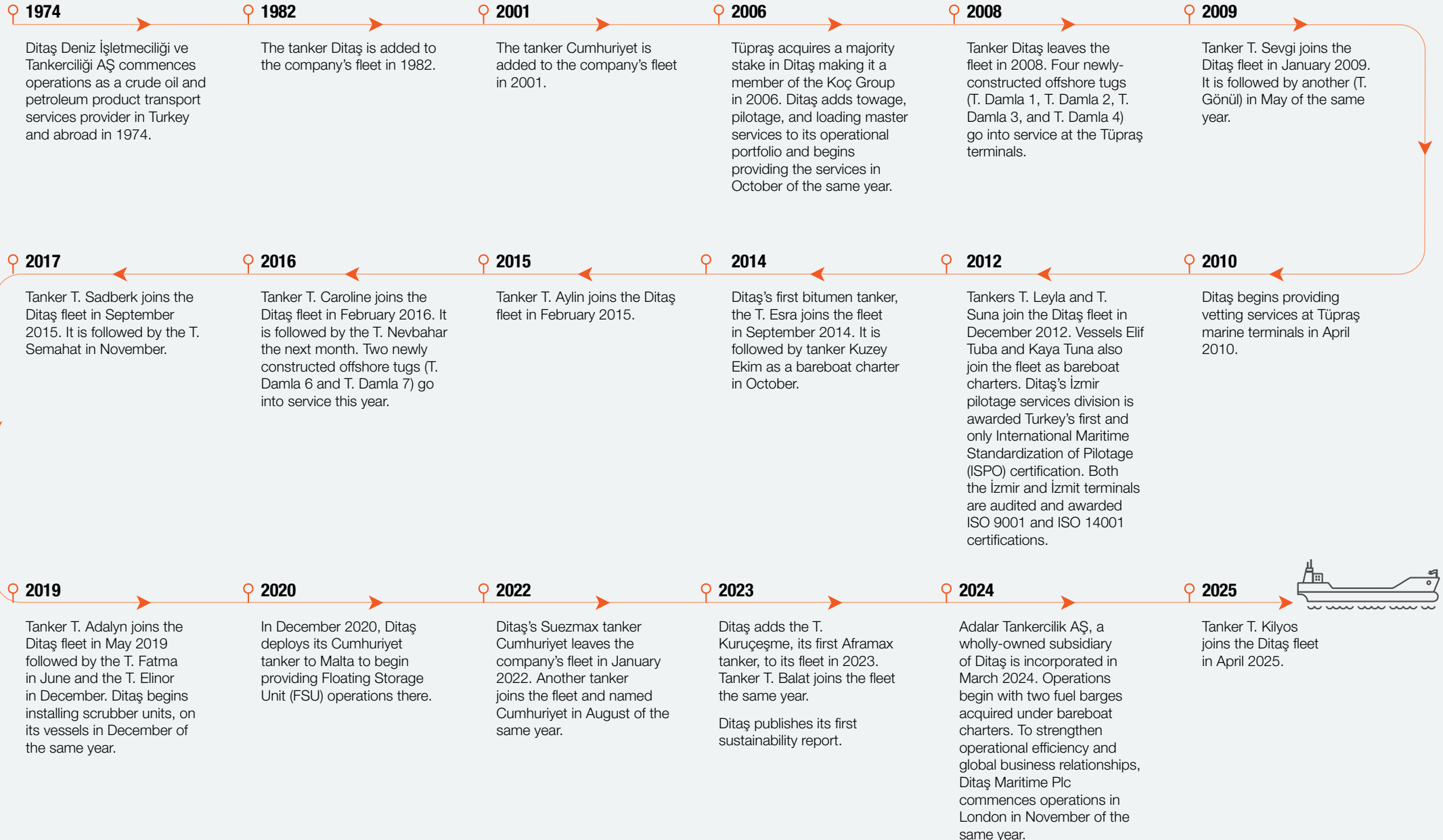


DİTAŞ-OWNED MARINE ASSETS

İzmit Tütüncüflük Terminal marine assets	BEYAZIT GÜNIÇEN Offshore tug	İzmir Altiğa Terminal marine assets	İZMİR RAFİNERİSİ III Offshore tug
	HASAN TURAL Offshore tug		T, DAMLA 4 Offshore tug
	T, DAMLA 1 Offshore tug		T, DAMLA 5 Harbor tug
	T, DAMLA 2 Offshore tug		T, DAMLA 6 Offshore tug
	T, DAMLA 3 Offshore tug		T, DAMLA 7 Offshore tug
	İZMİR RAFİNERİSİ IV Offshore tug		T, DAMLA 8 Offshore tug
	T, SERVİS 1 Agency boat		T, DAMLA 9 Offshore tug
	BEŞİR ALP Agency boat		T, PALAMAR 1 Mooring boat
	T, PALAMAR 3 Mooring boat		T, PALAMAR 2 Mooring boat
	T, PALAMAR 4 Mooring boat		T, SERVİS 2 Service boat
T, PALAMAR 5 Mooring boat	İZMİR RAFİNERİSİ ÇEK Mooring boat		
	T, DAMLA PİLOT Pilot boat		

* Added to the Ditaş fleet in April 2025

TIMELINE



OUR STAKEHOLDERS



We engage with our stakeholders and solicit their views and needs in order to determine the effectiveness of our sustainability efforts. All Ditaş communications with employees, customers, suppliers, national and international agencies and organizations, and other stakeholders are always governed by the principles of transparency and accountability.

We determine the frequency and methods of our communication with stakeholders based on our assessment of stakeholders' needs and expectations.

Stakeholder group	Purpose	Channel	Frequency
Clients	<ul style="list-style-type: none"> - Operational correspondence - Feedback - Contracts - Joint undertakings 	<ul style="list-style-type: none"> - Meetings - Client satisfaction queries - Contracts - Onsite visits 	Continuous
Employees	<ul style="list-style-type: none"> - Interactions with employees - Employee loyalty enhancement - Online meetings - Visits 	<ul style="list-style-type: none"> - Communication meetings - Safety meetings - Internal messaging - Annual reports - E-bulletins - Review & assessment meetings 	Periodic
Suppliers	<ul style="list-style-type: none"> - Ensuring the appropriateness of outsourced goods and services 	<ul style="list-style-type: none"> - Messaging - Contracts - Supplier surveys - Meetings 	Continuous
Public agencies & organizations	<ul style="list-style-type: none"> - Statutory and regulatory compliance - Auditing processes - Certification processes 	<ul style="list-style-type: none"> - Messaging - Meetings - Onsite visits 	As needed / periodically
International agencies & organizations	<ul style="list-style-type: none"> - Joint undertakings, information sharing, vetting processes, memberships 	<ul style="list-style-type: none"> - Meetings - Online platforms - Conference attendances - Logging and tracking vetting requests and results/comments in fleet management/ compliance systems 	Annual memberships, following up vetting requests and results as needed, periodic meeting attendances
Labor & trade unions	<ul style="list-style-type: none"> - Collective bargaining agreement processes - Assessing employee requests - Joint undertakings 	<ul style="list-style-type: none"> - Meetings - Negotiations 	Biennial collective bargaining agreement discussions, CBA meetings as required
Shareholders	<ul style="list-style-type: none"> - Financials reporting - Projects reporting - General business process reporting 	<ul style="list-style-type: none"> - Company general meetings - Financial reports - Annual reports - Coordination meetings 	Yearly
Financial institutions	<ul style="list-style-type: none"> - Payments - Loans - Cashflow assessment 	<ul style="list-style-type: none"> - Meetings - Online payments 	As needed / periodically
Non-governmental organizations	<ul style="list-style-type: none"> - Joint undertakings - Sectoral information reporting 	<ul style="list-style-type: none"> - Company general meetings - Professional congresses - Professional seminars - Professional conferences - Reports 	Periodic
Universities	<ul style="list-style-type: none"> - Joint projects - Information requests 	<ul style="list-style-type: none"> - Meetings - Training programs & resources - Projects - Career days 	Periodic
Subcontractors	<ul style="list-style-type: none"> - Joint undertakings - Service procurements - Online data entry 	<ul style="list-style-type: none"> - Meetings - Reporting requirements - Online program use 	Continuous

OUR SUSTAINABILITY APPROACH



Our sustainability approach encompasses all our environmental, social, and corporate governance responsibilities and informs the overall conduct of our operations.

Ditaş tracks and manages sustainability-related issues starting at the individual operational unit level. All units report material issues that exceed their delegated authority to the company general manager, accompanied by their recommended actions. The general manager assesses the operational feasibility of these recommendations before making a final decision. The general manager reports all material issues to the Ditaş Board of Directors, which has ultimate responsibility for making strategic decisions on all matters, including those involving sustainability, that are of importance to the company.

Ditaş created a separate department responsible for sustainability management in 2023 and staffed it with personnel who had previously been involved in dealing with sustainability issues for many years. In early 2025, this unit was merged into **the Strategy & Investments Department**, which has since been conducting its operations as the Strategy, Investments & Sustainability Department. This report was prepared by that department in coordination with other company units and is based on each unit's sustainability-related input.

Moving forward, the Ditaş Strategy, Investments & Sustainability Department will continue to effectively address environmental, social, and governance (ESG) issues, to maintain an inclusive company-wide approach to dealing with sustainability issues, and to periodically report progress to the Ditaş Board of Directors.

Created in line with the company's vision, mission, and core values and paralleling its business strategies and corporate governance philosophy, Ditaş's sustainability approach encompasses all of the company's environmental, social, and corporate governance responsibilities and provides the overall framework for the fulfillment of those responsibilities.

Informed by the Task Force on Climate-related Financial Disclosures (TCFD) and the Committee of Sponsoring Organizations (COSO) frameworks, which Ditaş adopted last year, all business and technical operations are conducted under the company's established sustainability and climate-risk management approach. Ditaş advances within the framework of its sustainability goals, regularly measures its sustainability performance, shares its progress towards achieving these goals, and reviews and assesses whatever sustainability risks and opportunities it may encounter. Ditaş also strives to embed its sustainability culture into the work practices of all its personnel at every level beginning with senior management and so as to pervade its entire organization.

OUR SUSTAINABILITY APPROACH

Material Topics

For this 2024 sustainability report, Ditaş has framed material topics under the headings of “Environment”, “Social”, and “Governance” in light of Sustainability Accounting Standards Board (SASB) and sectoral guidelines. The company also had recourse to global reporting frameworks, risk reports, and trend analyses.

Ditaş examined the issues featured in the national and international regulations it is required to observe. Throughout this assessment, the company accounted for the effects created across all its operations, and consequently, determined its material topics for 2024 as shown below:

Environmental wellbeing:

- Climate change & emissions management
- Energy management
- Water management
- Waste management



Social wellbeing:

- Employee progression & talent management
- Employee wellbeing
- Occupational health & safety
- Social impact



Corporate governance

- Ethics management & transparency
- Legal compliance
- Risk management
- Cybersecurity & information security



Goals

Ditaş determines its sustainability goals in line with the international legal frameworks to which it is subject, with the expectations of its clients, and with its own corporate strategies.

In the area of **environmental** wellbeing, Ditaş continues its efforts to comply with International Maritime Organization (IMO) greenhouse gas emissions reduction targets, particularly that of reducing its base-year 2008 GHG emissions by 20% by 2030. It helps reduce biological pollution by preferring silicone-based paints and coatings that also reduce friction, therefore using less fuel and generating fewer emissions. Company vessels are fitted with propeller caps that enhance hydrodynamic efficiency, reduce turbulence, and deliver more propulsive energy. Ditaş vessels abide by the company's slow-steaming (eco-speed) policy to achieve significant reductions in fuel consumption and emissions while routing and maintenance-cycle optimization maximizes operational efficiency. The company is working to achieve the IMO's 2030 targets through trip optimization and by ordering new vessels that are dual-fuel ready. Two methanol-ready tankers that are currently under construction are due to be launched in 2026.

In addition to dual-fuel and methanol-ready propulsion systems, Ditaş is also assessing the feasibility of ordering new vessels that use low-carbon fuels such as ammonia and hydrogen as a way of achieving the IMO's target of reducing emissions by 70% by 2040. In the context of Ditaş's 2040 targets, particular attention is being given to the availability of less carbon-

intensive fuels and to the costs involved in their use. Preference is given to vessels whose hulls are designed to be more hydrodynamic and to ships that are equipped with integrated energy management systems. Ditaş is looking to work with fuel suppliers on the sourcing of alternative fuels.

The IMO has set a goal of achieving carbon net-zero by 2050. Consistent with this, Ditaş has set its sights on owning and operating a carbon-neutral fleet by the same year. It plans to add more dual-fuel vessels to its fleet as one way of accomplishing this. It is considering various carbon-credit and decarbonization project options that involve carbon offsetting and verification mechanisms. The company plans to deploy integrated route optimization systems that use AI-assisted route planning programs based on current and anticipated weather and sea conditions; it is also looking to reduce greenhouse gas emissions overall. Ditaş is likewise exploring R&D opportunities with others to investigate new fuel technologies and energy-conversion technologies and methods.

In the area of **corporate governance**, Ditaş has set a variety of targets aimed at strengthening its ethics and transparency-management, risk management, and cybersecurity & information security management structures and at bringing itself into compliance with national and international best practices on all such matters. This involves, among other things, ensuring that the realization of the company's ESG strategic objectives is achieved with the guidance of the Ditaş Sustainability Committee, that all Ditaş employees perform their jobs in ways that are consistent with the company's

OUR SUSTAINABILITY APPROACH


Ethics & Compliance Program and corporate culture, that the results of risk analyses are regularly shared with all concerned units, that Ditaş's cybersecurity infrastructure conforms to international standards at all times, and that changes in statutory and regulatory frameworks are closely monitored and complied with. Ditaş sets corporate governance targets, monitors their performance indicators, and transparently discloses progress in annually-published sustainability reports.

In the area of **social** wellbeing, Ditaş focuses on employee progression and talent management, on employee wellbeing, on occupational health and safety, and on positive social impact. The company provides regular training aimed at managing employee progression and talent that is mindful of employees' actual needs. The company conducts annual employee satisfaction surveys aimed at discovering what employees' views, needs, and expectations are and then formulates and implements action plans aimed at enhancing employee satisfaction. Ditaş assesses corporate policies in light of Women's Empowerment Principles (WEP) and implements them across the company accordingly. Ditaş strives to create a workplace environment which treats every employee fairly, which does not tolerate discrimination of any kind, and which respects differences. Ditaş maintains a robust OHS management system consistent with its zero-accident workplace objective and increases regular OHS training and resources accordingly. Ditaş is mindful of its social obligations and communicates its corporate values to the public at large.

Risks & Opportunities

Ditaş gives importance to identifying risks to which it may be exposed in a timely manner and regards preventing risks from causing a loss of any kind as a potential opportunity. The company continues to assess risks within the framework of its overall sustainability management and reporting processes. All primary risks and opportunities are categorized according to their environmental, social, and corporate governance implications. These risks and opportunities are summarized in the accompanying chart.

When detailing risks and opportunities, attention is given to precisely defining each risk, the specific aspect of business that is exposed to that risk, the degree of its impact, the time frame in which it can be expected to materialize, and other risks that may be associated with it. For each risk, the company also specifies measures to prevent or mitigate it and identifies opportunities that it may give rise to. Every risk category is associated with one or more UN Sustainable Development Goals. Climate change and emissions management risks are also assessed within the framework of TCFD categories and likewise defined as transitional or physical according to their particular nature.

A detailed presentation of the risks and opportunities summarized here may be found on Ditaş [corporate website](#). 

