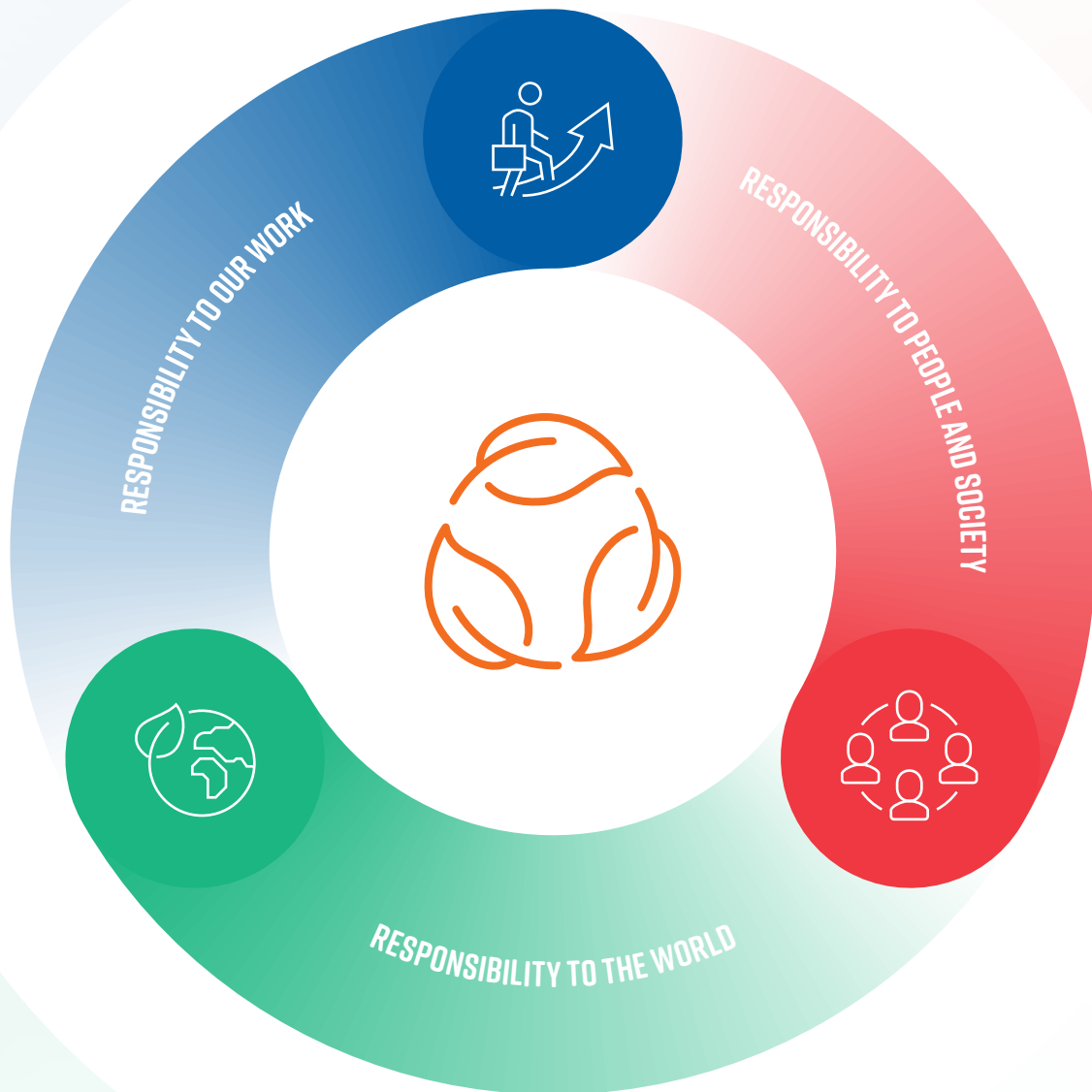


2023 SUSTAINABILITY REPORT



BOYNERGRUP

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OUR SUSTAINABILITY APPROACH

Guided by our responsibility to our work, the world, people, and society, we grace lives we embrace and lead the way in sustainable change.



BOYNERGRUP



OUR SUSTAINABILITY STRATEGY

To achieve our sustainability goals, we develop comprehensive strategies under the headings of "Responsibility to Our Work," "Responsibility to the World," and "Responsibility to People and Society."

At Boyner Group, we focus on sustainability in line with our goal of "leading change to grace lives we embrace."



To further explore the sustainable development goals, visit kureselamaclar.org/en/

LEADING CHANGE TO GRACE LIVES WE EMBRACE

RESPONSIBILITY TO PEOPLE AND SOCIETY



- Women's Empowerment
- Corporate Culture
- Employee Experience
- Diversity, Equity, and Inclusion
- Employee Health and Safety

RESPONSIBILITY TO OUR WORK

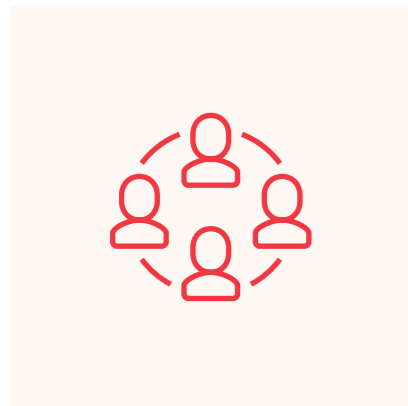


- Unconditional Customer Happiness
- Innovation in Products and Business Models
- Ethical Management

RESPONSIBILITY TO THE WORLD



- Climate Change Risk Management
- Value Chain Transparency and Traceability
- Transition to a Circular Economy
- Energy Management
- Material, Water, and Chemicals Management



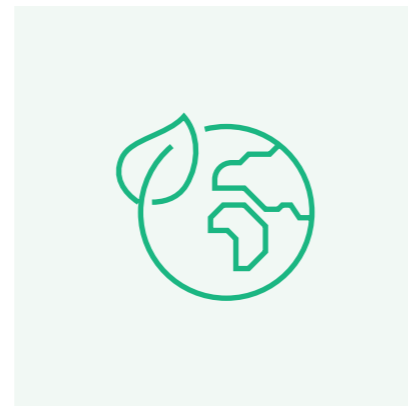
RESPONSIBILITY TO PEOPLE AND SOCIETY

Supporting the well-being and development of society and our employees is one of our top priorities. We provide healthy and safe working environments for our employees, while also strengthening our diversity and inclusion policies. We implement specialized programs to boost women's participation in the workforce and to ensure greater female representation in management positions. Through our social responsibility projects, we provide support in various areas, including access to education and healthcare services.



RESPONSIBILITY TO OUR WORK

Here, we prioritize transparency in our business processes, fostering innovation, and upholding ethical standards. By focusing on developing sustainable products and services, we aim to add value to our customers and ensure their complete happiness. By ensuring transparency and traceability in all processes across the value chain, we contribute to raising social and environmental standards across the supply chain. We strive to elevate sustainability standards within the industry by developing innovative business models and products.



RESPONSIBILITY TO THE WORLD

We invest significantly in energy and resource management to minimize our environmental footprint. We actively combat climate change by increasing the use of renewable energy in our operations. We integrate environmental sustainability into all our business processes by enhancing our water and material management practices. To that end, we also carry out efforts to expand our waste management and recycling programs.



These focus areas are integrated into every aspect of our sustainability strategy. We uphold these principles also in our company policies and operations. We align our progress with the United Nations Sustainable Development Goals in every area of our activities.

By collaborating with our stakeholders at every step, we aim to serve the present while ensuring a better world for future generations.



2012

BOYNER GROUP JOINS THE UNITED NATIONS GLOBAL COMPACT





OUR SUSTAINABILITY GOVERNANCE MODEL

Our Sustainability Governance Model provides the framework that guides us in achieving our goals.

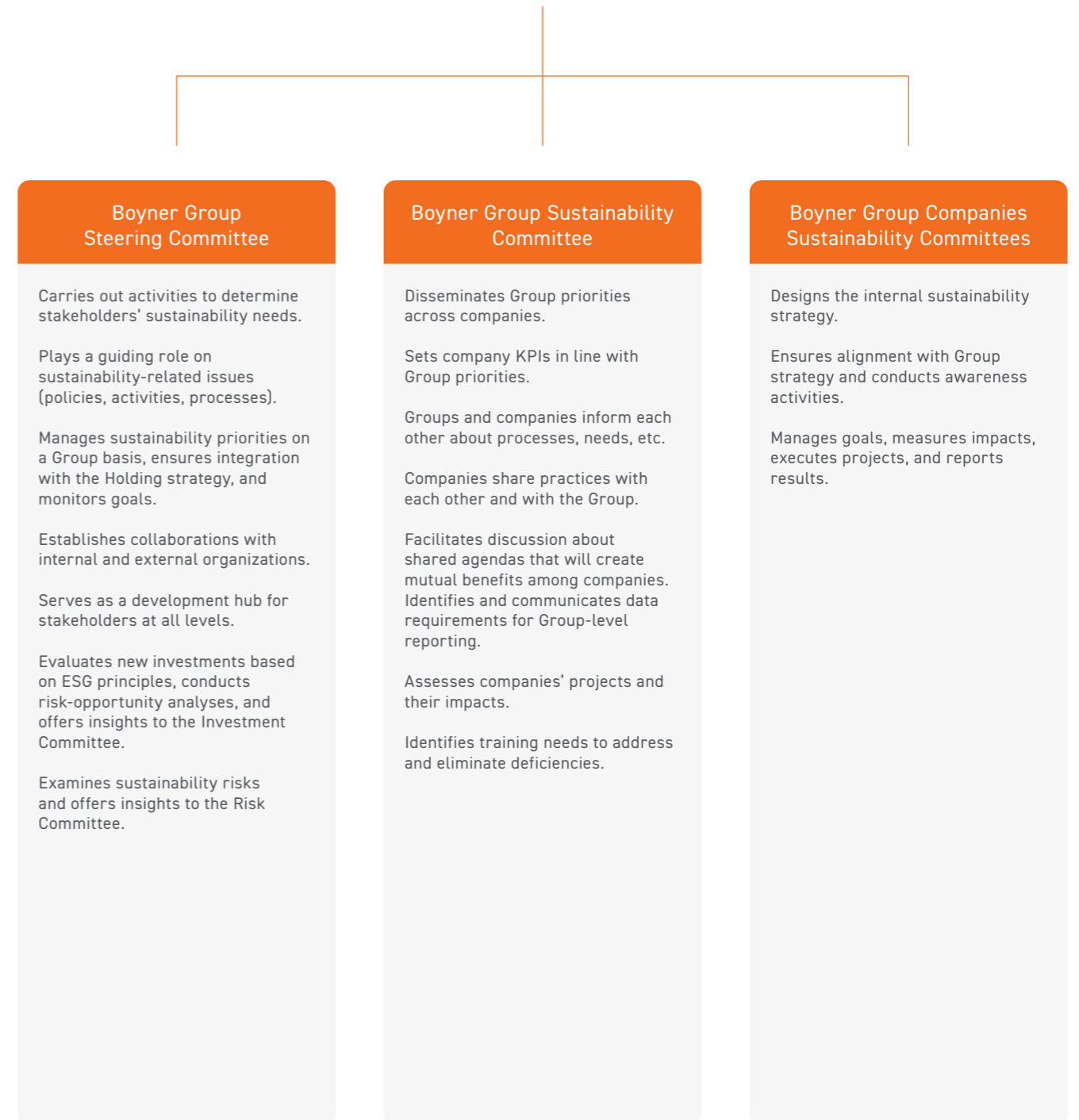
While the Sustainability Committees design strategies and manage goals within the company, the Sustainability Working Group ensures the transfer of knowledge and experience by disseminating priorities across the entire Group and its companies.



To further explore the sustainable development goals, visit kureselamaclar.org/en/



BOYNERGRUP





OUR SUSTAINABILITY PRIORITIES

In 2023, we began a new chapter in our green transformation journey, taking significant steps to strengthen our sustainability commitments.

In 2023, to bolster our sustainability commitments, we conducted a comprehensive survey with the help of consulting services to assess stakeholder expectations and risk perceptions.



In 2023, as part of the consulting services engaged to elevate our sustainability commitments, we conducted a thorough survey to gain deeper insights into our stakeholders' expectations and the risks they associate with this issue. This study yielded valuable data through matrices enriched by feedback from our stakeholders.

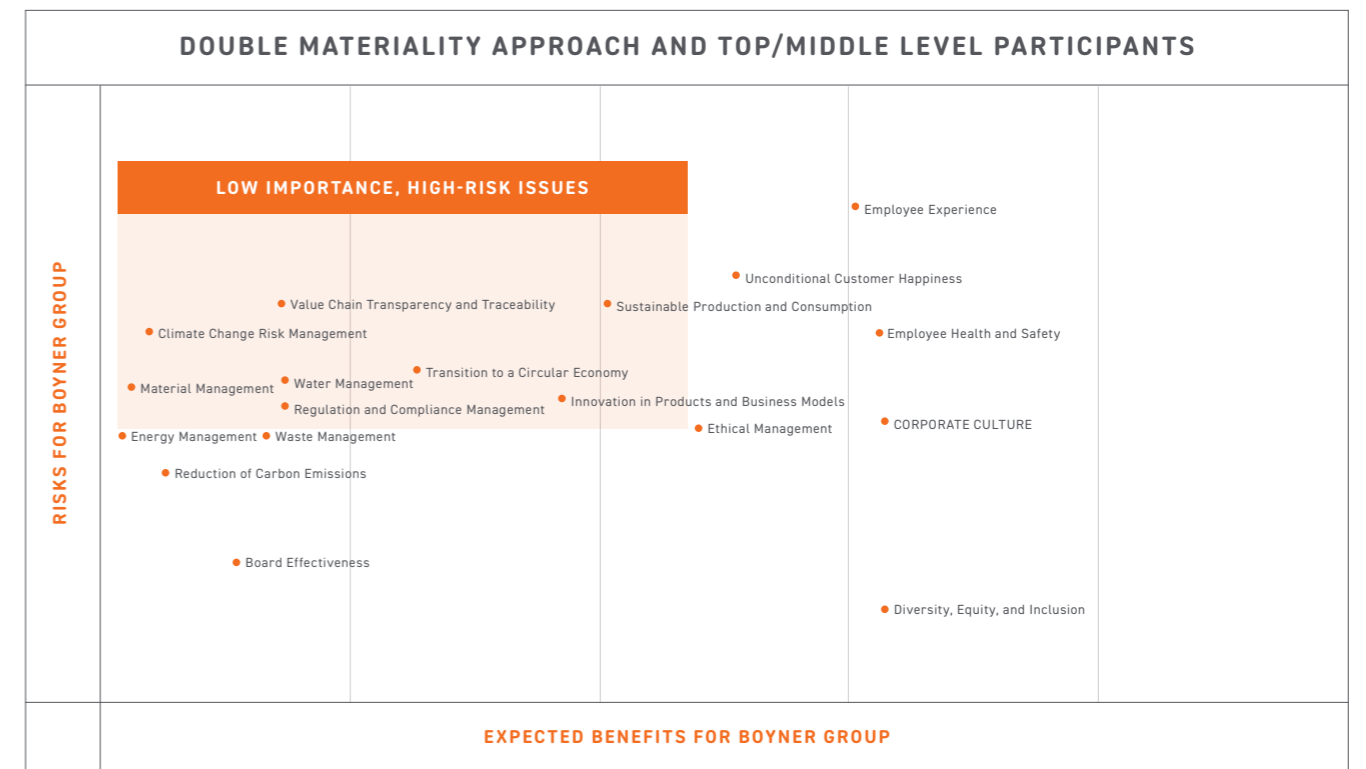
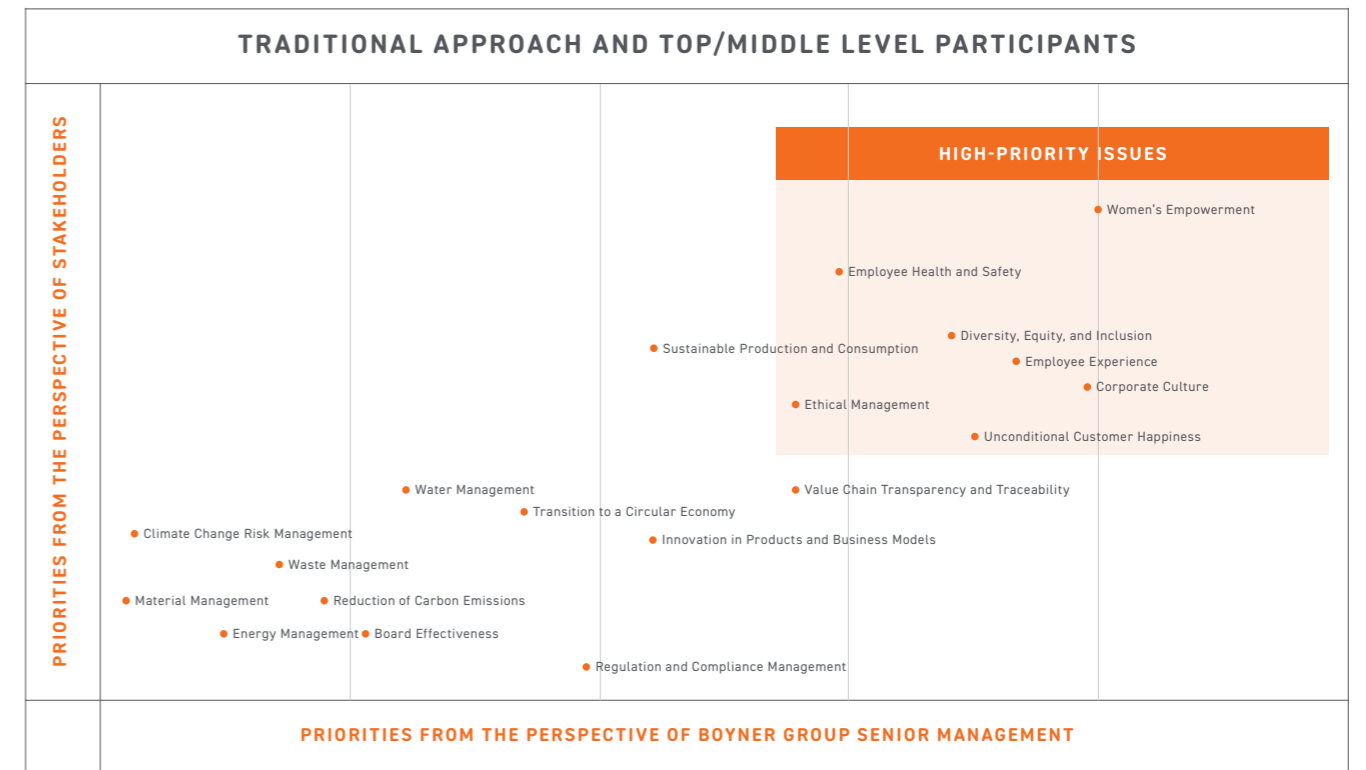
The matrix displayed on the side enabled us to compare the importance we and our stakeholders assign to sustainability priorities. The survey results demonstrated that the topics we prioritize are also embraced by our stakeholders.

Backed by the support and approval of our stakeholders, our sustainability journey is driven by our efforts in various areas, including women's empowerment, employee health and safety, sustainable production and consumption, ethical management, diversity, equity, inclusion, employee experience, corporate culture, and unwavering customer satisfaction.

The second matrix at the bottom allowed us to compare our risks and priorities on specific issues from the perspective of our stakeholders. In this table, we identified the need to prioritize issues such as climate change, transitioning to a circular economy, and enhancing material and water management in the coming years.



To further explore the sustainable development goals, visit kureselamaclar.org/en/



The above matrices are based on the research conducted with Mentoro Platform in 2023.

BOYNER GROUP AT A GLANCE

We drive sustainable change with six Group companies, over 250 stores, e-commerce websites, mobile applications, and more than 7,000 employees.



BOYNERGRUP



BOYNERGRUP

BOYNER

ALTINYILDIZ



hopi

Brooks Brothers



BOYNER GROUP CEO'S MESSAGE

We have steadfastly championed values of goodness, hope, unity, and societal benefit. We have strived to enhance sustainable living, precisely assess risks, and lead transformative change rooted in "smart goodness."

7,003

NUMBER OF
BOYNER GROUP
EMPLOYEES IN 2023



Esteemed Stakeholders,

We have navigated a challenging yet deeply meaningful year.

First, we felt the earth tremble beneath our feet. We lost many lives and homes. Despite everything, we were reminded once again of the importance of compassion, solidarity, and sharing. We got back on our feet together...

Our courage and determination were inspired by our Republic, which is celebrating its 100th anniversary. We drew strength from our heroes who believed in democracy, freedom, and themselves, finding inspiration in their homeland. We never gave up and remained hopeful throughout.

At Boyner Group, our belief that "having the Republic is not enough; living the Republic means embracing its true spirit" has only grown stronger.

The year 2023 was challenging not just for our country, but for the entire world. Elections, wars, natural disasters, the climate crisis, economic challenges, and growing inequalities continued to weigh heavily on us.

During these challenging times, we have steadfastly championed values of goodness, hope, unity, and societal benefit. We have strived to enhance sustainable living, precisely assess risks, and lead transformative change rooted in "smart goodness."

To that end, we worked tirelessly to support our country, land, and people, while also driving economic growth and development. We have always aimed for better. While doing so, we remained committed to listening to our customers, stakeholders, employees, opinion leaders, and the broader community.

Our planet is sending us critical signals. Global developments highlight the fragility of our ecosystem. Achieving a sustainable planet requires a precise analysis of these developments and a harmonious alignment of human life with nature.

We are pursuing sustainable development in a way that upholds human dignity. Ensuring that all living beings can thrive in a better world is our highest priority. We envision the future today. We believe we have the strength needed to drive change.

The Sustainable Development Goals guide us in finding the right path and solutions to pressing issues. Our commitment to sustainability, grounded in transparency, openness, accountability, participation, and inclusiveness, continues to guide every aspect of our business processes.

At Boyner Group, we cherish invention, innovation, distinctiveness, and maintaining our uniqueness. We want our innovations to be just as exciting for our customers and to add goodness to their lives. As we see how many inventions we can create, we continue to deliver fresh experiences to our customers by staying attuned to the current trends.

From advocating for gender equality to promoting equal access to education and healthcare, we are committed to championing an inclusive future. Our goal is to support a development model that ensures no one is left behind. We no longer need scenarios; we need the truth itself. We must build the future together with solidarity and hope.

The year 2023 highlighted the importance of being prepared for anything and demonstrated the strength of standing united in all circumstances. It also reminded us how a century of progress has become a beacon of inspiration, showing how science and technology, guided by pioneering ideas and principles, can transform the world.

At Boyner Group, we will continue to progress towards our goals, share, grow together, and champion goodness, while reminding ourselves that every new day is the first day of our future.

I want to express my gratitude to every member of the Boyner Group family for their support on this journey.

Best regards,

CEM BOYNER,
CEO and
Chairman, Boyner Group



ALTINYILDIZ TEKSTİL

CEO'S MESSAGE

As an eco-conscious company, our sustainability efforts demonstrate our commitment to contributing to society and ensuring a cleaner environment for future generations.

864

NUMBER OF
ALTINYILDIZ TEKSTİL
EMPLOYEES IN 2023



Esteemed Stakeholders,

In recent years, the tangible impacts of climate change have become increasingly apparent, transforming a quantifiable abstract concept into a daily reality. The primary causes of these issues are the unconscious use of natural resources and long-standing consumption habits

As the global population grows, it is imperative to be more conscious and responsible in our use of Earth's resources. At Altinyıldız, we believe this human-made situation can be rectified with human-made solutions. To that end, we have embraced the United Nations Sustainable Development Goals as part of our commitment to being part of the solution.

We have developed a comprehensive roadmap for our future, guided by our commitment to environmental, social, and economic sustainability. With this in mind, I would like to share our current status and the activities we undertook in 2023 to achieve our goals.

By embracing a sustainable approach in our collections, we offer our customers eco-friendly fiber products and certified items that respect nature and animal rights. In doing so, we:

Ensure that animal rights are respected and farm workers' social rights are protected with our Responsible Wool Standard (RWS) and NATIVA certified products, sourcing our raw materials through a transparent supply chain and

Guarantee that our production activities respect the environment and human health with Oeko-Tex® certified products, ensuring that our products do not harm the environment or human health,

As part of our collaboration with U.S.-based INVISTA, we are proud to be the only Turkish company producing Cordura wool blends. The enhanced durability of Cordura ensures our customers can enjoy our products for years to come.

In 2023, by using GRS (Global Recycle Standard) certified raw materials, we facilitated the recycling of nearly 3 million PET bottles into textile products.

In doing so, we prevented the release of 124,000 kilograms of carbon dioxide (CO₂) to the atmosphere, the pollution of 1,940 cubic meters of water, and the consumption of 910,000 kWh of energy.

As part of our corporate responsibility efforts, we began sourcing our power from I-REC-certified green energy. We took this significant step in August, transitioning to environmentally friendly energy sources. By utilizing green energy, we aimed to reduce the environmental impacts of our business, establish a sustainable energy consumption model, and promote green energy generation.

Through these efforts, we significantly reduced our Scope 2 emissions. We successfully prevented a total of 4,600 metric tons of CO₂ emissions. This part of our carbon neutralization strategy aims to reduce the impact of greenhouse gases released to the atmosphere.

Our ongoing investments in machinery modernization and energy efficiency projects will help us reduce carbon emissions and achieve significant energy savings.

By ensuring our chemicals comply with the Zero Discharge of Hazardous Chemicals (ZDHC) Manufacturing Restricted Substances List (MRSL), we shape our production processes to use the most suitable chemicals, prioritizing the protection of both the environment and human health.

Additionally, we continued to prioritize the personal and professional development of our employees. Accordingly, in 2023, we conducted training sessions for all our employees on professional development, occupational health and safety, environmental awareness, and sustainability.

In addition to classroom training, we implemented our unique "Orange Table" sessions. These hands-on trainings bring employees together with subject matter experts in their work environments for practical learning. Employees received answers to questions such as "How do I separate waste?" and "How do I protect myself from equipment hazards in my environment?"

Additionally, they provided valuable feedback to improve the working environment at the end of the session.

We arranged for firefighters involved in the rescue efforts following the earthquake disaster centered in Kahramanmaraş on February 6, 2023, to provide "personal and family emergency safety" training to our employees.

We observe the impact of our efforts through our verified scores on the Higg Index, where we achieved an 86 in the Facility Environmental Module (FEM) for environmental impact and an 89.4 in the Facility Social and Labor Module (FSLM) for social sustainability. We are proud to have achieved scores significantly higher than our competitors in the global textile industry.

We also increased the number of our ISO certifications to four. We enhanced our existing ISO 9001 Quality Management System and ISO 14001 Environmental Management System certifications by adding ISO 27001 Information Security Management and ISO 50001 Energy Management System certifications.

We embarked on a journey of transparency, forging collaborations to develop sustainability projects with our stakeholders and contribute to creating an accurate industry inventory. We are confident that our collaborations with global stakeholders will bring significant benefits, particularly in making our textile industry more sustainable. We plan to continue these collaborations in the future.

