



KAMUYU AYDINLATMA PLATFORMU

HACI ÖMER SABANCI HOLDİNG A.Ş. Sustainability Compliance Report 2025 - Annual Notification

Summary

Sustainability Compliance Report



**MERKEZİ KAYIT
İSTANBUL**

Türkiye Sermaye Piyasası - Merkezi
Saklanması ve Veri Depolama Kuruluşu

Related Companies

Related Funds

	Company Compliance Status				Explanation	Report Information on Publicly Disclosed Information (Page number, menu name on the website)
	Yes	Partial	No	Not Applicable		
Sustainability Compliance Report						
A. GENERAL PRINCIPLES						
A1. Strategy, Policy and Goals						
A1.1. The prioritised environmental, social and corporate governance (ESG) issues, risks and opportunities have been determined by the Company's Board of Directors.	X					https://surdurulebilirlik.sabanci.com/2024/images/pdf/tsrs-raporu.pdf https://sustainability.sabanci.com/2024/images/pdf/Sabanci-Holding-Sustainability-For-a-Better-Life-2024-Report.pdf
A1.1. The ESG policies (Environmental Policy, Energy Policy, Human Rights and Employee Policy etc.) have been created and disclosed to the public by the Company's Board of Directors.	X					https://sustainability.sabanci.com/2024/images/pdf/Sabanci-Holding-Sustainability-For-a-Better-Life-2024-Report.pdf (page 58-59) https://yatirimciiliskileri.sabanci.com/en/images/pdf/2024-annual-report.pdf (page 114) https://yatirimciiliskileri.sabanci.com/en/sustainability/policies/Policies/184/0/0
A1.2. The short and long-term targets set within the scope of ESG policies have been disclosed to the public.	X					https://sustainability.sabanci.com/2024/images/pdf/Sabanci-Holding-Sustainability-For-a-Better-Life-2024-Report.pdf (page 18-19; 25-27) https://yatirimciiliskileri.sabanci.com/en/images/pdf/sabanci-nature-pledge.pdf
A2. Implementation/Monitoring						
A2.1. The responsible committees and/or business units for the implementation of ESG policies and the senior officials related to ESG issues in the Company and their duties have been identified and disclosed to the public.	X					https://sustainability.sabanci.com/2024/images/pdf/Sabanci-Holding-Sustainability-For-a-Better-Life-2024-Report.pdf (page 41-54) https://surdurulebilirlik.sabanci.com/2024/images/pdf/tsrs-raporu.pdf (page 5-13) https://yatirimciiliskileri.sabanci.com/en/images/pdf/2024-annual-report.pdf (page 121)
A2.1. The activities carried out within the scope of policies by the responsible committee and/or unit have been reported to the Board of Directors at least once a year.	X					https://sustainability.sabanci.com/2024/images/pdf/Sabanci-Holding-Sustainability-For-a-Better-Life-2024-Report.pdf (page 41-54) https://surdurulebilirlik.sabanci.com/2024/images/pdf/tsrs-raporu.pdf (page 5-13) https://sustainability.sabanci.com/2024/images/pdf/Sabanci-Holding-Sustainability-For-a-Better-Life-2024-Report.pdf (page 121)
A2.2. In line with the ESG targets, the implementation and action plans have been formed and disclosed to the public.	X					https://sustainability.sabanci.com/2024/images/pdf/Sabanci-Holding-Sustainability-For-a-Better-Life-2024-Report.pdf
A2.3. The Key ESG Performance Indicators (KPI) and the level of reaching these indicators have been disclosed to the public on yearly basis.	X					https://sustainability.sabanci.com/2024/images/pdf/Sabanci-Holding-Sustainability-For-a-Better-Life-2024-Report.pdf (page 25-27;29-30; 167-173)
A2.4. The activities for improving the sustainability performance of the business processes or products and services have been disclosed to the public.	X					https://sustainability.sabanci.com/2024/images/pdf/Sabanci-Holding-Sustainability-For-a-Better-Life-2024-Report.pdf (page 18-19; 25-28; 61-81;83-98;104-107; 110-111;115-118;124-128; 132-135;144-146) https://yatirimciiliskileri.sabanci.com/en/images/pdf/2024-annual-report.pdf (page 58-95)
A3. Reporting						
A3.1. The information about the sustainability performance, targets and actions have been given in annual reports of the Company an understandable, accurate and sufficient manner.	X					https://yatirimciiliskileri.sabanci.com/en/images/pdf/2024-annual-report.pdf (page 48-53) https://sustainability.sabanci.com/2024/images/pdf/Sabanci-Holding-Sustainability-For-a-Better-Life-2024-Report.pdf (page 18-19;25-27;167-173)
A3.2. The information about activities which are related to the United Nations (UN) 2030 Sustainable Development Goals have been disclosed to the public.	X					https://sustainability.sabanci.com/2024/images/pdf/Sabanci-Holding-Sustainability-For-a-Better-Life-2024-Report.pdf (page 18)
A3.3. The lawsuits filed and/or concluded against the Company about ESG issues which are material in terms of ESG policies and/or will significantly affect the Company's activities, have been disclosed to the public.	X					https://sustainability.sabanci.com/2024/images/pdf/Sabanci-Holding-Sustainability-For-a-Better-Life-2024-Report.pdf (page 50-51)
A4. Verification						
A4.1. The Company's Key ESG Performance metrics have been verified by an independent third party and publicly disclosed.	X					https://sustainability.sabanci.com/2024/images/pdf/Sabanci-Holding-Sustainability-For-a-Better-Life-2024-Report.pdf (page 167-173;181-184)
B. ENVIRONMENTAL PRINCIPLES						
B1. The policies and practices, action plans, environmental management systems (known by the ISO 14001 standard) and programs have been disclosed.		X			It is in some of the group companies. Studies are carried out to ensure full	https://sustainability.sabanci.com/2024/images/pdf/ISO-Certification-Document.pdf