Risk Category	Ditaş Primary Risks and Opportunities in 2024
Environment	<p>Adaptation to changes in alternative fuel technologies: Increasing demand for alternative fuels in the international market may require a fleet of vessels suitable for transporting alternative fuels. Existing vessels may need to be retrofitted to use alternative fuels.</p>
	<p>Compliance with environmental statutory and regulatory frameworks: The maritime industry is subject to numerous environmental regulations within the International Convention for the Prevention of Pollution from Ships (MARPOL) framework. These rules evolve with time. Adapting to changing environmental expectations can also create various risks.</p>
	<p>Impact of extreme weather events on business continuity: Extreme weather events may affect vessel movements and create difficulties in the use of ports.</p>
Social	<p>Marine ecosystem protection compliance and preventive measures: Preventing oil spills and accidental sewage discharges are essential for biodiversity preservation. Marine ecosystems may also be adversely impacted by alien organisms attached to ships' hulls or released during ballast water discharge and replenishment.</p>
	<p>Responding to client and community expectations: The growing demand for greater attention to sustainability issues (especially those associated with climate change) by Ditaş clients and other key stakeholders could make it necessary for the company to adopt new practices.</p>
	<p>Occupational health and safety compliance: Shipboard work is formally categorized as "very hazardous" under the occupational safety classification system. Inadequate risk identification and insufficient resource allocation for OHS could cause a rise in accidents. Frequent travel to different countries may increase infectious disease transmission risks.</p>
Governance	<p>Public response to company operations: Communities residing in the locations and along the routes where the company operates may be impacted by the company's activities.</p>
	<p>Digitalization and transition processes: Failure to keep pace with developments in digitalization and adapt operational processes to them poses risks to competitiveness. Greater exposure to cyber threats and vulnerabilities coupled with insufficient security measures could result in personal data breaches and seriously disrupt operations.</p>
<p>Ethical management consistency across the value chain: Not upholding ethical standards with the same diligence beyond the company's direct operations and across the entire value chain creates risks that potentially could damage the company's reputation.</p>	
<p>Impact of global infrastructure failures: Disruptions in global digital infrastructures which are frequently used by the firm but which are beyond the company's control may impact company operations.</p>	



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CLIMATE CHANGE & EMISSIONS MANAGEMENT

Ditaş embraces the principle of achieving excellence when managing the environmental impact of its service and operational processes. The company regularly tracks its GHG emissions performance and takes all necessary measures to reduce its greenhouse gas emissions.

Ditaş recognizes the importance of environmental sustainability and its own responsibilities for ensuring it. The company treats climate change management and emissions management as material topics, is mindful in its approaches for dealing with them, and complies fully with all applicable national and international legal and regulatory frameworks. Ditaş embraces the principle of achieving excellence when managing the environmental impact of its service and operational processes. The company regularly tracks its GHG emissions performance and takes all necessary measures to reduce its emissions.

Ditaş's attitudes towards climate change mitigation are reflected in its integrated environmental management system approach. The company embraces and implements an environmentally-mindful management

mindset that encompasses all of its ships, marine assets, and offices. The Ditaş Quality, Technical Safety & Environment Department is responsible for ensuring that all company owned or operated vessels and premises comply with the requirements of Ditaş's environmental management system certifications.

Ditaş's terminal operations are subject to their own environmental management certification processes. Terminal operations are conducted within the framework of the company's Integrated Terminal Management System. The environmental impact of these operations is also a factor considered in the course of Ditaş's annual internal audit processes. Whenever operational infractions or vulnerabilities are identified, an effort is made to take whatever corrective and/or preventive measures are needed. Ditaş ensures that all operations aboard vessels under its management are in full compliance with the terms and conditions of **MARPOL 73/78** at all times.

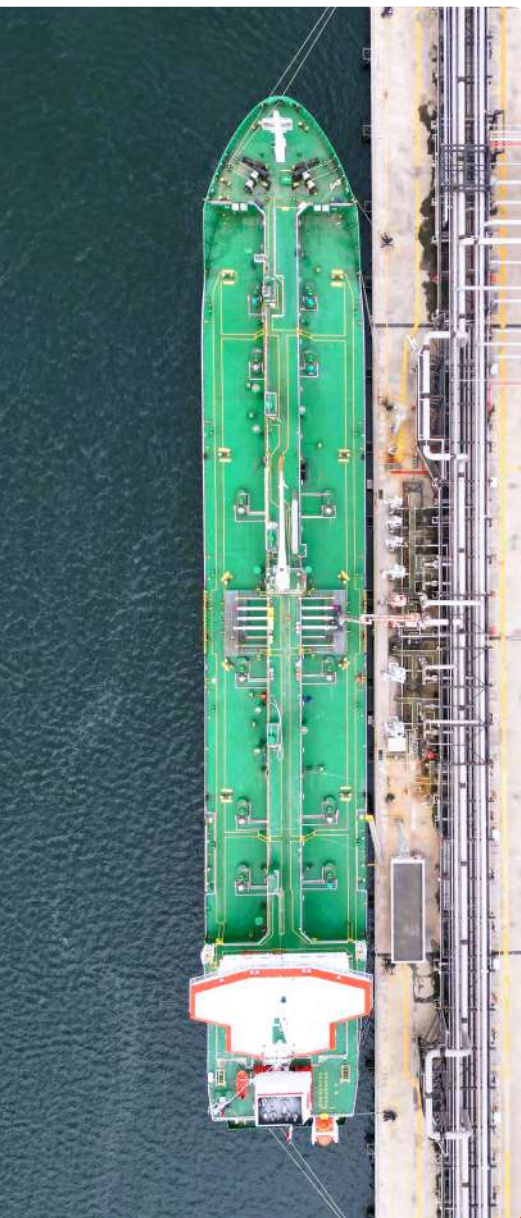
In addition to fulfilling its statutory and regulatory emissions management obligations, Ditaş also consistently endeavors to reduce its greenhouse gas emissions across its operations. Location-specific emissions monitoring processes are developed for Ditaş's ships, marine assets, and office premises. The company monitors, reports, and verifies its vessels' greenhouse gas emissions using class-approved software in accordance with regulations set forth by **MARPOL Annex VI, the International Maritime Organization**

Data Collection System (IMO DCS), and the EU Monitoring, Reporting, and Verification (MRV) regulation. Ditaş uses the Storm Geo system to calculate the GHG emissions generated by its use of fuel and has the calculations verified by the DNV classification society.

For its vessels, Ditaş adheres to the **Carbon Intensity Indicator (CII)** as required by IMO rules. The Ditaş Operations Department monitors performance data, assesses it based on each vessel's type or class, and proposes measures for maintaining or improving performance. Corrective or preventive action plans are regularly formulated based on consumption-related calculations. These plans include various operational optimization processes. The national and international rules to which the company has committed itself are also taken into account when optimizing operations. Ditaş deploys strategies in line with the maritime commitments of the Paris Agreement for reducing greenhouse gas emissions such as optimizing speed, route, fuel, and ballast, improving propeller efficiency, and using advanced coating systems. The company uses silicone-based paints and coatings that not only help reduce the environmental impact of its vessels but also reduce friction, therefore using less fuel and generating fewer emissions. The company further reduces its fuel consumption by installing ErgoProFin caps on its vessels' propellers to minimize energy losses from propeller wash. It also improves



CLIMATE CHANGE & EMISSIONS MANAGEMENT



vessels' operational fuel performance by means of trim and ballast optimization.

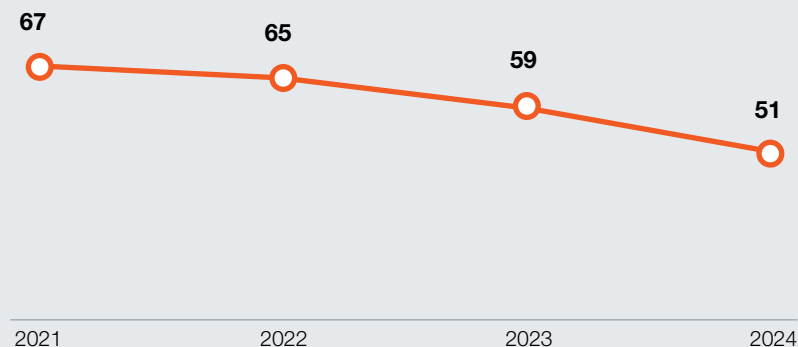
Ditaş regularly monitors fuel consumption **aboard its marine assets**, is mindful of conserving electricity and natural gas **in its office operations**, and closely tracks its land vehicles' fuel consumption.

Scope	Emissions (ton CO ₂ e)
Scope 1	175,421
Scope 2 (Location-based)	105
Total (Scope 1 + Scope 2)	175,525

Ditaş regularly monitors the Scope 1 and Scope 2 emissions performance of all of its operations. The company is also aware of the importance of quantifying its Scope 3 emissions performance as well. For the management of its Scope 1 emissions, Ditaş focuses on achieving immediate improvements in operational efficiency by means of such methods as vessel speed and route optimization and streamlining harbor processes. Scope 3 emissions quantification is one of the company's longer-term objectives. Ditaş acknowledges the value of fulfilling its environmental wellbeing responsibilities and embraces it as a way of maintaining its competitive strength.

Ditaş monitors and records the ton-mile emissions and fuel consumption performance of its entire fleet of vessels and marine assets. It tracks this performance from year-to-year. In line with IMO targets, the company is aiming to reduce its carbon emissions by 20% by 2030 and to achieve carbon net-zero by 2050. There were increases in Ditaş vessels' and marine

Annual Efficiency Rate - AER, gCO₂/(nm x DWT)



assets' emissions in 2023 and 2024. These rises are both directly related to a resurgence in maritime trade, to the reactivation of idle vessels, to the addition of two new vessels to the Ditaş fleet, and to a general increase in operations. That said, the company has otherwise steadily reduced its overall emissions since 2021, which implies that it is generating fewer emissions despite the overall growth in its operations since that year.

Ditaş closely monitors both the EU Emissions Tracking System and FuelEU Maritime in order to maintain its competitive market position and duly fulfill its sustainability responsibilities. Following the expansion of the European Union's Emission Trading System (EU ETS) to include the shipping industry in 2024, Ditaş purchased 7,845 European Union Allowances (EUA) to comply with the new regulation. Ditaş is aware of the European Union Emission

Trading System (EU ETS) and its implications for our country on the one hand and, on the other, the potential implementation of a Turkish Emissions Trading System in its own country. The company is closely monitoring FuelEU Maritime, which entered into force in 2025 to promote the transition to low-carbon and renewable fuels, and its emissions-reduction plans include transitioning to alternative fuels on its vessels as a strategy to cut carbon emissions. Ditaş's long-term goal is to significantly reduce its carbon footprint by adding alternative-fuel vessels to its fleet. The company also gives importance to equipping its own personnel with the knowledge and skills they need to deal with such matters. Ditaş strives to consistently reduce the emissions generated by its operations year after year in line with its objective of always being in full compliance with the laws and regulations to which it is subject as a company.

ENERGY MANAGEMENT

Ditaş regards effective energy management as being crucial to its ability both to reduce its greenhouse gas emissions and to use natural resources in the most efficient way possible. It therefore keeps a close watch on energy management processes in order to make certain that it is properly fulfilling its obligations when dealing with such matters. Ditaş measures and assesses how much its vessels and marine assets consume. The Vessel Operations Unit and the Technical & Shipbuilding Department are responsible for the conduct of the company's energy management processes.

Ditaş closely follows the IMO's Strategy for Reducing Greenhouse Gases and its associated energy-efficiency goals, particularly with respect to the adoption of alternative energy sources in place of fossil fuels. The company is working to achieve IMO 2030 targets through operational process optimization measures such as using silicone-based paints and coatings, adopting an economic sailing speed policy, rationalizing routes, and ordering new dual-fuel ready vessels. To achieve IMO 2040 targets, Ditaş is focusing on procuring and operating highly advanced vessels with hydrodynamic hull designs and integrated energy management systems. The company is continuing to investigate the use of alternative fuels in parallel with IMO targets and it closely monitors R&D efforts being made in this area. Ditaş is working on the steps it needs to ensure the company's compliance with EU ETS, which has been expanded to include the shipping industry, and with FuelEU Maritime, which went into force

this year. Ditaş's long-term strategic objectives include investing in highly energy-efficient ship designs and shifting to carbon-neutral and low-carbon fuel alternatives. Two methanol-ready tankers are currently being built for the company.

Ditaş is likewise resolutely continuing its efforts to cut greenhouse gas emissions across its fleet while also supporting its sustainable growth by putting into effect IMO's regulations concerning the Existing Ship Energy Efficiency Index (EEXI), the Ship Energy Efficiency Management Plan (SEEMP), and the Carbon Intensity Indicator (CII). The vessels in Ditaş's fleet burn four types of fuel. High sulfur fuel oil (HSFO) is used only on ships fitted with exhaust gas cleaning systems (ECZS). The others are powered by very low sulfur fuel oil (VLSFO), ultra low sulfur fuel oil (ULSFO), and ultra low sulfur marine diesel oil (MDO) as appropriate. The company maintains complete records of the types and quantities of all fuels purchased and used by the vessels in its fleet. One of the responsibilities of every vessel's chief engineer is to constantly monitor and record their own vessel's fuel purchase and consumption performance. Ditaş also calculates and monitors its overall energy density as a company and uses differences in this metric as a criterion when making loading and routing optimization decisions.

Ditaş continues its efforts to fulfill the SEEMP targets that it sets for improving the energy-efficiency of its vessels. The company systematically tracks its vessels' fuel-consumption and environmental-impact



Ditaş's long-term strategic objectives include investing in highly energy-efficient ship designs and shifting to carbon-neutral and low-carbon fuel alternatives.

ENERGY MANAGEMENT



performance on a monthly basis. These data are reviewed at regular intervals and corrective action is taken quickly whenever performance values exceed reference values.

Ditaş regards all deviations from reference values as inputs for decisions about measures that need to be taken to ensure a more sustainable future. The company carefully monitors the effectiveness of these measures in the conduct of its operations and takes resolute action to ensure that every development is managed in the most efficient way possible to ensure a sustainable future. Ditaş is methodical

when approaching strategic measures that enhance energy efficiency. For this reason the company began keeping records of its overall energy consumption this year.

Energy management in company offices is one of the responsibilities of the Ditaş Human Resources Department and HR units. The company assesses and deploys energy-saving options in its office buildings' heating, ventilation, and air-conditioning systems. Energy-efficient LED fixtures are used in offices and aboard company-owned vessels and marine assets. Ditaş regards this use as

an important step taken in the direction of its carbon-neutral future as well as a way to reduce energy consumption.

Ditaş is diligent in its efforts to comply with national and international standards in the conduct of its operations. As a consequence of its **ISO 14001 Environmental Management System** certification, the company gives importance to protecting environmental resources and to reducing its environmental impact.

EnergoproFin propulsion system optimization

One way Ditaş is looking to improve fuel consumption performance is to deploy EnergoproFin propeller boss cap fins (PBCF) on its vessels. These devices disrupt hub vortices that cause significant energy losses and convert the wasted energy instead into useful forward thrust. After initially being trialed on the company's T. Sevgi tanker, the units were installed on the T. Fatma and T. Esra tankers in 2025.

Silicone-based hull paints and coatings

Ditaş launched its silicon-based paints and coatings project in 2023 with the aims of reducing vessels' fuel consumption, increasing their operational efficiency, and minimizing their environmental impact. These compounds achieve this by reducing the losses caused by friction as a vessel's hull moves through the water. Successfully trialed on the T. Sevgi tanker, these coatings have been applied to the hulls of the T. Gönül, T. Esra, T. Caroline, T. Fatma, T. Adalyn, T. Elinor, and T. Nevbahar while in drydock. The Technical & Shipbuilding Department is responsible for conducting and coordinating this project and for regularly monitoring and reporting its impact on vessels' performance.

WATER MANAGEMENT

Water management is a direct result of the water consumption and wastewater discharge associated with Ditaş's operations in the maritime transportation industry. Given that these activities have a direct impact on marine and water ecosystems, Ditaş shows exceptional care regarding this issue. The company puts the protection of water resources at the heart of its business strategy and undertakes various initiatives to minimize its environmental footprint while fully complying with statutory and regulatory requirements.

In order to ensure that its strategy is effective, Ditaş embraces a data-centric and sustainable water management philosophy across all stages of its operational processes. The company uses online platforms to track its water consumption performance along with its other environmental footprints. It reviews and assesses its performance at three-month and twelve-month intervals to spot trends and make whatever changes may be required. Ditaş regularly reviews and assesses its water management strategies current with a focus on generating innovative solutions and creating systems that are more efficient and continuously compliant with all applicable laws and regulations.

Ditaş takes action to ensure that water used by ships' crews and in the conduct of other company operations is properly and effectively managed. Seawater is used instead of fresh to wash decks. Tank cleaning procedures are optimized so as to conserve water while satisfying operational requirements. Living

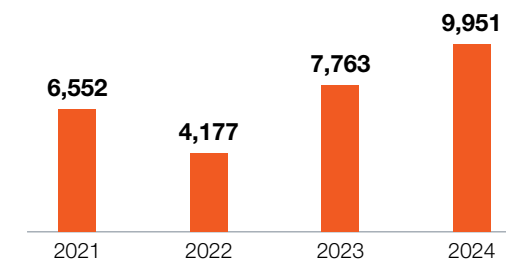
quarters aboard vessels are preferably equipped with plumbing apparatus like touchless taps and aerators that save water by using less of it. Vessels plying routes outside the Sea of Marmara, regularly use evaporator-based desalinization systems to convert seawater into potable (domestic) water. These systems significantly reduce the amounts of fresh water that these vessels need to carry while on voyage.