Our ongoing efforts showcase our commitment to environmental and social sustainability, contributing added value to the community. As an eco-conscious company, we strive to leave a cleaner environment for future generations. We remain committed to advancing towards these goals through ongoing efforts and initiatives.

Best regards,

YAVUZ SÖKÜN,
CEO,
Altinyıldız Tekstil



BOYNER BÜYÜK MAĞAZACILIK CEO'S MESSAGE

Environmental, social, and economic sustainability underpins all our business plans. Sustainability is integral to our core activities—not merely a business practice, but as vital as the air we breathe.

4.461

NUMBER OF
BOYNER BÜYÜK
MAĞAZACILIK
EMPLOYEES IN 2023



Esteemed Stakeholders,

At the time this report was being prepared for publication, we were experiencing the warmest winter of the last 53 years. The premature blooming of mimosas evokes concern rather than delight. We are starting to experience the consequences of global warming, and we are all responsible for it. Besides individuals, the business sector also has a significant impact on climate change. We believe in the power of collaboration to achieve substantial impacts and benefits. Fortunately, our business partners share our beliefs and work with us to take the necessary steps for the sustainability of our world. I would now like to go over Boyner Büyük Mağazacılık's approach to responsible corporate citizenship, highlighting its transformative impact.

Environmental, social, and economic sustainability underpins all our business plans. Sustainability is integral to our core activities—not merely a business practice, but as vital as the air we breathe. Our commitment to environmental sustainability shapes all our operations—from retail processes and office layouts to warehouse planning and production steps. In partnership with Nivogo, we have renewed nearly 1 million products since 2020, saving 8 billion liters of water and preventing 10 million kilograms of carbon emissions. This translates to saving a year's drinking water for 14.7 million people and preventing carbon emissions equivalent to the annual electricity consumption of 11,319 households. We have achieved 100-percent compliance with waste regulations in our stores and promoted the recycling of cardboard and other materials. Our globally groundbreaking Boyner Now service elevated the shopping experience in 2023, fulfilling 145,000 orders

comprising 385,000 items to nearly 80,000 locations, with an average delivery time of just 80 minutes. Boyner Now allows customers to try products, order multiple sizes, and pay only upon receiving the right fit, significantly reducing return rates. Boyner Now achieves a 10 percent return rate, less than half the typical 20+ percent for online sales. With this new business model, we have taken steps towards a more sustainable life by reducing our environmental impact. At the same time, we are making life easier and creating value for our customers.

We are currently enhancing our digital investments with AI-based applications. We are expanding our goal to save time, reduce mutual costs, and minimize potential carbon emissions by offering a product selection curated through the Boyner lens, using an infrastructure that comprehensively understands our customers.

We continue to invest in sustainability throughout our product range as well. Through Boyner Live Well, a platform benefiting both people and the planet, we aim to raise awareness in this crucial area. We are responsibly expanding Boyner Live Well, featuring a diverse range of products including organic textiles, vegan items, cruelty-free cosmetics, and natural-ingredient products. Active living is another of our focus areas. Accordingly, we organized the first Boyner Dynamic Fest in 2023 to provide a dynamic, lively, and entertaining festival for everyone interested in sports, active living, and a good life.

Gender equality, a cornerstone of social sustainability, is intrinsic to our corporate identity. Our workforce comprises 49 percent female and 51 percent male employees. At our headquarters,

women comprise over 51 percent of our workforce, a statistic we are proud of. Our "Seninle Tamam" initiative is another source of pride, enabling women who have been away from or new to the workforce to participate through flexible working hours. This initiative has already facilitated employment for 20 women. Our primary goal is to impact more women's lives, like a 'starfish effect', catalyzing a mentality shift that begins within families and ripples through communities and social circles. We recognize that intellectual transformation drives significant change, and full economic development is not possible without women's active participation in the workforce.

Taking steps for the good of the world, society and everyone requires even greater courage in the face of economic headwinds. Without proactive measures to promote environmental, social, and economic sustainability, what we value today may become irrelevant tomorrow. Therefore, we have embraced the responsibility to prevent this outcome.

Boyner Büyük Mağazacılık remains committed to advancing sustainability through decisive and responsible actions.

Best regards,

EREN ÇAMURDAN

CEO,
Boyner Büyük Mağazacılık



BR MAĞAZACILIK AND ALTINYILDIZ CLASSICS CEO'S MESSAGE

At Altinyıldız Classics, we integrate sustainability into the core of our business practices. Accordingly, we aim to build an inclusive organization that engages all our employees, stakeholders, and customers.

1,503

NUMBER OF BR
MAĞAZACILIK
AND ALTINYILDIZ
TEKSTİL EMPLOYEES
IN 2023



Esteemed Stakeholders,

At Altinyıldız Classics and BR Mağazacılık, we prioritize environmental stewardship and the well-being of current and future generations. We recognize that responsible resource management is crucial for a sustainable world. Therefore, we are committed to enhancing the sustainability of all our initiatives, respecting nature, people, and the economy throughout our journey. To serve this purpose, we have consolidated all our sustainability initiatives under the "Dünya Yaşasın Diye Sohbetler" platform.

We launched the "One Student for Each Store" initiative, providing scholarships to students—one per store—while offering them priority access to part-time jobs, internships, and employment opportunities. We maintain regular contact with scholarship recipients, integrating them into internal training sessions, projects, and events to foster collaboration and professional development.

We strive to embed circularity into our operations, demonstrating tangible environmental benefits. To this end, we have implemented initiatives to reduce our carbon footprint. First, we have transitioned from cardboard boxes to foldable containers made from recycled plastics. This transition reduced our carbon emissions and saved 1,856 trees from being felled in 2023. Additionally, we conserved 7,000 cubic meters of water and reduced our carbon footprint by 80 metric tons.

We have begun to lean on circular design principles to enhance recycling efforts. In the fashion value chain, raw material selection and design choices account for nearly 80 percent of a product's environmental impact. To address this, we are training our designers in sustainable design principles.

We have also prioritized recycling and upcycling, two of the most sustainable practices in the textile industry. We initiated a circularity project in partnership with a Uşak-based recycling company to repurpose fabric scraps—a textile waste byproduct of our production process. Later this year, we will introduce our inaugural line of circular products, crafted from our own recycled fabrics, across our retail network. Furthermore, our naturally colored cotton production significantly reduces water consumption, resulting in substantial energy savings. As part of our efforts in this direction, we have installed recycling bins for unused clothing in our flagship stores to amplify the environmental benefits of circular fashion and engage our customers in this initiative.

In late 2021, we initiated the "Altinyıldız Classics 100% Sustainable Showcase Project," engaging young designers to promote awareness and support sustainable textiles. The winning design, crafted entirely from sustainable materials, was prominently displayed in our showcase for a month. Each year, we spotlight diverse facets of sustainability through different themes in this ongoing project. Guided by the principle "what gets measured gets managed," we implement rigorous practices to quantify and reduce our carbon footprint. As part of our "Green Roof" initiative, we installed a Solar Energy Plant (GES) covering 14,000 square meters atop our Izmir Torbalı headquarters. Since May 2022, this facility has generated 1.7 megawatts of electricity.

We increased the power output of our solar panels to 2.13 megawatts. By doing so, we met all the power needs of our factory and headquarters.

In 2023, we continued to implement new sustainability projects. We collaborated with Nivogo, "Europe's Top Circular Economy Initiative," to prevent textile waste and integrate clothes into the circular economy to create a permanent and significant transformation in the fashion world. This collaboration, launched at the end of 2023, focuses on recovering products that were removed from shelves or deemed unsellable for various reasons. Through the Altinyıldız Community Podcast and "Dünya Yaşasın Diye Sohbetler" webinar projects, launched in 2023 to further discuss sustainability, we continue to promote knowledge and awareness by featuring experts who contribute to sustainability efforts.

At Altinyıldız Classics, we integrate sustainability into the core of our business practices. Accordingly, we aim to build an inclusive organization that engages all our employees, stakeholders, and customers. We hope this transformative system will increasingly spread throughout the industry, making sustainability a permanent way of life rather than a temporary trend. So That the World May Live!

Best regards,

ENİS HABİF

Board Member,
BR Mağazacılık

Altinyıldız Classics
Hopî,



HOPİ

CEO'S MESSAGE

We remain committed to making further progress and creating a broader impact in the field of sustainability. We are steadfastly committed to fulfilling our promises and creating a better world for our users, employees, and all our stakeholders.

114

NUMBER OF HOPİ
EMPLOYEES IN 2023



Esteemed Stakeholders,

Hopi, having set out with the goal of offering consumers cost-effective, free, and smart shopping opportunities, continues its journey with a new business model that leverages big data technologies to respond to today's digital agenda.

By offering marketing, finance and advertising technologies to nearly 17 million users and more than 300 business partners, we have become the first and only "customer technologies" company in the industry. We have steadfastly expanded our "world of advantages" for our users, introducing innovative technologies and products that will help create a better future.

Upholding the Boyner Group's unwavering commitment to Unconditional Customer Happiness has been a key priority for us. Leveraging advanced machine-learning technologies, we have crafted a hyper-personalized Hopi experience tailored to each individual user, ensuring a truly perfect shopping journey.

We have always taken care to support our customers at every stage of their shopping experience. To this end, we introduced the retail industry to the buy-now-pay-later (BNPL) model with Hopi Ready to Spend Limit, offering the most tangible equivalent of financial freedom. Through our Hopi Ready to Spend Limit, launched in partnership with Kredim—the financing arm of Param—we have pioneered a groundbreaking new payment solution that our business partners can offer their customers at no integration cost.

With this product, we have provided our users with flexible payment options, including installment plans, deferred payments, and interest-free financing.

By extending our innovative financial services to non-banking users, especially homemakers and young people, we have fostered greater financial inclusion and opportunity.

DOİNG GOOD FOR ALL

From Hopi's very inception, we have relentlessly pursued ever-higher goals, refusing to rest on our laurels. Pioneering innovative practices has been a steadfast guiding principle for us, as we continuously push the boundaries of what's possible in the retail industry.

Fostering a culture of inclusion and diversity has always been a top priority for us. Transcending conventional HR frameworks or generational divides, we recognize our employees as distinctive talents and our most invaluable assets—irrespective of their religion, language, generation, age, or gender. As a technology company with women comprising 52 percent of our workforce, we recognize the vital importance of empowering greater female representation in the tech industry to drive economic growth. To this end, we have proactively participated in numerous initiatives aimed at bolstering women's employment in our industry, while also taking on active roles within relevant NGOs and associations.

Driven by an entrepreneurial spirit, we have fostered a culture that values diverse perspectives, encourages agility and adaptation, and cultivates a spirit of constant inquiry. We created an environment where everyone can work happily and enjoyably, and we supported creativity by enhancing this environment with technology.

Looking ahead, we will continue to work with determination to make further progress and create a broader impact in the field of sustainability. We are steadfastly committed to fulfilling our promises and creating a better world for our users, employees, and all our stakeholders.

Let's continue to do "good" together for a greener, fairer, and more sustainable future!

Best regards,

YALIN ÖZCAN

CEO,
Hopi



BOYNER GROUP

Boyer Group, comprising six Group companies, over 250 stores, e-commerce sites, mobile applications, and employing more than 7,000 staff, stands as Türkiye's leading department store and fashion retail group. As a trusted business partner to countless renowned national and international brands in Türkiye, we serve millions of satisfied customers across our online and offline sales channels.

6

BOYNER GROUP
COMPANIES

250+

BOYNER GROUP
STORES



For more information,
please visit our website.
boynergrup.com/en



Boyer Group, comprising six Group companies, over 250 stores, e-commerce sites, mobile applications, and employing more than 7,000 staff, stands as Türkiye's leading department store and fashion retail group. Operating across diverse retail formats, from multi-story stores to private labels, e-commerce to mobile applications, we deliver a unique shopping experience that guarantees the unconditional satisfaction of our millions of customers. We are revolutionizing the retail industry with the groundbreaking innovations we introduce.

Leveraging our deep retail and operational expertise, we seamlessly integrate cutting-edge technologies and pioneering services to curate a truly exceptional shopping experience that consistently enriches the lives of our customers. As a Group with goodness woven into our very DNA, we steadfastly advance our sustainability efforts, guided by the United Nations Sustainable Development Goals.

Our success is driven by six core values. We value creativity, and we are bold and passionate. At Boyner, we are a large family committed to continuous learning and responsibility. By upholding these core values, our aim is to be a force for good across all areas of our operations.

OUR BRANDS

ALTINYILDIZ



hopi



BOYNER

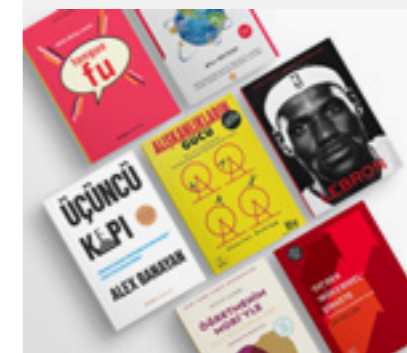


ALTINYILDIZ
CLASSICS

IBR
MAĞAZACILIK



By



Brooks Brothers





BOYNER HOLDİNG A.Ş. BOARD MEMBERS

We aim to create long-term value for our stakeholders by adhering to corporate governance principles with our experienced and visionary members.



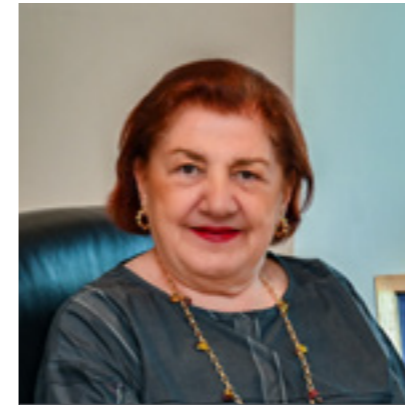
HASAN CEM BOYNER

CEO and Chairman,
Boyner Group



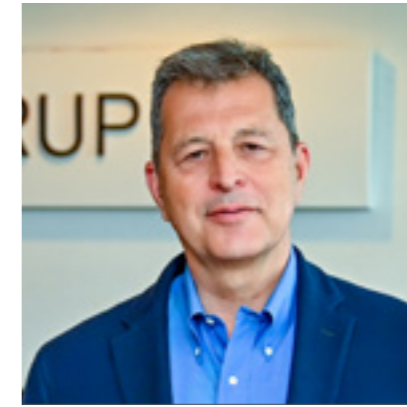
LATİFE BOYNER

Board Member,
Boyner Group



LERZAN BOYNER

Board Member,
Boyner Group



TAYFUN BAYAZIT

Board Member,
Boyner Group



NAZLI ÜMİT BOYNER

Board Member,
Boyner Group



KAMİL ÖMER BOZER

Board Member,
Boyner Group



NEYLAN DİNLER

Board Member,
Boyner Group



UMUT KOLCUOĐLU

Board Member,
Boyner Group



For more information,
please visit our website.
boynergrup.com/en



BOYNER GROUP IN FIGURES

7,003

NUMBER OF BOYNER
GROUP EMPLOYEES
IN 2023

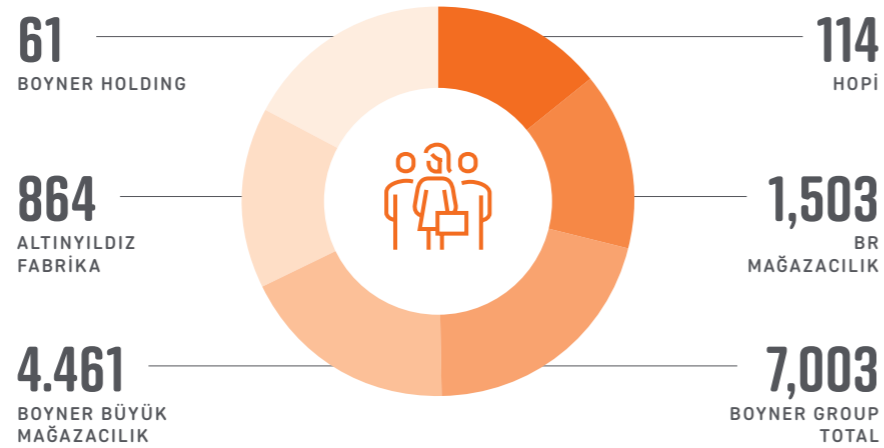
306

NUMBER OF
BOYNER GROUP
STORES IN 2023

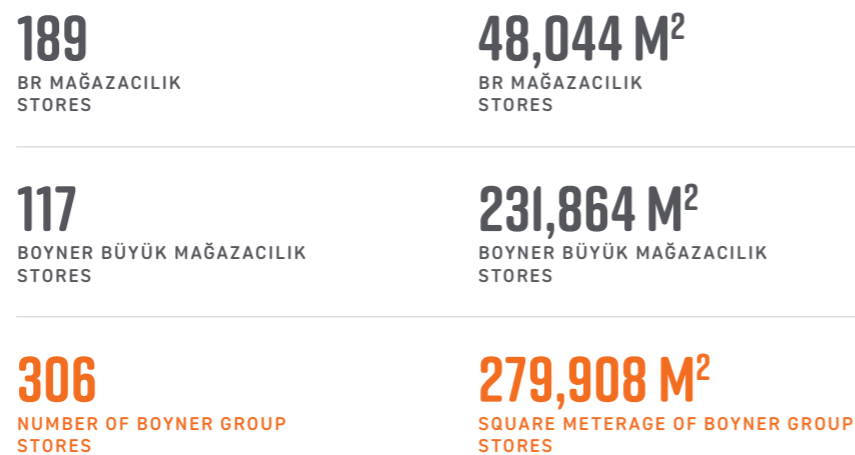


For more information,
please visit our website.
boynergrup.com/en

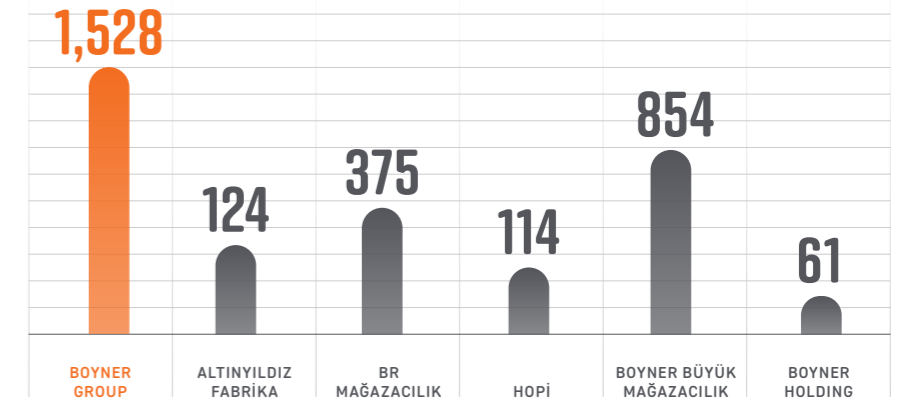
NUMBER OF EMPLOYEES



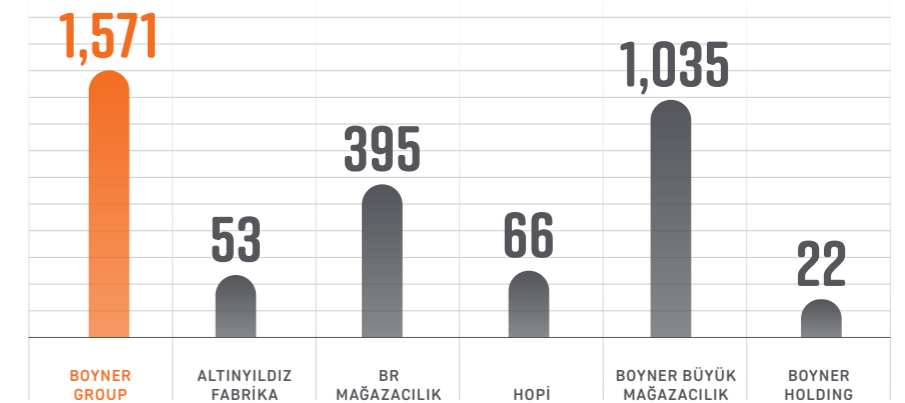
NUMBERS AND SQUARE METERAGE OF STORES



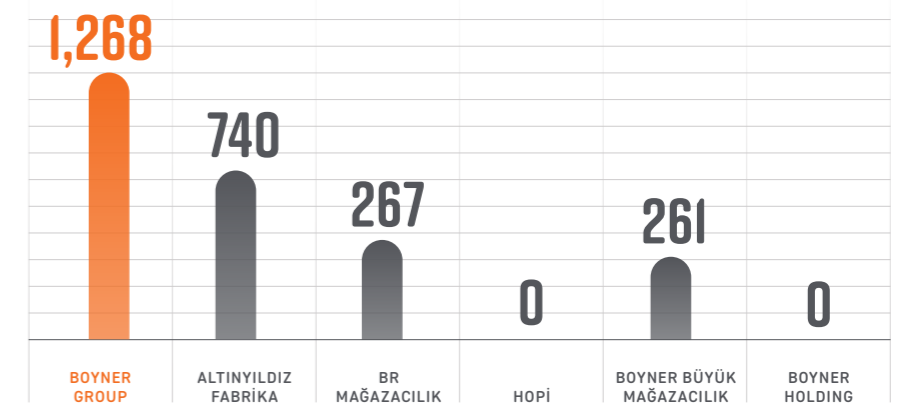
NUMBER OF HQ EMPLOYEES



NUMBER OF MANAGERS



NUMBER OF PRODUCTION AND WAREHOUSE EMPLOYEES



117

NUMBER OF
BOYNER
BÜYÜK MAĞAZACILIK
STORES IN 2023

189

NUMBER OF
BR MAĞAZACILIK
STORES IN 2023

306

NUMBER OF
BOYNER GROUP
STORES IN 2023

279,000

SQUARE METERAGE OF
BOYNER GROUP
STORES IN 2023



	Altinyıldız	BR Mağazacılık	Hopi	Boyner Büyük Mağazacılık	Boyner Holding	Group Total
Number of Employees	864	1,503	114	4461	61	7,003
Number of Store Employees	861	1,500	-	3,346	-	4,207
Number of Production and Warehouse Employees	740	267	-	261	-	1,268
Number of HQ Employees	124	375	114	854	61	1,528
Number of Female Employees	338	619	59	2,200	23	3,239
Female Employee Rate	39%	41%	52%	49%	38%	46%
Number of Female HQ Employees	42	200	59	447	23	771
Female Employee Rate in HQ Employees	34%	53%	52%	52%	38%	50%
Number of Female Store Employees	258	258	-	1,617	-	1,875
Female Employee Rate in Store Employees	30%	30%	-	48%	0%	45%
Number of Female Production and Warehouse Employees	296	161	-	136	-	593
Female Employee Rate in Production and Warehouse Employees	40%	60%	-	52%	-	47%
Number of Managers	53	395	66	1,035	22	1,571
Number of Female Managers	17	126	35	450	13	641
Female Manager Rate	32%	32%	53%	43%	59%	41%
Number of HQ Managers	27	178	66	676	22	969
Number of Female HQ Managers	10	89	35	338	13	485
Female HQ Manager Rate	37%	50%	53%	50%	59%	50%
Number of Store Managers	21	213	-	336	-	549
Number of Female Store Managers	37	37	-	108	-	145
Number of Female Production and Warehouse Managers	7	-	-	4	-	11
Female Production and Warehouse Manager Rate	27%	-	-	17%	-	21%
Number of Trained Employees	4,814	1,187	166	14,390	93	20,650
Number of Trained Female Employees	1,798	821	89	7,264	35	10,007

RESPONSIBILITY TO PEOPLE AND SOCIETY

With an awareness of responsibility to people and society, we grace lives we embrace and lead change with our projects.



BOYNERGRUP



WOMEN'S EMPOWERMENT

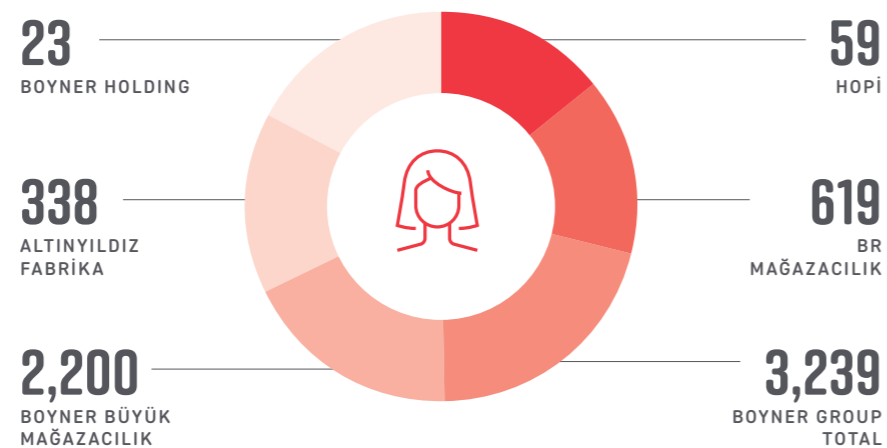
Boyner Group considers Gender Equality a top priority and an integral part of its company culture, in line with its governance principles.

We believe that gender diversity and equality are essential in corporate governance, and we are committed to fostering a culture of democracy in the workplace.

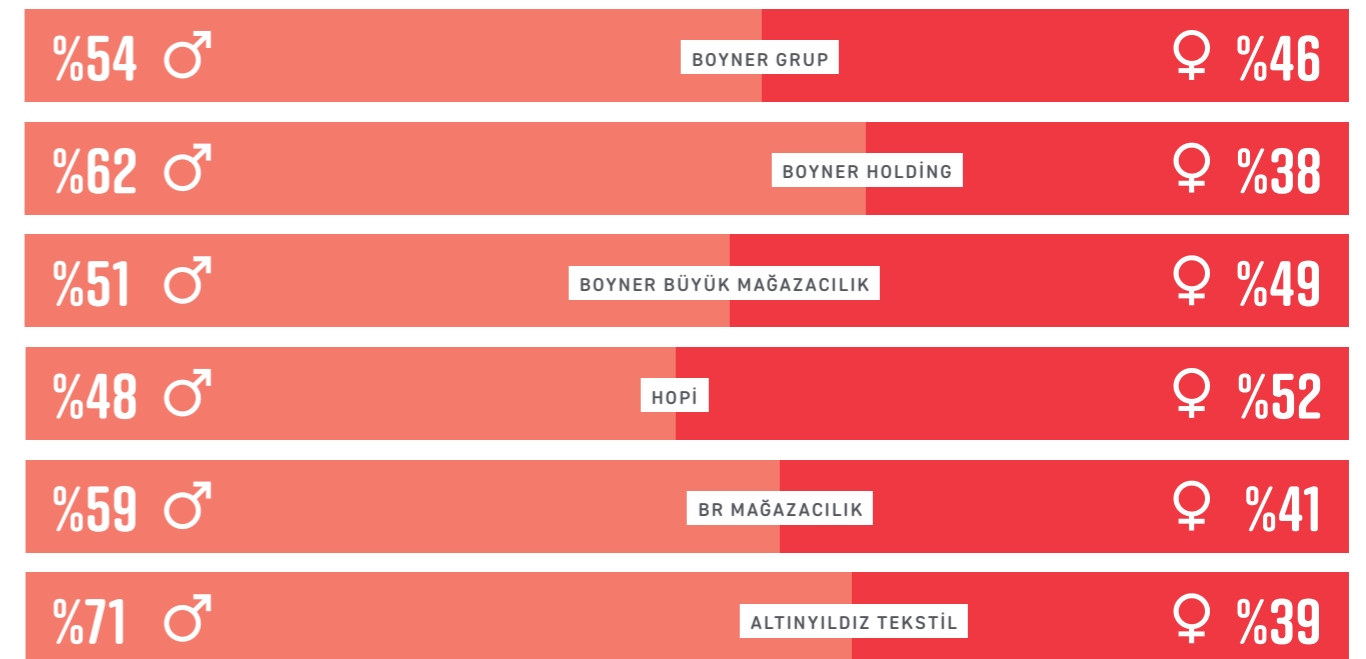
The principle of "Gender Equality," the fifth goal among the 17 global targets in the United Nations Sustainable Development Goals, aims to eliminate all forms of discrimination against women and girls. Eliminating this discrimination is not only a fundamental human right but also crucial for accelerating sustainable development.