				harmonization throughout the Group.	
B2. The environmental reports prepared to provide information on environmental management have been disclosed to the public which is including the scope, reporting period, reporting date and limitations about the reporting conditions.	X				https://sustainability.sabanci.com/2024/images/pdf/Sabanci-Holding-Sustainability-For-a-Better-Life-2024-Report.pdf (page 3)
B4. The environmental targets within the scope of performance incentive systems which included in the rewarding criteria have been disclosed to the public on the basis of stakeholders (such as members of the Board of Directors, managers and employees).	X				https://sustainability.sabanci.com/2024/images/pdf/Sabanci-Holding-Sustainability-For-a-Better-Life-2024-Report.pdf (page 19; 154-155)
B5. How the prioritised environmental issues have been integrated into business objectives and strategies has been disclosed.	X				https://surdurulebilirlik.sabanci.com/2024/images/pdf/tsrs-raporu.pdf (page 5-35) https://sustainability.sabanci.com/2024/images/pdf/Sabanci-Holding-Sustainability-For-a-Better-Life-2024-Report.pdf (page 32-39) https://yatirimciiliskileri.sabanci.com/en/images/pdf/sabanci-holding-cdp-2025.pdf (page 100-127)
B7. The way of how environmental issues has been managed and integrated into business objectives and strategies throughout the Company's value chain, including the operational process, suppliers and customers has been disclosed.	X				https://surdurulebilirlik.sabanci.com/2024/images/pdf/tsrs-raporu.pdf (page 24-28) https://yatirimciiliskileri.sabanci.com/en/images/pdf/SAHOL-Policy-ENG.pdf (page 4; 10-16) https://sustainability.sabanci.com/2024/images/pdf/Sabanci-Holding-Sustainability-For-a-Better-Life-2024-Report.pdf (page 18, 28)
B8. Whether the Company have been involved to environmental related organizations and non-governmental organizations' policy making processes and collaborations with these organizations has been disclosed.	X				https://sustainability.sabanci.com/2024/images/pdf/Sabanci-Holding-Sustainability-For-a-Better-Life-2024-Report.pdf (page 18 ; 32-34 ; 165; 166) https://surdurulebilirlik.sabanci.com/2024/images/pdf/tsrs-raporu.pdf https://yatirimciiliskileri.sabanci.com/en/images/pdf/sabanci-holding-cdp-2025.pdf (page 141-145)
B9. In the light of environmental indicators (Greenhouse gas emissions (Scope-1 (Direct), Scope-2 (Energy indirect), Scope-3 (Other indirect), air quality, energy management, water and wastewater management, waste management, biodiversity impacts)), information on environmental impacts is periodically disclosed to the public in a comparable manner.	X			Some of the indicators (i.e., NOx) are irrelevant for some of the Group companies. The remaining parts are explained in the public resources	https://sustainability.sabanci.com/2024/images/pdf/Sabanci-Holding-Sustainability-For-a-Better-Life-2024-Report.pdf (page 167-169) https://surdurulebilirlik.sabanci.com/2024/images/pdf/tsrs-raporu.pdf (page 33-35) https://yatirimciiliskileri.sabanci.com/en/images/pdf/sabanci-holding-cdp-2025.pdf (page 147-209)
B10. Details of the standard, protocol, methodology, and baseline year used to collect and calculate data has been disclosed.	X				https://sustainability.sabanci.com/2024/images/pdf/Sabanci-Holding-Sustainability-For-a-Better-Life-2024-Report.pdf (page 174-181) https://yatirimciiliskileri.sabanci.com/en/images/pdf/sabanci-holding-cdp-2025.pdf (page 147-149) https://surdurulebilirlik.sabanci.com/2024/images/pdf/tsrs-raporu.pdf (page 33-35)