Recovering and recycling used water is another major component of Ditaş's overall sustainability performance. During 2024 a total of 25,634 m³ of mains water and 9,951 m³ of seawater was used in the conduct of the company's operations. Of the two data points, the first corresponds to a 15% year-on decline in the amount of mains water used by Ditaş and it was substantially achieved by desalinating seawater for use in various operations. Progress such as this is a clear demonstration of Ditaş's commitment to using water resources efficiently.

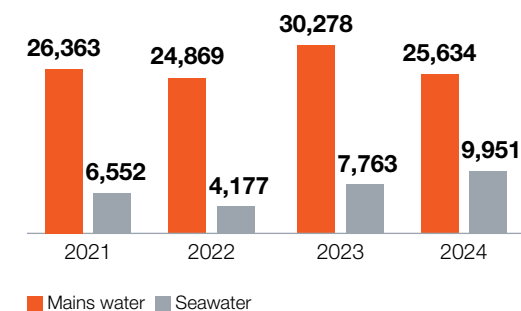
As a company operating in marine environments, Ditaş is aware of the impact of wastewater on marine ecosystems and therefore behaves responsibly so as to protect biodiversity wherever its operations take place. Ditaş fully complies with national and international wastewater regulations and standards at all times. It scrupulously abides by applicable rules in specially designated areas such as the Black Sea and the Mediterranean that are governed by MARPOL Annexes I and V.

As a company operating in marine environments, Ditaş is aware of the impact of wastewater on marine ecosystems and therefore behaves responsibly to protect biodiversity wherever its operations take place.

Amount of Water Reused and Recycled on Vessels (m³)



Water Withdrawal by Source (m³)*



* Water withdrawal due to vessel operations

WATER MANAGEMENT

The company charts routes in these areas with heightened sensitivity and takes extra precautions in marine conservation zones to prevent any environmental harm. Ballast water management is a key element of Ditaş's environmental policy. Aware of the risks involved, the company ensures that all its vessels operating in international waters comply with the IMO Ballast Water Management Convention and are equipped with advanced Ballast Water Treatment Systems (BWTS). Inspections carried out during the most recent three years have identified no instances of biological contamination in local ecosystems that are attributable to Ditaş vessel operations. Ballast water management plans conforming to International Safety Management (ISM) system standards are in place in all company owned and operated vessels. All processes associated with these plans are systematically monitored.

Ballast water is seawater stored in dedicated tanks to maintain vessel stability and maneuverability when not carrying cargo. Representing approximately 30-35% of a ship's transport capacity, this water is often taken from one place and discharged into another, posing potential risks to biodiversity through the transfer of non-native organisms. To mitigate this risk, Ditaş manages ballast water in strict accordance with international conventions.

Sludge water refers to oily wastewater accumulated in vessels' fuel tanks and cargo tanks. As a significant pollutant for marine environments, this waste stream is managed with the utmost care so as to minimize its environmental impact.

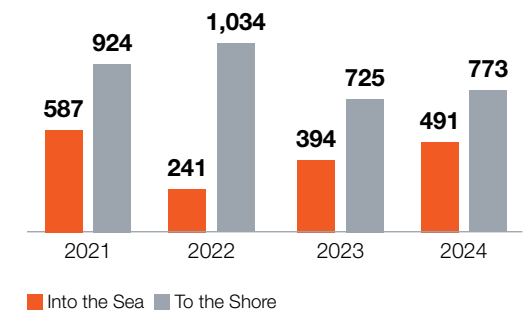
Bilge water consists of liquid waste that accumulates in the lower compartments of a vessel. It typically contains oil, fuel, chemical, and cleaning agent residues. Due to its potential to cause significant environmental harm if discharged directly into the sea, this admixture is collected by means of dedicated bilge systems and safely disposed of at licensed waste treatment facilities.

A cornerstone of Ditaş's environmental policy is the careful management not only of the water the company uses but also of the wastewater generated by company operations. Wastewater generated aboard vessels falls into several categories: **sludge water, ballast water, bilge water, cargo tank wash water, sewage, and grey water from domestic use**. Each of these waste streams poses distinct risks to the marine environment and to environmental sustainability. Their effective and regulatory-compliant management is a top priority in the conduct of vessel operations. Ditaş's wastewater management practices fully comply with all applicable regulations, particularly MARPOL Annex I. Ditaş vessels are equipped with systems designed to prevent the discharge of oil and of petroleum-based waste into the sea. All such waste is either surrendered to authorized, licensed facilities or disposed of under controlled conditions in accordance with applicable laws and regulations. Through these ongoing efforts, Ditaş is contributing towards the realization of global marine life conservation goals while also making meaningful progress in minimizing its environmental impact.



At Ditaş, water and wastewater management practices not only enhance operational efficiency but also play a vital role in protecting natural ecosystems, sustaining marine biodiversity, and fulfilling the company's international environmental commitments. Continuing to strengthen its pledge to protect the seas year after year, Ditaş sets an example for environmental awareness across the industry.

Total Amount of Waste Discharged into the Sea - Bilge (m³) (after treatment in special bilge systems)



WASTE MANAGEMENT

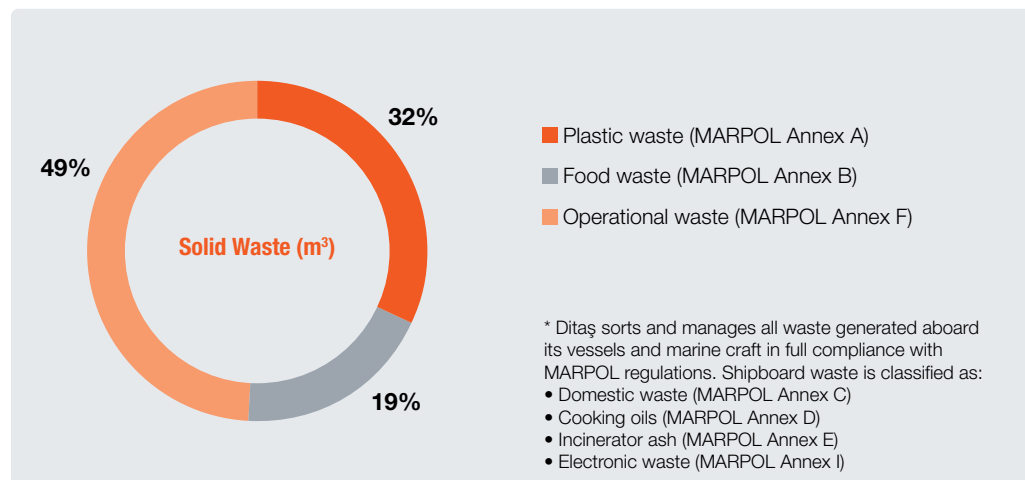
Ditaş strictly prohibits the discharge of any waste generated aboard its vessels while the vessels are underway. All such waste is managed using efficient methods that are in full compliance with environmental regulations.

In line with its goals of protecting marine ecosystems and preventing marine pollution, Ditaş conducts all waste management processes with the utmost care. The company ensures full compliance both with international standards and with local regulations. It closely adheres to and diligently implements all applicable international frameworks, with MARPOL as a primary

reference. Ditaş vessels submit complete waste declarations prior to port arrival, with waste deliveries carried out in coordination with licensed facilities and in line with applicable environmental protocols.

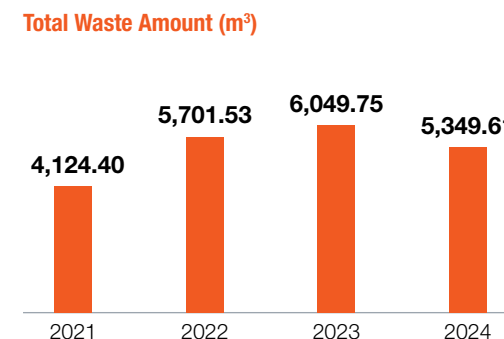
Ditaş strictly prohibits the discharge of any waste generated aboard its vessels while the vessels are underway. All such waste is managed using efficient methods that are in full compliance with environmental regulations. Other types of waste are stored under controlled conditions: paper and used cooking oils for example are delivered to port-based waste reception facilities, while food waste is disposed of in accordance with international regulations. Domestic, plastic, food, and operational waste generated on Ditaş vessels and marine craft when not underway is duly collected and surrendered to port authorities. Recyclable waste such as paper, metal, glass, and plastic trash generated in Ditaş offices is collected separately and turned over to municipal recycling services.

To effectively manage Ditaş's environmental impact across operations, the company collects and promptly reviews the monthly environmental performance records that vessels in its fleet are required to maintain. Observed instances of non-compliance, irregularities, and unusual waste-related expenditures or disposal activities are reported to the vessel(s) concerned along with preventive/corrective measures that need to be taken. These monthly data sets are compiled and then evaluated by senior management every three months. The results of quarterly and annual reviews serve as input for determining managers' key performance indicators and goals, thus paving the way for consistent improvement planning across the organization.



Total Waste Type (m³)	2021	2022	2023	2024
Hazardous Waste Amount	4,086.97	5,648.72	5,908.36	5,202.14
Non-Hazardous Waste Amount	37.43	52.81	141.39	147.47

Ditaş along with its vessels and terminal marine craft have undergone ISO 14001 Environmental Management System audits and are certified compliant with that standard's requirements. The effectiveness of Ditaş's comprehensive approach to environmental management and enhanced performance monitoring and improvement initiatives is shown by the fact that there was a 42% reduction in total onboard-waste generation in 2024 despite an increase in the number of vessels in the fleet. There was also an overall 12% reduction in waste generated across all of the company's marine and office operations.



SOCIAL

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EMPLOYEE PROGRESSION & TALENT MANAGEMENT

Fostering a culture that encourages continuous learning, Ditaş ensures that all team members complete mandatory training as required by law while also supporting their professional/occupational development through technical training programs aimed at unlocking their full potential.

Ditaş considers employee development a strategic priority. Supported by a learning-oriented corporate culture, Ditaş aims to ensure that every team member receives all legally required training and is further empowered through technical programs designed to unlock their full potential.

Training needs are analyzed through performance evaluations and training matrices. Training programs are implemented through a comprehensive process encompassing planning, delivery, evaluation, and certification. Training resources are delivered by internal and external instructors through classroom sessions, online modules, and on-the-job methods. Content is regularly updated based on participant feedback, thus contributing to the cultivation of a development-focused learning culture at Ditaş.

To enhance organizational agility, Ditaş has launched the **Agile Teams Project**, strengthening cross-departmental collaboration and enabling faster, more efficient project delivery. This initiative increases employee visibility and encourages more active participation in decision-making processes. By embedding agile practices across the company, Ditaş is better equipped to adapt swiftly and effectively to evolving market conditions.

Ditaş customizes vocational training according to the specific roles of vessel, marine craft, and office personnel. Through the implementation of Behavior-Based Competency Assessments in core areas such as navigation, mooring operations, cargo handling, and engine room procedures, the situational awareness and team-role performance of vessel crew members are systematically analyzed. This assessment framework is designed to foster a strong operational culture within both deck and engine personnel units across all vessels.

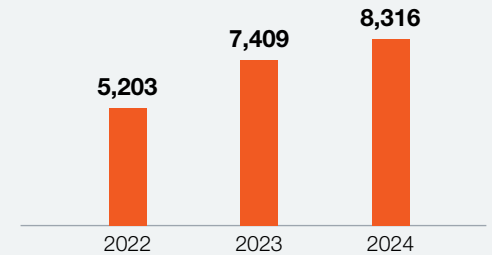
Ditaş regards leadership development as a strategic priority. Employees are proactively encouraged to take part in **Koç University Leadership Programs and Tüpraş Academy Leadership Modules**. To promote academic advancement, Ditaş provides postgraduate education support to headquarters employees covering 75% of their annual tuition fees. English language training is supported to enhance employees' ability to take part in international operations.

Reinforcing its commitment to continuous progression and development, Ditaş increased total employee training time by 12% in 2024. In addition to technical and vocational programs, specific attention is also given to training themes that strengthen corporate values.

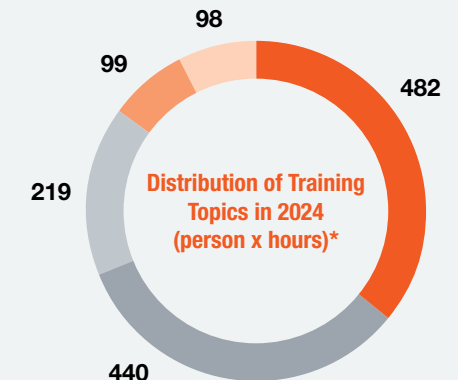
Training topics made accessible to all employees at Ditaş include:

- Anti-bribery & anti-corruption
- Ethics
- Sustainability
- Environment
- Human rights
- Data security & privacy

Total Training Hours*



* Distribution of training topics provided to ship, office, and terminal employees



- Ethical Principles and Code of Conduct
- Sustainability
- Anti-Bribery and Anti-Corruption
- Human Rights
- Environmental

* Distribution of training topics provided to ship, office, and terminal employees



EMPLOYEE PROGRESSION & TALENT MANAGEMENT

Through these programs, Ditaş supports not only individual development but also the inculcation of responsible and sustainable business practices.

Ditaş proportionally increases its investment in employee learning and development to meet the growing demand for training. Training-related expenditures were up by 76% year-on in 2024. This growth was nourished by Ditaş's strategic collaboration with Tüpraş Academy. Through theoretical and practical training programs in leadership, business management, digital competencies, and personal development, Ditaş provides growth opportunities for employees at all levels. Training content is enriched with globally recognized knowledge, developed in collaboration with leading academics and industry professionals.


To foster innovative approaches and thinking, Ditaş organizes internal hackathon events that highlight employees' creativity and problem-solving capabilities. These initiatives promote teamwork and directly engage employees in the company's digital transformation journey. As a result, Ditaş continues to build a team culture that not only utilizes technology but actively contributes to its overall development.

While a significant portion of Ditaş's workforce consists of experienced employees aged between 30 and 50, the value of age diversity is fully recognized across the organization. To attract young talent and provide guidance early in their careers, Ditaş implements a range of internship, mentorship, and talent development programs. In doing so, the company not only

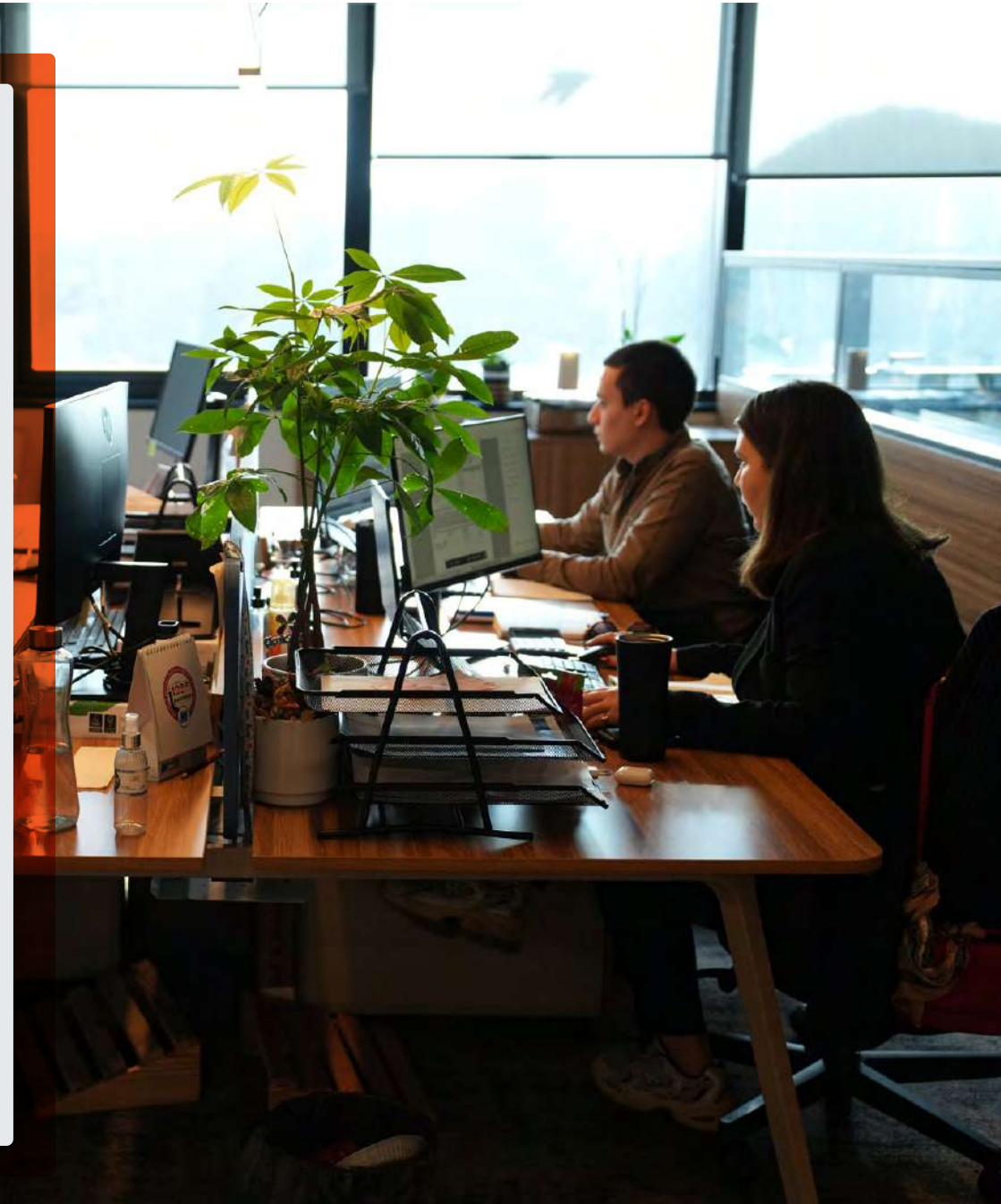
reinforces its current operational strength but also actively shapes its future today.