Boyner Group considers Gender Equality a top priority and an integral part of its company culture, in line with its governance principles. At Boyner Group, we regard gender equality also as a fundamental aspect of democracy. To achieve this goal, we prioritize creating "workplace harmony." We believe that gender diversity and equality are essential in corporate governance, and we are committed to fostering a culture of democracy in the workplace.

NUMBER OF FEMALE EMPLOYEES



FEMALE/MALE EMPLOYEE RATIO



3,239

NUMBER OF FEMALE BOYNER GROUP EMPLOYEES

At Boyner Group, we consider Gender Equality a top priority and an integral part of our company culture, in line with our governance principles. At Boyner Group, we regard gender equality also as a fundamental aspect of democracy. To achieve this goal, we prioritize creating "workplace harmony."

641

NUMBER OF FEMALE BOYNER GROUP MANAGERS

10.007

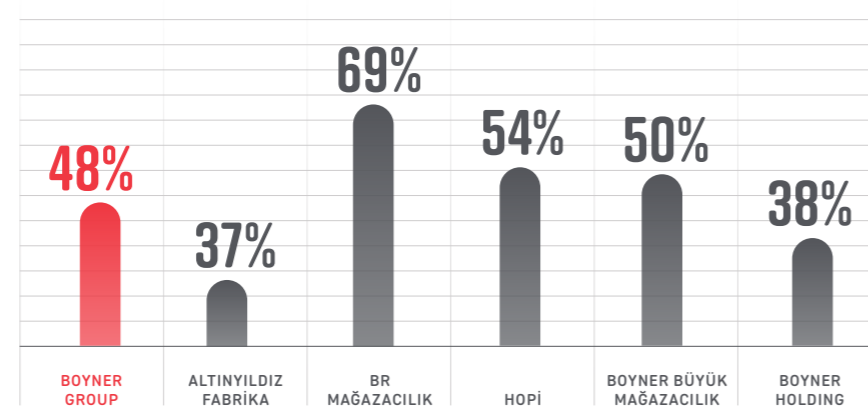
NUMBER OF TRAINED FEMALE EMPLOYEES

593

NUMBER OF FEMALE PRODUCTION AND WAREHOUSE EMPLOYEES



FEMALE EMPLOYEE PARTICIPATION IN TRAINING AND DEVELOPMENT INITIATIVES



Boyner Group is empowering its female employees to break through glass ceilings thanks to the "workplace harmony" and culture of democracy it actively promotes.

Women hold four of the eight board seats at Boyner Holding, five of the eight board seats at Boyner Büyük Mağazacılık, five of the seven board seats at Altinyıldız Tekstil, three of the seven board seats at Hopi, and three of the seven board seats at BR Mağazacılık.

There are a total of 37 board members across our Boyner Group companies, with 20 of them being women.

In Altinyıldız Tekstil, the female employee rate is 39 percent, in BR Mağazacılık it is 41 percent, in Hopi it is 52 percent, in Boyner Büyük Mağazacılık it is 49 percent, and in Boyner Holding it is 38 percent.

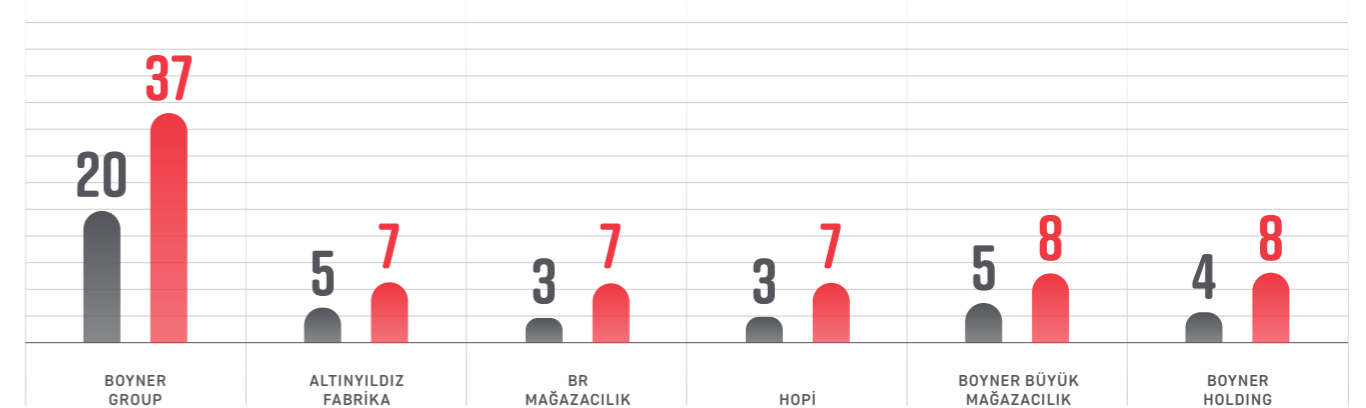
Women comprise 46 percent of the total workforce across Boyner Group.

46%

FEMALE EMPLOYEE RATE AT BOYNER GROUP



TOTAL BOARD MEMBERS AND FEMALE BOARD MEMBERS





BİRİZ, BİRLİKTEYİZ

We have implemented supportive measures in our human resources policies and pledged to stand by our employees against any form of violence as part of the "Biriz, Birlikteyiz" project.

Boyer Group became the first retail company in Türkiye to comply with the International Labor Organization's (ILO) Violence and Harassment Convention No. 190, which envisions "Zero Tolerance to Violence."

Biriz
Birlikteyiz

Through our "Biriz, Birlikteyiz" initiative, we have made an unwavering pledge to support our employees against any form of violence, both within and beyond the workplace.

Through this initiative, launched in conjunction with our participation in Sabancı University's 'Business Against Domestic Violence' training program, we have implemented supportive measures within our human resources policies and established a dedicated protocol to address domestic violence. Throughout this process, we have cultivated strong collaborations with key partners. To raise awareness of this issue within the Group and to learn how to respond if a colleague faces domestic violence, we organized training sessions across all management tiers in collaboration with the Federation of Women Associations of Türkiye.

We support our employees through the "Emergency" hotline service provided to Boyner Group by the Federation of Women Associations of Türkiye.

In collaboration with gonullupsikolog.org, a volunteer-led social enterprise founded by women entrepreneurs, we offer free online psychological support to employees who request it. We conduct regular training sessions aimed at heightening awareness and understanding of this critical issue across all management tiers at Boyner Group.

Boyer Group became the first retail company in Türkiye to comply with the International Labor Organization's (ILO) Violence and Harassment Convention No. 190, which envisions "Zero Tolerance to Violence." We are committed to providing decent work and fostering a working environment free from all forms of violence and harassment, including gender-based violence and harassment.



Ev içi şiddete karşı harekete geçiyor, yaşamın her alanında kadına yönelik şiddetin karşısında duruyoruz.



İnsan Kaynakları politikalarımızda destekleyici düzenlemeler,



Boyer Grup bünyesinde tüm yönetim seviyelerinde şiddete karşı farkındalığı artıracak eğitimler ile



Biriz
Birlikteyiz
diyoruz.

We have also ensured that our adoptive employees benefit from rights such as postnatal leave, paternity leave, and various forms of educational support.

2022

LAUNCH OF THE
BİRİZ, BİRLİKTEYİZ
PROJECT

400+

TOTAL TRAINING
SESSIONS PROVIDED
AS PART OF THE
BİRİZ, BİRLİKTEYİZ
PROJECT



YARINLAR BÜYÜSÜN

We launched the "Yarınlar Büyüsün" project to ensure parenting isn't solely a mother's responsibility. We've extended paternity leave from one week to four weeks, with the extra three weeks fully paid.

Our goal with the Yarınlar Büyüsün Project is to promote gender equality among both our Group employees and their families.



We consistently review and enhance our human resources policies, recently introducing an innovative new practice. As part of our commitment to gender equality, we have fostered an environment that supports parents among our employees by eliminating traditional gender roles.

Through the "Yarınlar Büyüsün" initiative, we have implemented a comprehensive suite of supportive policies addressing a wide range of parenting-related needs.

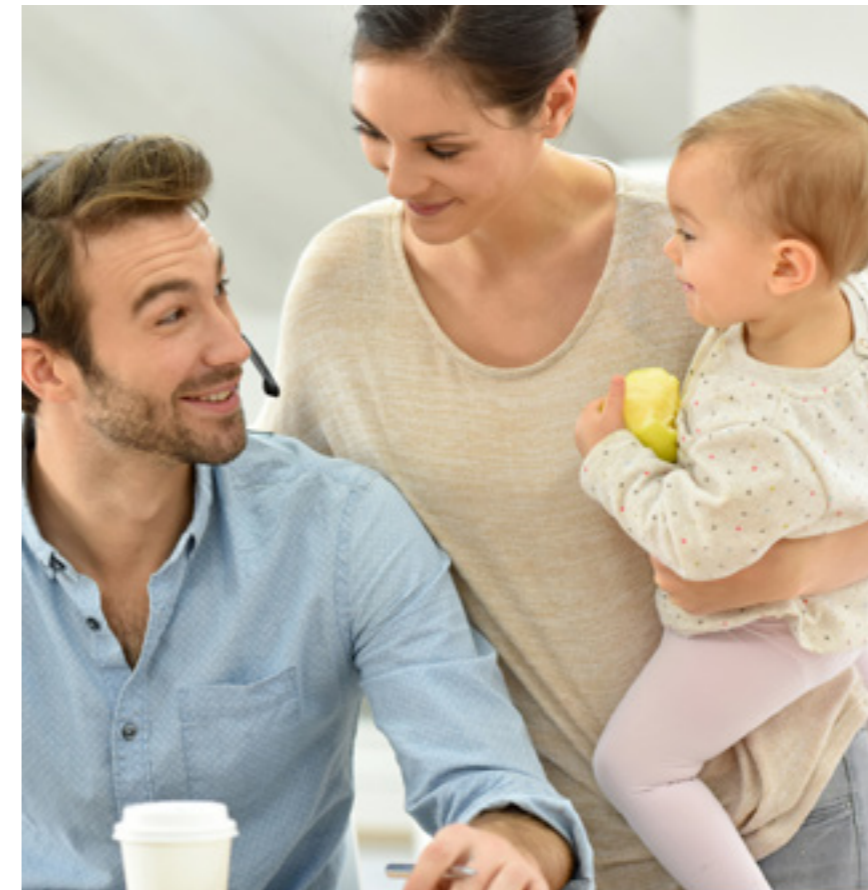
As part of our commitment to supporting working parents, we have implemented a comprehensive suite of benefits for our employees. These include extended paternity leave, adoption leave, postnatal psychological support for both mothers and fathers, nutrition counseling with dietitians, and child development training. We extended the legally required one-week paternity leave by three additional weeks of paid leave, resulting in a total of four weeks of paternity leave.

Although the expanded paternity leave policy may be viewed as a benefit for our male employees, it fundamentally reflects our belief that parenting is a shared responsibility, not solely the domain of mothers. Extending paternity leave to four weeks allows our new-parent employees to spend more time at home with their babies and provide better support to mothers in baby care. Our goal with the Yarınlar Büyüsün project is to promote gender equality among our Group employees and their families. In the year 2023, a total of 53 fathers across the Boyner Group companies took advantage of the extended four-week paternity leave policy.

We have also introduced policies that ensure equal treatment for adoptive parents. We have also ensured that our adoptive employees benefit from rights such as postnatal leave, paternity leave, and various forms of educational support. Furthermore, we steadfastly support all new parents within our workforce through comprehensive initiatives, including training sessions, psychological counseling, and access to dietitian services.



	Altinyıldız	BR Mağazacılık	Hopi	Boyner Büyük Mağazacılık	Boyner Holding	Group Total
Female Employees Who Took Maternity Leave	7	12	2	45	0	66
Female Employees Who Returned After Maternity Leave	5	7	2	34	0	48
Postpartum Return Rate for Female Employees	71%	58%	100%	76%	-	73%
Male Employees Who Took Paternity Leave	22	29	3	43	1	98
Male Employees Who Returned After Paternity Leave	19	24	3	40	1	87
Return Rate (Male Employees)	86%	83%	100%	93%	100%	89%
Number of Employees Who Took Parental Leave	29	41	5	88	1	164
Number of Employees Who Returned After Parental Leave	24	31	5	74	1	135
Total Return Rate	83%	76%	100%	84%	100%	82%



53

NUMBER OF EMPLOYEES WHO TOOK 4 WEEKS OF PATERNITY LEAVE AS PART OF THE "YARINLAR BÜYÜSÜN" PROJECT

66

NUMBER OF FEMALE BOYNER GROUP EMPLOYEES WHO TOOK MATERNITY LEAVE



MARCH 8TH INTERNATIONAL WOMEN'S DAY CAMPAIGNS

We highlight the issue of gender equality through our communication activities on March 8th, International Women's Day.

We have been conducting communication campaigns to raise social awareness about gender equality and women's rights on March 8th, International Women's Day.

At Boyner Group, we regard the pursuit of equality as a matter of democracy, not merely a women's issue.

Since 2009, we have been conducting communication campaigns to raise social awareness about gender equality and women's rights on March 8th, International Women's Day.

While aiming to reach a wide audience with our March 8 communication campaigns, we also aim to empower women through projects such as "İyi İşler," "Biriz, Birlikteyiz," and "Seninle Tamam."

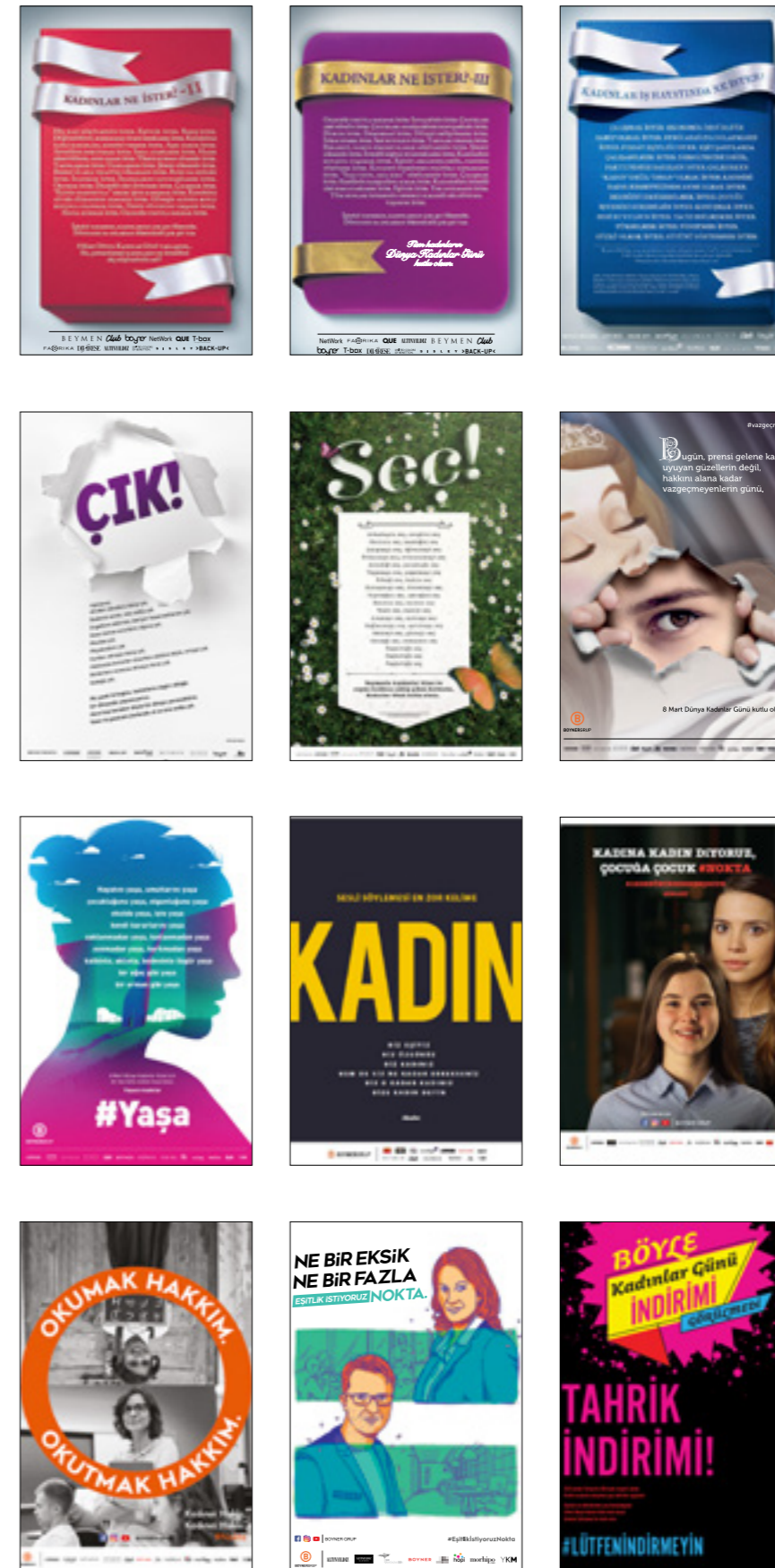
Through these communication efforts, we aim to bring gender equality to the forefront and ensure that all segments of society support women's demands for equality and freedom.

Through these initiatives, we strive to underscore the critical need for policies and practices that advance gender equality, while actively advocating for its prominent placement on the social and political agenda.

At Boyner Group, we encourage all our managers, especially those in senior positions, to raise public awareness on this issue and participate in events and conferences organized by women's rights advocacy platforms.

Beyond our targeted internal and external International Women's Day campaigns, we forge strategic partnerships with universities and NGOs to amplify our initiatives and messages across diverse platforms.

By actively participating in global platforms, we extend Boyner Group's activities beyond local stakeholders, expanding our reach internationally.



Following the earthquakes on February 6, 2023, Boyner Group took action to convert emergency aid into lasting projects. On March 8th, International Women's Day, we joined the Federation of Women Associations of Türkiye (TKDF) in the Mor Yerleşke project. Our goal was to support women, children, and the elderly in the affected region.

At Mor Yerleşke, psychologists, social workers, and child protection experts work tirelessly to improve conditions for vulnerable groups in the earthquake zone and create psychosocially safe spaces. Boyner Group has supported a project comprising 25 campuses, including 11 Mor Yerleşke, and initiated a special campaign to expand the number of campuses.

To reach more women and children with the key messages "If Women Heal, the World Changes" and "Let's Heal Together," the Group has facilitated the collection of donations for the project through Fonzip.



İYİ İŞLER



We have set a global precedent with the İyi İşler project. For the first time, a private sector company is running a capacity-building program to support the needs of women entrepreneurs within its supplier network and the industry.

We view "gender equality in the workplace" as a fundamental aspect of democracy. We aim to support women's demands for equality and freedom across all segments of the business world and society while also raising awareness about gender equality.



We view "gender equality in the workplace" as a fundamental aspect of democracy. We aim to support women's demands for equality and freedom across all segments of the business world and society while also raising awareness about gender equality.

Through İyi İşler, we empower women entrepreneurs.

We started by examining our own supply chain. In 2015, we analyzed data to assess the proportion of women entrepreneurs among our business partners in the supply network. That year, we discovered that out of the 342 suppliers in Boyner Group's supply network for private labels, only 63 were helmed by women entrepreneurs, and among these, only 53 had women in leadership roles.

This disparity prompted the launch of İyi İşler.

Launched in 2015 and carried out in collaboration with the Women Entrepreneurs Association of Türkiye (KAGİDER) since 2018, the project aims to empower women and promote gender equality in the business world.

The structure of İyi İşler is unprecedented worldwide.

For the first time, a private sector company is running a capacity-building program to support the needs of women entrepreneurs within its supplier network and the industry.

We support women entrepreneurs in creating long-term environmental, social, and economic value. By ensuring business continuity and enhancing their competitiveness, we help them manage resources and operating costs effectively. Initiated by Boyner Group in collaboration with entrepreneurs within its own supply chain, the program expanded to include women entrepreneurs producing for retail segments beyond food and electronics. In 2022, for the first time, an international female entrepreneur was also included in the project.

This nine-week program, introduced in 2022, was designed to enhance the social, professional, and financial skills of women entrepreneurs. The training sessions in the İyi İşler project offered comprehensive content to empower entrepreneurs across 21 different areas, including communication, strategic planning, financial resources for growth and new investments, contract law, labor law, obligations law, and tax law.

The seventh term, which began in 2022, was completed by 31 women entrepreneurs. The project graduated 150 entrepreneurs to date.

İyi İşler was highlighted as an exemplary program at the United Nations Women's Empowerment Principles Annual Event in New York City in 2016. Additionally, the IFC made the project's publication, "Gender-Smart Business Solutions Case Study: Boyner Group's Supply Chain Strengthens Women in Business," available worldwide. The project was featured as a case study in "Putting Gender Smart Commitments into Practice: SheWorks Year One Progress Report," published by SheWorks!

150+

**NUMBER OF
ENTREPRENEURS
WHO GRADUATED FROM
THE İYİ İŞLER PROJECT
AS OF 2023**



İYİ İŞLER STORE

The İyi İşler Store on Boyner.com will offer thousands of products by female entrepreneurs in the "İyi İşler" project, which operates in areas such as textile, ready-made clothing, shoes, bags, accessories, home and kitchen textiles.

In collaboration with KAGİDER, the project has successfully trained over 10 women entrepreneurs in individual and corporate capacity development.



In collaboration with KAGİDER, the project has successfully trained 150 women entrepreneurs in individual and corporate capacity development.

Gender equality has long been a cornerstone of Boyner Group's corporate ethos, integral to both our operational principles and social investment strategy for decades.

Launched in 2015 and carried out in collaboration with KAGİDER since 2018, the "İyi İşler" program allows us to support women entrepreneurs in enhancing their business capacity with sustainable models.



10+

NUMBER OF WOMEN ENTREPRENEURS WHO RECEIVED TRAINING AND CERTIFICATION AS PART OF THE PROJECT

In the nine-week training program, we provide women entrepreneurs producing for all retail sectors except food and electronics with comprehensive content covering 21 different areas. These areas include communication, strategic planning, financial resources for growth and new investments, contract law, labor law, law of obligations, and tax law, all aimed

at empowering the entrepreneurs. Women entrepreneurs graduating from the "İyi İşler" project will empower other women entrepreneurs by supporting them in selling their products on the "İyi İşler Store" on Boyner.com.

Boyner.com's dedicated "İyi İşler" marketplace will offer thousands of products from women entrepreneurs, spanning categories including textiles, apparel, footwear, handbags, accessories, and home and kitchen textiles.



SENİNLE TAMAM

Through the "Seninle Tamam" project, we have established a program that enables women to join the workforce with more flexible working hours. We provided women with the freedom to start work by allowing them to choose their own working hours.

We encourage women who have never had the opportunity to work, who have taken a career break due to various reasons, or who have been unable to return to their jobs, to join Boyner.

Women may need to take breaks from their careers due to responsibilities in their private lives, which can disrupt the continuity of their employment. At Boyner Group, we launched the "Seninle Tamam" project in March 2022 to address the challenges faced by women who need to take career breaks.

As a leading brand and one of the largest employers in the retail industry, we have created a program that enables women to participate in the workforce with more flexible working hours. Through our project, we invite women who have never had the opportunity to work, taken career breaks due to various reasons, or been unable to return to their jobs. At Boyner, we offer these women the freedom to choose their own working hours.



Since the project's inception, 20 women have begun their professional lives by taking on roles in various departments at Boyner stores, primarily in Istanbul, as well as in Izmir, Ankara, Bursa, Kayseri, and Hatay. Candidates hired for roles in sales, warehouse operations, customer relations, and other areas at Boyner stores can also take advantage of the training programs we offer. These training programs equip candidates with essential retail knowledge and skills.



Candidates hired for roles in sales, warehouse operations, customer relations, and other areas at Boyner stores can also take advantage of the training programs we offer.

20

NUMBER OF WOMEN WHO STARTED WORKING AS PART OF THE PROJECT



PEMBE TOP SAHADA

We actively support the "Pembe Top Sahada" initiative to raise awareness about breast cancer.

We are spearheading efforts to amplify the voices of women in this struggle and share their stories with broader audiences.

10

NUMBER OF GAMES PLAYED AS PART OF THE PINK BALL ON THE COURT PROJECT



We continue to support projects that create social awareness. For six years, we have been supporting the "Pembe Top Sahada" project, conducted by Anadolu Medical Center and Anadolu Efes Sports Club every October during "Breast Cancer Awareness Month."

Through our stores and online channels, we lead efforts to amplify breast cancer awareness and highlight the struggles of women, ensuring their voices are heard by a wider audience. Throughout October, we also displayed a pink ball in our stores to highlight the importance of early diagnosis in breast cancer.

Last year, the Pink Ball was seen on the court for the 10th time. It made a notable appearance during the Turkish Airlines EuroLeague game between Anadolu Efes and Real Madrid at the Sinan Erdem Sports Hall on October 12, when Cansu Dere took a shot.



FABRIKA SLIPPERS PROJECT

We spearhead diverse initiatives aimed at promoting gender equality and empowering women across all spheres of life. In line with our commitment, we made available in our stores and on boyner.com.tr handcrafted bags made from natural wooden beads by women in the Sakarya region.



Committed to supporting women's employment and sustainable economic practices, in 2023, we partnered with women in the Akyazi region of Sakarya for our Fabrika brand. The handcrafted bags made by women in Sakarya using natural wooden beads are now available in our stores and on boyner.com.tr.