B11. The increase or decrease in Company's environmental indicators as of the reporting year has been comparatively disclosed with previous years.	X				https://sustainability.sabanci.com/2024/images/pdf/Sabanci-Holding-Sustainability-For-a-Better-Life-2024-Report.pdf (page 167-173) https://yatirimciiliskileri.sabanci.com/en/images/pdf/sabanci-holding-cdp-2025.pdf (page 172-175)
B12. The short and long-term targets for reducing the environmental impacts have been determined and the progress compared to previous years' targets has been disclosed.	X				https://sustainability.sabanci.com/2024/images/pdf/Sabanci-Holding-Sustainability-For-a-Better-Life-2024-Report.pdf (page 100-128) https://yatirimciiliskileri.sabanci.com/en/images/pdf/sabanci-holding-cdp-2025.pdf (page 149-228)
B13. A strategy to combat the climate crisis has been created and the planned actions have been publicly disclosed.	X				https://yatirimciiliskileri.sabanci.com/en/images/pdf/sabanci-holding-cdp-2025.pdf (page 103-147) https://surdurulebilirlik.sabanci.com/2024/images/pdf/tsrs-raporu.pdf https://sustainability.sabanci.com/2024/images/pdf/Sabanci-Holding-Sustainability-For-a-Better-Life-2024-Report.pdf (page 100-128)
B14. The programs/procedures to prevent or minimize the potential negative impact of products and/or services on the environment have been established and disclosed.	X				https://yatirimciiliskileri.sabanci.com/en/images/pdf/sabanci-holding-cdp-2025.pdf (page 209-228) https://sustainability.sabanci.com/2024/images/pdf/Sabanci-Holding-Sustainability-For-a-Better-Life-2024-Report.pdf (page 61-81)
B14. The actions to reduce greenhouse gas emissions of third parties (suppliers, subcontractors, dealers, etc.) have been carried out and disclosed.	X				https://yatirimciiliskileri.sabanci.com/en/images/pdf/SAHOL-Policy-ENG.pdf (page 12)
B15. The environmental benefits/gains and cost savings of initiatives/projects that aims reducing environmental impacts have been disclosed.	X				https://sustainability.sabanci.com/2024/images/pdf/Sabanci-Holding-Sustainability-For-a-Better-Life-2024-Report.pdf (sayfa 72-74; 170) https://yatirimciiliskileri.sabanci.com/en/images/pdf/sabanci-holding-cdp-2025.pdf (page 203-209) https://surdurulebilirlik.sabanci.com/2024/images/pdf/tsrs-raporu.pdf (page 35)
B16. The data related to energy consumption (natural gas, diesel, gasoline, LPG, coal, electricity, heating, cooling, etc.) has been disclosed as Scope-1 and Scope-2.	X				https://sustainability.sabanci.com/2024/images/pdf/Sabanci-Holding-Sustainability-For-a-Better-Life-2024-Report.pdf (page 167) https://yatirimciiliskileri.sabanci.com/en/images/pdf/sabanci-holding-cdp-2025.pdf (page 149-208)
B17. The information related to production of electricity, heat, steam and cooling as of the reporting year has been disclosed.	X				https://sustainability.sabanci.com/2024/images/pdf/Sabanci-Holding-Sustainability-For-a-Better-Life-2024-Report.pdf (page 88-89; 100-107; 167-169) https://yatirimciiliskileri.sabanci.com/en/images/pdf/sabanci-holding-cdp-2025.pdf (page 149-208)
					https://sustainability.sabanci.com/2024/images/pdf/Sabanci-Holding-Sustainability-For-a-Better-Life-2024-Report.pdf (