Number of employees by age group*	2022	2023	2024
Below 30	121	115	131
30-50	443	502	557
Over 50	43	62	36

* Breakdown of training topics provided to ship's crew, office, and terminal personnel

With the goal of fostering a more inclusive corporate culture, Ditaş adopts a sensitive approach not just to age diversity but to all aspects of diversity. The principle of equal opportunity is regarded as a cornerstone of the company's human resources strategy, and decisive steps are taken to build a workplace where differences are embraced and all individuals are equally represented. As part of this commitment, Ditaş has launched the **Women Seafarers Development Program** to promote greater female representation in the maritime sector. Details about this initiative may be found in the **Social Impact**  section of this report.

At the core of all these efforts, Ditaş recognizes its employees as its most valuable asset. Every investment made in employees' development is seen not only as a driver of individual success but also as a building block of the company's long-term sustainable growth. With unwavering commitment to talent management and employee development, Ditaş continues to shape its own future along with the futures of its people.



EMPLOYEE WELLBEING

Ditaş considers employee wellbeing a crucial pillar of its sustainability approach. The company firmly believes that individuals who are physically, mentally, and emotionally resilient make a direct contribution to long-term organizational success.

Ditaş considers employee wellbeing a crucial pillar of its sustainability approach. The company firmly believes that individuals who are physically, mentally, and emotionally resilient make a direct contribution to long-term organizational success. For this reason, Ditaş continuously takes steps to foster an inclusive, supportive, and balanced work environment.

At Ditaş, safeguarding employees' fundamental rights and freedoms lies at the core of the company's employee wellbeing approach. 75% of Ditaş's workforce benefits from collective bargaining agreements. The company maintains an ongoing dialogue with union representatives; it works collaboratively to improve working conditions and maintain industrial harmony.

Guided by this approach, Ditaş redesigns workspaces in line with employee needs, implementing projects that enhance comfort and motivation. In 2024, the company renovated its garden area to encourage staff to spend time outdoors, take short breaks,

and engage with fellow employees in a relaxed setting. Similarly, Ditaş carried out living accommodation improvements aboard its T. Balat tanker and enhanced onboard working conditions for greater comfort. To support the social and emotional wellbeing of ship personnel, Ditaş installed onboard fitness facilities across its fleet. During extended sea voyages, psychological support is provided to crew members, while regular meetings are organized at headquarters with relevant departments to mark the embarkation and disembarkation of captains and chief engineers. These practices strengthen communication, foster a sense of belonging, and contribute to the holistic wellbeing of Ditaş's seafaring teams. Through its monthly "Orange Friday" program, Ditaş facilitates employee-led sessions with subject-matter experts, fostering knowledge exchange and strengthening team communication. These gatherings support both the personal and professional development of company employees while also contributing to a more vibrant and engaging workplace culture.

In addition to fostering social interaction, Ditaş strengthens employee engagement through special events such as its **service awards ceremonies**. By honoring colleagues who have dedicated many years to the company, Ditaş reinforces its core values and nurtures a strong sense of belonging. In doing so, Ditaş not only boosts motivation but also builds a resilient corporate culture on solid foundations.

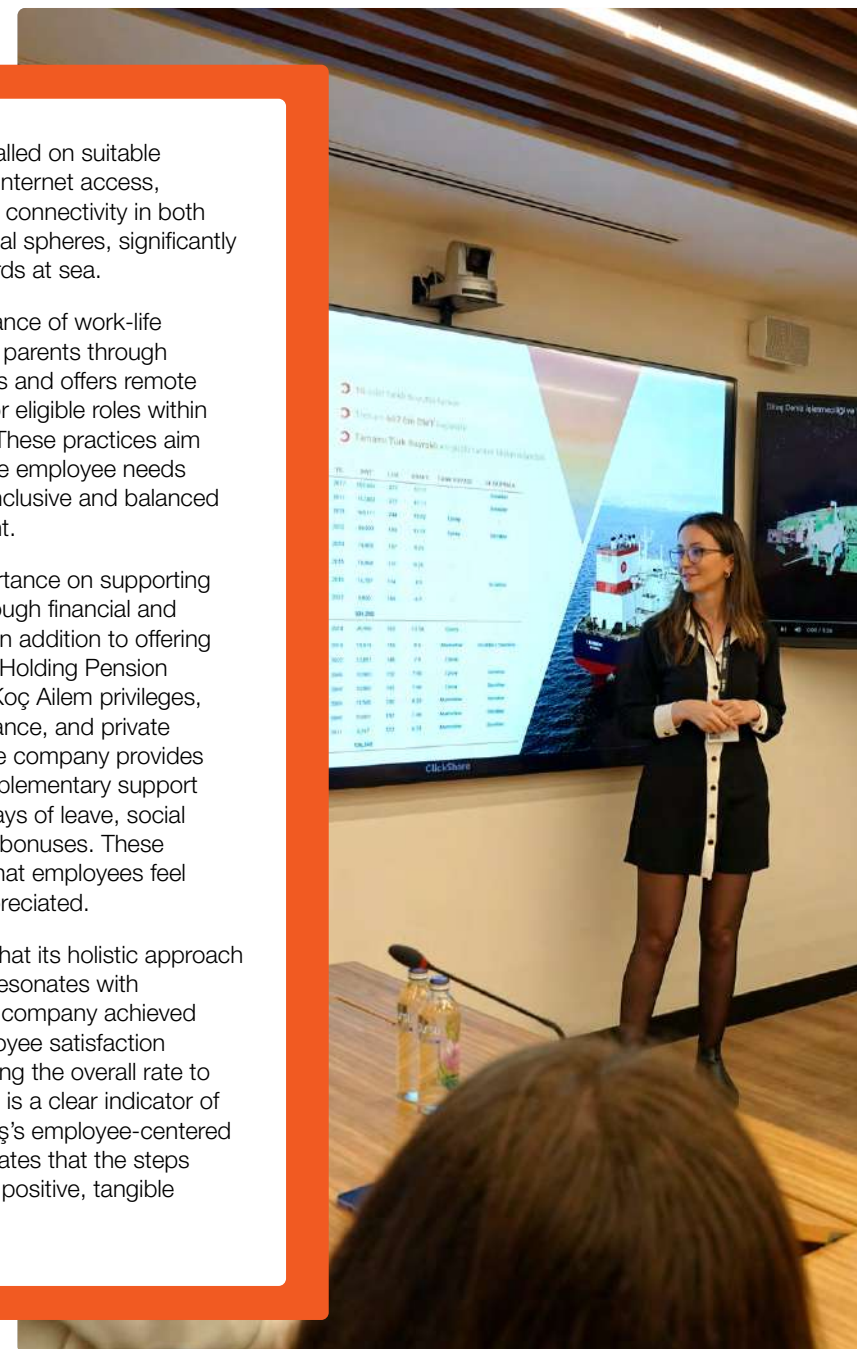
In addition to social and cultural activities, Ditaş continues to invest in technology to improve its employees' quality of life. Taking into account the specific needs of ship personnel, **Starlink**

systems have been installed on suitable ships. With high-speed internet access, Ditaş strengthens digital connectivity in both professional and personal spheres, significantly enhancing living standards at sea.

Recognizing the importance of work-life balance, Ditaş supports parents through its parental leave policies and offers remote working opportunities for eligible roles within its flexible work model. These practices aim to accommodate diverse employee needs while fostering a more inclusive and balanced professional environment.

Ditaş places great importance on supporting employee wellbeing through financial and health-related benefits. In addition to offering membership in the Koç Holding Pension Foundation, access to Koç Ailem privileges, personal accident insurance, and private healthcare coverage, the company provides ship personnel with supplementary support such as 33 additional days of leave, social assistance, and holiday bonuses. These measures help ensure that employees feel secure, valued, and appreciated.

Ditaş is pleased to see that its holistic approach to employee wellbeing resonates with employees. In 2024 the company achieved a 17% increase in employee satisfaction compared to 2023, raising the overall rate to **61%**. This improvement is a clear indicator of the effectiveness of Ditaş's employee-centered practices and demonstrates that the steps being taken are yielding positive, tangible results.



OCCUPATIONAL HEALTH & SAFETY



As a company operating in the maritime sector, Ditaş closely monitors both national and international occupational health and safety regulations, ensuring full compliance with all applicable laws and directives.

As a company operating in the maritime sector, Ditaş closely monitors both national and international occupational health and safety regulations, ensuring full compliance with all applicable laws and directives. This commitment reflects the company's dedication to creating a safe and secure working environment across all operations, both onshore and at sea.

At Ditaş, employee safety is a top priority. As a company operating in the maritime sector,

Ditaş diligently monitors and complies with both national and international occupational health and safety regulations. In addition to statutory requirements, the company has formulated and published its own Safety, Occupational Health & Safety (OHS), and Quality policies that are both tailored to internal procedures and aligned with the expectations of the company's clientele. Ditaş is committed to complying with the International Safety Management (ISM) Code, with the Tanker Management and Self Assessment (TMSA) Program, and with the International Labor Organization's (ILO) standards on employee welfare and occupational health and safety.

Given the different risk levels across the company's business lines, Ditaş conducts separate occupational health and safety risk assessments for offices, vessels, and terminals. For operations carried out on vessels and at terminals, the company relies on a comprehensive risk library as a reference for pre-task evaluations. In the case of non-routine activities, detailed risk assessments are

carried out by dedicated teams that include both vessel crews and office personnel, ensuring a thorough and collaborative approach to safety management. Following each assessment, Ditaş reviews and discusses the necessary safety measures with dedicated risk evaluation teams for each location. Annual risk assessments are also presented and evaluated during management review meetings, ensuring that top management remain actively engaged in the continuous improvement of occupational health and safety practices.

Ditaş ensures that all vessels undergo inspections by major oil companies under the Ship Inspection Report Program (SIRE) of the Oil Companies International Marine Forum (OCIMF), so as to maintain its Approved status across its entire fleet. The company also holds certification under the International Safety Management (ISM) Code, reflecting its commitment to occupational health and safety and the continuous improvement of maritime operational standards.

Incident reporting & analysis procedures

Following any workplace accident, an initial incident report is submitted within the first 24 hours.

In cases involving high-risk accidents or near-miss events, vessel and terminal authorities conduct a detailed analysis, identify appropriate corrective and preventive measures, and record all findings and actions in the designated software system.

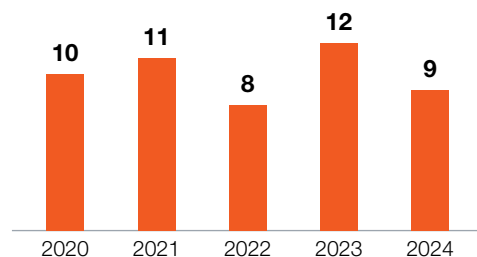
In the event of medium or high-risk incidents, accidents, or significant near-miss situations, office managers and trained inspectors conduct on-site investigations and analyses. Based on their findings, appropriate corrective and preventive actions are identified and implemented. A formal report is then prepared to document all processes and outcomes.

In the event of a major high-risk accident or incident, notification is made to Koç Holding's Occupational Health & Safety Department. This escalation reflects a commitment to transparency and underscores the proactive approach taken to prevent severe workplace accidents.

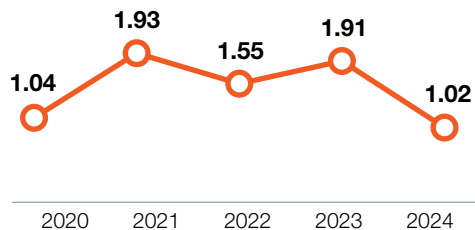
When deemed necessary, or upon request by Koç Holding's Occupational Health & Safety Department, a third-party occupational health and safety team is engaged to participate in on-site investigations and reporting.

OCCUPATIONAL HEALTH & SAFETY

Total Number of Reported Injuries by Year



Lost Time Incident (LTI) Frequency



Ditaş conducts near-miss, unsafe condition, and unsafe behavior reporting and analysis for vessels and terminals through a web-based software platform. In line with the company's incident reporting and analysis procedure, near-miss reports are treated as proactive safety measures and are closely monitored. For office-based near-miss cases, notifications are submitted via a mobile application to the Quality, Technical Safety & Environmental Department, ensuring swift and systematic follow-up.

Among Ditaş's key objectives is the completion of ISO 45001 Occupational Health & Safety Management System processes—initiated in 2024—and the launch of the certification phase in 2025, beginning with office workplace audits. This system will be implemented across both vessels and marine craft as well as office operations, further reinforcing the company's commitment to structured, proactive, and internationally recognized workplace safety practices.

Since 2020, no fatal accidents have occurred—a standard that continues to be upheld by Ditaş with unwavering commitment. While the total number of reportable incidents was twelve in 2023, this figure declined to nine in 2024, marking a significant improvement. Maintaining this positive trajectory remains a priority, as the overall recorded incident frequency continues to follow a parallel downward trend. In pursuit of Ditaş's zero-incident target, a systematic approach is being taken, with technical experts conducting meticulous root cause analyses based on carefully monitored data.

In 2024, both the total number of recorded injuries and the lost-time incident frequency declined. This improvement in safety performance was driven by an increase in reporting of potentially unsafe conditions, unsafe behavior, and near-miss events related to vessels and terminals. Awareness campaigns aimed at strengthening safety culture among employees also played a key role in achieving this positive outcome. Regularly published safety and health bulletins, the sharing of third-party hazard/incident/accident reports, and the increased frequency of inspector and management visits have also contributed to strengthening the safety framework. In addition, the **Maritime in Safety** program—developed in collaboration with



Shell—was implemented seamlessly throughout 2024, following a year-long application schedule. **Maritime in Safety** has made a direct and measurable contribution to the advancement of safety culture across Ditaş's operations.

Occupational health and safety training resources are provided to prevent potential accidents arising from operational activities and to enhance awareness and technical competence among employees. Such training enables personnel to identify workplace health and safety risks and to take preventive measures against possible incidents. Training content is regularly updated in line with employee needs and sector-specific

requirements, ensuring the content's continued relevance and effectiveness.

Two planned initiatives were successfully completed under the **Company Run Seminars** conducted throughout 2024 for officers and crew members. These seminars have helped make significant progress towards embedding safety awareness across all levels of the organization. The seminars aim to position safety culture not only as a component of operational procedures but also as an integral part of the overall approach to work.

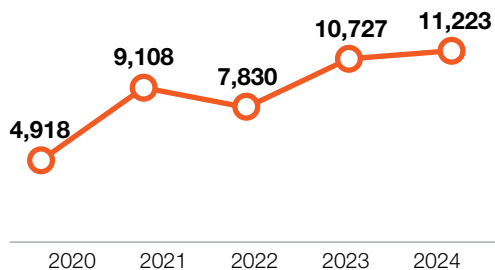
Professional training courses such as Ship Safety Officer, Ship Handling, Cargo Handling,

OCCUPATIONAL HEALTH & SAFETY

Bridge Team Management, and Engine Team Management—typically renewed every five years—are available for ship officers and are taken into account during assignment and promotion processes. Crew members can access safety training resources both online and offline via the certified MTR Training platform. The Koç Academy portal also offers online courses on environment, safety, and sustainability, that are available to all employees who wish to take part in them.