Leveraging the skilled craftsmanship of 60 women from the Akyazi region of Sakarya, 6,500 handbags crafted from natural wooden beads were produced. At Boyner, we are committed to driving initiatives that promote gender equality and empower women in all spheres of life. In support of this cause, we have incorporated handwoven straw slippers crafted by women in the Akhoca village of Edirne's Keşan district into our summer 2022 collection.

Through the project focused on generating income for the women of Akhoca, the rural women in the region were able to produce 10,000 slippers in just four months.

Building on the success of last year, the project has now expanded to Edirne. Handcrafted handbags made from natural wooden beads by women in the Sakarya region are now available through Fabrika, one of Boyner's private labels, in Boyner stores and on boyner.com.tr. In the project featuring bead-designer handbags, eight models were crafted by talented women, transforming them into stylish and natural accessories suitable for any time of day.



As part of the project, 60 rural women produced 10,000 slippers in just 4 months

6,500

NUMBER OF HANDBAGS PRODUCED UNDER THE PROJECT





UNITED NATIONS GLOBAL COMPACT MEMBERSHIP

In 2023, Boyner Group joined the United Nations Global Compact initiative.

2023

THE YEAR BR MAĞAZACILIK JOINED THE UNITED NATIONS GLOBAL COMPACT



At BR Mağazacılık, we are aligning our existing and future initiatives with the "Dünya Yaşasın Diye Sohbetler" platform, guided by the principles of the United Nations Global Compact which provides a framework for businesses to advance the Sustainable Development Goals.

As part of this commitment, we joined the United Nations Global Compact in 2023. Through this UN Global Compact membership, we are committed to aligning our existing initiatives and developing new projects in accordance with the principles established by the United Nations.

WOMEN IN TECH

Hopi is a member of both the Women in Technology Association and the Lead Network Türkiye, and is committed to fulfilling its role in increasing women's participation in the technology sector.



We recognize the critical importance of empowering women to participate in the technology sector for the benefit of our country's economy.

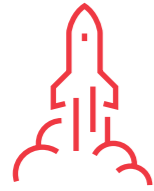
52%

FEMALE HOPI EMPLOYEES

We recognize the critical importance of empowering more women to participate in the technology sector for the benefit of our country's economy. Women make up 52 percent of our total workforce, and hold 53 percent of our management positions. We are continually working to increase these rates even further.

As a member of the Women in Technology Association and the Lead Network Türkiye, we are committed to upholding our responsibilities to empower greater female participation in the technology sector.





CORPORATE CULTURE

The democratic work environment we cultivate empowers our employees to conceptualize, design, and realize creative and entrepreneurial initiatives.

We collaborate to champion the values of courage, creativity, and entrepreneurship that are inherent to Boyner Group's DNA, seamlessly weaving them into our daily operations and cultivating innovative ideas that drive meaningful value creation.

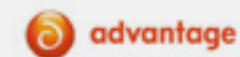

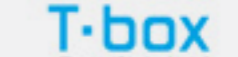




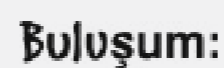





At Boyner Group, we foster a culture of innovation by empowering our employees with a work environment that encourages freedom and democratic principles. We firmly believe that fostering internal democracy and maintaining open communication channels are not only achievable, but essential for cultivating a fulfilling and successful work environment. This democratic work culture empowers employees to easily conceptualize, design, and bring to life creative and entrepreneurial initiatives.

We steadfastly support our employees in cultivating creative ideas and driving their own professional development, while also championing the core values of courage, creativity, and entrepreneurship that are intrinsic to Boyner's DNA, and seamlessly weaving them into our daily operations. The inherent creativity and innovation of our employees gave birth to initiatives like the Advantage Card, T-Box, and countless other groundbreaking inventions. This recognition was made possible by our systematic cultivation of an "intrapreneurial culture"—one that provides a distinct competitive advantage by becoming deeply embedded within our daily operations and ensuring its long-term sustainability.



HIGHLIGHTS FROM INTRAPRENEURIAL CULTURE PROJECTS

 <p>ADVANTAGE CARD FIRST INSTALLMENT CREDIT CARD OF TÜRKİYE AND EUROPE</p>	 <p>WHEN YOU DON'T KNOW WHO TO CALL, CALL BACK-UP!</p>	 <p>T-SHIRT IN A BOX!</p>	 <p>90-MINUTE DELIVERY BY BOYNER WITH BOYNER NOW!</p>
 <p>ASİSTANIM: BREAKING DOWN BARRIERS IN RETAIL</p>	 <p>BOYNERGRUP</p>		 <p>INNOVATIVE DELIVERY WITH BOYNER EXPRESS!</p>
 <p>THE MEETING POINT OF SOCIAL ENTREPRENEURS!</p>	 <p>MORHIPO: THE VERSATILE FASHION DESTINATION OF E-COMMERCE!</p>	 <p>HOPİ: SHOP HOPİ!</p>	 <p>DELIVERY AVAILABLE ANYWHERE!</p>



DIGITALIZED TRAINING WITH E.MOBIL+

The E.Mobil+ provides our headquarters and store employees with a comprehensive suite of offerings, including professional and personal development training, assessment tests, surveys, digital certifications, instant notifications, internal competitions, and both in-class and virtual learning sessions.

Furthermore, the measurement and assessment activities conducted at the conclusion of training sessions help drive increased productivity among participants.

8,754

NUMBER OF TRAINING SESSIONS PROVIDED THROUGH E.MOBIL+



E.Mobil+, Boyner Group Academy's digital learning platform, offers employees across diverse roles instant access to personalized training pathways.

The E.Mobil+ provides our headquarters and store employees with a comprehensive suite of interactive offerings, including professional and personal development training,

assessment tests, surveys, digital certifications, instant notifications, internal competitions, and both in-class and virtual learning sessions. Furthermore, the measurement and assessment activities conducted at the conclusion of training sessions help drive increased productivity among participants.



ON-SITE TRAINING PROGRAM

We invest in the development of our employees through a curriculum spanning online, in-store, and in-class training sessions. As part of the ongoing "marathon" training program, both our sales and operations teams participate in monthly learning sessions.



We provide in-store and in-class training sessions are organized for over 30 brands under Boyner, predominantly in the online environment.

For brand dedication, in-store and in-class training sessions are organized throughout 2023 for over 30 brands under Boyner, predominantly in the online environment. Prior to the opening of new stores, we deliver tailored training programs for field employees, covering areas such as sales, cash register operations, product categorization, and visual merchandising. As part of the ongoing "marathon" training program, both our sales and operations teams participate in monthly learning sessions.

Our leadership development program provides role-specific training curricula tailored for

employees at all levels, from regional managers to store managers. Additionally, role-based service standards training is provided in the field at regular intervals throughout the year. Through our university partnerships, including the MT program and intern development initiatives, we offer a blend of online and in-class training sessions. Additionally, our in-class promotion development program training is also provided to participants. Costa Coffee store orientation and barista training, along with Fabrika trainings, are offered both online and in-class throughout the year.





EMPLOYEE EXPERIENCE

We reach our employees through various communication channels and ensure the communication of all current activities and news.

Boyner Group companies maintain the principle of equal opportunity in their various training and development programs.



We engage our employees through multiple channels, ensuring the effective communication of all activities and the latest news year-round.

At Boyner Group, we carry out activities for communication with employees, the building blocks of our business. We engage our employees through multiple channels, ensuring the effective communication of all activities and the latest news year-round. We leverage a range of internal and external communication channels to inform our employees about updates and opportunities across the Boyner Group, including vacant positions, individual company achievements, employee-specific campaigns, corporate history and leadership, conferences, corporate responsibility initiatives, and volunteering activities.

In addition to our internal communication channels, we also engage with both internal and external stakeholders through the Boyner Group website. Concurrently, we leverage social media platforms to share the latest news and information about the company.

Our employees can participate in management through Ethics Committees and Occupational Health and Safety Boards.

Boyner Group companies maintain the principle of equal opportunity in their various training and development programs. We closely monitor and analyze the participation rates, training hours, and investment in training across areas such as personal development, professional development, occupational health, and employee safety, with a dedicated focus on tracking these metrics by gender. We undertake training and development assessments with a steadfast commitment to equal opportunity, analyzing gaps from the current year and proactively planning targeted actions to address them in the year ahead.



ALTINYILDIZ COMMUNITY

Our Altinyıldız Community podcast series explores sustainability topics from diverse perspectives, featuring surprise guest speakers.

We engage in wide-ranging discussions with surprise guest speakers, delving into topics spanning sustainability, fashion, our brand values, and the realms of design and technology.



Launched in 2023, the Altinyıldız Community podcast by BR Mağazacılık provides a platform for wide-ranging discussions with surprise guest speakers, covering topics that span sustainability, fashion, the company's brand values, and the realms of design and technology.

As part of the "Dünya Yaşasın Diye Sohbetler" initiative, the Altinyıldız Community podcast delves into sustainability topics from diverse perspectives, featuring a lineup of surprise guest speakers. To date, the Altinyıldız Community podcast has featured prominent guests such as Yekta Kopan, Doğukan Güngör, Aslı Bilgin, and İrem Çağlı, engaging them in discussions around sustainability. You can follow our podcast on Spotify.



SO THAT THE WORLD MAY LIVE WEBINAR

Through the "Dünya Yaşasın Diye Sohbetler Webinar" project, we host individuals who have integrated sustainability into their business processes and personal lives on a web-based conference platform, enabling them to share their experiences.



We will continue to feature guests who have developed a keen interest in sustainability.

Through the "Dünya Yaşasın Diye Sohbetler Webinar" project, we host individuals who have integrated sustainability into their business processes and personal lives on a web-based conference platform, enabling them to share their experiences. The "Dünya Yaşasın Diye Sohbetler" webinar series kicked off with Zeynep Tosun, a renowned Turkish fashion designer, followed by Arnas Akbaş, the founding partner of Nivogo, a Turkish initiative dedicated to advancing circularity in the fashion industry.

Recordings of the 'Dünya Yaşasın Diye Sohbetler' webinars are available for viewing on the Altinyıldız Classics YouTube channel. We will continue to feature guests who have developed a keen interest in sustainability.





EMPLOYEE EXPERIENCE AT HOPI

Fostering a positive, employee-centric work environment at Hopi has always been a top priority, guided by our people-oriented HR practices.

At Hopi, transparent communication starts with the recruitment process and continues through ongoing mutual assessment.



The principle of Unconditional Customer Happiness, which has long guided our Group, also serves as a driving force behind our Human Resources practices. Consequently, fostering a rewarding and fulfilling work environment for our employees at Hopi, guided by our people-centric HR practices, has always been a priority for us.

Starting over
At Hopi, transparent communication starts with recruitment and continues through ongoing mutual assessment. During the recruitment stage, we prioritize the value employees can bring to our organization and the value we can add to their careers, fostering a sustainable business relationship. Beyond just identifying the right candidates and top talents, we prioritize creating an exceptional employee experience and assembling collaborative teams with whom we can build lasting, effective partnerships.

"Leyla": Our virtual business partner
Embracing the opportunities created by technology is ingrained in our DNA. We are committed to continuously improving our existing processes through technological solutions. Our latest technological innovation is "Leyla," the robotic process automation (RPA) engine we recently developed. To date, Leyla has enabled the automation of six distinct processes, and we expect to further leverage this RPA engine to drive even greater efficiencies in the years ahead.

Lifelong learning
Training and development are essential for sustaining productivity.

We have a comprehensive training catalog in place. Our democratic environment empowers Hopi employees to go beyond catalog

trainings and choose their own non-catalog training options. Individuals who meet specific criteria will consistently receive support in their domain-specific endeavors.

"How's It Going?"
Open communication is essential. Each month, we organize half-hour department-based meetings called "How's It Going?" In these meetings, we gather suggestions, demands, and opinions from Hopi employees, and discuss the barriers they encounter in their professional roles. We evaluate the outcomes of the meetings and collaborate with the relevant personnel to implement the necessary actions. This model is invaluable for staying connected with all departments. We believe people should be able to provide timely feedback under all circumstances.

We believe that internship at Hopi is a journey of learning and discovery.

Sustainability is not a short-term commitment. We highly value young individuals who are yet to embark on their career journeys. We aim for the Hopi internship to be a transformative journey of learning and discovery that shapes our interns' careers.

To that end, we support their transition into part-time and full-time positions, beginning with a long-term internship program. Our interns have the opportunity to add value to both Hopi and their careers by taking on meaningful responsibilities within business processes.

Young Hopis
Diversity is deeply ingrained in our culture, and maintaining and fostering this diversity is of utmost importance to us. With this awareness, we host Young Hopis meetings to integrate the perspectives of our young employees into our business processes. These meetings allow us to gather a diverse range of ideas and gain a better understanding of the perspectives of our young talents.

A work environment that embraces open communication and diversity, we believe, inspires everyone, enhances the sense of belonging, and perfects teamwork.



Levent Egemen Ercebeci
HR & Operations Assistant General Manager, Hopi

We aim for the Hopi internship to be a transformative journey of learning and discovery that shapes our interns' careers.



DIVERSITY, EQUITY, AND INCLUSION

At Boyner Group, we see differences as a unifying force. Therefore, we continuously initiate new projects to achieve our diversity and inclusion goals.

We strive to provide fairer and equal working environments for our employees, empowering them to realize their potential.

For us, diversity, equity, and inclusion are fundamental matters of democracy. At Boyner Group, we see differences as a unifying force. Therefore, we continuously initiate new projects to achieve our diversity and inclusion goals. We design and implement our organizational processes to guarantee equitable opportunities throughout the entire employee lifecycle, encompassing recruitment, workplace relationships, compensation structures, professional development, career advancement, retirement planning, and overall employment conditions. We strive to provide fairer and equal working environments for our employees, empowering them to realize their potential.

One of our primary goals is to ensure decent work and optimal working conditions. We go beyond merely ensuring employee rights; we strive to establish human rights in working environments and among suppliers, adhering to our principle of "democracy in the workplace."

"We implement necessary mechanisms to ensure that the principle of equality delivers justice to all identities. In line with the diversity and inclusion goals in our sustainability efforts, we launched the Gönülden İşaret project in collaboration with the Istanbul Metropolitan Municipality Disability Department. Through numerous projects, we aim to bring gender equality to the forefront and ensure that all segments of society support women's demands for equality and freedom."





GÖNÜLDEN İŞARET

Boyner Group, in partnership with the Istanbul Metropolitan Municipality's Disability Department, launched the Gönülden İşaret project to break down communication barriers.

Upon completing the training program, we aim to recruit more hearing-impaired employees and expand job opportunities.



34

NUMBER OF BOYNER STORES ABLE TO OFFER IN SIGN LANGUAGE SERVICES

We launched the project to foster barrier-free communication among our employees, business partners, and customers.

The project marks a significant stride in eliminating communication barriers by offering sign language training to our employees.

Aiming to have at least one sign language-fluent employee in each Boyner store and head office, the project became our most popular volunteering initiative, with applications exceeding the initial 100-person capacity fourfold. The project attracted 530 applications in its second year.

During the project's initial phase, participants earned certificates after completing 40 hours of training over 10 weeks.

The 2023 training sessions increased our graduate count to 58, enabling sign language services at 34 of our 117 Boyner stores.

Upon completing the training program, we aim to recruit more hearing-impaired employees and expand job opportunities.



GOODNESS

We continue develop projects that tackle societal challenges and foster a sustainable future, driven by our commitment to social responsibility.



We design each project with a value-adding, responsible, and sustainable approach.

Our commitment to integrating sustainability into retail stems from our responsibility to the world, society, people, and the environment. In all our endeavors, we prioritize the well-being of our environment, people, society, and the world. We design each project with a value-adding, responsible, and sustainable approach.

Modern institutions are held accountable for outcomes that transcend mere financial performance. Sustainability goes beyond eco-friendly practices; it encompasses a holistic approach

that balances and preserves human welfare, environmental integrity, economic viability, and cultural values both locally and globally. Because we know that success is not solely about financial results. We have a responsibility to our stakeholders and our world.





ASKIDA İYİLİK

Since 2016, our “Askıda İyilik” project has delivered 65,000 packages to those in need.

We prepare special product packages in our stores and online channels, enabling customers to provide clothing support to those in need.



Since its launch on June 18, 2016 our Askıda İyilik project has delivered 65,000 packages to those in need. For every Askıda İyilik Package purchased at 199 Turkish lira, Boyner doubles the impact by matching the customer's contribution.



Our wide-ranging efforts to support those in need embody collaborative social responsibility, spanning local communities and global contexts. We offer these products as “Askıda İyilik Packages” to our customers. For each package sold, we partner with the Lokman Hekim Health Foundation to ensure delivery to those in need.

This project reflects our belief that social welfare requires collective effort. We carefully curate each Askıda İyilik Package, including both tops and bottoms.

65,000

NUMBER OF PACKAGES DELIVERED AS PART OF THE PROJECT



İYİLİĞE DÖNÜŞTÜR

Our “İyiliğe Dönüştür” project collects and recycles used textile products. To date, project revenues have funded scholarships for 51 health science students.



Products unsuitable for recycling or upcycling are converted into fuel.

Since 2014, we have been collaborating with the Lokman Hekim Health Foundation on the “İyiliğe Dönüştür” project to promote the recycling of used textile products. This project promotes responsible consumption by encouraging our employees, customers, and the wider public to recycle unused textiles.

Clothes deposited in ‘İyiliğe Dönüştür’ bins at our stores and offices are sorted for reuse, upcycling, or recycling. Products unsuitable for recycling or upcycling are converted into fuel. Wearable clothes are sold at charity sales. Through the Lokman Hekim Health Foundation, proceeds from charity sales

and recycling have funded scholarships for 51 health science students. We have collected 176.8 metric tons of waste and converted 64 metric tons of second-hand clothing into energy. We have cleaned 79.9 metric tons of wearable products and made them available for re-use. We have distributed 42.9 metric tons of clothes to those in need, converted 47.2 metric tons of textile products into yarn, and transformed nearly 2 metric tons of metal and plastic accessories into raw materials.

51

NUMBER OF HEALTH SCIENCE STUDENTS FUNDED UNDER THE PROJECT





ZANAAT X BOYNER

Through Zanaat x Boyner, we are revitalizing and promoting traditional crafts at risk of being forgotten.

Boyner launched the Zanaat X Boyner project with the motto "Our Culture is Beautiful" to preserve and promote Anatolian cultural diversity for future generations.



Boyner launched the Zanaat X Boyner project with the motto 'Our Culture is Beautiful' to preserve and promote Anatolian cultural diversity for future generations, spotlighting endangered traditional crafts. The project focuses on sustaining centuries-old crafts unique to our culture through targeted communication initiatives. We aim to highlight the intensive labor and expertise these crafts demand, while conveying their value to younger generations.

The curated selection showcases nearly 100 works by seven artisans, highlighting distinctive Anatolian crafts including under-glass painting, wood carving, copper work, miniatures, illumination, and tile making. Project documentaries trace the artisans' creative journeys, allowing them to narrate the history and significance of their crafts firsthand.



The curated selection showcases nearly 100 works by seven artisans, highlighting distinctive Anatolian crafts including under-glass painting, wood carving, copper work, miniatures, illumination, and tile making. Project documentaries trace the artisans' creative journeys, allowing them to narrate the history and significance of their crafts firsthand.

Vedat Atasoy, co-founder of İZ TV, directed the seven-part documentary series, with each 15-minute episode airing on BelN İZ TV.

The Zanaat X Boyner project showcases works from seven master artisans: Ayşegül Devecier (illumination), Ebru Camkiran (tile), Ebu Burak (copper), Galip Ağırkaya (wood carving), İbrahim Boz (under-glass painting), Nick Merdenyan (illumination), and Özcan Özcan (miniature). The curated collection of nearly 100 pieces is available on boyner.com.tr, with all proceeds directly benefiting the artists. Boyner showcased these traditional crafts to a broader audience through week-long exhibitions at its flagship stores, Boyner Cadde and Boyner İstinyePark Istanbul.

Through this project, we aim to highlight the intensive labor and expertise these crafts demand, while conveying their value to younger generations.



100

NUMBER OF WORKS EXHIBITED AS PART OF THE PROJECT

7

NUMBER OF ARTISANS INVOLVED IN THE PROJECT



EARTHQUAKE RELIEF

In the wake of the earthquakes, we mobilized swiftly to provide aid and support to affected communities. Beyond supplying essential items like clothing, blankets, tents, and containers, and establishing soup kitchens, we launched the “Mor Yerleşke” project.

In partnership with the Federation of Women's Associations of Türkiye, we are creating psychosocially safe spaces to improve living conditions for women and children in earthquake-affected areas.



BR Mağazacılık responded swiftly to the February 6 earthquakes centered in Kahramanmaraş, which affected 11 provinces. Our relief efforts focused on supporting the recovery of communities in these impacted areas. We coordinated comprehensive earthquake relief efforts, including dispatching two truckloads of men's clothing to Adıyaman and Diyarbakır, distributing 3,000 blankets across three provinces, operating a month-long soup kitchen in Adıyaman, providing 10 tents to

Hatay, and supplying 15 containers to Adıyaman.

In the aftermath of this national disaster, Boyner Group continues its earthquake relief efforts in partnership with the Federation of Women's Associations of Türkiye. Our collaborative 'Mor Yerleşke' project focuses on enhancing living conditions for women and children while creating psychosocially safe spaces in affected areas.

Every Mor Yerleşke is staffed with a team of professionals, including a psychologist, a social worker, and a child protection specialist. Our support extends to the project's 25 campuses, 11 of which are designated as Mor Yerleşke. Since its launch in February

2023, Boyner Group's project has provided support to an average of 30,000 women and children.

We have Mor Yerleşke in Adıyaman, Hatay, Kahramanmaraş, Ankara, Antalya, and Mersin.

In the wake of the February 6 earthquakes centered in Kahramanmaraş, which impacted 11 provinces, we swiftly mobilized to provide aid and support recovery efforts in affected areas.



TKDF President **Canan Güllü** and Boyner Group Board Member **Ümit Boyner**

15

NUMBER OF CONTAINERS PROVIDED UNDER THE PROJECT





ONE STUDENT FOR EACH STORE

We are providing scholarships to students—one per store—while offering them priority access to part-time jobs, internships, and employment opportunities.

BR Mağazacılık mentors students throughout their education, preparing them for successful careers in the business world.



120

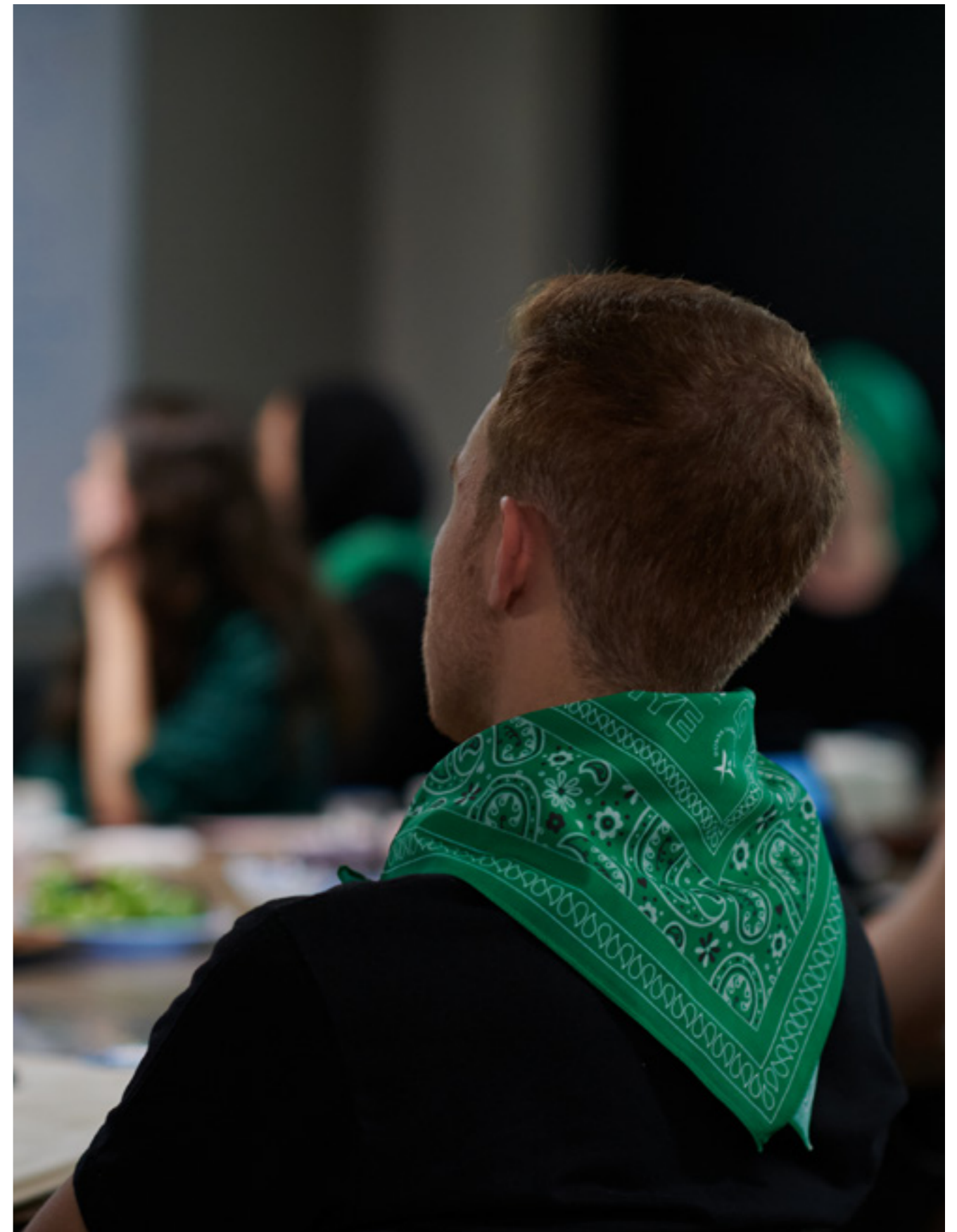
NUMBER OF STUDENTS SUPPORTED UNDER THE PROJECT



In late 2021, we launched the “One Student for Each Store” project to advance the social dimension of sustainability. This initiative aligns with the United Nations’ Sustainable Development Goal of “Quality Education,” one of 17 SDGs aimed at eradicating extreme poverty, reducing inequality and injustice, and tackling climate change by 2030. We’ve prioritized this goal as a key focus for our organization.

Under the project, we are providing scholarships to students—one per store—while offering them priority access to part-time jobs, internships, and employment opportunities. BR Mağazacılık mentors these students throughout their education, preparing them for successful careers in the business world.

We offer students a democratic platform to voice their opinions, supporting them during this pivotal stage of their lives. With our class of 2023, we have supported 120 students to date. We continually expand our student outreach while actively engaging our stakeholders in the process. Concurrently, we pursue sustainability through inclusive collaboration with our network, including suppliers and agencies. On May 19th, 2023, in Commemoration of Atatürk, Youth and Sports Day, we broadened our student support initiative by enrolling more students through partner agencies, thus expanding the reach of our program. We aim to expand student participation beyond our stores by leveraging partnerships with stakeholders, agencies, and suppliers in the coming months.