B18. The studies related to increase the use of renewable energy and transition to zero/low carbon electricity have been conducted and disclosed.	X				page 100-107) https://surdurulebilirlik.sabanci.com/2024/images/pdf/tsrs-raporu.pdf (page 15-28)
B19. The renewable energy production and usage data has been publicly disclosed.	X				https://yatirimciiliskileri.sabanci.com/en/images/pdf/sabanci-holding-cdp-2025.pdf (page 176-179) https://sustainability.sabanci.com/2024/images/pdf/Sabanci-Holding-Sustainability-For-a-Better-Life-2024-Report.pdf (page 167)
B20. The Company conducted projects about energy efficiency and the amount of reduction on energy consumption and emission achieved through these projects have been disclosed.	X				https://sustainability.sabanci.com/2024/images/pdf/Sabanci-Holding-Sustainability-For-a-Better-Life-2024-Report.pdf (page 88-89; 100-107) https://surdurulebilirlik.sabanci.com/2024/images/pdf/tsrs-raporu.pdf (page 15-28)
B21. The water consumption, the amount, procedures and sources of recycled and discharged water from underground or above ground (if any), have been disclosed.	X				https://sustainability.sabanci.com/2024/images/pdf/Sabanci-Holding-Sustainability-For-a-Better-Life-2024-Report.pdf (page 108-111;168-169)
B22. The information related to whether Company's operations or activities are included in any carbon pricing system (Emissions Trading System, Cap & Trade or Carbon Tax).	X				https://surdurulebilirlik.sabanci.com/2024/images/pdf/tsrs-raporu.pdf (page 33-35) https://sustainability.sabanci.com/2024/images/pdf/Sabanci-Holding-Sustainability-For-a-Better-Life-2024-Report.pdf (page 35-39 ; 101-107)
B23. The information related to accumulated or purchased carbon credits within the reporting period has been disclosed.	X				https://yatirimciiliskileri.sabanci.com/en/images/pdf/sabanci-holding-cdp-2025.pdf (page 127-132) https://surdurulebilirlik.sabanci.com/2024/images/pdf/tsrs-raporu.pdf (page 35)
B24. If carbon pricing is applied within the Company, the details have been disclosed.	X				https://yatirimciiliskileri.sabanci.com/en/images/pdf/sabanci-holding-cdp-2025.pdf (page 127-132) https://surdurulebilirlik.sabanci.com/2024/images/pdf/tsrs-raporu.pdf (page 35)
B25. The platforms where the Company discloses its environmental information have been disclosed.	X				https://sustainability.sabanci.com/2024/images/pdf/Sabanci-Holding-Sustainability-For-a-Better-Life-2024-Report.pdf https://yatirimciiliskileri.sabanci.com/en/images/pdf/2024-annual-report.pdf https://yatirimciiliskileri.sabanci.com/en/images/pdf/sabanci-holding-cdp-2025.pdf https://sustainability.sabanci.com/2024/ https://yatirimciiliskileri.sabanci.com/en/
C. SOCIAL PRINCIPLES					
C1. Human Rights and Employee Rights					
C1.1. The Institutional Human Rights and Employee Rights Policy has been established in the ligh of the Universal Declaration of Human Rights, ILO Conventions ratified by Turkey and other relevant legislation. The policy and the officials that responsible for the implementation of it have been determined and disclosed.	X				https://yatirimciiliskileri.sabanci.com/en/sustainability/detail/Sabanci-Group-Code-of-Business-Ethics/620/2942/0 https://yatirimciiliskileri.sabanci.com/en/sustainability/detail/Corporate-Social-Responsibility-Policy-and-Principles/166/462/0 https://yatirimciiliskileri.sabanci.com/en/images/pdf/Sabanci-Group-Equality-Diversity-and-Inclusion-Regulation-ID3862.pdf https://yatirimciiliskileri.sabanci.com/en/sustainability/detail/Health-and-Safety-Policy/415/1430/0 https://sustainability.sabanci.com/2024/images/pdf/Sabanci-Holding-Sustainability-For-a-Better-Life-2024-Report.pdf (page 160-163)