Training inspectors affiliated with the Quality, Technical Safety & Environmental Department join voyages to deliver on-site and practical training on safety, emergency preparedness, technical operations, and procedures. To monitor the scope and variety of such training, a matrix system has been created outlining mandatory courses for vessels and terminals. In addition to vessel and terminal-specific sessions, other operational areas are continuously tracked. **In 2024, total occupational health and safety training time provided to both company employees and partner personnel increased once again, reaching 11,223 hours.**

Total OHS Training Hours



In addition to occupational health and safety training, Ditaş provides employees with various healthcare services as required by laws and regulations. The company operates infirmaries on its ships, terminals, and office. Ships' infirmaries are supplied with pharmaceuticals and equipment suitable for long voyages. Medically-trained officers are assigned to oversee the operation of these infirmaries.

Every company location has a workplace physician assigned to provide regular medical examination services in accordance with mandatory occupational hazard classifications and intervals.

All ship personnel undergo biennial medical evaluations conducted by an authorized external healthcare provider. Additional support is available through the occupational health and safety service provider and the Koç Sağlık platform, which offer access to a dedicated healthcare hotline and guidance resources. These services enable direct consultation with workplace physicians or relevant medical specialists. To address urgent health concerns onboard, a centralized tele-healthcare service is provided by the company. This service gives immediate access to consultation, support, and incident reporting via a designated telephone line.

Workplace	Risk category	OHS Committee meeting frequency	Participants
Offices	Low risk	Once every three months	Occupational safety specialist, workplace
Terminals	High risk	Once a month	
Vessels	High risk	Once a month	

Goal

- No accidents
- No fatalities



SOCIAL IMPACT



In keeping with its environmental sustainability principles, Ditaş prioritizes the protection of marine ecosystems and ensures full compliance with applicable laws and regulations. The company also demonstrates its commitment to social responsibility by actively promoting gender equality and striving to make a positive contribution to society.

Ditaş conducts its operations with a strong sense of responsibility toward both its workforce and the broader community. Guided by this awareness and the principles of sustainable development, the company implements a range of environmental and social responsibility projects. These initiatives are designed to foster positive impact—both within the organization and across society at large. Environmental sustainability efforts focus on maintaining clean seas and diligently satisfying all regulatory requirements. Social initiatives emphasize the promotion of gender equality and the pursuit of positive societal impact.

Maritime operations inherently entail environmental consequences that may affect communities. Recognizing this, Ditaş places strong emphasis on full compliance with regulatory requirements. Going beyond those requirements however, the company also integrates innovative technologies such as exhaust gas cleaning systems (EGCS) to mitigate air pollution and enhance environmental

performance in line with its principle of preventing the occurrence of incidents that might have an adverse environmental—and therefore social—impact. Ditaş is aware that properly managing just its own operations is not enough to keep seas clean. This is why the company has long been a member of the **Turkish Marine Environment Protection Association (TURMEPA)** and continues to support its three-decade efforts.

Ditaş believes in the importance of contributing to social gender equality as a way of creating a positive impact on the social dimension. According to **IMO-WISTA Women in Maritime Survey 2024**, women are vastly underrepresented at sea and account for just 1% of the total number of seafarers employed by surveyed organizations. Striving to play a role in correcting this situation, Ditaş develops various projects and takes part in collaborative efforts that focus on empowering women in the workplace and supporting opportunity equality. The **Women Seafarers Development Program** that the company launched to increase female representation in the maritime sector by providing scholarships to female students continued this year as well. Ten more scholarships were awarded in 2024, bringing the total number to thirty since the program's inception. Meeting with representatives of the **Maritime Students Association (DÖDER) at National Sea Maiden Congress** last year, Ditaş further strengthened its ties with Turkey's biggest seafarers' association.

As part of its commitment to social responsibility, Ditaş is proud to support the vital work of the Sea Search & Rescue Association (DAKSAR), a non-governmental organization dedicated to maritime search and rescue operations. In line

with this commitment, Ditaş contributed to the advancement of this critical initiative as one of the main sponsors of the association's newly-constructed search and rescue vessel. The company also sponsored the "Psychological Harassment in Maritime" Workshop organized by the Maritime Psychology Association.

Ditaş places great importance on both environmental sustainability and the strengthening of social equity. The company's goal is to contribute not only to its own long-term prosperity as a company but also to the sustainable wellbeing of society at large.



Awards & Recognitions

Ditaş's efforts to promote greater representation of women in the maritime sector have also received national recognition. In 2024, the company was honored with an award in the "Creating Value for Women" category at the "Shared Futures Awards," organized by the Turkish Confederation of Employer Associations (TİSK) to celebrate impactful corporate social responsibility initiatives.

This award is a powerful testament to the "Shared Futures Are Possible Together" program which Ditaş conducts in line with its broader sustainability vision.

¹ IMO & WISTA (2024) Women in Maritime Survey. https://www.wcdn.imo.org/localresources/en/MediaCentre/Documents/IMO-%20WISTA%20Women%20in%20Maritime%20Survey%202024%20report_FINAL.pdf

SOCIAL IMPACT

SOCIAL IMPACT PROJECTS

Women Seafarers Development Program

Women Seafarers Scholarship

Ditaş prioritizes balancing the existing male-dominated structure in the maritime industry and **actively supporting the empowerment of women in professional life**. The aim of the Women Seafarers Development Program that Ditaş and the **Vehbi Koç Foundation** initiated in 2022 is to ensure the active participation of women and the expansion of female employment in the maritime sector. The **Women Seafarers Development Program** is structured around three core components designed to significantly enhance women's visibility and representative capacity within the sector. The program facilitates comprehensive support, **offering female students five years of scholarship funding throughout their studies, providing valuable internship placements, and granting priority employment opportunities** at Ditaş upon successful graduation.

The Women Seafarers Scholarship is awarded to 30 female students each academic year who meet specific criteria: ranking within the top 100,000 in the Higher Education Institutions Examination (YKS) and enrolling in the Marine Transportation Engineering or Marine Engineering Operations departments of maritime faculties. This scholarship provides financial assistance to the recipients for the entire duration of their studies, encompassing a total of five years, including preparatory.

Now in its third year, this program has supported **30** scholarship recipients to date. Since the project's inception, **26** women have completed internships aboard Ditaş vessels and **9** of them have been hired by the company.

Through this initiative, Ditaş aims not only to strengthen the representation of women in the maritime sector but also to actively promote gender equality across all segments of society.

Internship opportunities

Ditaş gives scholarship recipients priority access to internship placements aboard Ditaş vessels. This is specifically designed to meet the mandatory sea-time requirements of their maritime faculties, thereby ensuring the students have the opportunity to significantly strengthen their practical industry experience.

Priority employment opportunities

To further increase the representation of women seafarers, Ditaş gives recruitment priority to female candidates for open positions throughout its fleet. The company specifically prioritizes the hiring of its scholarship recipients and former interns, thereby actively fostering and incentivizing women's crucial participation in the maritime workforce.



Maritime Students Association (DÖDER) - National Deniz Kızı Congress sponsorships

Organized annually, the National Deniz Kızı Congress serves as a vital platform bringing together Turkey's leading maritime companies and distinguished experts to interact with students. Ditaş is a regular annual sponsor of the National Deniz Kızı Congress. In addition to direct engagement with DÖDER, the company also maintains active partnerships with the maritime faculties of numerous institutions that including key universities such as İstanbul University, İstanbul Technical University, and Yıldız Technical University. Ditaş actively participates in career days and graduation ceremonies, provides sponsorship for key events, and provides guidance through presentations and speeches. Ditaş gives great importance to supporting young seafarers, recognizing them as the essential to the future of the industry.

DAKSAR Sea Search and Rescue Association Project

A joint project initiated by the Ditaş Department of Human Resources & Corporate Communication in 2023 with the DAKSAR Sea Search and Rescue Association is continuing. Under this headquarters project, Ditaş provides essential infrastructure and resources needed for search and rescue vessels. This strategic support enhances the association's capacity to assist a greater number of individuals during a maritime disaster. This project is intended not only to enhance DAKSAR's operational efficiency but also to provide a more robust contribution to critical safety efforts across the maritime industry. By partnering with DAKSAR—an organization which has conducted over 4,000 search and rescue operations alongside the Coast Guard and Directorate General of Coastal Safety since its founding and which provides 24/7 uninterrupted service in the İstanbul Straits—we aim to significantly enhance maritime safety and comprehensively fulfill our corporate responsibilities to the sector. This collaboration enables us not only to effectively fulfill our social responsibility but also to significantly enhance the capacity of civil society organizations to generate positive social impact.



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5



ETHICS MANAGEMENT & TRANSPARENCY




Guided by the core goal of protecting marine ecosystems and preventing marine pollution, the ethical management framework of Ditaş and its subsidiaries continues to guide relationships with all stakeholders. Ditaş's approach to ethical behavior, which includes ethical waste management, applies to all interactions with employees, business partners, suppliers, and the society at large. The ethics management and transparency inherited from Ditaş's deep-rooted history form the foundation of the entity's business operations. This commitment drives the adoption and implementation of principles such as business ethics, integrity, fairness, and accountability across every phase of Ditaş's activities.

Given Ditaş's position as a Koç Group company and its adherence to the goals and principles established by its founder, Vehbi Koç, the core maxim developed under his leadership forms the basis of all operations. This maxim states: "It is our principle to act fairly, in good faith and with understanding, with the aim of ensuring mutual benefit in all our relations, and always to comply with laws and with moral precepts."

Since its establishment, Ditaş has consistently operated with a commitment to ethical values, transparent and fair business practices, and compliance with universal human rights and applicable laws and regulations. Full adherence to the Koç Group Code of Ethics is continuously ensured. In 2021, the Ditaş & Subsidiaries Code of Ethics was established under the Koç Group Compliance Program. This document provides a comprehensive framework for employees and all stakeholders, covering key areas that include **human rights, anti-bribery & anti-corruption, prevention of conflicts of interest, economic sanctions, data confidentiality & protection, and occupational health & safety.**

A zero-tolerance policy is adhered to with respect to high-risk activities such as corruption, bribery, conflicts of interest, abuse, and confidentiality breaches. The Ditaş & Subsidiaries Code of Ethics, which applies to all company employees and business partners, undergoes regular updates.

Effective non-compliance reporting systems are actively used. These systems are designed to encourage the reporting of ethical violations while prioritizing confidentiality and providing protection against retaliation. All Ditaş stakeholders and employees who witness, are aware of, or suspect any behavior, irregularity, or abuse of authority inconsistent with the Koç Group and **Ditaş & Subsidiaries Code of Ethics and Compliance Policies**  are expected to report their concerns to the **Ethics Hotline**. The increase in the number of reports made to the Ethics Hotline compared to the previous year is considered an indicator of the growing awareness and effective communication of the reporting mechanism.

	2022	2023	2024
Number of reports received via the Ethics Hotline	3	20	53
Number of reports resolved	3	19	53

Fifty-three reports were submitted to the Ethics Hotline in 2024. All of them were successfully resolved.

ETHICS MANAGEMENT & TRANSPARENCY

Incoming reports are systematically categorized and directed to relevant units for comprehensive examination and formal reporting. Reports involving violations of laws are directed to the Legal Affairs & Compliance team; reports about employees, the company, and/or business partners are referred to the Internal Audit team. If a violation is confirmed, it is reported to senior management. A decision regarding the matter is then made within the framework of policies and procedures concerning the establishment of a disciplinary committee. All disciplinary processes are formally defined

in accordance with current laws and internal company regulations. These procedures are set forth in published documents: Shore Personnel Procedure, Legal Affairs & Compliance Consultancy Investigation Procedure, Terminal Employees Disciplinary Procedure, and Maritime Employees Disciplinary Procedure. These procedures are intended both to ensure that employees' behavior remains consistent with company ethical guidelines and to sustainably strengthen the company's reputation as a trustworthy corporate entity.

In 2024, Ditaş continued to actively participate in meetings of the **Compliance Working Group** that was originally established in 2021 as part of the Koç Group **Compliance Program**. "Compliance Talks", the name of the inaugural session of the awareness program initiated under the supervision of the head office was held with the Contracts & Purchasing Department. On the occasion of "Compliance Professionals Day", informative visual content was sent to employees via email. Awareness initiatives focused on two key areas: sensitive information sharing in competition and the guidelines on offering and accepting gifts as outlined in the Ditaş & Subsidiaries Code of Ethics.

During 2024, various creative applications were utilized to increase employee ownership of compliance culture and to develop compliance awareness by means of more interactive methodologies. A participant-focused, prize-based compliance mini-quiz called "Fit the Compliance Pieces, Win the Prize!" was successfully carried out. The objective of this mini-quiz was to test employees' knowledge of the company's compliance policies. The initiative was designed with the dual objective of drawing employee attention to fundamental ethics and compliance principles while simultaneously increasing internal motivation and engagement.



In view of the high priority that is given to ethical behavior and transparency, Ditaş regards it as essential that employees are made aware and reminded of the importance of complying with ethical guidelines and policies by means of regularly conducted training and awareness programs. The Ethics & Compliance Training sessions that are periodically offered to all employees through the Koç Academy platform are mandated as compulsory for all employees. Face-to-face training sessions are conducted specifically for Headquarters, Terminal, and Vessel personnel. These training initiatives ensure that all employees are made aware of ethical principles,

statutory obligations, and company policies, thereby minimizing ethical risks in business processes. "Ethics Principles & Compliance Training" was delivered in four separate sessions to headquarters personnel. In total, **482 hours** of training were provided to employees on ethical principles and rules of conduct, with an additional **219 hours** dedicated specifically to anti-bribery and anti-corruption awareness. To further promote compliance culture throughout the company, periodic information was communicated through the following channels:

- Content broadcasting on communal area screens at aboard vessels and at terminals and headquarters

- Warning messages sent as computer screen savers
- Awareness-related email messages regularly sent to employees
- Dissemination of publicly accessible information messages through Ditaş's corporate social media accounts.

All such communications are intended to increase both employees' and business partners' awareness of the importance that Ditaş gives to ethical compliance and to make all stakeholders aware of its corporate ethical stance.



LEGAL COMPLIANCE



Ditaş believes it is crucially important for it to be able to adapt quickly to global and sectoral changes that may have an impact on its operations.

Ditaş and its subsidiaries regard ethical behavior, transparency, fair business practices, respect for universal human rights, and compliance with laws and regulations as essential elements of its corporate culture. The company believes it is crucially important for it to be able to adapt quickly to global and sectoral changes that may have an impact on its operations. Ditaş aims to be a company that plays a leading role in embracing change in its sector.

Consistent with this mindset, legal compliance is fundamental to Ditaş's pledge to be trustworthy, responsible, and sustainable in the conduct

of all of its activities and processes. Because Ditaş is subject to a number of different national and international legal frameworks owing to the nature of its business, the company needs to be particularly careful about keeping abreast of changes occurring in any of them and taking action accordingly. Ditaş keeps a close watch on current and anticipated developments that may impact the sustainability of its operations. Foremost among these are related to FuelEU Maritime and to EU ETS.

Because all of Ditaş's ships have Turkish flag registries, the company acknowledges that

Personal Data Protection Act compliance

Full compliance with the Personal Data Protection Act is maintained across Ditaş and its subsidiaries. Personal data is processed in accordance with the principles of trust and integrity and with due regard for individuals' fundamental rights and freedoms. Appropriate measures are taken to ensure the accuracy and currency of processed personal data. Personal data is retained only for as long as necessary in line with business operations; disposal processes are carried out in compliance within legally mandated timeframes.

All vessel, terminal, and headquarters personnel are made aware that the company's processing of personal data for use in its business activities is subject to strict laws and regulations with which they must comply whenever they have access to it.

compliance with Turkish laws and regulations is its highest priority and for the same reason it keeps a close watch on any current or impending changes in that legal framework.

As of end-2024, there were no legal proceedings initiated or concluded against Ditaş or its subsidiaries that could materially impact the company's financial position or operations, including but not limited to those related to environmental, social, or corporate governance issues.

RISK MANAGEMENT

Ditaş and its subsidiaries ensure that every unit assumes ownership of and effectively manages risks touching upon its particular area of expertise.

Ditaş and its subsidiaries view risks not only as elements to be eliminated, but also as strategic opportunities that support the development of the company. In today's increasingly more uncertain world, the early identification and systematic management of risks play an important role in achieving sustainable growth targets while also ensuring business continuity.