EMPLOYEE HEALTH AND SAFETY

We aim to take proactive measures against potential accidents through our preventive approach by placing Employee Health and Safety at the core of our business. We prioritize integrating employee health and safety into our corporate culture by enhancing awareness through near-miss reporting and conducting both post-incident and regular safety trainings.

Our guiding publications, prepared separately for employees, managers, and guests, serve as valuable resources in cultivating a culture of occupational health and safety.



OCCUPATIONAL HEALTH AND EMPLOYEE SAFETY

Boyner Group is committed to fostering a work environment that prioritizes employee health, safety, and dignity. Occupational Health and Safety management is addressed under the headings of Employer Responsibilities, Employer Representative Authorities and Responsibilities, and Employee Responsibilities. Across our organization, all employees and management team members actively engage in Occupational Health and Safety management, fulfilling their specific roles and responsibilities. Employee representatives serve on our Occupational Health and Safety committees.

We utilize a centralized digital platform to record, monitor, and report all occupational health and safety activities in real-time. This system flags areas requiring regulatory attention and generates comprehensive performance reports on our legal Occupational Health and Safety (OHS) responsibilities.

Our guiding publications, prepared separately for employees, managers, and guests, serve as valuable resources in cultivating a



culture of occupational health and safety.

In 2023, Boyner Group Academy facilitated webinars providing comprehensive training on Occupational Health and Safety, as well as Environmental and Waste Management practices.

Boyner Group cultivates a robust occupational health and safety culture through tailored guidebooks for employees, managers, and visitors.

OCCUPATIONAL HEALTH AND SAFETY COMMITTEES

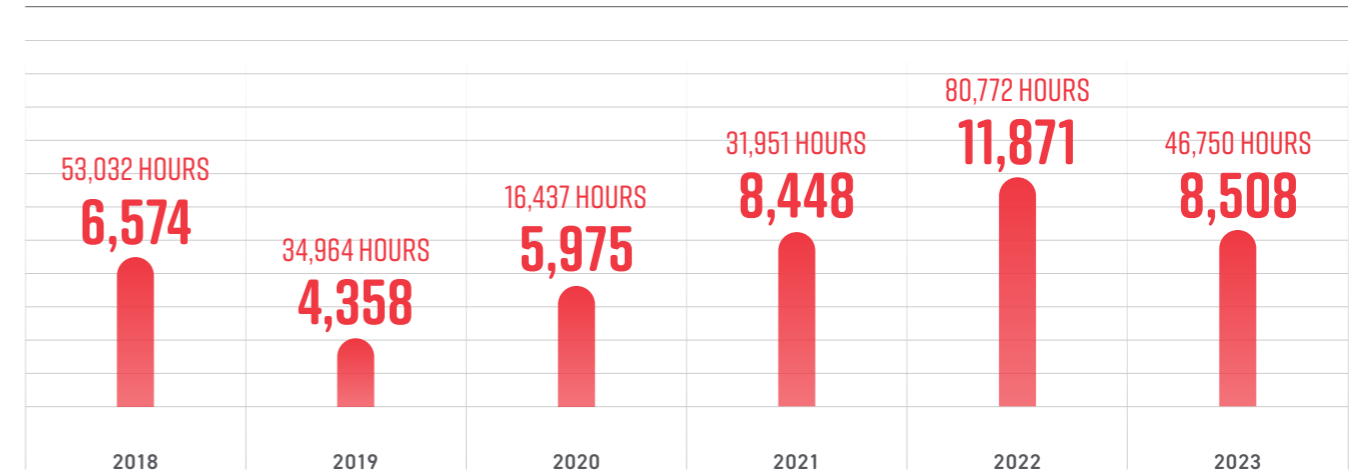
Our 29 Occupational Health and Safety Committees oversee legal compliance, implement safety measures, manage near-miss reporting, and establish site-specific regulatory actions across our locations. The committees have a total of 32 employee representatives.

- Boyner Group includes:
- OHS Specialists in 29 locations
 - Workplace Physicians in 26 locations
 - Workplace Nurses in 4 locations
 - We have 29 Occupational Health and Safety Committees, with a total of 32 employee representatives serving on these committees.

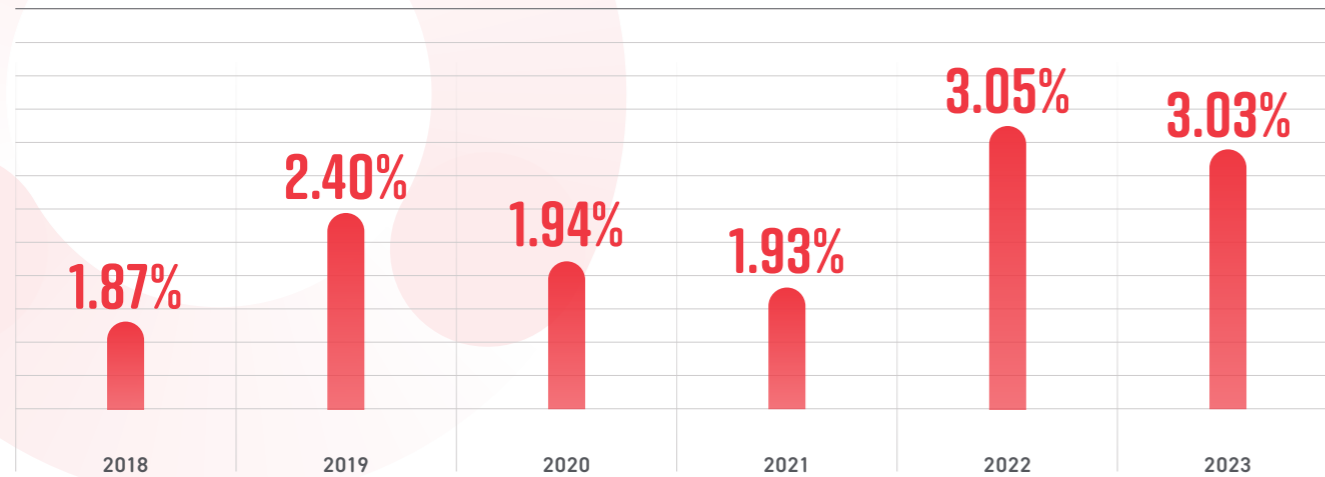
Boyner Büyük Mağazacılık A.Ş. employs 24 occupational health and safety specialists and 22 workplace physicians across its stores and head offices. Additionally, 20 employee representatives serve on 17 Occupational Health and Safety Committees.

Boyner Holding A.Ş. employs one occupational health and safety specialist, a physician, and a nurse.

OCCUPATIONAL HEALTH AND SAFETY TRAINING PARTICIPANTS AND TOTAL TRAINING HOURS



RATIO OF TOTAL ACCIDENTS TO TOTAL EMPLOYEES



Two employee representatives serve on the Occupational Health and Safety Committee.

BR Mağazacılık Tic A.Ş. employs one occupational health and safety specialist and one physician. Additionally, there are four employee representatives serving on four Occupational Health and Safety Committees.

Altınyıldız Tekstil ve Konfeksiyon Fabrikaları A.Ş. employs two occupational health and safety specialists, one physician, and one nurse. Furthermore, there are four employee representatives serving on six Occupational Health and Safety Committees across the company.

Hopi (BNR Teknoloji A.Ş.) employs one occupational health and safety specialist and one physician. Two employee representatives serve on the Occupational Health and Safety Committee.

Our trainings emphasize that even minor notifications are vital for identifying and addressing root causes.

OUR OCCUPATIONAL ACCIDENT STATISTICS

Statistics are crucial for us as they guide us in identifying areas where we need to make improvements. Accordingly, we continuously work to enhance workplace health and safety each year. Employees frequently overlook minor injuries like abrasions and scratches, considering them insignificant occupational incidents. Consequently, they fail to report these events to the relevant departments. Our training sessions emphasize the importance of reporting all incidents, no matter how minor, as this is crucial for effectively identifying and addressing root causes.

As a result of these trainings, previously overlooked incidents are now being reported to the appropriate departments. With 29 committees and 32 employee representatives, we ensure legal compliance with occupational health and safety regulations, implement necessary measures, facilitate near-miss notifications, and define regulatory actions.

The occupational accident rate in 2022 showed a year-on-year increase from 1.93 percent to 3.05 percent. This upward trend continued in 2023, reaching 3.03 percent.

On a company basis, the number of accidents decreased in 2023 compared to 2022 for retail companies BR Mağazacılık A.Ş. and Boyner Büyük Mağazacılık A.Ş. This progress underscores the value of our training and development initiatives. At our Altınyıldız Tekstil Factory, the accident rate increased from 2022 to 2023. During the pandemic, operating at reduced capacity led to lower accident rates compared to 2020 and 2021. However, the transition back to full-scale production in 2022 contributed to the rise in accidents. Occupational accident rates in 2023 remained the same on a year-on-year basis.

At Altınyıldız, prioritizing employee safety is paramount. Accordingly, all new hires receive comprehensive occupational health and safety training upon joining, with additional training provided as needed. These comprehensive trainings are customized based on each employee's specific job responsibilities, covering topics like working at heights and safe chemical handling. Basic occupational health and safety training refreshers are conducted every two years. We aim to facilitate practical

training sessions where experts collaborate directly with employees at their workplaces. These trainings are further reinforced through fire drills, evacuation exercises, and chemical spill simulations to bolster employees' emergency preparedness. These drills involve the active participation of emergency response teams. Near-miss reporting boxes placed throughout the company's facilities and common areas allow employees to document and analyze close calls, enabling the implementation of preventive measures. Altınyıldız has dedicated occupational safety staff, including two full-time experts, one full-time physician, and one full-time nurse. The occupational safety committees meet every two months. The committees also include union representatives. These initiatives aim to lower the company's occupational accident rate in 2024.

29

**NUMBER OF
OCCUPATIONAL HEALTH
AND SAFETY
COMMITTEES
AT BOYNER GROUP**

32

**NUMBER OF EMPLOYEE
REPRESENTATIVES
AT BOYNER GROUP**



EARTHQUAKE GO-BAGS

Following our earthquake preparedness training, we provided 6,000 employees with expert-curated emergency go-bags.



We will carry on our initiatives in this area, guided by the principle: "While we cannot predict earthquakes, we can be prepared."

80+

NUMBER OF PRODUCTS IN THE EARTHQUAKE GO-BAG



We focus on supporting our employees in the workplace and all other spheres of life.

We also incorporated earthquakes, an unavoidable reality in Türkiye, into our 2022 agenda.

Following our earthquake preparedness training for employees, we provided 6,000 staff members with emergency go-bags curated by expert consultants to meet essential needs in the event of an earthquake.

Developed with the guidance of first aid, disaster, and emergency management experts, the go-bags contain over 80 items across four

categories: nutritional supplies, disaster kits, health products, and hygiene essentials.

The go-bags are equipped to address all basic needs in the aftermath of an earthquake, including first aid kits, nutritious food and water, blankets, and communication devices like radios and flashlights.

We will carry on our initiatives in this area, guided by the principle: "While we cannot predict earthquakes, we can be prepared."

LÖSEV

We harvested tangerines at the Natural Life Center of our partner Leukemia Children's Health and Education Foundation (LÖSEV) in Seferihisar, Izmir.



We are delighted and proud to contribute to the recovery of children with leukemia by volunteering with LÖSEV's initiatives.

BR Mağazacılık harvested tangerines at the Natural Life Center of our partner LÖSEV in Seferihisar, Izmir. We assisted in packaging and crating the harvested tangerines. We also donated 77 suits, ties, and shirts to support the LÖSEV staff.

We are delighted and proud to contribute to the recovery of children with leukemia by volunteering with LÖSEV's initiatives.



RESPONSIBILITY TO OUR WORK

With an awareness of responsibility to our work, we grace lives we embrace and lead change with our projects.



BOYNERGRUP



UNCONDITIONAL CUSTOMER HAPPINESS

Our aim is to ensure the unconditional happiness of millions. We prioritize making customers feel valued and special through exemplary service.

Boyner Group continues to be Türkiye's leading department store and fashion retail group.

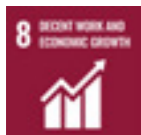


Boyner Group continues to be Türkiye's leading department store and fashion retail group. In our pursuit to foster the universal happiness of millions, we offer a multi-faceted retail experience, featuring innovative brands and friendly, dynamic, and vibrant stores that provide customers with an unconditional shopping experience.

We prioritize delivering creative products, services, and experiences that exceed customer expectations. We drive continuous improvement across every customer touchpoint, ensuring they feel valued and special through our exemplary service.



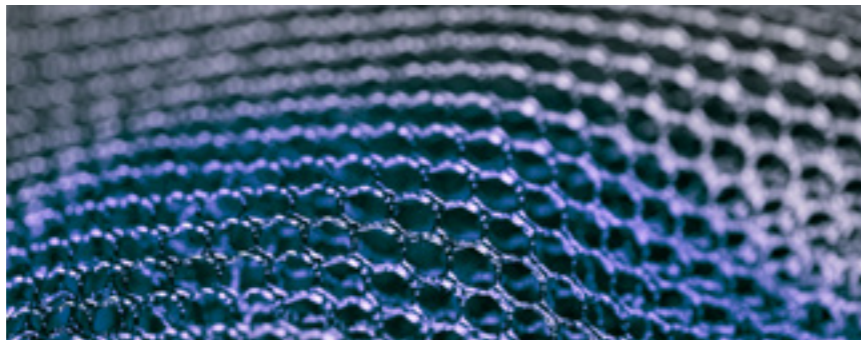
We prioritize delivering creative products, services, and experiences that exceed customer expectations. We drive continuous improvement across every customer touchpoint, ensuring they feel valued and special through our exemplary service.





BOYNER BÜYÜK MAĞAZACILIK (BBM) R&D CENTER

The BBM R&D Center implemented a total of 30 projects in 2023. Seven of these projects were completed during the year. Fifteen new projects are now in the pipeline.



We are driving Boyner's accelerated growth in e-commerce, while also developing solutions that can be scaled across the entire system in the priority areas targeted for improvement.

We develop and implement all strategic solutions used across our Group's operations, leveraging our R&D Center to drive competitive advantages.

Towards this goal, 30 projects were undertaken in 2023 at the BBM R&D Center, with 15 currently in progress. Of the 30 projects, 7 were completed within the year.

At our R&D Center, we submitted two applications as part of the 1707 SME Support Call for Order-Based R&D Projects. We also applied for and received international approval for a Eureka project.

Our 795-square-meter R&D Center is staffed by a total of 192 full-time employees. Of our R&D Center's employees, 127 hold bachelor's degrees, 28 have master's degrees, 35 have associate degrees, and 1 has a high school diploma or equivalent. In 2023, we invested in the professional development of our R&D team through training opportunities.

A key mission of our R&D Center is to foster university-industry collaboration, integrate academic expertise into industry practices, and rapidly translate university know-how into technological advancements. Accordingly, we have collaborated and will continue to collaborate with universities. We received academic consulting from Deniz Kılıç, Head of the Computer Engineering Department, and Dr. Fatma Bozyiğit, Deputy Head of the Computer Engineering Department at Bakırçay University. Their expertise helped evaluate projects at our R&D Center from an academic perspective and provided essential technical support. This collaboration aims to increase project success by mitigating the risk of "corporate blindness" and drive positive economic impact through university-industry partnerships. In 2024, we secured an academic consulting contract with C. Okan Şakar, Ph.D., from Bahçeşehir University.

Our active collaborations also include projects under the Technology and Innovation Support Programs Directorate of TÜBİTAK (TEYDEB), consulting, and training initiatives. The cutting-edge, innovative projects at our R&D Center offer compelling subjects for undergraduate and graduate-level theses. We continue to bolster our academic partnerships, integrating undergraduate, graduate, and doctoral education opportunities for our employees, while remaining open to potential future collaborations.

Our search for collaboration continues, including a Horizon project and a new Eureka project planned for 2024.



30

TOTAL PROJECTS

795

TOTAL SQUARE
METERAGE

192

TOTAL EMPLOYEES

23

NEW PROJECTS





BOYNER BÜYÜK MAĞAZACILIK (BBM) DESIGN CENTER

The BBM Design Center develops new fabrics, knitting techniques, textures, as well as recycled and natural cellulosic fabrics and vegan leathers. It also ensures the incorporation of suitable accessories and complementary components in apparel products.

Our BBM Design Center spearheads projects encompassing high performance, functionality, ergonomics, durability, comfort, sustainability, and human-environmental compatibility.

Tasked with developing innovative concepts that harness cutting-edge technical and technological capabilities, the BBM Design Center stands out in areas such as high performance, functionality, ergonomics, durability, comfort, sustainability, and human-environmental compatibility. The BBM Design Center undertakes projects for Boyner Büyük Mağazacılık A.Ş.'s diverse brand portfolio, which caters to various customer segments, including Limon, Fabrika, Fabrika Comfort, Barbie, Boyner Evde, JEEP, DISCOVERY, Black On Black, Didem Soydan X Fabrika, and Caterpillar. The center's scope encompasses developing new fabrics, knitting techniques, textures, as well as recycled and natural cellulosic fabrics and vegan leathers. It also ensures the incorporation of suitable accessories and complementary components in apparel products. Occupying a 928.7-square-meter space, the BBM Design Center employs a total of 56 designers, of whom 3.57 percent hold master's degrees, 55.36 percent have bachelor's degrees, 26.79 percent hold associate's degrees, and

14.29 percent possess high school or textile vocational high school diplomas. In 2023, the center initiated 15 new projects and worked on a total of 23 projects. Additionally, the BBM Design Center completed 21 projects and participated in 6 fairs in Türkiye and abroad during the same year.

The BBM Design Center is also involved in various collaborations. The BBM Design Center's fashion trend forecasting and Trend Analysis Information Exchange collaborations with WGSN will continue in the coming years. The BBM Design Center will also continue to pursue new collaborations. The year 2023 saw the establishment of significant university-industry collaborations at the BBM Design Center. The BBM Design Center is collaborating with Emine Dilara Koçak, Ph.D., from Marmara University's Department of Textile Engineering on a research and development project titled "Improving Outdoor Clothing Design and Comfort with Cordura Fabrics."

Upon completion, the project's findings will be published in a research paper and presented at relevant academic conferences. As part of training activities, Burçak Karagüzel Kayaoğlu, Ph.D., from the Department of Textile Engineering at Istanbul Technical University conducted sessions on high-performance textiles for activewear and sportswear, as well as Introduction to Smart Textiles and Smart Textile Applications.

Emine Dilara Koçak, Ph.D., from Marmara University's Textile Engineering Department conducted a workshop on Applied Project Writing. This was followed by a comprehensive seminar on Natural Dyeing Techniques and Textile Comfort Testing, delivered by Bekir Cenkut Gültekin, Ph.D., from Marmara University's Engineering Department. These trainings will continue in 2024.

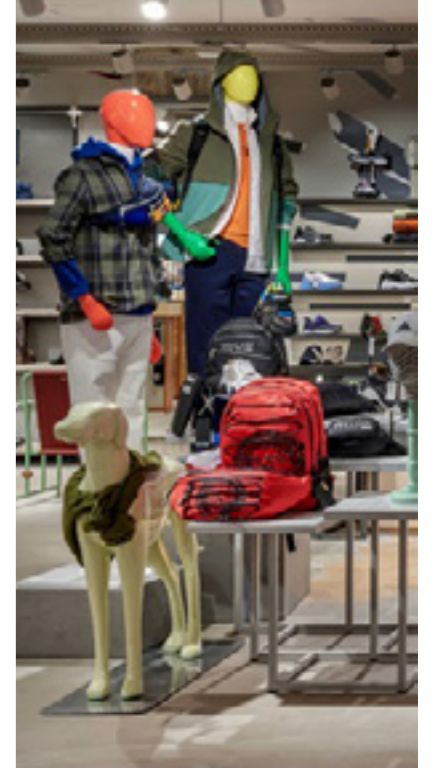
In 2023, after completing several projects, the BBM Design Center participated in various congresses, presenting relevant articles from their projects.

On June 26, 2023, the BBM Design Center presented an article on "Performance Properties of Swimwear Fabrics Produced From Polyester and Recycled Polyester Fiber" while attending the AUTEX2023 congress.

Additionally, on December 16-17, 2023, the BBM Design Center presented an article on "Interpretation of Brand Identity With Graph Patterns of Chemical Formulas and Mathematical Terminology and Reflections on Clothing Designs" while attending the 7th International Scientific Research and Innovation Congress.

The BBM Design Center also submitted its article to the Journal of Textile Engineering & Fashion Technology (JTEFT).

The brand and design registration procedures for the projects completed in 2023 have been finalized. Seven design registrations were secured for the products developed from these projects.



23

TOTAL PROJECTS

928

TOTAL SQUARE
METERAGE

56

TOTAL EMPLOYEES

15

NEW PROJECTS

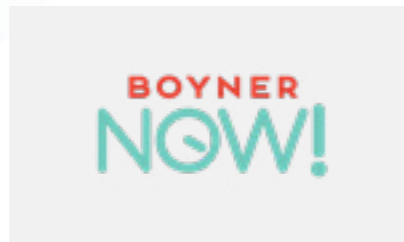




BOYNER NOW

The Boyner Now app, pioneering rapid retail delivery in Türkiye and worldwide, guarantees product delivery within an unprecedented 90-minute window.

Boyner Now delivers a cutting-edge, sustainable shopping experience by swiftly and efficiently meeting consumer demands. We seamlessly integrate innovative technology into our services, ensuring maximum accuracy and responsiveness to our customers' needs.



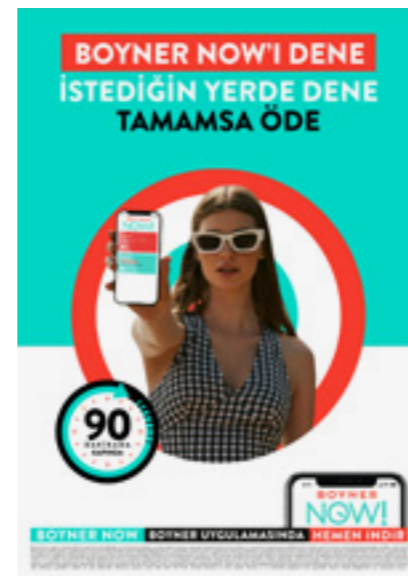
Launched in May 2022, the app aims to provide a sustainable shopping experience. Available on the Boyner app, which features over 600 brands and hundreds of thousands of products, Boyner Now offers customers an online shopping experience meticulously designed to meet their expectations, with deliveries made in just 90 minutes.

The Boyner Now app does not require immediate payment upon order, a first in Türkiye and worldwide. This prevents issues with card limit holds in case of returns.

In an effort to simplify life for consumers the application allows users to request different color and size alternatives and to try on products in the comfort of their homes, offering a simple shopping experience at every step. Boyner Now streamlines the returns process by offering scheduled courier pickups.

Customers can arrange for a Boyner Now courier to collect unwanted items at a convenient date and time, eliminating the need to visit a local courier office.

Boyner Now is currently available in a total of 40 locations, including Istanbul, Izmir, Ankara, Adana, and Antalya. We plan to expand our service to more locations. We launched active service in Bodrum in 2023 to make summer more comfortable for consumers. From June 2022 to the end of 2023, nearly 400,000 products were delivered quickly and effectively across 40 different locations, with an average delivery time of 80 minutes.



COSTA COFFEE

By opening Costa Coffee, we aimed to enhance the "living retail" experience we provide to our customers.



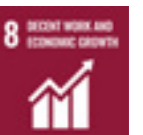
Costa Coffee is developing sustainability projects with the aim of offsetting its carbon footprint by 2040. As part of these efforts, they convert coffee beans that are not suitable for consumption into electrical energy instead of discarding them.

Costa Coffee, Europe's largest coffee chain, made its Turkish market debut in partnership with Boyner. The collaboration launched its inaugural cafe in Türkiye at the Boyner Cadde location, a flagship store known for its commitment to sustainable retail practices. CopyRetry By opening Costa Coffee, we aimed to enhance the "living retail" experience we provide to our customers.

Costa Coffee is developing sustainability projects with the aim of offsetting its carbon footprint by 2040. As part of these efforts, they convert coffee beans that are not suitable for

consumption into electrical energy instead of discarding them. This transformation by Costa Coffee provided enough electricity to power a household for 10 months using 550 kg of coffee beans.

Following its Turkish debut at Boyner Cadde, Costa Coffee has expanded its presence, bringing its signature coffee experience to Boyner Pangaltı, Ankara Acıy, Ankamall, Bodrum Midtown, and Boyner İstinyePark Istanbul locations.





SNEAKER ART PIECES

The "Sneaker Art Pieces" project merged art and fashion by transforming ordinary sneakers into extraordinary sculptures, showcasing the boundless creativity and innovative vision of participating artists.

We support art and artists for sustainable art. To serve this end, we include art in the universe of experiences offered in our stores.



We support art and artists for sustainable art. To serve this end, we include art in the universe of experiences offered in our stores. Our art collection expanded with the innovative "Sneaker Art Pieces" project. We introduced art to fashion through sneakers, transforming each pair into a unique work of art with the imagination and creativity of the artists involved. In our aim to support art, we presented our limited-edition sneakers to art enthusiasts at Boyner Cadde. Each sneaker took its place in the collection with names given by their respective artists. Boyner's Limited Art Pieces collection started with 84 sneakers and grew to a 96-piece collection.

The permanent pieces of the Boyner Sneaker Art Pieces art collection include "Space" and "Hummer" by Burak Tozkoparan, "Roller Coaster" and "Galaksi" by Deniz Salaçin Erciyas, "Selam!" and "Gör!" by Ekin Anil, "Act without Expectations" and "We are One" by Erin İlkcan Aslan, "Noi" and "Noska" by Küntay Tarık Evren, and "Evergreen" and "Keyhole" by Mehmet Sinan Kuran.



BOYNER DYNAMIC FEST

Boyner Dynamic Fest hosted a wide array of experts, from renowned Olympic athletes and nutritionists to life coaches and sports trainers.



7,500

TOTAL NUMBER OF
BOYNER DYNAMIC FEST
PARTICIPANTS

We develop projects that promote active living and enhance experiences in all aspects of life. Accordingly, we organized a dynamic festival that embodies our passion for active living, which we believe is essential for a good life. Boyner Dynamic Fest, held at Kemerburgaz City Forest YBY Woods Life and Event Area and attended by over 7,500 people, featured a lineup of expert speakers, including renowned Olympic athletes, nutritionists, life coaches, and sports trainers.

The lineup of inspirational speakers included national swimmer Aysu Türkoğlu, the youngest Turkish athlete and the first Turkish woman to swim across the North Channel, and national athlete Tuğba Danışmaz, who clinched a gold medal in the Women's Triple Jump.

The festival program was offered free of charge and received great interest from participants. It featured inspiring speakers in various areas, from sports events to dance shows, healthy eating sessions to breathing exercises, mindfulness practices to yoga, and experiences nourishing the soul. There were also plenty of movement activities, entertainment, music, dances, and fun workshops.