Accordingly, Ditaş creates and maintains a corporate risk management structure within a strong organizational framework and, through the Risk Committee reporting directly to the general manager, regularly reviews potential risk areas, particularly those impacting operational and commercial processes and involving third parties. Preventive measures are determined in line with identified risks and, having been determined, applicable action plans are rapidly implemented.

Ditaş has adopted the KoçDiligence Third Party Acceptance Platform, a centralized compliance tool designed for use by all Koç Group companies. This platform targets the enhancement of operational efficiency and the early identification of potential risks by ensuring the centralized management of external-party related risks and processes. While aiming to reduce risks and streamline complex compliance and audit processes, this platform also contributes to the adoption of a more holistic risk approach across the organization. Ditaş plans to have made this platform fully operational throughout the company by the last quarter of 2025.

Ditaş and its subsidiaries ensure that every unit assumes ownership of and effectively manages risks touching upon its particular area of expertise. All risks related to information technologies and cyber security are closely monitored through the Information Technologies & Digital Transformation Department, with regular revisions being carried out in line with evolving threat landscapes. Ethics and compliance risks are dealt with jointly by the Legal & Compliance Department and by the Internal Audit Department. This dual approach creates

a strong audit mechanism which ensures that all statutory and regulatory requirements are satisfied.

The management of Ditaş's occupational health and safety risks, environmental impact risks, technical safety risks, and quality risks is the responsibility of the Quality, Technical Safety & Environment Department, which has formulated a comprehensive risk inventory detailing such issues. This inventory is regularly updated with input supplied by OHS specialists, workplace physicians, and unit managers. During review and update processes, potential hazards are analyzed, risk scores are defined, and preventive measures are put into effect.

For the management of risks associated with maritime operations, Ditaş uses a digital tool called Rightship to effectively vet and evaluate all vessels calling or scheduled to call at terminals. By allowing for the pre-analysis of ship-borne operational and environmental risks, the Rightship platform expedites processes and reinforces audit standards. This approach maximizes the efficiency, safety, and sustainability of the company's maritime transport operations



CYBERSECURITY & INFORMATION SECURITY

Vulnerability scans are conducted regularly to identify cyber risks at an early stage, with all identified vulnerabilities being rapidly addressed and remediated.

Given the ongoing rapid advancement of digitalization, the magnitude and diversity of cyber threats are continuously monitored. This necessitates the regular review and update of security strategies to ensure the highest level of protection.

Ditaş's information security management systems are aligned with international standards. Security fundamentals are strengthened through systems structured with standards such as the ISO 27001 Information Security Management System, the ISO 27701 Privacy Information

Management System, and Center for Internet Security² (CIS) guidelines. Guided by the **COBIT**³ framework, information technology processes are kept under strict control in terms of both security and governance.

Vulnerability scans are conducted regularly to identify cyber risks at an early stage, with all identified vulnerabilities being rapidly addressed and remediated. Necessary steps are taken in a timely manner to prevent potential attacks. By deploying two different **Endpoint Detection and Response (EDR)** solutions for endpoint security, a layered and robust defense mechanism is established against external threats. Data privacy and integrity are likewise ensured through the use of Data Loss Prevention (DLP) technologies and Azure Information Protection (AIP - Purview) systems to prevent data loss.

The Cyber Incident Response Team set up in collaboration with KoçSistem in 2018 ensures immediate response to potential cyber attacks through 24/7 active correlation and alarm monitoring activities. To assess system security vulnerabilities, intrusion tests, penetration trials, and third-party audits are carried out on a regular basis and any identified vulnerabilities are swiftly remediated. By leveraging advanced analytics from global threat intelligence services, early warning systems are regularly updated to counter domain-based attacks, malicious email campaigns, and brand security threats. This approach ensures that Ditaş is able to maintain a proactive stance with respect to potential threats at all times.

Business continuity strategies occupy a pivotal position within Ditaş's information technology

infrastructure. Recovery Time Objective (RTO) and Recovery Point Objective (RPO) parameters are rigorously established and applied across all server systems. Risks of potential outages are minimized by deploying regional backup infrastructures across all critical systems, including SAP. Data backups are executed on a daily and weekly basis, with backup recovery tests being conducted regularly. Supplier-sourced risks are mitigated and operational efficiency is enhanced through the integration of infrastructures from different vendors.

Vessel network infrastructure is subject to remote monitoring and continuous cybersecurity assessment. This allows for the swift identification of and response to potential malfunctions and/or anomalies. The reliability of technological infrastructure that could affect navigation safety is tested through periodic communication drills, guaranteeing constant preparedness for emergencies.

Three strategically designated assembly points have been established in critical regions for emergency response processes and are kept ready for rapid, effective deployment.

To enhance cybersecurity awareness across the company, regular training programs are designed and carried out. Through the regular use of effective simulations, innovative training content, and cyber drills, employees' security awareness is developed and employees' vigilance against potential attacks is ensured. This comprehensive approach reinforces security culture throughout Ditaş's entire organization.

The effectiveness of policy implementation is continuously evaluated through third-party audits and security tests conducted under the coordination of the Information Technologies & Digital Transformation Department in an ongoing process that also creates opportunities for making improvements. To mitigate Ditaş's exposure to external operational risks, the cybersecurity competencies of third-party suppliers and contractors critical to business processes are meticulously scrutinized using international programs like Dow Jones.

15% of Ditaş's IT budget went to cybersecurity investments in 2024. Moving forward, near-term plans include increasing this percentage to facilitate the integration of next-generation security technologies and to ensure the more effective protection of digital assets. This strategy serves to further reinforce Ditaş's leading cybersecurity position in the sector.

² **The Center for Internet Security (CIS)** is a non-profit organization that develops security standards and resources to enhance internet security. Aiming to provide protection against cyber threats for individuals, businesses, and governments, CIS collaborates with academia, the government, and the private sector by offering various programs such as MS-ISAC, CIS Controls, CIS Benchmarks, CIS Communities, and CIS CyberMarket.

³ **Control Objectives for Information and Related Technologies (COBIT)** is a framework developed by ISACA and designed for information technology management and governance. This business-focused framework defines IT management processes through inputs, outputs, key activities, objectives, performance measures, and a maturity model. COBIT aims to assist enterprises in adopting IT management best practices and bridging the gap between technical issues, business risks, and control requirements. ISACA is a global professional association that provides practical guidance, benchmarks, and tools for enterprises using information systems. Originally known as the Information Systems Audit and Control Association, the organization focuses on information security, assurance, risk management, and governance. ISACA is the developer of the COBIT framework and offers globally recognized certifications such as Certified Information Systems Auditor (CISA) and Certified Information Security Manager (CISM) to validate professional expertise.



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MEMBERSHIPS

NGO/ASSOCIATION	DİTAŞ'S MEMBERSHIP STATUS
BIMCO - The Baltic International Maritime Council	Corporate Membership
DTO - Chamber of Shipping*	Corporate Membership
INTERTANKO	Tanker Committee Membership - General Assembly Membership**
TURMEPA - Turkish Marine Environment Protection Association	Aliağa Branch Assembly Membership - Vice Chairman of the Assembly***
ITO - Istanbul Chamber of Commerce*	Corporate Membership - General Assembly Membership
ITOSF - Informal Tanker Operators Safety Forum	Corporate Membership - Alternate Membership of the Board of Auditors
ISPO	Corporate Membership
KalDer - Turkish Quality Association	Membership
Koç-Yönder	Corporate Membership
TEİD - Ethics & Reputation Association	Corporate Membership - Alternate Membership of the Board of Auditors
TİB - Turkish Exporters' Association	Corporate Membership
Turkish Shipowners' Association	Corporate Membership

* Ditaş and all its subsidiaries are corporate members.

** Üsküdar Tankercilik, a subsidiary of Ditaş, is a member.

*** The İzmir office of T. Damla Denizcilik, a subsidiary of Ditaş, is a member.

PERFORMANCE INDICATORS

Financial Performance Indicators

Overall Financial Value	Unit	2022	2023	2024
Turnover	TL thousand	10,838,574	9,434,645	13,311,942
International Sales	TL thousand	527,799	1,492,934	1,794,397
International Sales to Total Sales	%	5%	16%	13%
Combined Revenue Growth	TL thousand	10,992,038	13,744,503	13,533,609
EBITDA	TL thousand	3,163,983	3,998,197	3,496,578
Consolidated Net Profit	TL thousand	1,734,087	2,785,263	1,644,465
Total Tax Paid	TL thousand	496,562	799,519	1,891,127
Total Additional Global Tax	TL thousand	-	-	-
Total Capital Expenditures (CapEx)	TL thousand	1,252,072	4,652,640	2,142,289
Net Profit	TL thousand	1,734,087	2,785,263	1,644,465
Operating Costs	TL thousand	13,157,309	9,967,328	10,362,244
Total Compensation and Benefits	TL thousand	1,238,078	1,515,779	1,809,217
Payments to Capital Providers	TL thousand	200,000	-	-
Related Payments to the Government to Which the Operation Is Based	TL thousand	496,660	799,532	1,892,891
Social Investments	TL thousand	-	-	-
Donations	TL thousand	356	2,874	3,343

*The table is based on inflation accounting data.

Environmental Investments and Expenditures	Unit	2020	2021	2022	2023	2024
Environmental Investment and Operating Expenditures	TL million	54	4	37	31	135
<i>Investment Expenditures</i>	<i>TL million</i>	53	2	23	19	130
<i>Operating Expenses</i>	<i>TL million</i>	1	2	14	12	5

Environmental Penalties	Unit	2020	2021	2022	2023	2024
Water Penalties	TL million	-	-	-	-	4.4 / 3.3*

*The penalty of TL 4.4 million was paid within the lawsuit filing period, so it was reduced by 25% to TL 3.3 million.

PERFORMANCE INDICATORS

Social Performance Indicators

Employees	Unit	2020	2021	2022	2023	2024
Total Number of Employees	#	629	585	607	679	724
Female	#	25	29	31	42	42
Male	#	604	556	576	637	682
Total Employee Ratio						
Female	%	4	5	5	6	6
Male	%	96	95	95	94	94
Annual Average Number of Employees						
Female	#	-	-	-	35	44
Male	#	-	-	-	606	681
Number of Contractor (Subcontractor) Employees	#	18	19	24	23	24
Female	#	3	4	6	6	7
Male	#	15	15	18	17	17
Number of Contractor (Subcontractor) Employees by Employment Type	#	-	-	-	23	24
Part-Time	#	-	-	-	7	7
Full-Time	#	-	-	-	16	17
Number of Employees by Contract Type	#	629	585	607	679	724
Number of Employees with a Fixed Term Employment Contract	#	-	-	-	8	64
Female	#	-	-	-	1	3
Male	#	-	-	-	7	61
Number of Employees with a Temporary Employment Contract	#	629	585	607	671	668
Female	#	25	29	31	41	41
Male	#	604	556	576	630	627
Number of Employees by Salary Category	#	629	585	607	679	724
Monthly-Paid	#	128	121	134	151	192
Female	#	25	29	31	42	39
Male	#	103	92	103	109	153
Hourly-Paid	#	501	464	473	528	540
Female	#	-	-	-	-	5
Male	#	501	464	473	528	535
Number of Hourly-Paid Employees under Collective Agreement	#	-	-	-	-	540
In-Scope	#	-	-	-	-	540
Out of Scope	#	-	-	-	-	-
Number of Employees by Employment Type	#	629	585	607	679	724
Full-Time	#	629	585	607	679	724
Female	#	25	29	31	42	42
Male	#	604	556	576	637	682

PERFORMANCE INDICATORS

Social Performance Indicators

Employees	Unit	2020	2021	2022	2023	2024
Full-Time Employees by Contract Type	#	-	-	-	679	724
<i>Monthly-Paid</i>	#	-	-	-	679	184
<i>Hourly-Paid</i>	#	-	-	-	-	540
Part-Time	#	-	-	-	-	8
<i>Female</i>	#	-	-	-	-	2
<i>Male</i>	#	-	-	-	-	6
Part-Time Employees by Contract Type	#	-	-	-	-	8
<i>Monthly-Paid</i>	#	-	-	-	-	8
<i>Hourly-Paid</i>	#	-	-	-	-	-
Number of Employees by Age Groups	#	629	585	607	679	724
<i>under 30</i>	#	132	124	121	115	131
<i>30-50</i>	#	469	429	443	502	557
<i>over 50</i>	#	28	32	43	62	36
Number of Female Employees by Age Groups	#	-	-	-	42	42
<i>under 30</i>	#	-	-	-	14	18
<i>30-50</i>	#	-	-	-	27	24
<i>over 50</i>	#	-	-	-	1	-
Number of Male Employees by Age Groups	#	-	-	-	637	682
<i>under 30</i>	#	-	-	-	101	113
<i>30-50</i>	#	-	-	-	475	533
<i>over 50</i>	#	-	-	-	61	36
Employee Ratio by Age Groups						
<i>under 30</i>	%	-	-	-	17	-
<i>30-50</i>	%	-	-	-	74	1
<i>over 50</i>	%	-	-	-	9	-
Members on the Board of Directors	#	-	-	-	5	5
<i>Female</i>	#	-	-	-	-	-
<i>Male</i>	#	-	-	-	5	5
Ratio of Members on the Board of Directors						
<i>Female</i>	%	-	-	-	-	-
<i>Male</i>	%	-	-	-	100	100
Number of Employees by Managerial Level	#	-	-	-	45	29
Number of Senior Executives	#	3	3	3	3	3
<i>Female</i>	#	-	-	-	-	-
<i>Male</i>	#	3	3	3	3	3
Number of Mid-Level Managers	#	13	13	14	15	18
<i>Female</i>	#	3	4	5	5	5
<i>Male</i>	#	10	9	9	10	13

PERFORMANCE INDICATORS

Social Performance Indicators

Employees	Unit	2020	2021	2022	2023	2024
Number of First-Level Managers	#	-	-	-	27	8
Female	#	-	-	-	4	3
Male	#	-	-	-	23	5
Female Manager Ratio	%	-	-	-	20	28
Senior Executives	%	-	-	-	-	-
Mid-Level	%	23	31	36	33	28
First-Level	%	-	-	-	15	15
Number of New Hires	#	-	-	-	188	353
Female	#	1	5	7	14	8
Male	#	-	-	-	174	345
Ratio of New Hires						
Female	%	-	-	-	7	2
Male	%	-	-	-	93	98
Number of New Female Hires by Salary Category	#	-	-	-	14	10
Monthly-Paid	#	-	-	-	14	10
Hourly-Paid	#	-	-	-	-	-
Number of New Male Hires by Salary Category	#	-	-	-	174	343
Monthly-Paid	#	-	-	-	174	65
Hourly-Paid	#	-	-	-	-	278
Number of New Hires by Age Groups	#	-	-	-	188	353
under 30	#	-	-	-	51	72
30-50	#	-	-	-	131	253
over 50	#	-	-	-	6	28
Number of New Female Hires by Age Groups	#	-	-	-	14	10
under 30	#	-	-	-	7	6
30-50	#	-	-	-	7	4
over 50	#	-	-	-	-	-
Number of New Male Hires by Age Groups	#	-	-	-	174	343
under 30	#	-	-	-	44	66
30-50	#	-	-	-	124	249
over 50	#	-	-	-	6	28
Ratio of New Hires by Age Groups						
under 30	%	-	-	-	27	20
30-50	%	-	-	-	70	72
over 50	%	-	-	-	3	8

PERFORMANCE INDICATORS

Social Performance Indicators

Employees	Unit	2020	2021	2022	2023	2024
Number of New Hires by Managerial Level	#	6	4	5	12	2
<i>Senior Executives</i>	#	2	1	1	1	-
<i>Mid-Level</i>	#	1	-	2	3	2
<i>First-Level</i>	#	3	3	2	8	-
Number of Employees Left	#	108	115	76	169	321
<i>Female</i>	#	2	3	5	6	10
<i>Male</i>	#	106	112	71	163	311
Number of Employees Left in the First Year	#	-	-	-	42	52
<i>Female</i>	#	-	-	-	2	2
<i>Male</i>	#	-	-	-	40	50
Ratio of Employees Leaving Voluntarily	%	-	-	-	13.6	12.7
<i>Female</i>	%	-	-	-	14.3	13.6
<i>Male</i>	%	-	-	-	13.5	12.6
Ratio of Employees Leaving Involuntarily	%	-	-	-	12.8	31.6
Number of Employees Leaving Voluntarily	#	-	-	-	87	92
<i>Female</i>	#	-	-	-	5	6
<i>Male</i>	#	-	-	-	82	86
Employee Turnover Ratio	%	-	-	-	26.4	44.3
<i>Female</i>	%	-	-	-	17.1	22.7
<i>Male</i>	%	-	-	-	26.9	45.7
Employee Turnover Ratio by Age Groups						
<i>under 30</i>	%	-	-	-	14.0	0.1
<i>30-50</i>	%	-	-	-	54.0	0.3
<i>over 50</i>	%	-	-	-	16.0	0.1
Employee Turnover Ratio by Managerial Level						
<i>Senior Executives</i>	%	-	-	-	-	-
<i>Mid-Level</i>	%	-	-	-	9.0	-
<i>First-Level</i>	%	-	-	-	31.0	-
Employee Turnover Ratio by Employment Type						
<i>Full-Time</i>	%	-	-	-	12.0	12.0
<i>Part-Time</i>	%	-	-	-	-	-
Number of All Open Positions	#	-	-	-	17	9
Number of Positions Filled with Internal Hires	#	-	-	-	5	4
<i>Female</i>	#	-	-	-	3	2
<i>Male</i>	#	-	-	-	2	2
Number of Promoted Employees	#	-	-	-	14	6
<i>Female</i>	#	-	-	-	2	3
<i>Male</i>	#	-	-	-	12	3

PERFORMANCE INDICATORS

Social Performance Indicators

Employees	Unit	2020	2021	2022	2023	2024
Number of Employees Promoted to Senior Executive Level for the First Time	#	-	-	-	-	-
<i>Female</i>	#	-	-	-	-	-
<i>Male</i>	#	-	-	-	-	-
Average Hiring Cost/FTE	Full-Time Equivalent - TL	-	-	-	6,393	8450
Minimum Starting Salary to Minimum Wage Ratio						
<i>Monthly-Paid</i>	-	-	-	-	1.35	2.30
<i>Hourly-Paid</i>	-	-	-	-	-	2.08
Gender Pay Gap						
<i>Monthly-Paid</i>	%	-	-	-	-	-
<i>Hourly-Paid</i>	%	-	-	-	-	-
Number of Employees Working in Labor Unions	#	-	-	-	2	20
Number of Employees Working in Employer Unions	#	-	-	-	-	-
Number of Employees in Workplaces without an OHS Committee or Equivalent Structure (union representation, labor relations board, etc.)	#	-	-	-	-	-
Number of Employees Under Collective Agreement	#	501	464	473	528	540
Number of Employees on Parental Leave	#	1	6	2	4	2
<i>Female</i>	#	-	1	2	2	2
<i>Male</i>	#	1	5	-	2	-
Number of Employees Returning to Work After Parental Leave	#	-	-	2	1	1
<i>Female</i>	#	-	-	-	1	1
<i>Male</i>	#	-	-	-	-	-
Number of Employees Benefiting from Paid Parental Leave Going Beyond Legal Leave	#	-	-	-	-	2
<i>Female</i>	#	-	-	-	-	2
<i>Male</i>	#	-	-	-	-	-
Number of Employees Benefiting from Nursery Services / Receiving Financial Support	#	-	-	-	-	-
<i>Female</i>	#	-	-	-	-	-
<i>Male</i>	#	-	-	-	-	-
Number of Ethnic Minority Employees	#	-	-	-	-	-
Number of Disabled Employees	#	9	8	7	8	7
<i>Female</i>	#	1	1	1	-	-
<i>Male</i>	#	8	7	6	8	7
Average Seniority Level by Gender						
<i>Female</i>	year	-	-	-	5.0	4.8
<i>Male</i>	year	-	-	-	6.0	3.2
Average Seniority Level by Salary Category						
<i>Monthly-Paid</i>	year	-	-	-	6.0	3.4
<i>Hourly-Paid</i>	year	-	-	-	-	-

PERFORMANCE INDICATORS

Social Performance Indicators

Employees	Unit	2020	2021	2022	2023	2024
Number of Employees by Average Service Time	#	-	-	-	679	724
0-5 years	#	-	-	-	375	529
5-10 years	#	-	-	-	171	125
more than 10 years	#	-	-	-	133	70
Number of Female Employees by Average Service Time	#	-	-	-	42	42
0-5 years	#	-	-	-	31	30
5-10 years	#	-	-	-	5	8
more than 10 years	#	-	-	-	6	4
Number of Male Employees by Average Service Time	#	-	-	-	637	682
0-5 years	#	-	-	-	344	499
5-10 years	#	-	-	-	166	117
more than 10 years	#	-	-	-	127	66
Total Working Hours of Employees	hour	-	-	-	1,412,320	1,505,920
Total Working Days of Employees	day	-	-	-	176,540	188,240
Total Working Hours of Contractor (Subcontractor) Employees	hour	-	-	-	39,520	41,600
Total Working Days of Contractor (Subcontractor) Employees	day	-	-	-	4,940	5,200
Number of Employees in STEM Positions	#	-	-	-	22	19
Female	#	-	-	-	4	2
Male	#	-	-	-	18	17
Number of Employees in Income-Generating Positions	#	-	-	-	8	8
Female	#	-	-	-	3	3
Male	#	-	-	-	5	5
Number of Managers in Income-Generating Positions	#	-	-	-	8	8
Female	#	-	-	-	3	3
Male	#	-	-	-	5	5
Number of Long-Term Interns	#	60	4	43	68	12
Number of Audiences Reached by Inclusion Programs	#	-	-	-	-	-
Expenditures on Inclusion Programs	TL	-	-	-	-	-

PERFORMANCE INDICATORS

Social Performance Indicators

Training and Development Programs	Unit	2020	2021	2022	2023	2024
Training Hours	hour	1,752	2,800	5,203	7,409	8,316
Female	hour	850	1,750	2,700	1,672	2,186
Male	hour	902	1,050	2,503	5,737	6,130
Training Hours by Salary Category	hour	1,752	2,800	5,203	7,409	8,316
Monthly-Paid	hour	980	1,867	3,866	7,409	7,772
Hourly-Paid	hour	772	933	1,337	-	544
Training Hours (Monthly-Paid)	hour	-	-	-	7,409	8,316
Female	hour	-	-	-	1,672	2,186
Male	hour	-	-	-	5,737	6,130
Training Hours (Hourly-Paid)	hour	-	-	-	-	-
Female	hour	-	-	-	-	-
Male	hour	-	-	-	-	-
Training Hours by Age Groups	hour	1,752	2,800	5,203	7,409	8,316
Under 30	hour	630	834	1,686	2,092	1,117
30-50	hour	812	1,234	2,030	5,115	7,098
Over 50	hour	310	732	1,487	202	101
Training Hours by Managerial Level	hour	1,457	2,740	5,525	7,409	2,481
Senior Executives	hour	328	525	975	658	55
Mid-Level	hour	657	1,235	2,600	2,869	1,537
First-Level	hour	472	980	1,950	3,882	889
Average Training Hours per Employee	hour	3	5	9	11	11
Female	hour	34	60	87	40	52
Male	hour	1	2	4	9	9
Average Training Hours per Employee by Salary Category						
Monthly-Paid	hour	8	15	29	49	40
Hourly-Paid	hour	2	2	3	-	1
Training Hours by Training Type						
Ethical Principles and Code of Conduct Trainings	hour	-	675	640	69	482
Anti-Bribery and Anti-Corruption Training	hour	-	585	605	50	219
Number of Employees Receiving Anti-Bribery and Anti-Corruption Training	#	-	-	-	90	306
Number of Senior Executives Receiving Anti-Bribery and Anti-Corruption Training	#	-	-	-	-	-
Human Rights Training	hour	-	-	-	34	99
Sustainability Training	hour	-	430	540	552	440
Environmental Training - Employees	hour	-	-	-	145	98
Environmental Training - Contractor (Subcontractor)	hour	-	-	-	-	-
Environmental Training - Society	hour	-	-	-	-	-
Vocational Training	hour	1,020	1,760	3,875	2,980	4,574
Personal Development Training	hour	732	1,040	1,328	3,016	3,742

PERFORMANCE INDICATORS

Social Performance Indicators

Training and Development Programs	Unit	2020	2021	2022	2023	2024
Training Expenses	TL	840,251	1,015,775	1,877,022	3,673,360	6,453,416
Training Expenses	USD	119,942	115,024	113,510	155,038	196,225
Training Expenses per Employee	TL	1,336	1,736	3,092	5,410	8,914
Training Expenses per Employee	USD	191	197	187	228	271
Number of Employees Receiving Leadership Training	#	-	-	-	43	25
<i>Female</i>	<i>#</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>25</i>	<i>11</i>
<i>Male</i>	<i>#</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>18</i>	<i>14</i>
Number of Employees Receiving Mentorship	#	-	-	-	-	-
<i>Female</i>	<i>#</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>
<i>Male</i>	<i>#</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>
Number of Employees Benefiting from Coaching Programs	#	-	-	-	-	2
<i>Female</i>	<i>#</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>1</i>
<i>Male</i>	<i>#</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>1</i>
Number of Employees Subject to Regular Performance and Career Development Evaluations	#	-	-	-	92	99
<i>Monthly-Paid</i>	<i>#</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>92</i>	<i>99</i>
<i>Hourly-Paid</i>	<i>#</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>
Ratio of Employees Subject to Regular Performance and Career Development Evaluation	%	-	-	-	14	14

PERFORMANCE INDICATORS

Social Performance Indicators

Employee Engagement	Unit	2020	2021	2022	2023	2024
Employee Engagement Survey Results	%	61	66	69	52	61
By Gender						
Female	%	-	-	-	69	54
Male	%	-	-	-	51	61
Employees	Unit	2020	2021	2022	2023	2024
Number of Notifications to the Ethics Line	#	-	-	3	20	53
Number of Resolved Notifications	#	-	-	3	19	53
Health and Safety Performance Indicators	Unit	2020	2021	2022	2023	2024
LTI Number - OSHA	#	4	7	5	7	4
Company Employees	#	4	7	5	7	4
Contractors' Employees	#	-	-	-	-	-
LTI Frequency - OSHA (1M)	frequency	1.04	1.93	1.55	1.91	1.02
Company Employees	frequency	1.04	1.95	1.56	1.93	1.03
Contractors' Employees	frequency	-	-	-	-	-
LTI Severity - OSHA (1M)	frequency	23.96	115.50	24.72	124.60	47.93
Company Employees	frequency	24.00	116.10	24.93	125.75	47.97
Contractors' Employees	frequency	-	-	-	-	-
Number of Total Recordable Incidents	#	10	11	8	12	9
Company Employees	#	10	11	8	12	9
Contractors' Employees	#	-	-	-	-	-
Total Recordable Incident Frequency (1M)	frequency	2.60	3.22	2.47	3.28	2.31
Company Employees	frequency	2.61	3.24	2.49	3.31	2.32
Contractors' Employees	frequency	-	-	-	-	-
Restricted Work Case Frequency - OSHA (1M)	frequency	-	-	-	-	-
Company Employees	frequency	-	-	-	-	-
Contractors' Employees	frequency	-	-	-	-	-

PERFORMANCE INDICATORS

Social Performance Indicators

Health and Safety Performance Indicators	Unit	2020	2021	2022	2023	2024
Occupational Illness Frequency (1M)	frequency	-	-	-	-	-
Company Employees	frequency	-	-	-	-	-
Contractors' Employees	frequency	-	-	-	-	-
Fatalities from Work-Related Incidents	#	-	-	-	-	-
Company Employees	#	-	-	-	-	-
Contractors' Employees	#	-	-	-	-	-
Fatality Rate Frequency (1M)	frequency	-	-	-	-	-
Company Employees	frequency	-	-	-	-	-
Contractors' Employees	frequency	-	-	-	-	-
Traffic Accident Frequency (1M km)	frequency	-	2.70	-	-	6.29
Total OHS Training Hours	hour	4,918	9,108	7,830	10,727	11,223
Company Employees	hour	4,852	9,102	7,814	10,715	10,251
Contractors' Employees	hour	66	6	16	12	972
Number of External Audits	#	65	76	91	140	152
Process Safety Accident Frequency	frequency	-	-	-	-	-
Tier 1 Number	#	-	-	-	-	-
Tier 1 Frequency	frequency	-	-	-	-	-
Tier 2 Number	#	-	-	-	-	-
Tier 2 Frequency	frequency	-	-	-	-	-

PERFORMANCE INDICATORS

Social Performance Indicators

Supply Performance	Unit	2020	2021	2022	2023	2024
Indirect Product and Service Procurement						
Supply Operations	TL million	-	40	128	227	731
<i>Domestic</i>	<i>TL million</i>	-	32	115	196	671
<i>Custom Manufacturing</i>	<i>TL million</i>	-	-	-	-	-
<i>International</i>	<i>TL million</i>	-	8	13	31	60
Local Purchase Rate	%	-	80	90	86	92
Total Number of Suppliers	#	-	1,584	1,837	2,316	2,431
<i>Number of Local Suppliers</i>	<i>#</i>	-	1,190	1,376	1,564	1,743
<i>Total Number of Foreign/Global Suppliers</i>	<i>#</i>	-	394	461	752	688
Total Number of New Suppliers	#	-	292	235	299	249
Direct Raw Material and Product Procurement	#	-	-	-	169	169
Number of Direct (Tier 1) Suppliers	#	-	-	-	37	37
Percentage of Local Suppliers	%	-	75	75	68	72

PERFORMANCE INDICATORS

Environmental Performance Indicators

Emission Management	Unit	2020	2021	2022	2023	2024
Scope 1 Emissions by Greenhouse Gas Type	ton CO₂e	178,317	157,095	136,663	150,460	175,421
<i>CH₄ Emissions</i>	<i>ton</i>	-	-	1	1	1
<i>CH₄ Emissions</i>	<i>ton CO₂e</i>	-	-	29	37	37
<i>N₂O Emissions</i>	<i>ton</i>	-	-	4	5	5
<i>N₂O Emissions</i>	<i>ton CO₂e</i>	-	-	1,131	1,397	1,499
<i>CO₂ Emissions</i>	<i>ton</i>	-	-	135,503	149,026	173,884
Scope 1 Emissions by Source	ton CO₂e	178,317	157,095	136,663	150,460	175,421
<i>Stationary Combustion Emissions</i>	<i>ton CO₂e</i>	-	-	-	-	-
<i>Process Emissions</i>	<i>ton CO₂e</i>	-	-	-	-	-
<i>Flare Emissions</i>	<i>ton CO₂e</i>	-	-	-	-	-
<i>Chemical Emissions</i>	<i>ton CO₂e</i>	-	-	-	-	-
<i>Fugitive Emissions</i>	<i>ton CO₂e</i>	-	-	-	-	-
<i>Mobile Combustion (Vehicle) Emissions</i>	<i>ton CO₂e</i>	178,317	157,095	136,663	150,460	175,421
Scope 2 Emissions (Location-Based)	ton CO₂e	-	7	114	105	105
Scope 1 and Scope 2 Emissions	ton CO₂e	178,317	157,102	136,777	150,565	175,525
Direct Energy Consumption	TJ	-	2,035	1,742	1,965	2,318
<i>Natural Gas</i>	<i>TJ</i>	-	-	-	-	-
<i>Fuel Oil</i>	<i>TJ</i>	-	983	838	995	1,181
<i>Fuel Gas</i>	<i>TJ</i>	-	-	-	-	-
<i>Coke</i>	<i>TJ</i>	-	-	-	-	-
<i>Diesel</i>	<i>TJ</i>	-	1,052	904	970	1,137
<i>Zero-Carbon Electricity Used in Domestic Consumption</i>	<i>TJ</i>	-	-	-	-	-

PERFORMANCE INDICATORS

Environmental Performance Indicators

Emission Management	Unit	2020	2021	2022	2023	2024
Natural Gas	MWh	-	565,181	483,936	545,806	644,019
<i>Fuel Oil</i>	<i>MWh</i>	-	-	-	-	-
<i>Fuel Gas</i>	<i>MWh</i>	-	272,936	232,881	276,336	328,055
<i>Coke</i>	<i>MWh</i>	-	-	-	-	-
<i>Diesel</i>	<i>MWh</i>	-	-	-	-	-
<i>Zero Carbon Electricity Used in Domestic Consumption</i>	<i>MWh</i>	-	292,245	251,055	269,471	315,964
<i>CH₄ Emissions</i>	<i>MWh</i>	-	-	-	-	-
Indirect Energy Consumption	TJ	-	-	-	-	1
<i>Electricity Purchased</i>	<i>TJ</i>	-	-	-	-	1
Indirect Energy Consumption	MWh	-	-	-	-	237
<i>Electricity Purchased</i>	<i>MWh</i>	-	-	-	-	237
Total Energy Consumption	TJ	-	2,035	1,742	1,965	2,319
Total Energy Consumption	MWh	-	565,181	483,936	545,806	644,256