The "paw-friendly" festival also welcomed pets. Participants contributed 1.3 million steps to support the 11 NGOs listed on the Help Steps app. At the end of the festival, which began with the motto "Zero Waste Festival," the waste generated was collected with the help of Boyner Volunteers and sorted for recycling and upcycling.

Accordingly, we sorted and processed 7,000 plastic water bottles and 70 percent of 4.5 metric tons of mixed waste for recycling. Additionally, 500 square meters of vinyl were sent for upcycling. Furthermore, we carefully salvaged 6 metric tons of water used during the event and 3,600 nails from the festival setup for reuse.





BR MAĞAZACILIK DESIGN CENTER

Our BR Mağazacılık Design Center completed the Design of Suits with Protective Features Against Biological Threats Project in 2023.

The center continues its BR13 Design of Products Featuring Polyester Biodegradable in 4 Years Project, its BR14 Design of Products Featuring Naturally Colored Cotton Project, and its BR17 Design and Development of Products Featuring Piece Dyed Non-Denim (Nebulized) Project.



In 2023, our BR Mağazacılık Tic. A.Ş. Design Center continued operations in a 540-square-meter facility, employing a diverse team of 22 professionals. The staff composition included one master's degree holder, 11 bachelor's degree graduates, eight associate degree holders, and two high school graduates.

Having continued its efforts with a total of six projects, five of which are currently in the pipeline, the BR Design Center completed three projects in 2023.

The center completed its BR12 Design of Suits with Protective Features Against Biological Threats Project on June 30, 2023,

and its BR15 Design of Products Featuring Wool & Cashmere Blends Project, and BR16 Design of Products Featuring Organic Cotton on December 31, 2023.

The BR Design Center also receives academic and scientific consultation from Izmir University of Economics for various projects.

The center continues its BR13 Design of Products Featuring Polyester Biodegradable in 4 Years Project, its BR14 Design of Products Featuring Naturally Colored Cotton Project, and its BR17 Design and Development of Products Featuring Piece Dyed Non-Denim (Nebulized) Project.



6

TOTAL PROJECTS

22

TOTAL EMPLOYEES

540

TOTAL SQUARE
METERAGE

5

NEW PROJECTS





ALTINYILDIZ TEKSTİL DESIGN CENTER

The Altinyıldız Design Center rapidly incorporates cutting-edge trends and technologies from domestic and global sources into our innovative designs. This strategy enables us to create highly marketable products while driving sustainable growth.

We conduct precise design activities tailored to the needs of both local and international end-users. Additionally, we collaborate with academic institutions to advance our expertise in high-tech fabrics and to promote sustainable growth.

The Altinyıldız Design Center, spanning 895 square meters of office and laboratory space, was conceptualized in 2018 and received official approval from the Ministry of Industry and Technology on January 6, 2020. Among all the designers working at the center, 18 percent have a master's degree, 64 percent have a bachelor's degree, 11 percent have an associate's degree, and 7 percent have a vocational high school diploma. The center operates with a total of 28 employees.

The Design Center's strategy encompasses executing precise design activities tailored to local and international end-user needs, developing expertise in high-tech fabrics relevant to project areas, fostering sustainable growth, and cultivating collaborative partnerships with academic institutions.

To that end, we closely follow the latest trends and technologies in our country and the world. We swiftly integrate the latest trends and technologies into our new designs, enabling the development of marketable products and

promoting sustainable growth. We aim to increase the volume and value of our original products, devise innovative technological solutions across multiple sectors, and showcase our company's innovation through academic articles, reports, and publications highlighting these products.

In 2019, the Altinyıldız Design Center successfully completed seven design projects. They launched eight new projects. In 2020, seven projects were successfully completed, and eight new projects were launched. In 2021, nine new projects were launched, with eight successfully completed. All four new projects launched in 2022 were successfully completed. Lastly, in 2023, seven new projects were launched, and six were successfully completed.

The center also facilitates employee training in professional development areas. Currently, one of the 28 center employees is pursuing a master's degree in Textile Engineering at Namık Kemal University.

Additionally, several international fairs, congresses, and seminars were held in 2023.

Accordingly, the designers participated in several notable events, including Premiere Vision New York, Premiere Vision Paris, Munich Fabric Start, the NAUMD-2023 (Network Association of Uniform Manufacturers and Distributors) Convention & Exposition in Atlanta, Pitti Uomo in Florence, and the First View Munich Berner Showroom Event fairs. They also attended the "Lenzing and Cellulosic Fibers" seminar, the "Sustainable Approaches in Textiles and Ready-Made Clothing" training at Marmara University, and the "Environmental Sustainability in Textiles and Higg FEM" training organized by the Istanbul Textile and Raw Materials Exporters' Association (İTHİB).

The center enhanced its academic profile by presenting a research paper titled "Improving the Tear Strength of Low Weight Wool/Lycra Flannel Fabrics by Cordura Reinforcement" at the prestigious Autex 2023 International Conference hosted by RMIT University in Melbourne, Australia. Furthermore, our article titled "The Effect of Cordura Fiber Integration on the Yarn Quality Properties of Wool and Wool/Lycra Yarn" was published in the international "Journal of Textile Engineering & Fashion Technology."

In 2023, the center continued to receive consulting from Emine Dilara Koçak, Ph.D., from the Department of Textile Engineering at Marmara University, continuing a collaboration that began in 2021. During the same year, the center also conducted projects in collaboration with Pelin Altay, Ph.D., from Istanbul Technical University.

The project "Design of Wool/Cordura Flannel Fabrics by Improving the Tear Strength of Low Weight, Wool/Lycra Flannel Fabrics" launched with Emine Dilara Koçak, Ph.D., back in 2022, was completed successfully.

Additionally, the workplace training protocol signed with Marmara University Faculty of Technology in 2021 continued in 2023. The center also carries out activities with Namık Kemal University as part of the Industry Integrated Training (STE) approved by the Council of Higher Education (YÖK). A project titled "The Effect of the Spindle Speed of the Ring Spinning Machine on the Physical Properties of Wool Yarn" was carried out with senior textile engineer Mine Akyıldız, who participated in the Industry Integrated Training.

In alignment with the overall Boyner Group structure, Altinyıldız operates under the same memberships as all Group companies to streamline costs and increase compatibility between departments. Additionally, Altinyıldız actively utilizes the WGSN (World's Global StyleNetwork) and PECLER databases. Additionally, by obtaining membership to DMI - Deutsche Mode Institut and subscribing to both print and online publications, they can access online resources and further enhance their research during project preparation and development.

Research on literature and industrial property rights is also facilitated through non-membership open databases, such as those of the WIPO (World Intellectual Property Organization), EPO (European Patent Office), and TPE (Turkish Patent and Trademark Office), as well as resources like Google Patents Search and the National Thesis Center (YÖKTEZ).

13

TOTAL PROJECTS

28

TOTAL EMPLOYEES

895

TOTAL SQUARE
METERAGE

7

NEW PROJECTS





ETHICAL MANAGEMENT

The Boyner Group's ethics committees actively work to uphold our core principles, striving to prevent any activities that might compromise our established working principles.

We have implemented a unified communication system across all Boyner Group companies, featuring dedicated email addresses for each company's ethics committee. This channel empowers employees to report ethical concerns or incidents efficiently.



There are ethics committees in every company within Boyner Holding A.Ş., operating under the guidance of Boyner Group's principles. These ethics committees are responsible for reviewing warnings, complaints, and reports related to violations of Boyner Group values, working principles, or the law. They conduct necessary assessments and respond to employee notifications.

We have implemented a unified communication system across all Boyner Group companies, featuring dedicated email addresses for each company's ethics committee. This channel empowers employees to report ethical concerns or incidents efficiently. Employees can report any situation or event they believe to be unethical by filing a complaint with their company's ethics committee.



Guided by the Boyner Group Working Principles, ethics committees aim to uphold "Democracy and Human Dignity in the Workplace" and establish relevant policies and mechanisms to achieve this goal.

Boyner Holding
Ethics Committee can be contacted at:
etik@boynergrup.com

Boyner Büyük Mağazacılık
etik@boyner.com.tr

Altinyıldız
Ethics Committee can be contacted at:
etik@altinyildiz.com.tr

BR Mağazacılık
Ethics Committee can be contacted at:
etikkurul@brmagazacilik.com.tr

Hopi
Ethics Committee can be contacted at:
hopietikkurul@hopi.com.tr

We initiate the resolution process with a verification investigation. Once the case has been verified, the details of the internal investigation are recorded in the reporting system. When violations are identified, ethics committees are empowered to recommend a range of disciplinary actions, which may include the termination of business relationships. Ethics committees also incorporate employee-elected representatives. The criteria for electing employee representatives include a tenure of at least three years and no history of warnings or sanctions related to ethical issues.

Employee representatives are elected by employee votes. The Boyner Group "Working Principles" explicitly state that ethical conduct and transparency are fundamental responsibilities expected of all employees across the organization. The working principles also stipulate that while employees should strive to report ethical violations to their company's ethics committee, they may also approach the ethics committee of Boyner Holding A.Ş. at any time based on reasonable grounds.



RESPONSIBILITY TO THE WORLD

With an awareness of responsibility to the world, we grace lives we embrace and lead change with our projects.



BOYNERGRUP



CLIMATE CHANGE RISK MANAGEMENT

We carry out activities to mitigate climate change and minimize the environmental impact of our products and services.

Since 2013, we have been measuring emissions and implementing enhancement strategies across our Group companies, aligning with the Energy Performance of Buildings Directive and the World Wildlife Fund's Green Office Project.



Our efforts to combat climate change are aimed at reducing the negative impact of our products and services on the environment.

In line with our commitment to take corrective action for managing emissions and waste, our head offices became a party to the "Energy Performance of Buildings Directive" in 2013, and Boyner Büyük Mağazacılık, one of our Group companies, became a party to the "Green Office Project of the World Wildlife Fund" in the same year. We systematically calculate emissions, develop improvement strategies, and provide comprehensive annual reports to our stakeholders. Measurement and corrective actions carried out to promote environmental awareness apply to both the supply chain and

company performance. As part of these activities, we assess suppliers' regulatory compliance based on their line of business and take proactive measures to ensure compliance through contracts and audits.

The "Convert to Goodness" project, initiated by Boyner Büyük Mağazacılık in 2014 and expanding through 2023, continues its partnership with the Lokman Hekim Foundation to advance recycling and reuse initiatives.

Since 2013, we have been measuring emissions and implementing enhancement strategies across our Group companies, aligning with the Energy Performance of Buildings Directive and the World Wildlife Fund's Green Office Project.



We evaluate the Energy Performance of Buildings for our Group companies' head offices by analyzing their natural gas and electricity consumption patterns.

The Energy Performance of Buildings (EPB) is measured based on the emissions generated by the natural gas and electricity consumption of our Group companies' head offices.

The scope of measurement was limited to the head offices of Group companies, with the emission source defined as energy-related emissions arising from indoor consumption.

Scope 1: Natural gas
Scope 2: Electricity

Considering the building inventory, consumption was limited to natural gas and electricity. We categorized natural gas consumption under "Scope 1" emissions, as we evaluate it as a direct fuel purchase rather than a secondary heating source. Natural gas and electricity consumption data is extracted from invoices and recorded in data forms. This data is imported from the relevant sections on data forms and stored by the Corporate Responsibility and Sustainability Department for calculations.

Natural gas emission factors are calculated based on the values specified in the "IPCC Guidelines for National Greenhouse Gas Inventories." Meanwhile, electricity consumption is calculated based on the grid values announced annually by TEİAŞ (Turkish Electricity Transmission Corporation). While calculations were previously assessed collectively, since 2014, they have been evaluated separately for each company. This change was necessitated by the closure of Altinyıldız Tekstil ve Konfeksiyon A.Ş.'s Yenibosna head office, which previously participated in these activities. Operations have since been relocated to the Çerkezköy production center, with offices now distributed throughout various sections of the production facility.

Head offices of Boyner Holding A.Ş., Boyner Büyük Mağazacılık A.Ş. ve BR Mağazacılık Tic. A.Ş. were included in the activities for 2023. Two Group entities were excluded from our environmental assessment activities: Altinyıldız Tekstil Fabrikaları A.Ş., due to its inability to differentiate between office and production area consumption, and Hopi, owing to its location in a shared-use plaza, which complicates individual consumption measurements.

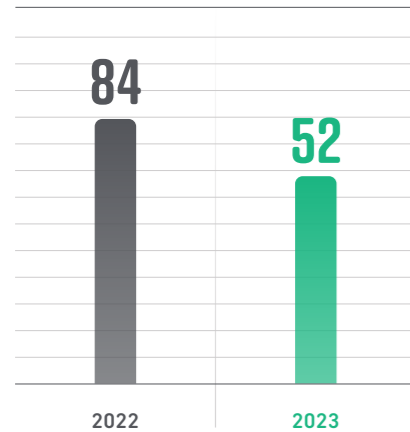


BOYNER GROUP

ENERGY PERFORMANCE OF BUILDINGS

In 2023, we reduced our emissions per square meter by 37.8 percent compared to the previous year, and by 38.3 percent compared to the base year of 2012.

BOYNER HOLDING TOTAL CONSUMPTION METRIC TONS, CO₂-E



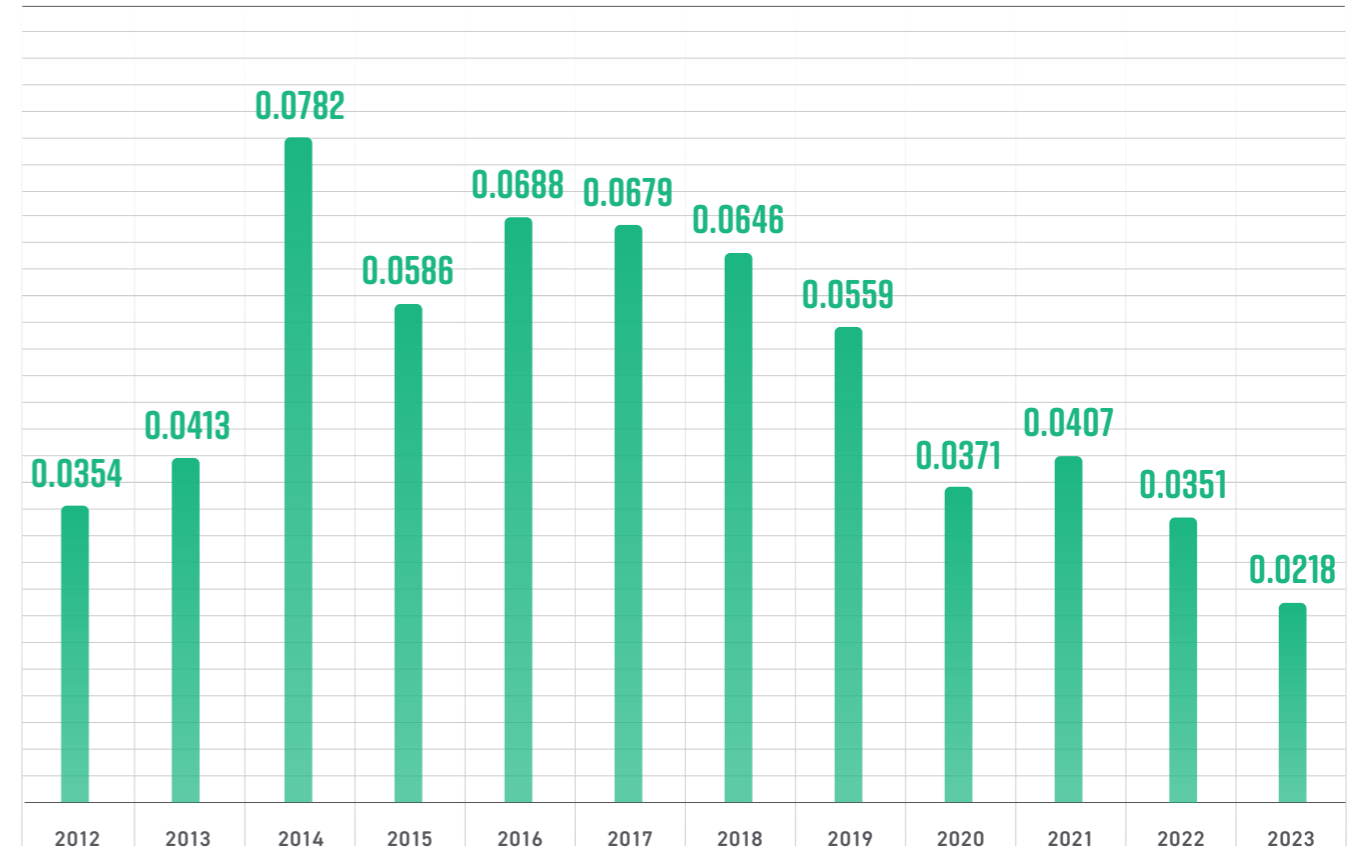
We have been performing Energy Performance of Buildings (EPB) calculations since 2012. Boyner Holding A.Ş. operates at Eski Büyükdere Caddesi, Park Plaza, Floor 16, Maslak, Istanbul. We began conducting Energy Performance of Buildings (EPB) calculations in 2012. Over time, the Holding headquarters has undergone changes in both workforce size and total occupied area.

In 2022, following a strategic reorganization, key departments and personnel from Boyner Holding were integrated into Boyner Büyük Mağazacılık's office at the USO Center. The Boyner Holding headquarters maintained operations with a significantly reduced staff. The streamlined operations at the Holding headquarters in 2023 resulted in a significant reduction in energy consumption. The emissions per square meter were reduced by 37.8 percent compared to the previous year, and by 38.3 percent compared to the base year of 2012.



Boyner Holding A.Ş.	Total Consumption Kwh	Unit Consumption Kwh / m ²	Total Consumption Metric Tons, CO ₂ -e	Unit Emission Metric Tons, CO ₂ -e / m ²
2012	187,252	65.56	101	0.0354
2013	209,506	73.36	118	0.0413
2014	476,115.52	146.02	212	0.0782
2015	526,366.44	152	203	0.0586
2016	445,274	128.58	238	0.0688
2017	603,760	174.35	235	0.0679
2018	707,944.64	170.06	269	0.0646
2019	609,956.10	150.17	227	0.0559
2020	409,115.56	123.13	148	0.0371
2021	333,825.97	116.89	116	0.0407
2022	245,384.51	103.10	84	0.0351
2023	144,410.46	60.68	52	0.0218
Change % 2023	-41%	-41%	-38%	-37.8%
Change % 2012-2023	-23%	-7%	-49%	-38.3%

BOYNER HOLDING UNIT CONSUMPTION (METRIC TONS, CO₂-E / M²)



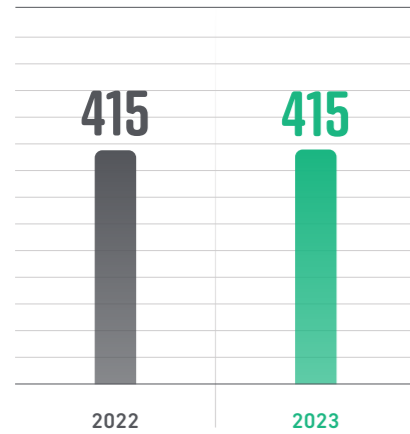


BOYNER BÜYÜK MAĞAZACILIK

ENERGY PERFORMANCE OF BUILDINGS

In 2023, we achieved a 46 percent reduction in energy consumption per square meter compared to 2012.

BOYNER HOLDING TOTAL CONSUMPTION METRIC TONS, CO₂-E



Boyner Büyük Mağazacılık has been performing Energy Performance of Buildings (EPB) calculations since 2012.

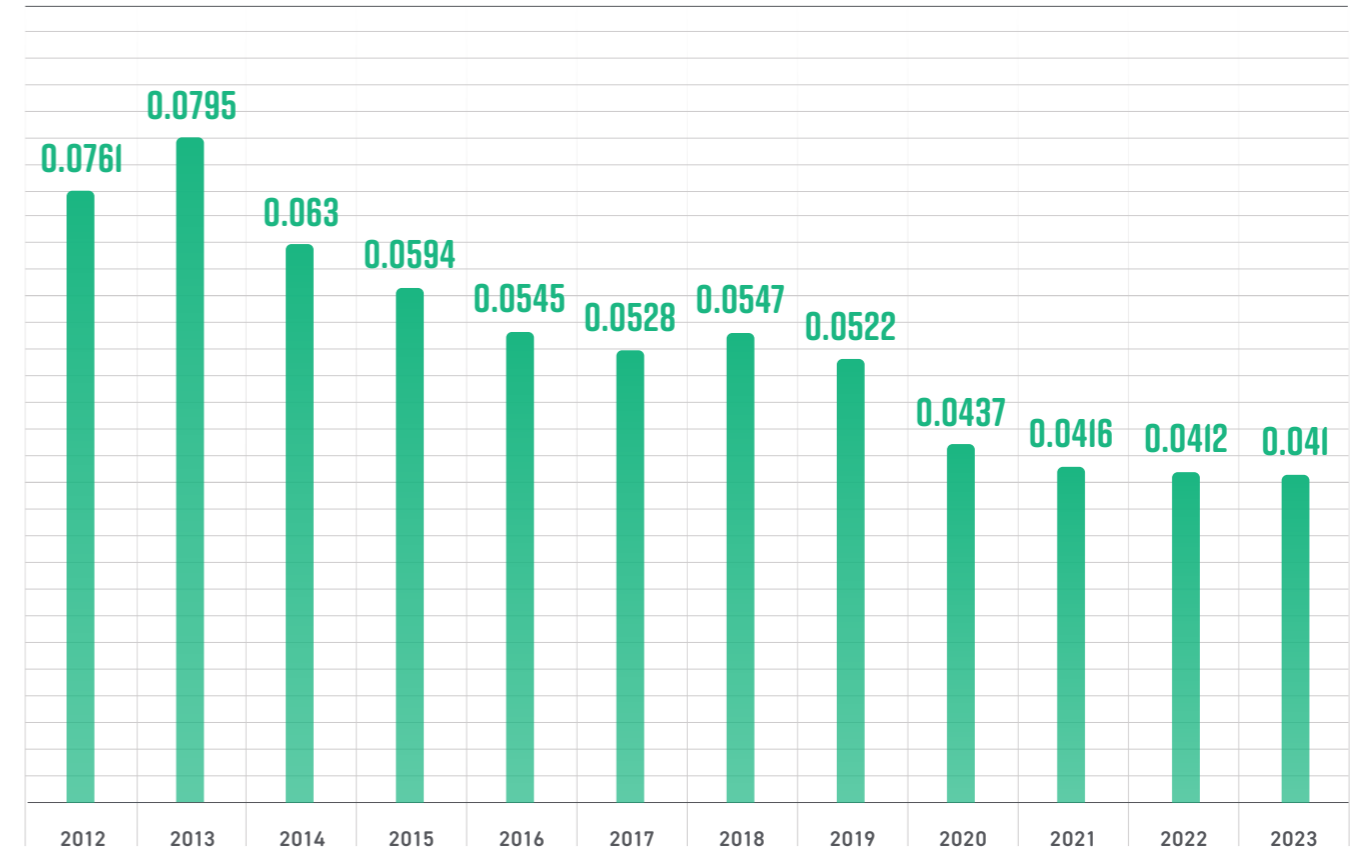
In late 2012, Boyner Büyük Mağazacılık A.Ş. finalized its merger with YKM and relocated to Büyükdere Cad. No: 245/A, USO Center, Ground Floor, Maslak, Istanbul. The 2012 energy consumption values were based on the previous location at Büyükdere Cad. Noramin İş Merkezi, No: 55, K: B-1, Maslak, Istanbul, providing a baseline for subsequent comparisons.

A comparison between the base year and 2023 revealed a 46 percent decrease in consumption per square meter, while a comparison between 2022 and the previous year showed a 1 percent decrease. After the R&D Center opened in 2022 and 20 Boyner Holding employees began working at the USO Center, overall emissions increased. However, unit emissions per square meter and per capita showed a decrease.



Boyner Büyük Mağazacılık A.Ş.	Total Consumption Kwh	Unit Consumption Kwh / m ²	Total Consumption Metric Tons, CO ₂ -e	Unit Emission Metric Tons, CO ₂ -e / m ²
2012	872,737	162	411	0.0761
2013	1,545,552	166	739	0.0795
2014	1,518,001	163	586	0.0630
2015	1,462,752	157	552	0.0594
2016	1,334,333	143	507	0.0545
2017	1,304,485	140	491	0.0528
2018	1,335,948	144	509	0.0547
2019	1,268,632	136	485	0.0522
2020	1,063,486	114	406	0.0437
2021	1,078,184	116	387	0.0416
2022	1,113,316	111	415	0.0412
2023	1,143,039	113	415	0.041
Change % 2023	3%	2%	0%	-1%
Change % 2012-2023	31%	-30%	1%	-46%

BOYNER HOLDING UNIT CONSUMPTION (METRIC TONS, CO₂-E / M²)



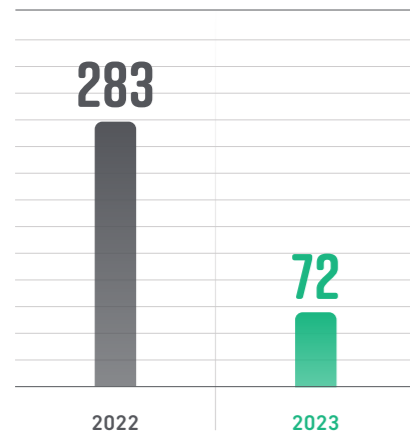


BR MAĞAZACILIK

ENERGY PERFORMANCE OF BUILDINGS

Thanks to the Solar Panel Project, our emissions from energy consumption in offices decreased by 74 percent compared to 2022 and by 68 percent compared to the project's launch in 2020.

BR MAĞAZACILIK TOTAL CONSUMPTION METRIC TONS, CO₂-E



BR Mağazacılık has been performing Energy Performance of Buildings (EPB) calculations since 2020. This year, the EPB activities included BR Mağazacılık, one of our Group companies located at Pancar Organize Sanayi Bölgesi Mahallesi, 6. Cd. No: 3, 35860, Torbalı, Izmir. The company was previously excluded from these activities since it conducted warehouse operations alongside its head office functions under a different partnership structure.

Calculations in 2023 showed a consumption of 113 kWh per square meter in our two office

buildings and a consumption of 55 kWh per square meter for BR Mağazacılık, which carries out warehouse and office activities simultaneously. Since the building is located within the OIZ, energy consumption is invoiced by the OIZ management. This makes it impossible to separate the energy consumption of different building sections. Due to the diverse activities within the building complicating consumption segregation, BR Mağazacılık's energy usage is tracked separately in an annual table.

In 2023, the head office began meeting its electricity needs from the solar power panels installed on the rooftop. The calculation included the power generated by the solar panels. In the first nine months of 2023, all of the power for the head office was provided through solar panels. However, power was sourced from the grid in November, December, and January due to shorter days and cloudy weather. Calculations for 2023 were based on electricity consumption from the grid, and the consumption and emission savings enabled by this project were also calculated.