Energy Efficiency	Unit	2020	2021	2022	2023	2024
Number of Energy Efficiency Projects	#	-	-	-	2	7
Levelized Annual Energy Savings Potential from Energy Efficiency	TJ	-	-	-	-	83
Realized Financial Savings from Energy Efficiency	USD million	-	-	-	-	0.1
Levelized Annual Emission Reduction Potential from Energy Efficiency	ton CO₂e	-	-	-	-	6,447

PERFORMANCE INDICATORS

Environmental Performance Indicators

Water Management	Unit	2020	2021	2022	2023	2024
Raw Water Withdrawal	thousand m³	39.00	31.00	30.70	35.19	37.06
Total Water Withdrawal	thousand m³	39.00	31.00	30.70	35.19	37.06
<i>Surface Water Sources</i>	<i>thousand m³</i>	-	7.00	4.00	7.71	10.33
<i>Mains</i>	<i>thousand m³</i>	39.00	24.00	26.70	27.48	26.72
Water Withdrawal from the Sea	thousand m³	-	6.55	4.18	7.76	9.95
Raw Water Withdrawal from Water-Stressed Area	thousand m³	39.00	31.00	30.70	35.19	37.06
Recycled Water	thousand m³	-	-	-	-	-
Ratio of Recycled Water to Total Water Withdrawal	%	-	-	-	-	-
Wastewater Discharge	thousand m³	-	13.23	13.74	15.17	17.33
Seawater Discharge	-	-	13.23	13.74	15.17	17.33
Total Water Consumption	thousand m³	39.00	31.00	30.70	35.19	37.06

Waste Management	Unit	2020	2021	2022	2023	2024
Total Amount of Waste	ton	15,398	11,679	16,145	17,131	15,148
<i>Amount of Hazardous Waste</i>	<i>ton</i>	15,267	11,573	15,995	16,731	14,731
<i>Amount of Non-Hazardous Waste</i>	<i>ton</i>	131	106	150	400	418
Total Amount of Waste by Disposal Method	ton	15,398	11,679	16,145	17,131	15,148
<i>Recycle</i>	<i>ton</i>	-	-	-	-	7,811
<i>Disposal</i>	<i>ton</i>	15,398	11,679	16,145	17,131	7,338
Amount of Non-Hazardous Waste by Disposal Method	ton	-	-	-	400	418
<i>Recycle</i>	<i>ton</i>	-	-	-	-	206
<i>Disposal</i>	<i>ton</i>	-	-	-	400	212
Amount of Hazardous Waste by Disposal Method	ton	-	-	-	16,731	14,731
<i>Recycle</i>	<i>ton</i>	-	-	-	-	7,605
<i>Disposal</i>	<i>ton</i>	-	-	-	16,731	7,126
Amount of Non-Hazardous Waste by Disposal Method	ton	-	-	-	400	418
<i>Recycle</i>	<i>ton</i>	-	-	-	-	206
<i>Reuse</i>	<i>ton</i>	-	-	-	-	-
<i>Landfill</i>	<i>ton</i>	-	-	-	400	212
<i>Incineration without Energy Recovery</i>	<i>ton</i>	-	-	-	-	-
<i>Incineration with Energy Recovery</i>	<i>ton</i>	-	-	-	-	-

PERFORMANCE INDICATORS

Environmental Performance Indicators

Waste Management	Unit	2020	2021	2022	2023	2024
Amount of Hazardous Waste by Disposal Method	ton	-	-	15,995	16,731	14,731
Recycle	ton	-	-	-	-	7,605
Reuse	ton	-	-	-	-	-
Landfill	ton	-	-	15,995	16,731	7,126
Incineration without Energy Recovery	ton	-	-	-	-	-
Incineration with Energy Recovery	ton	-	-	-	-	-
Amount of Non-Hazardous Solid Waste by Disposal Method	ton	-	-	-	-	418
Recycle	ton	-	-	-	-	206
Reuse	ton	-	-	-	-	-
Landfill	ton	-	-	-	-	212
Incineration without Energy Recovery	ton	-	-	-	-	-
Incineration with Energy Recovery	ton	-	-	-	-	-
Amount of Hazardous Solid Waste by Disposal Method	ton	-	-	-	16,731	175
Recycle	ton	-	-	-	-	97
Reuse	ton	-	-	-	-	-
Landfill	ton	-	-	-	16,731	78
Incineration without Energy Recovery	ton	-	-	-	-	-
Incineration with Energy Recovery	ton	-	-	-	-	-
Amount of Non-Hazardous Liquid Waste by Disposal Method	ton	-	-	-	400	-
Landfill	ton	-	-	-	400	-
Amount of Hazardous Liquid Waste by Disposal Method	ton	-	-	-	-	14,556
Recycle	ton	-	-	-	-	7,508
Reuse	ton	-	-	-	-	-
Landfill	ton	-	-	-	-	7,048
Incineration without Energy Recovery	ton	-	-	-	-	-
Incineration with Energy Recovery	ton	-	-	-	-	-
Amount of Electronic Waste	ton	1	1	1	2	2.2
Waste Recovery Ratio	%	-	-	-	-	52
Savings from Waste Recovery and Industrial Symbiosis	TL million	-	-	-	-	-
Number of Saplings Planted in Afforestation Works	#	-	-	-	-	-

GRI CONTENT INDEX

Statement of use	DİTAŞ - Deniz İşletmeciliği ve Tankerciliği A.Ş. has reported in accordance with the GRI Standards for the period 01.01.2024-31.12.2024.
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	-

GRI Standard	Disclosure	Related Title	Location	Page Number
GRI 2: General Disclosures 2021	2-1 Organizational details	About Ditaş		Page 9
	2-2 Entities included in the organization's sustainability reporting	About the Report		Page 4
	2-3 Reporting period, frequency and contact point	About the Report		Page 4
	2-4 Restatements of information	Company information		Page 60
	2-5 External assurance	The report did not receive external assurance.		-
	2-6 Activities, value chain and other business relationships	About Ditaş		Page 9-12
	2-7 Employees	Employee Progression & Talent Management, Employee Wellbeing, Annexes - Social Performance Indicators		Page 26, Page 28, Page 44-51
	2-8 Workers who are not employees	Our Stakeholders		Page 13
	2-13 Delegation of responsibility for managing impacts	Governance		Page 35-38
	2-14 Role of the highest governance body in sustainability reporting	Governance		Page 14
	2-15 Conflicts of interest	Ethical Management & Transparency		Page 35
	2-19 Remuneration policies	Confidentiality restrictions: This is non-public information.		-
	2-20 Process to determine remuneration	Confidentiality restrictions: This is non-public information.		-
	2-21 Annual total compensation ratio	Confidentiality restrictions: This is non-public information.		-
	2-22 Statement on sustainable development strategy	Our Sustainability Approach		Page 14
	2-23 Policy commitments	Ethical Management & Transparency		Page 35-36
	2-24 Embedding policy commitments	Ethical Management & Transparency		Page 35-36
	2-25 Processes to remediate negative impacts	Ethical Management & Transparency		Page 35-36
	2-26 Mechanisms for seeking advice and raising concerns	Ethical Management & Transparency		Page 35-36
	2-27 Compliance with laws and regulations	Legal Compliance		Page 37
	2-28 Membership associations	Annexes - Memberships		Page 41
	2-29 Approach to stakeholder engagement	Our Stakeholders		Page 13
	2-30 Collective bargaining agreements	Employee Wellbeing		Page 28

GRI CONTENT INDEX

GRI Standard	Disclosure	Location	
		Related Title	Page Number
Material Topics			
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Material Topics	Page 15
	3-2 List of material topics	Material Topics	Page 15
	3-3 Management of material topics	Material Topics	Page 15
Ethical Management & Transparency			
GRI 3: Material Topics 2021	3-3 Management of material topics	Material Topics, Ethical Management & Transparency	Page 15, Page 35-36
GRI 205: Anti-Corruption 2016	205-1 Operations assessed for risks related to corruption	Ethical Management & Transparency	Page 35-36
	205-2 Communication and training about anti-corruption policies and procedures	Ethical Management & Transparency	Page 35-36
Legal Compliance			
GRI 3: Material Topics 2021	3-3 Management of material topics	Material Topics, Legal Compliance	Page 15, Page 37
Cybersecurity & Information Security			
GRI 3: Material Topics 2021	3-3 Management of material topics	Material Topics	Page 15
Employee Progression & Talent Management			
GRI 3: Material Topics 2021	3-3 Management of material topics	Material Topics, Employee Progression & Talent Management	Page 15, Page 26-27
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Employee Progression & Talent Management, Annexes - Social Performance Indicators	Page 26-27, Page 44-51
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Employee Progression & Talent Management, Annexes - Social Performance Indicators	Page 26-27, Page 44-51
	404-2 Programs for upgrading employee skills and transition assistance programs	Employee Progression & Talent Management	Page 26-27
	404-3 Percentage of employees receiving regular performance and career development reviews	Employee Progression & Talent Management	Page 26-27
Employee Wellbeing			
GRI 3: Material Topics 2021	3-3 Management of material topics	Material Topics, Employee Wellbeing	Page 15, Page 28
GRI 401: Employment 2016	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Employee Wellbeing	Page 28

GRI CONTENT INDEX

GRI Standard	Disclosure	Related Title	Location	Page Number
Occupational Health & Safety				
GRI 3: Material Topics 2021	3-3 Management of material topics	Material Topics Occupational Health & Safety		Page 15, Page 29-31
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Occupational Health & Safety		Page 29-31
	403-2 Hazard identification, risk assessment, and incident investigation	Occupational Health & Safety, Annexes - Social Performance Indicators		Page 29-31, Page 44-51
	403-4 Worker participation, consultation, and communication on occupational health and safety	Occupational Health & Safety		Page 29-31
	403-5 Worker training on occupational health and safety	Occupational Health & Safety, Annexes - Social Performance Indicators		Page 29-31, Page 44-51
	403-6 Promotion of worker health	Occupational Health & Safety		Page 29-31
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Occupational Health & Safety		Page 29-31
	403-8 Workers covered by an occupational health and safety management system	Occupational Health & Safety		Page 29-31
	403-9 Work-related injuries	Occupational Health & Safety, Annexes - Social Performance Indicators		Page 29-31, Page 44-51
	Social Impact			
GRI 3: Material Topics 2021	3-3 Management of material topics	Material Topics, Social Impact		Page 15, Page 32-33
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Social Impact		Page 32-33
	413-2 Operations with significant actual and potential negative impacts on local communities	Social Impact		Page 32-33
Climate Change & Emission Management				
GRI 3: Material Topics 2021	3-3 Management of material topics	Material Topics, Climate Change & Emission Management		Page 15, Page 18-19
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Climate Change & Emission Management Annexes - Environmental Performance Indicators		Page 18-19, Page 54-57
	305-2 Energy indirect (Scope 2) GHG emissions	Climate Change & Emission Management Annexes - Environmental Performance Indicators		Page 18-19, Page 54-57
	305-4 GHG emissions intensity	Climate Change & Emission Management Annexes - Environmental Performance Indicators		Page 18-19, Page 54-57
	305-5 Reduction of GHG emissions	Climate Change & Emission Management Annexes - Environmental Performance Indicators		Page 18-19, Page 54-57

GRI CONTENT INDEX

GRI Standard	Disclosure	Related Title	Location	Page Number
Energy Management				
GRI 3: Material Topics 2021	3-3 Management of material topics	Material Topics, Energy Management		Page 15, Page 20-21
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Energy Management Annexes - Environmental Performance Indicators		Page 20-21, Page 54-57
	302-2 Energy consumption outside of the organization	Energy Management Annexes - Environmental Performance Indicators		Page 20-21, Page 54-57
	302-3 Energy intensity	Annexes - Environmental Performance Indicators		Page 54-57
	302-4 Reduction of energy consumption	Energy Management Annexes - Environmental Performance Indicators		Page 20-21, Page 54-57
	302-5 Reductions in energy requirements of products and services	Energy Management Annexes - Environmental Performance Indicators		Page 20-21, Page 54-57
Water Management				
GRI 3: Material Topics 2021	3-3 Management of material topics	Material Topics, Water Management		Page 15, Page 22-23
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Water Management		Page 22-23
	303-2 Management of water discharge-related impacts	Water Management		Page 22-23
	303-3 Water withdrawal	Water Management		Page 22-23
	303-4 Water discharge	Water Management		Page 22-23
	303-5 Water consumption	Water Management		Page 22-23
Waste Management				
GRI 3: Material Topics 2021	3-3 Management of material topics	Material Topics, Waste Management		Page 15, Page 24
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Waste Management, Annexes - Environmental Performance Indicators		Page 24, Page 54-57
	306-2 Management of significant waste-related impacts	Waste Management, Annexes - Environmental Performance Indicators		Page 24, Page 54-57
	306-3 Waste generated	Waste Management, Annexes - Environmental Performance Indicators		Page 24, Page 54-57
	306-4 Waste diverted from disposal	Waste Management, Annexes - Environmental Performance Indicators		Page 24, Page 54-57
	306-5 Waste directed to disposal	Waste Management, Annexes - Environmental Performance Indicators		Page 24, Page 54-57

SASB CONTENT INDEX

DİTAŞ - Deniz İşletmeciliği ve Tankerciliği A.Ş. has reported in accordance with the Maritime Transportation Standard (TR-MT v. 2023-12) of the Sustainability Accounting Standards Board (SASB).

SASB Topic	Disclosure	Unit	2023	2024	SASB Code
Greenhouse Gas Emissions	Gross global Scope 1 emissions	Metric tons (t) CO ₂ -e	150,460	175,421	TR-MT-110a.1
	Discussion of long- and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	Discussion and Analysis	2023 Report	Page 18-19	TR-MT-110a.2
	Total energy consumed	Gigajoules (GJ)	1,965,000	2,318,000	
		Percentage heavy fuel oil (%)	50.6	50.9	TR-MT-110a.3
		Percentage renewable (%)	-	-	
	Average Energy Efficiency Design Index (EEDI) for new ships	Grams of CO ₂ per ton-nautical mile	4.3	N/A	TR-MT-110a.4
	Annual Efficiency Ratio (AER)	Grams of CO ₂ per ton-nautical mile	5.9	5.1	Additional information
Air Quality	NO _x (excluding N ₂ O)	Metric tons (t)	1,193	1,251	
	SO _x	Metric tons (t)	1,215	1,440	TR-MT-120a.1
	Particulate Matter (PM ₁₀)	Metric tons (t)	78	72	
Ecological Impacts	Shipping duration in marine protected areas or areas of protected conservation status	Number of travel days	N/A	N/A	TR-MT-160a.1
	Fleet implementing ballast water	Exchange (%)	-	-	TR-MT-160a.2
		Treatment (%)	100	100	
	Spills and releases to the environment	Number	-	-	TR-MT-160a.3
	Aggregate volume (m ³)	-	-		
Workforce Health & Safety	Lost time incident rate (LTIR)	Rate	1.91	1.02	TR-MT-320a.1

SASB CONTENT INDEX

SASB Topic	Disclosure	Unit	2023	2024	SASB Code
Business Ethics	Number of calls at ports in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index	Number	-	3	TR-MT-510a.1
	Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption	USD	-	-	TR-MT-510a.2
Accident & Safety Management	Marine casualties	Number	-	1	TR-MT-540a.1
		Percentage classified as very serious (%)	-	-	
	Conditions of Class or Recommendations	Number	-	-	TR-MT-540a.2
	Port state control	Number of deficiencies	23 (7 in control)	2 (6 in control)	TR-MT-540a.3
	Number of detentions	-	-		
Activity Metric	Number of shipboard employees	Number	528	613	TR-MT-000.A
	Total distance travelled by vessels	Nautical miles (nm)	478,000	534,660	TR-MT-000.B
	Operating days	Day	5,353	5,509	TR-MT-000.C
	DWT (deadweight tonnage)	Thousand DWT	662	662	TR-MT-000.D
	Number of vessels in total shipping fleet	Number	16	16	TR-MT-000.E
	Number of vessel port calls	Number	1,250	1,094	TR-MT-000.F
	Twenty-foot equivalent unit (TEU) capacity	TEU	N/A	N/A	TR-MT-000.G

NOTES

Consultancy services for this Ditaş 2024 Sustainability Report were provided by PwC Türkiye. The report was designed and prepared for publication by Tayburn.

Disclaimer

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