Thanks to the Solar Panel Project, our emissions from energy consumption in offices decreased by 74 percent compared to 2022 and by 68 percent compared to the project's launch in 2020. The calculation based on our carbon footprint from energy consumption showed a total consumption of 281 metric tons of CO₂-e. Solar Panels accounted for 208 metric tons of CO₂-e, representing 74 percent of all emissions.



Boyner Holding A.Ş.	Total Consumption Kwh	Unit Consumption Kwh / m ²	Total Consumption Metric Tons, CO ₂ -e	Unit Emission Metric Tons, CO ₂ -e / m ²
2020	544,955.61	45.41	223	0.0186
2021	653,417.3	54.45	273	0.0227
2022	677,310.16	56.44	283	0.0236
2023	213,198.94	17.77	72	0.006
Change % 2023	-69%	-69%	-74%	-74%
Change % 2020-2023	-61%	-61%	-68%	-68%





BOYNER BÜYÜK MAĞAZACILIK

GREEN OFFICE PRACTICES

Boyner Büyük Mağazacılık (BBM) has been carrying out Green Office activities in collaboration with the World Wildlife Fund (WWF) since 2012.

As part of the Green Office project, we regularly monitor our consumption, conduct current situation analyses, and implement seasonal measures to minimize electricity, natural gas, water, and paper usage.

Boyner Büyük Mağazacılık (BBM) has been carrying out Green Office activities in collaboration with the World Wildlife Fund (WWF) since 2012. To achieve this goal, we renovated the interior of our head office to be more environmentally friendly, while also focusing on our employees' consumption habits and promoting green practices. In June 2014, Boyner Büyük Mağazacılık received the prestigious Green Office Certificate from the World Wildlife Fund (WWF), acknowledging its commitment to environmental sustainability at its headquarters. Building on this achievement, in 2016, the company hosted WWF's annual "Green Offices" meeting, facilitating knowledge exchange on sustainable practices among private sector leaders.

With the Green Office project, four sources of consumption were monitored in 2023. The consumption of electricity, natural gas, water, and paper at the head office was monitored in monthly reports, and the greenhouse gas equivalents were calculated based on the type of consumption and CO₂-e. Green Office consumption was monitored at regular intervals, and efforts were made to minimize consumption by identifying seasonal measures through situational analyses.

The CO₂-e equivalents were observed to determine a value for comparison by adding these consumption values to each other. Likewise, unit emissions per capita and per square meter were also compared. While there was no change in the rate of consumption per square meter in 2023 compared to the previous year, a decrease of 48 percent was observed compared to the base year of 2013. The primary reason for the year-on-year increase in consumption was the rise in the total number of employees in the office. Electricity and natural gas consumptions are monitored daily, while water consumption is monitored monthly. In the first year of our participation in the Green Office project, we reduced our carbon footprint through purchases and applications aligned with "Green Purchasing" principles. This included implementing an automatic air conditioning system, monitoring hourly consumption with an energy analyzer, and taking proactive measures as needed. As part of the Green Office project, we regularly monitor our consumption, conduct current situation analyses, and implement seasonal measures to minimize electricity, natural gas, water, and paper usage.



BR MAĞAZACILIK

GREEN OFFICE PRACTICES

At BR Mağazacılık, we focus on preventing the creation of waste, separating waste at the source, and promoting waste recycling initiatives.



With the sorting units placed in offices and common areas, we have ensured waste separation, collection, and recycling at the source.



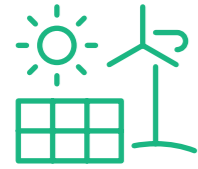
As part of the Green Office project, we focus on preventing waste, efficient resource use, waste minimization, source separation of waste, and enhanced recycling practices. To that end, we placed awareness-raising information materials at key points throughout our offices.

Additionally, with the sorting units placed in offices and common areas, we have ensured waste separation, collection, and recycling at the source. We plan to conduct training sessions for all our employees to raise awareness on these issues.



	Consumption	Electricity Kwh	Natural gas m³	Water liters	Total Paper KG
Annual Total Consumption	2013	1,256,851	45,233	5,407,000	9,613
	2014	1,041,805	41,412	5,070,000	11,594
	2015	982,232	48,505	5,039,000	9,511
	2016	901,849	40,647	4,499,000	9,669
	2017	869,160	40,914	4,507,000	9,267
	2018	911,380	39,903	4,749,000	9,496
	2019	872,366	37,243	4,330,000	6,981
	2020	725,208	31,793	1,853,000	3,840
	2021	654,020	39,865	1,509,000	4,474
	2022	679,237	36,267	2,291,000	7,286
	2023	660,035	41,053	2,865,000	7,949
Annual Consumption per Capita	2013	3,065	110	13,188	23
	2014	2,265	90	11,022	25
	2015	2,192	108	11,248	21
	2016	1,927	87	9,613	21
	2017	1,728	81	8,960	18
	2018	1,808	79	9,423	19
	2019	1,738	74	8,625	14
	2020	1,486	65	3,797	8
	2021	928	57	2,140	6
	2022	893	48	3,011	10
	2023	747	46	3	9
% Change 2023	-16%	-2%	8%	-6%	
% Change 2013-2023	-76%	-58%	-75%	-62%	
Daily Consumption per Capita	2013	12.4	0.4	53.4	0.09
	2014	9.1	0.4	44.3	0.10
	2015	8.7	0.4	44.6	0.08
	2016	7.8	0.4	38.8	0.08
	2017	6.8	0.3	35.4	0.07
	2018	7.3	0.3	37.8	0.08
	2019	7.1	0.3	35.1	0.06
	2020	8.1	0.4	20.7	0.04
	2021	4.9	0.3	11.3	0.03
	2022	4.4	0.2	14.9	0.05
	2023	3.7	0.2	16.1	0.04
% Change 2023	-16%	-2%	8%	-6%	
% Change 2013-2023	-70%	-48%	-70%	-53%	
Annual Consumption per M²	2013	135.1	4.9	581.4	1.0
	2014	112.0	4.5	545.2	1.2
	2015	105.6	5.2	541.8	1.0
	2016	97.0	4.4	483.8	1.0
	2017	93.5	4.4	484.6	1.0
	2018	98.0	4.3	510.6	1.0
	2019	93.8	4.0	465.6	0.8
	2020	78.0	3.4	199.2	0.4
	2021	70.3	4.3	162.3	0.5
	2022	73.0	3.9	0.2	0.8
	2023	71.0	4.4	0.3	0.9
% Change 2023	-3%	13%	25%	9%	
% Change 2013-2023	-47%	-9%	-47%	-17%	

	Emissions tCO ₂ -e	Electricity	Natural gas	A4 Paper	Paper Other	Total Paper	Total Emissions
Total Emissions, Metric Tons CO ₂ -e	2014	672	88	3	2	5	766
	2014	492	94	3	3	6	592
	2015	464	88	2	3	5	557
	2016	426	80	2	3	5	511
	2017	411	80	3	2	5	496
	2018	431	78	3	2	5	514
	2019	412	73	2	2	4	489
	2020	342	62	1	1	2	407
	2021	309	78	1	1	2	389
	2022	321	71	1	3	4	396
	2023	312	80	1	3	4	396
% Change 2023	-3%	13%	0%	17%	9%	0%	
% Change 2013-2023	-54%	-9%	-61%	70%	-17%	-48%	
Annual Emissions per Capita, Metric Tons CO ₂ -e	2013	1.6	0.2	0.0	0.0	0.0	1.9
	2014	1.1	0.2	0.0	0.0	0.0	1.3
	2015	1.0	0.2	0.0	0.0	0.0	1.3
	2016	0.9	0.2	0.0	0.0	0.0	1.2
	2017	0.8	0.2	0.0	0.0	0.0	1.1
	2018	0.9	0.2	0.0	0.0	0.0	1.0
	2019	0.8	0.1	0.0	0.0	0.0	1.0
	2020	0.7	0.1	0.0	0.0	0.0	1.0
	2021	0.4	0.1	0.0	0.0	0.0	0.8
	2022	0.4	0.1	0.0	0.0	0.0	0.6
	2023	0.4	0.1	0.0	0.0	0.0	-31%
% Change 2023	-16%	-2%	-19%	1%	-6%	-3%	
% Change 2013-2023	-78%	-58%	-83%	-21%	-62%	-12%	
Emissions per m², Metric Tons CO ₂ -e	2013	0.07	0.01	0.00	0.00	0.00	0.08
	2014	0.05	0.01	0.00	0.00	0.00	0.06
	2015	0.05	0.01	0.00	0.00	0.00	0.06
	2016	0.05	0.01	0.00	0.00	0.00	0.05
	2017	0.04	0.01	0.00	0.00	0.00	0.05
	2018	0.05	0.01	0.00	0.00	0.00	0.06
	2019	0.04	0.01	0.00	0.00	0.00	0.05
	2020	0.04	0.01	0.00	0.00	0.00	0.04
	2021	0.03	0.01	0.00	0.00	0.00	0.04
	2022	0.03	0.01	0.00	0.00	0.00	0.04
	2023	0.03	0.01	0.00	0.00	0.00	0.04
% Change 2023	-3%	13%	-6%	17%	9%	0%	
% Change 2013-2023	-54%	-9%	-63%	70%	-17%	-48%	



RENEWABLE ENERGY

As a result of our efforts, we increased the amount of energy we produced through solar to 2.13 GWh in 2023. By doing so, we met all the power needs of our factory and headquarters.

We launched the “Green Roof” project at our head office in Torbalı, Izmir, to increase the use of sustainable energy.



At BR Mağazacılık, we launched the “Green Roof” project at our head office in Torbalı, Izmir, to increase the use of sustainable energy. With the project launched in May 2022, we generate energy using solar panels covering an area of 14,000 square meters.

As a result of our efforts throughout the year, we raised solar energy production to 2.13 GWh in 2023. By doing so, we met all the power needs of our factory and headquarters. This development has strengthened our commitment to our sustainability goals and our efforts to reduce our environmental impact.



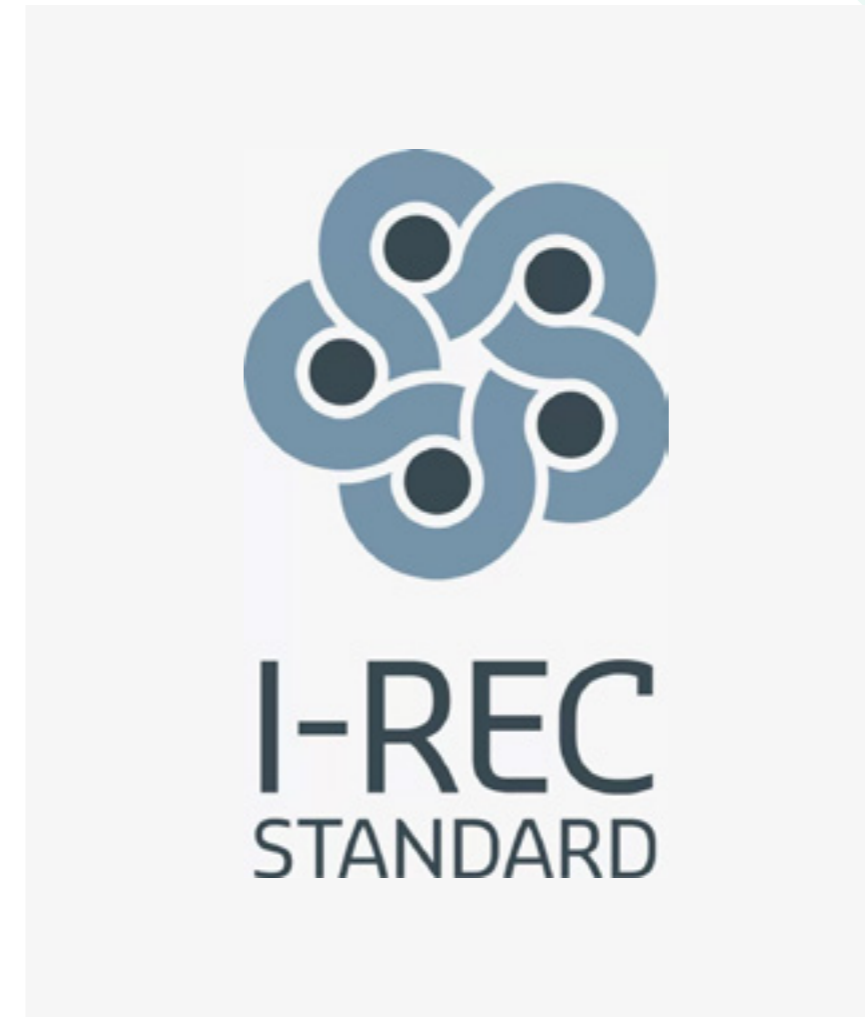
I-REC CERTIFICATION

Our electricity was I-REC certified in August 2023. This certification enabled us to convert the electricity we use into green energy.



4.6
METRIC TONS

I-REC CERTIFICATION
PREVENTED
CO₂ EMISSIONS



Our electricity was I-REC certified in August 2023. This certification enabled us to convert the electricity we use into green energy.

Thanks to these efforts, we significantly reduced our Scope 2 emissions. We prevented a total of 4.6 metric tons in CO₂ emissions.





VALUE CHAIN TRANSPARENCY AND TRACEABILITY

We assess our suppliers' adherence to relevant standards, focusing on "clean production principles," "employee rights," and "chemical safety."

With support from impartial companies for chemical safety tests, we maintain control over our value chain through the testing of raw materials, auxiliary materials, and finished products.



By evaluating the social, environmental, and chemical performance of suppliers for Boyner Group's private labels, we aim to align our entire value chain with Boyner Group's stringent standards. We aim to ensure continuous improvement across our value chain by monitoring our suppliers based on the rule sets we have established from our values, working principles, and legal regulations, and by conducting capacity development activities informed by audit findings.

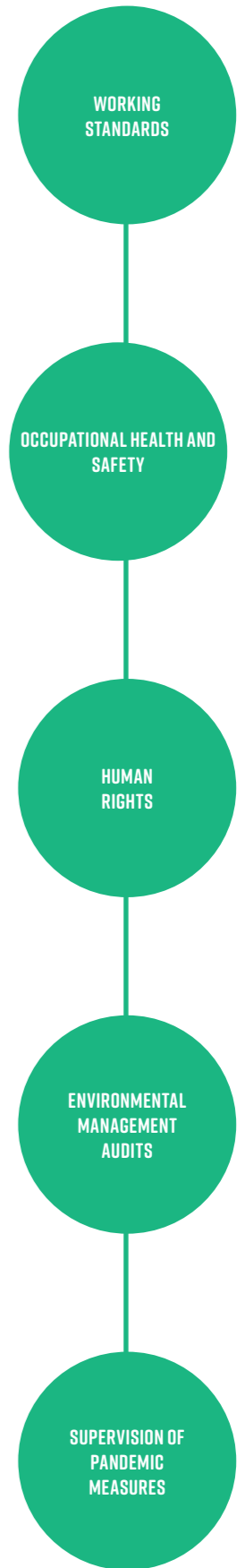
With support from impartial companies for chemical safety tests, we maintain control over our value chain through the testing of raw materials, auxiliary materials, and finished products.

Our efforts for Value Chain Sustainability include:

- Improving the environmental, social, and economic impacts of the production process;
- Establishing safe and equitable work environments with business partners in the logistics network, particularly concerning occupational health and safety;
- Creating long-term environmental, social, and economic value;
- Ensuring business continuity and protecting brand integrity;
- Effectively managing resources and operating costs and encouraging suppliers to do the same.

We monitor our suppliers' compliance with the relevant standards on a contractual level in accordance with "clean production principles," "employee rights," and "chemical safety." To this end, we began our social compliance audits in 2013 and have been conducting them for over 10 years. We conduct social compliance audits for suppliers of Boyner Büyük Mağazacılık's private labels and manufacturers of BR Mağazacılık A.Ş.

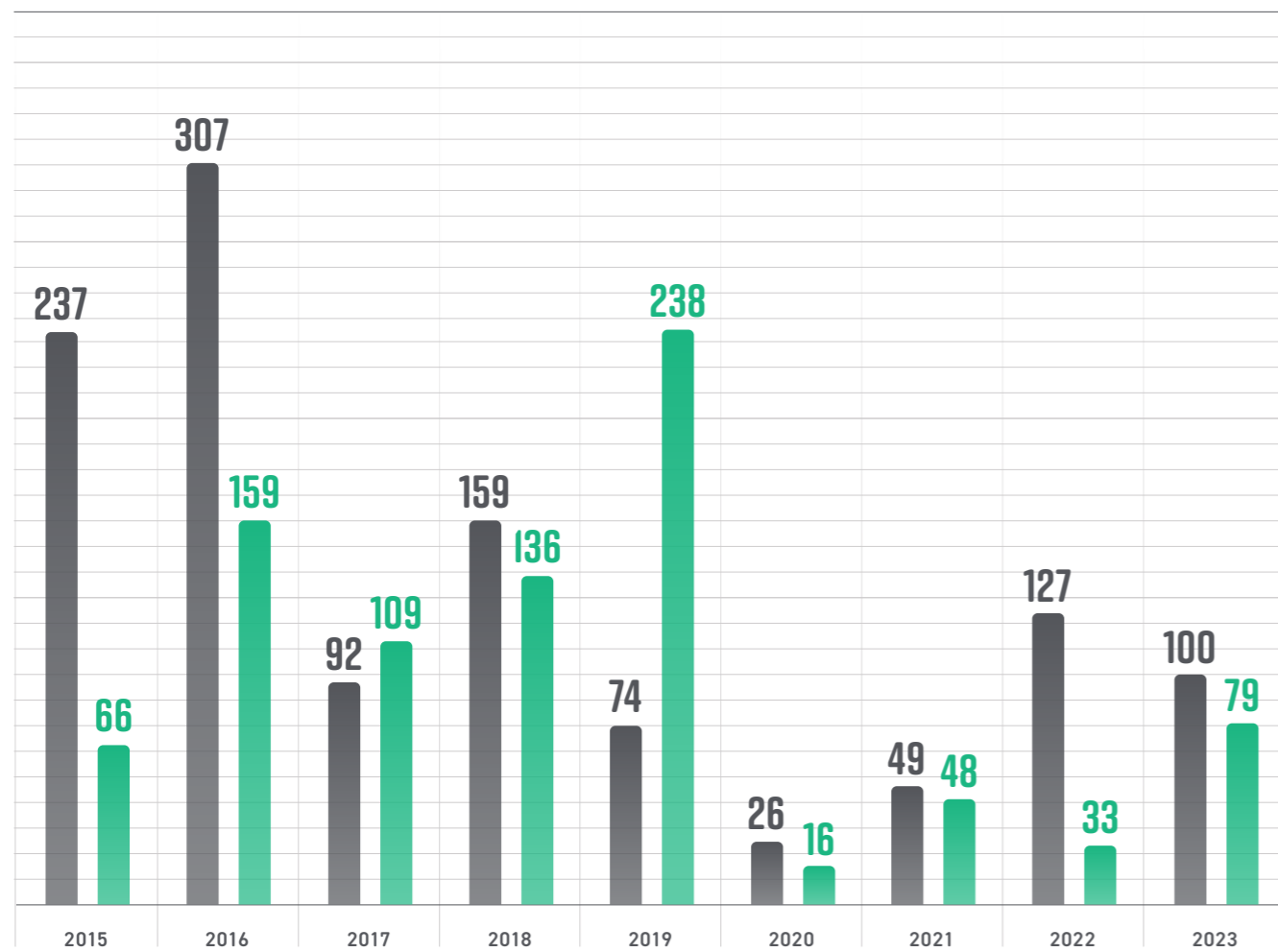
To maintain control over the production processes and ensure that the materials used by suppliers are safe for customer health, we verify the life-cycle analyses of purchased products and the suitability of production conditions regarding employee rights and occupational health and safety through contracts and audits conducted under the supervision of our Corporate Responsibility and Sustainability team. Following these activities, we develop regulatory action plans to ensure that our suppliers address and rectify any identified deficiencies and inadequacies.





SOCIAL COMPLIANCE AUDITS

■ NEW SUPPLIER AUDITS ■ FOLLOW-UP VISITS



We remain committed to upholding the 10 principles of the United Nations Global Compact (UNGC), which we signed in 2012.

SOCIAL COMPLIANCE

MANAGEMENT SYSTEMS

- > Legal documentation
- > Mechanisms for informing employees and ensuring employee participation in management
- > Employment contracts
- > Work records

EMPLOYEE RIGHTS, HEALTH, AND SAFETY

- > Working hours and leaves
- > Night shifts
- > Overtime
- > Weekly and annual leaves

PAYMENTS AND SOCIAL BENEFITS

- > Minimum wage
- > Payment methods
- > Overtime pay

ANTI-DISCRIMINATION POLICY

- > Principle of equality

DISCIPLINARY PROCEDURES

- > Right of defense

WORKING CONDITIONS OF EXPECTANT AND YOUNG EMPLOYEES

- > Working conditions
- > Working hours
- > Annual leaves

PREVENTING CHILD LABOR AND FORCED LABOR ACCESS TO MEDICAL

SERVICES

- > Prenatal medical examination leave for expectant employees
- > Notification of occupational accidents
- > First aid trainings

SERVICE SAFETY

FIRE SAFETY

- > Emergency trainings
- > Designated emergency response personnel
- > Precautionary and protective materials

BUILDING SAFETY

CHEMICAL SAFETY

- > Information sheets
- > Personal protective equipment

ELECTRICAL SAFETY

- > Documentation
- > Protective measures

MACHINE SAFETY

- > Training
- > Information
- > Personal protective equipment

WASTE, ENERGY AND WATER MANAGEMENT

- > Documentation

WORKPLACE CLEANLINESS

- > Trainings





TRANSITION TO A CIRCULAR ECONOMY

We aim to enhance our efforts toward transitioning to a circular economy each year.

We plan to increase the use of recycled polyester in our Altinyıldız Tekstil Factory.



At Boyner Group, we aim to enhance our efforts toward transitioning to a circular economy each year. We are committed to expanding the use of recycled raw materials across our collections and increasing the incorporation of recycled polyester in production at our Altinyıldız Textile Factory. In partnership with Nivogo, we are refurbishing and repurposing

returned products from our customers. Additionally, we are establishing a program in our stores to collect used products from our customers, and then implementing projects that reintegrate these items, which have reached the end of their initial life cycle, into new applications and uses.



İYİLİĞE DÖNÜŞTÜR

Our “İyiliğe Dönüştür” project collects and recycles used textile products. To date, project revenues have funded scholarships for 51 health science students.



Products unsuitable for recycling or upcycling are converted into fuel.



Since 2014, we have been collaborating with the Lokman Hekim Health Foundation on the “İyiliğe Dönüştür” project to promote the recycling of used textile products. This project promotes responsible consumption by encouraging our employees, customers, and the wider public to recycle unused textiles.

Clothes deposited in 'İyiliğe Dönüştür' bins at our stores and offices are sorted for reuse, upcycling, or recycling. Products unsuitable for recycling or upcycling are converted into fuel.

Wearable clothes are sold at charity sales. Through the Lokman Hekim Health Foundation, proceeds from charity sales and recycling have funded scholarships for 51 health science students. We have collected 176.8 metric tons of waste and converted 64 metric tons of second-hand clothing into energy. We have cleaned 79.9 metric tons of wearable products and made them available for re-use. We have distributed 42.9 metric tons of clothes to those in need, converted 47.2 metric tons of textile products into yarn, and transformed nearly 2 metric tons of metal and plastic accessories into raw materials.

64 METRIC TONS

AMOUNT OF WASTE
CONVERTED INTO
ENERGY AS PART OF
THE PROJECT





CIRCULAR TRANSFORMATION WITH BOYNER BÜYÜK MAĞAZACILIK – NİVOGO

In collaboration with Nivogo, we have saved 8 billion liters of water and prevented 10 million kilograms of carbon emissions by renewing nearly 1 million products since 2021.

Designed to prevent textile waste, this collaboration contributes to the sustainability of our planet and adds value to the fashion industry.



Since 2021, our collaboration with Nivogo has focused on recovering products that were removed from shelves or made unavailable for sale. Designed to prevent textile waste, this collaboration contributes to the sustainability of our planet and adds value to the fashion industry. The collaboration represents a key example of the transformation in the fashion-retail industry. Through our partnership with Nivogo, we have revitalized unsellable warehouse inventory, transforming items

marred by stains, wrinkles, or defects from potential waste into renewed products. So far, we have renewed 1 million products. In collaboration with Nivogo, we have saved 8 billion liters of water and prevented 10 million kilograms of carbon emissions by renewing nearly 1 million products since 2021. This translates to saving a year's drinking water for 14.7 million people and preventing carbon emissions equivalent to the annual electricity consumption of 11,319 households.



MULTI-USE BAGS

By transitioning to multi-use bags, we have prevented the usage of over 4 million plastic bags and supported education.



We allocated the income from multi-use bags to the “24 Environmentally Friendly Schools” project, which we conducted in collaboration with the ÇEVKO Foundation.

We allocated the income from multi-use bags to the “24 Environmentally Friendly Schools” project, which we conducted in collaboration with the ÇEVKO Foundation. As part of the project, we procured and delivered a total of 744 recycling containers, including 24 outdoor containers,

to 24 schools in Kartal, Istanbul. We also organized upcycling workshops in schools, where we provided recycling containers for plastic, metal, glass, paper, wood, composite, and textile materials. These workshops aimed to raise awareness and offer hands-on experience for children.





BULUŞUM

With the Buluşum project, we support social entrepreneurs who proclaim, "I Have an Invention."

We focus on developing unique projects centered on sustainability, equal opportunity, and social benefit.



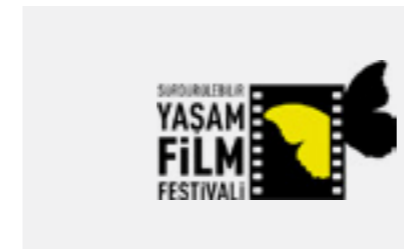
We focus on developing unique projects centered on sustainability, equal opportunity, and social benefit.

In 2015, we established a crowdfunding platform, driven by the Boyner Foundation, to support social entrepreneurs with projects designed to benefit society.

Buluşum was launched as a web-based platform and social enterprise that supports social entrepreneurs and aims to promote strategic giving. Originally intended to be independent from the Group, the

crowdfunding platform Buluşum was integrated into Boyner Group in 2020.

Buluşum provides funding and mentoring support to social entrepreneurship projects. Many successful projects, such as Sinemasal, Yuvarla, SoruSana, and E-Bursum, have touched the lives of thousands of people from various segments of society. These impactful projects could only be started or continued because of the funds collected via Buluşum.



SÜRDÜRÜLEBİLİR YAŞAM FİLM FESTİVAL

Sürdürülebilir Yaşam Film Festivali (SYFF), founded on the dream of a society that is sharing, open, fair, understanding, diverse, and conscious of both the planet and humanity, aims to promote cultural change towards sustainable living. Featuring documentaries that provide a holistic perspective and creative solutions, selected from hundreds of films each year, the festival reminds viewers that they can be part of the solution rather than the problem.



FUTURE IS BRIGHTER

The youth platform Gelecek Daha Parlak emerged from the vision of equipping young people in Türkiye with the knowledge, skills, and connections needed to make informed decisions about their education, careers, and lives.

Empowering youth to make informed life choices, assert personal agency, and cultivate proactive mindsets is crucial for their development and societal progress. Because the world needs conscious, sensitive, and productive individuals who will contribute to society, use resources wisely, and drive human development forward. That is why investing in the youth is so valuable; the return on investment is a better world!

We observed that youth often confront life-altering decisions in isolation, bereft of crucial resources and guidance necessary for informed decision-making.

Meanwhile, the business world seeks optimal talent while corporations scrutinize their investment returns. The stakeholders on both sides of the issue were largely disconnected from one another. Fortunately, our platform Gelecek Daha Parlak has successfully united these groups.

We discovered a significant number of professionals eager to offer voluntary guidance to young people, and the number of volunteers joining the platform surpassed our expectations.



YUVARLA

Two years after setting out to develop the culture of individual donations in our country and raise funds for non-governmental organizations on online shopping platforms, Yuvarla is now integrating its donation system into conventional stores. In doing so, Yuvarla aims to support more nongovernmental organizations from more shopping points.

Expanding the method of rounding fractions from online shopping platforms to offline sales channels, Yuvarla has been integrated with İşbank, Akbank, QNB Finansbank, ING Bank, Albara Türk, and TEB since 2018. The integration of credit cards from these banks with the Yuvarla system allows for rounding fractions on purchases made at offline sales channels.



SORUSANA

SoruSana is a mobile application developed to increase interactions and the sharing of knowledge among students preparing for university exams. This social enterprise aims to connect young people facing similar challenges and experiences during the university exam process, enabling those with greater resources and knowledge to support those with fewer opportunities in finding solutions.

The goal of the support provided by Buluşum is to address all needs within the SoruSana project, extend the application to cover additional exams, and develop the operations related to R&D, servers, and promotion. SoruSana provides a social platform where students can share questions with one another. For example, a student in remote Kars can access practical problem-solving techniques demonstrated by a peer in metropolitan Istanbul. SoruSana aims to help everyone improve their skills with new methods and reduce educational inequality.



SİNEMASAL

UNICEF data reveals that in Türkiye, 1.30 million children aged 6–17 are out of school, with 900,000 engaged in full-time or seasonal labor. Sinemasal endeavors to broaden the horizons of underprivileged rural children by immersing them in the transformative power of art, particularly cinema. For children with limited resources, cinema serves as a gateway to unexplored realms. Through the thought-provoking nature of culture and the arts, children can realize their potential, discover their creativity through artistic activities, and experience the excitement of broadening their horizons. Children who become aware of their alternatives in life are given the opportunity to dream of a better future and connect with inspiring individuals.



USTAMDAN

The Ustamdan project celebrates Turkish craftsmanship, aiming to elevate Anatolian artisanal products and cultural heritage to global recognition. Ustamdan not only showcases artisanship but also cultivates sustainable rural employment, fostering economic viability for master craftsmen and apprentices while preserving and promoting distinct regional cultural legacies.

Furthermore, the Ustamdan project preserves and strengthens Anatolian cultural and local values, recognizing their significance and ensuring their sustainability for the growth of local economies.

The project aims to become a global brand that integrates cultural values into daily life through creative ideas. The young team adopts a creative and socially responsible perspective.

Through Buluşum, we are crafting a cinematic legacy of master artisans, capturing their multi-generational expertise in a series of short films. This initiative not only showcases the Ustamdan project but also ensures the transmission of Anatolia's rich cultural heritage to future generations.



E-BURSUM

E-Bursum is a social initiative dedicated to bridging educational opportunity gaps. This initiative digitizes Türkiye's manual scholarship system, streamlining students' access to crucial educational funding while offering scholarship providers a more systematic and equitable distribution process.

In addition to the systematized scholarship system, E-Bursum aims to maximize the impact of scholarship providers with basic financial literacy training, social impact measurement and online mentoring. With the support of Buluşum, E-Bursum aims to develop a next-generation "Scholarship Crowdfunding" system.



FREEPARK

Freepark integrates a specialized barrier system with a mobile app, creating an innovative solution to safeguard disabled parking spaces from unauthorized use.

This initiative aims to deploy its solution globally, targeting countries like Türkiye and Mexico, to ensure unrestricted access to designated parking spaces for individuals with disabilities worldwide.



SESLİ DURAK

Sesli Durak was developed as a smartphone application to address the issue faced by visually impaired individuals who cannot identify which bus is arriving while they wait. Sesli Durak employs audio alerts to notify visually impaired users of incoming buses, detailing specific route numbers for vehicles approaching or idling at the stop.



BEGOODTO.ME

begoodto.me is a social initiative established to spread and promote good deeds, good behaviors and positive actions. We set out driven by the belief that people should show greater understanding and kindness toward each other, nature, and animals. This behavior was consistently reinforced through positive examples. In daily life, people can encounter many types of negative behavior from different sources. The goal is to replace these negative examples with positive examples and turn small actions into larger, more significant ones. To that end, we developed a mobile application for iOS and Android. As users share their good deeds, awareness of kindness increases, and small acts grow into larger ones through the app's integrated scoring system.



HEARTISH

Heartish, a sustainable fashion brand launched by young entrepreneur Tüba Yıldız, focuses on expanding employment opportunities for women in the fashion industry. As a socially responsible brand, Heartish provides environmental and financial support to local production, transforming traditional fabrics from various regions of Türkiye into fashion products. With its focus on women's entrepreneurship, local production, employment, and sustainability, Heartish aims to promote local fabrics in the global market.

By connecting young designers with producers and new markets, Heartish breathes new life into traditional fabrics such as Antakya silk from Hatay; felt, flannel, and cashmere from Mardin and Şanlıurfa; Buldan fabric, loincloth, and linen from Denizli; stone print from Tokat; Keşan cloth from Trabzon; Kutnu fabric from Gaziantep; Ödemiş silk from İzmir; and hemp fabrics from Rize, showcasing them through collections by emerging fashion designers.



QUAKECOM

Quakecom, implemented by six university students led by Damla Akyüz, strives to eliminate the harrowing scenario of earthquake victims trapped in rubble crying out unheard, "Can anyone hear me?" Quakecom aims to locate individuals trapped under rubble in collapsed buildings after earthquakes and instantly transfer this data to the coordination center, enhancing the effectiveness of rescue teams during the critical first 72 hours.





WASTE TEXTILE COLLECTION BINS

We collected 670 items in these bins, and delivered them for fabric recycling.



We aim to significantly expand our recycling initiative in 2024, increasing the deployment of recycling bins across our store network.

BR Mağazacılık previously launched a project to recycle used textile products to raise the environmental awareness of end consumers. By expanding the project, we increased the number of stores with recycling bins to 52 in 2023. We collected 670 items in these bins. We updated the discount rate for consumers who bring in used clothes to 15 percent. We made it easier for our employees to contribute to the project by placing bins at both our head offices and stores. We sent the collected waste clothes to have their fabric recycled. We aim to significantly expand our recycling initiative in 2024,

increasing the deployment of recycling bins across our store network. We aim to include more used textile products in the recycling process by supplying these bins to our affiliated institutions and organizations, as well as our stores.



BR MAĞAZACILIK - NİVOGO COLLABORATION



We collaborated with Nivogo, "Europe's Top Circular Economy Initiative." With this collaboration, we plan to recover products that have been removed from shelves or made unavailable for sale.



We aim to recover fashion products through Nivogo, which partners with over 20 local and global brands, including Boyner Group.

We collaborated with Nivogo, "Europe's Top Circular Economy Initiative," to prevent textile waste and integrate clothes into the circular economy to create a permanent and significant transformation in the fashion world. We aim to recover fashion products through Nivogo, which partners with over 20 local and global brands, including Boyner Group.

With this collaboration we launched late 2023, we plan to recover products that have been removed from shelves or made unavailable for sale. In doing so, we aim to reduce our carbon and water footprint and contribute to the environment by renewing products and incorporating them into the circular economy, resulting in significant energy and water savings.





FABRIC SCRAPS

With our fabric project, we collected 40.5 metric tons of textile waste from suppliers in 2023 and made them available for use as raw materials across the industry.



At BR Mağazacılık, we view the Fabric Scraps project, initiated with the philosophy of circular production, and waste as valuable resources.

At BR Mağazacılık, we continued our Kırpık Kumaş project, which was initiated with the philosophy of circular production and the view of waste as a valuable resource, by expanding its impact area in 2023. We continued our efforts to contribute to recycling processes by converting textile waste from our suppliers, separated according to their colors and contents, into yarn at our Haksa Textile Factory.

This facility, located in Uşak, the recycling hub of Türkiye, operates with "OEKO-TEX Standard 100 and Global Recycled Standard (GRS)" certification. Through the project, we collected 40.5 metric tons of textile waste from suppliers throughout the year and made it available for use as raw materials across the industry.



SUSTAINABLE SHOWCASE

The winning design, crafted entirely from sustainable materials, was prominently displayed in our showcase for a month.



BR Mağazacılık showcased our commitment to sustainability in 2023 by repurposing discarded suitcases into innovative window display.

In late 2021, we initiated the "Altinyıldız Classics 100% Sustainable Showcase Project," engaging young designers to promote awareness and support sustainable textiles. The winning design, crafted entirely from sustainable materials, was prominently displayed in

our showcase for a month. We showcased our commitment to sustainability in 2023 by repurposing discarded suitcases into innovative window display. These designs were featured in our store showcases during the New Year's campaigns.





MATERIAL, WATER, AND CHEMICALS MANAGEMENT

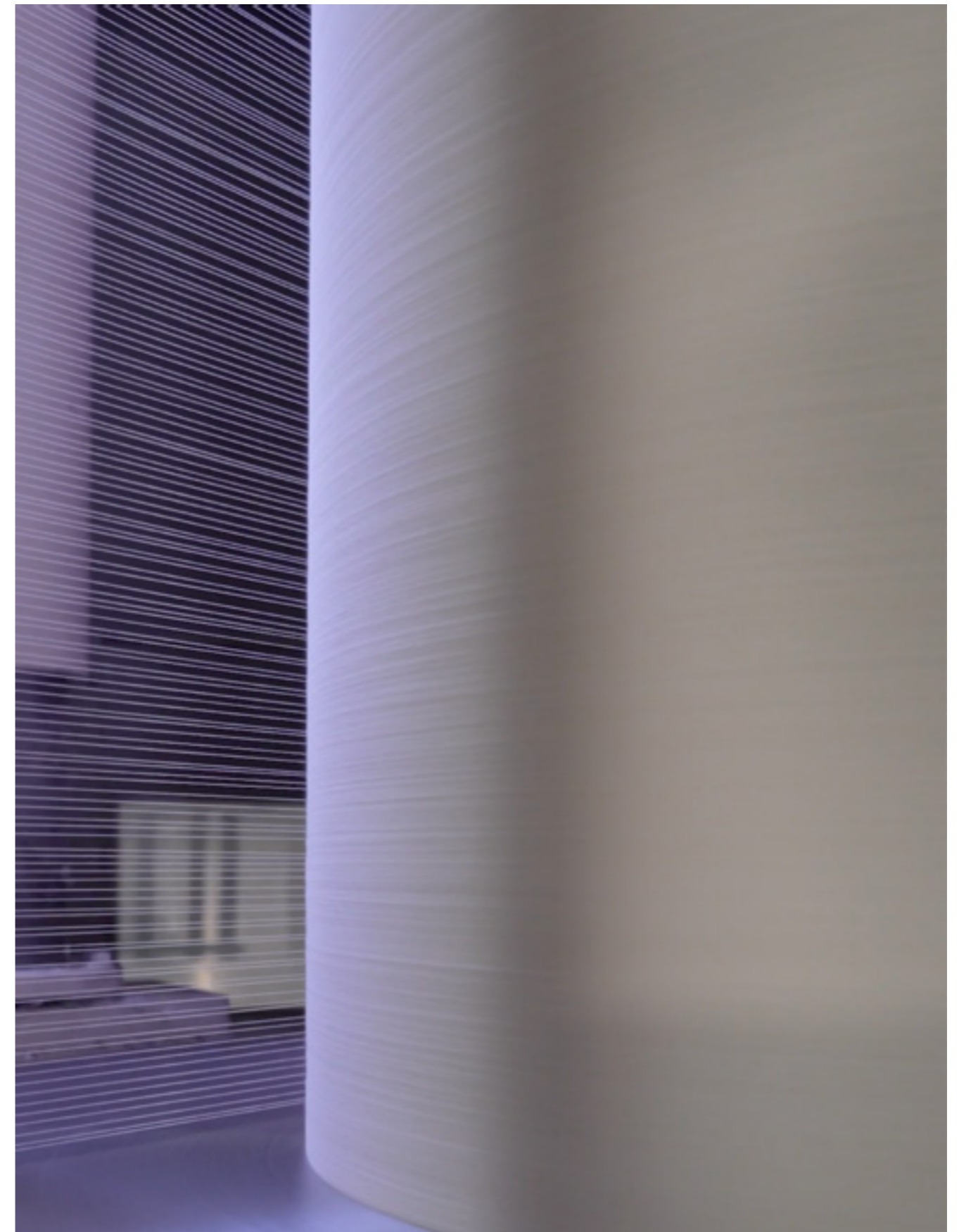
At Boyner Group, we provide benefits by developing collaborations and projects for a more sustainable environment.

We aim to reduce our water and chemical consumption with improved production processes.



We take care to maintain control of the raw materials, water, and chemicals used in our production processes. To ensure the chemical safety of the products by Boyner Group brands, we prevent the use of chemicals that will harm our customers by performing tests on raw materials, auxiliary materials and finished products in accordance with the legislation. With a particular focus on plastic and paper, we aim to reduce the

waste generated from our retail, logistics, and office activities in the coming years. We aim to reduce our water and chemical consumption with improved production processes.





CHEMICAL COMPLIANCE

We test and inspect our products to prevent the use of chemicals that are harmful to the environment and human health. We also raise awareness among our suppliers on this issue through training.



Each year, we provide our supply chain with an updated manual on the use of textile chemicals, reflecting the latest legislative developments.



In upholding our commitment to societal well-being, environmental stewardship, and customer safety, we meticulously regulate and track all chemicals utilized in products manufactured for or procured by Boyner Group brands.

We have completely banned or restricted the use of various chemicals due to their harmful effects on human health. Aware of our responsibility to ensure product safety, our designated specialized laboratories test for Azo Dyes, Phthalates, Flame Retardants, Cadmium, Nickel Release, Organostannic Compounds, Perfluorooctane Sulfonates, and Nonylphenols-Nonylphenol Ethoxylates. Following approval, the products are shipped to stores. To ensure product safety for our private brands and the various

brands offered in our multi-level stores, we implement necessary chemical safety measures through contracts and letters of undertaking, adhering to responsible purchasing principles.

In collaboration with the sustainability department, we offer consulting services to our suppliers on regulations and compliance areas related to chemical safety.

Each year, we provide our supply chain with an updated manual on the use of textile chemicals, reflecting the latest legislative developments.

We also organize annual training meetings that bring together our suppliers and the authorized experts from the laboratory conducting our chemical analyses.



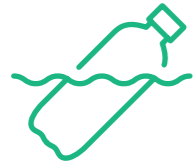
We take measures to lessen our impact on nature across various areas, including chemicals use, wastewater management, raw material selection, and energy consumption.

We educate our suppliers on how to remove harmful chemicals from textiles and ready-made clothing. Additionally, we test our products to ensure they do not contain chemicals that are harmful to the environment or human health.

Companies in our supply chain must reduce their negative impact on already-limited resources to stay competitive.

Measures to minimize environmental impact, from chemical use and wastewater management to raw material selection and energy consumption, have become essential for the sustainability of these businesses.

In 2018, we joined the Cleaner Production project in the Büyük Menderes Basin, led by the World Wildlife Fund (WWF). We encouraged our suppliers in the region to participate, focusing on enhancing their facilities and improving chemical use and wastewater disposal processes. Responding to WWF's initiative, we also engaged in the same project launched in the Ergene Basin in 2019.



BUSINESS PLASTIC INITIATIVE

Boyner Group joined the Business Plastic Initiative established in 2019.

We committed to reducing our annual plastic consumption by 11.5 metric tons by 2023. Through our efforts, we achieved a reduction of 63 metric tons in annual plastic consumption, exceeding our 2023 commitment by 5.5 times.



Boyner Group joined the Business Plastic Initiative established in 2019. The Business Plastic Initiative (IPG) began its activities with companies committed to reducing their plastic usage.

Boyner Group, through Boyner Büyük Mağazacılık, participated in the Business Plastic Initiative. We conducted a plastic inventory for 2019 and 2020 to identify consumption items and calculate annual usage. Along with 34 companies from seven industries, we committed to reducing our plastic usage by 2023. We committed to reducing our

annual plastic consumption by 11.5 metric tons by 2023. While reporting our plastic consumption to the Business Plastic Initiative annually, we are also working to replace the plastics used in our stores and offices with recyclable and compostable alternatives. To that end, we restricted the use of PET bottles in our head office and stores in 2021 and discontinued plastic bags in stores. Since September 2022, we have been offering paper and cloth bag alternatives to our customers. Through our efforts, we achieved a reduction of 63 metric tons in annual plastic consumption, exceeding our 2023 commitment by 5.5 times.

ipg İŞ DÜNYASI
PLASTİK GİRİŞİMİ

LIVEWELL

With Livewell, we aimed to integrate the concept of living well into every aspect of daily life through a range of products that benefit nature, people, and overall wellbeing.



In the future, we aim to expand the availability of Boyner Livewell products to more locations and inspire those who are committed to living well.

BOYNER
livewell

We launched "Boyner Livewell" to bring together products that support wellbeing, sustainability, and a healthy lifestyle, all under the theme "We Are Beautiful Inside." In the Live Well collection, which seeks to incorporate the concept of wellbeing into all aspects of daily life, 15 percent of the products available in stores and online are organic, clean, vegan, and animal-friendly, benefiting both people and the environment.

Launched to both enhance personal wellbeing and raise awareness about environmentally friendly living, Boyner Livewell offers a wide range of products that benefit both people and nature. From yoga leggings and cruelty-free makeup to natural shampoos, healthy snacks, sustainable clothing, and accessories made from recycled materials, our collection includes healthy and organic-ecological options for every aspect of life. In the future, we aim to expand the availability of Boyner Livewell products to more locations and inspire those who are committed to living well.





SUSTAINABLE LOGISTICS

We reduced our carbon emissions by transitioning to plastic boxes, preventing 1,856 trees from being felled in 2023.

We ceased using cardboard boxes in our transportation and logistics processes and are continuing our shift to plastic boxes made from recycled and reusable materials.



At BR Mağazacılık, we adopted an innovative practice by halting the use of cardboard boxes in our transportation and logistics processes and advancing our transition to plastic boxes made from recycled and reusable materials. We currently utilize cardboard boxes in their most sustainable form until they become unusable, and then send them in for recycling. We also increased the use of reusable plastic boxes, developed

as an alternative solution to minimize our environmental impact and carbon footprint. This transition reduced our carbon emissions and saved 1,856 trees from being felled in 2023. Additionally, we saved 6,916 cubic meters of water and reduced our carbon footprint by 80 metric tons. In the coming period, we aim to further expand the use of plastic boxes in our logistics processes while continuing our efforts to reduce our environmental impact.



NATURALLY COLORED COTTON

We began producing naturally colored cotton, eliminating the need for dyeing processes.



The production of naturally colored cotton eliminates the need for certain chemical processes and results in significant energy savings.

At BR Mağazacılık, we began producing naturally colored cotton as a result of our R&D efforts, driven by the belief that resource transfer is only possible within a sustainable world. This initiative eliminates the need for dyeing processes and was first implemented with the harvest of our initial batch in 2023. With naturally colored cotton, we aim to cut costs associated with dyeing and make a significant contribution to environmental protection and climate change mitigation.

The production of naturally colored cotton eliminates the need for certain chemical processes and results in significant energy savings. Naturally colored cotton offers a soft touch and feel, and does not require additional cleaning or correction processes, such as softening finishes. Skipping these steps enables significant savings on water, energy, electricity, labor, auxiliary materials, dyes and chemicals.

Furthermore, fabrics made of naturally colored cotton do not fade after washing, offering yet another advantage.

We planted naturally colored cotton on 1.24 acres of land in Çukurova, yielding a harvest of 2,230 kilograms. After the harvest, we began fabric production, obtaining 780.5 kilograms of fiber, which was then spun into 4,055 kilograms of yarn. Approximately 3,500 kilograms of fabric were then produced from the threads through knitting. Nearly 13,053 knitted products were manufactured, including sweatshirts, t-shirts, sweatpants and shorts.

These achievements reflect the results of our innovation in sustainable agriculture and textiles. We will continue to reduce our environmental impact and support sustainable production models by expanding this project with new product types in 2024.





WATER SAVINGS

Thanks to Eco-Finish, a dyeing system that utilizes nebulization, we reduce our wastewater by 70 to 80 percent.



In 2023, this technique allowed us to manufacture 125,000 products and save 4 million liters of water in the dyeing process.

At BR Mağazacılık, we continue our piece dyeing project with the Shadow reactive dyeing technique, adopted in 2022, to reduce environmental impacts and enhance sustainability in production. Thanks to Eco-Finish, a dyeing system that utilizes nebulization, we reduce our wastewater by 70 to 80 percent. By eliminating the water heating system, we achieve a 100% reduction in energy consumption for water heating processes.

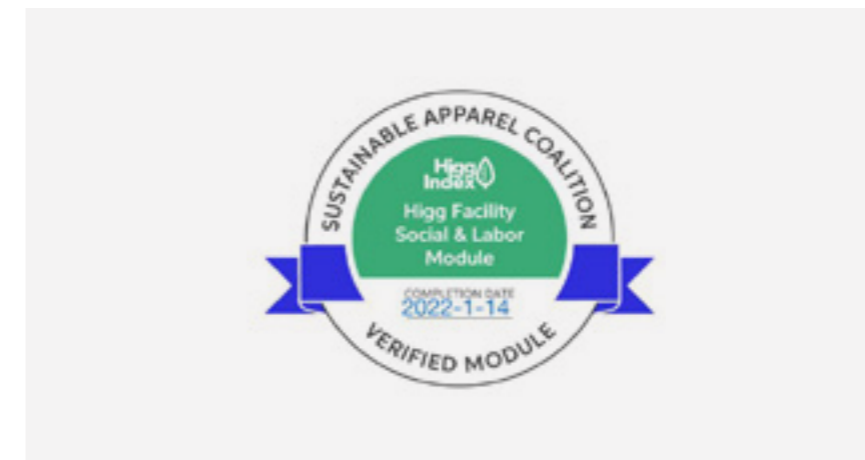
This technique saves 38 percent of production time and reduces chemical use by 65 to 70 percent. In 2023, this technique allowed us to manufacture 125,000 products and save 4 million liters of water in the dyeing process. In the coming year, we aim to further increase our water savings, minimize chemical use, and enhance time efficiency in our production processes. To achieve this, we will continue to lead the industry in sustainable production and environmental impact reduction by expanding the scope of our project.



HIGG FEM (FACILITY ENVIRONMENTAL MODULE)



We transparently communicate our environmental performance to customers and suppliers using data verified through the Higg Facility Environmental Module (FEM).



The purpose of this platform is to ensure traceability at all stages, from the sourcing of raw materials to the consumers.

We transparently communicate our environmental performance to customers and suppliers using data verified through Higg FEM. We are a member of the Textile Genesis platform. The purpose of this platform is to ensure traceability at all stages, from the sourcing of raw materials to the consumers.

Having received global recognition for its results in recent years, the Higg Index platform aims to introduce a measurement system for environmental and social sustainability practices. The platform's results are verified by accredited third-party organizations.

Our assessments are made available to all interested parties for comparison purposes.

We hold ISO 14001 Environmental Management System certification, ISO 50001 Energy Management certification, and Zero Waste certification. In addition to our Zero Waste certification, we categorize the waste from our production activities and maximize its use. We collaborate with our affiliated company to transform all our textile waste into new textile products. With our ISO 50001 Energy Management Certification, we aim to reduce our energy-related emissions by 2024.





GLOBAL RECYCLED STANDARD (GRS)

We manufacture products with Responsible Wool Standard (RWS) certification using wool, a natural and sustainable fiber.

With GSR-certified products, we converted 2.9 million PET bottles into raw materials, thereby preventing the release of 124 metric tons of carbon dioxide in 2023.



With GRS-certified products, we derived raw materials from 3.4 million PET bottles in 2021, 6 million PET bottles in 2022, and 2.9 million PET bottles in 2023. By incorporating this raw material into our fabrics, we prevented the release of 87.5 metric tons of carbon dioxide (CO₂) in 2021, 155 metric tons in 2022, and 124 metric tons in 2023. Ceasing the production of fiber from scratch has also contributed to our energy savings.

We manufacture products using Responsible Wool Standard (RWS) certified wool, a natural and sustainable fiber. In 2023, fabrics made from RWS-certified wool accounted for 91 percent of our production. We extend product life cycles by improving durability

with Cordura. Compared to 100-percent merino wool fabrics, special blends of wool and Cordura fiber offer up to 10 times more abrasion resistance, 2.1 times more tensile strength, and 1.4 times more tear resistance.

With our sustainable fiber certifications, we ensure the uninterrupted operation of our value chain by using certified raw materials. We utilize the "Textile Genesis" system, one of the leading traceability programs developed in recent years.

Recycled materials make up 90 per cent of our cardboard packaging and 20 per cent of our plastic packaging.



ZERO DISCHARGE OF HAZARDOUS CHEMICALS (ZDHC)

We rigorously adhere to the ZDHC program, ensuring our chemical usage meets stringent environmental safety standards.



We conduct annual ZDHC wastewater tests and monitor the suitability of our chemical consumption through the Bve3 program.

We rigorously adhere to the ZDHC program, ensuring our chemical usage meets stringent environmental safety standards. We conduct annual ZDHC wastewater tests and monitor the suitability of our chemical

consumption through the Bve3 program. We also conduct drills twice a year for environmental and occupational health and safety incidents that may be caused by chemical substances.





DISCLAIMER

The Boyner Group Sustainability Report serves an informational purpose. While the data is derived from reliable sources and research, believed accurate for the period covered, it has not undergone independent verification. Boyner Group neither guarantees the report's information accuracy nor assumes liability for any consequences resulting from potential inaccuracies.

*Boyner Group data includes Altinyıldız Tekstil ve Konfeksiyon A.Ş., BNR Teknoloji A.Ş. (Hopi), Boyner Büyük Mağazacılık A.Ş. (Boyner), BR Mağazacılık Tic. A.Ş. and Boyner Holding A.Ş.

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