C1.2. Considering the effects of supply and value chain, fair workforce, improvement of labor standards, women's employment and inclusion issues (gender, race , religion, language, marital status, ethnic identity, sexual orientation, gender identity, family responsibilities, union activities, political opinion, disability, social and cultural differences, etc., such as non-discrimination) are included in its policy on employee rights.	X				https://kariyer.sabanci.com/en/human-capital https://yatirimciiliskileri.sabanci.com/en/images/pdf/Sabanci-Group-Equality-Diversity-and-Inclusion-Regulation-ID3862.pdf https://yatirimciiliskileri.sabanci.com/en/sustainability/detail/Sabanci-Group-Code-of-Business-Ethics/620/2942/0 https://yatirimciiliskileri.sabanci.com/en/images/pdf/SAHOL-Policy-ENG.pdf https://sustainability.sabanci.com/2024/images/pdf/Sabanci-Holding-Sustainability-For-a-Better-Life-2024-Report.pdf (page 160-163)
C1.3. The measures taken for the minority rights/equality of opportunity or the ones who are sensitive about certain economic, environmental, social factors (low income groups, women, etc.) along the supply chain have been disclosed.	X				https://yatirimciiliskileri.sabanci.com/en/sustainability/detail/Womens-Empowerment-Principles/621/2943/0 https://yatirimciiliskileri.sabanci.com/en/sustainability/detail/Corporate-Social-Responsibility-Policy-and-Principles/166/462/0 https://yatirimciiliskileri.sabanci.com/en/images/pdf/Sabanci-Group-Equality-Diversity-and-Inclusion-Regulation-ID3862.pdf https://yatirimciiliskileri.sabanci.com/en/sustainability/detail/Equality-at-Work-Declaration/622/2944/0 https://sustainability.sabanci.com/2024/images/pdf/Sabanci-Holding-Sustainability-For-a-Better-Life-2024-Report.pdf (page 160-163)
C1.4. The developments regarding preventive and corrective practices against discrimination, inequality, human rights violations, forced and child labor have been disclosed.	X				https://yatirimciiliskileri.sabanci.com/en/sustainability/detail/Sabanci-Group-Code-of-Business-Ethics/620/2942/0 https://yatirimciiliskileri.sabanci.com/en/sustainability/detail/Corporate-Social-Responsibility-Policy-and-Principles/166/462/0 https://kariyer.sabanci.com/en/human-capital https://yatirimciiliskileri.sabanci.com/en/images/pdf/SAHOL-Policy-ENG.pdf (page 14) https://yatirimciiliskileri.sabanci.com/en/images/pdf/Sabanci-Group-Equality-Diversity-and-Inclusion-Regulation-ID3862.pdf https://sustainability.sabanci.com/2024/images/pdf/Sabanci-Holding-Sustainability-For-a-Better-Life-2024-Report.pdf (page 160-163)
C1.5. Investments in employees (education, development policies), compensation, fringe benefits, right to unionize, work/life balance solutions and talent management are included in the employee rights policy.	X				https://yatirimciiliskileri.sabanci.com/en/sustainability/detail/Sabanci-Group-Code-of-Business-Ethics/620/2942/0 https://yatirimciiliskileri.sabanci.com/en/sustainability/detail/Corporate-Social-Responsibility-Policy-and-Principles/166/462/0 https://kariyer.sabanci.com/en/human-capital https://sustainability.sabanci.com/2024/images/pdf/Sabanci-Holding-Sustainability-For-a-Better-Life-2024-Report.pdf

						sustainability.sabanci.com/2024/images/pdf/Sabanci-Holding-Sustainability-For-a-Better-Life-2024-Report.pdf (page 153-159)
C1.5. The mechanism for employee complaints and resolution of disputes have been established and related solution processes have been determined.	X					https://yatirimciiliskileri.sabanci.com/en/sustainability/detail/Sabanci-Group-Code-of-Business-Ethics/620/2942/0 https://yatirimciiliskileri.sabanci.com/en/images/pdf/SAHOL-Policy-ENG.pdf (page 16) https://sustainability.sabanci.com/2024/images/pdf/Sabanci-Holding-Sustainability-For-a-Better-Life-2024-Report.pdf (page 50-51)
C1.5. The activities carried out within the reporting period which related to ensure employee satisfaction have been disclosed.	X					https://sustainability.sabanci.com/2024/images/pdf/Sabanci-Holding-Sustainability-For-a-Better-Life-2024-Report.pdf (page 158)
C1.6. The occupational health and safety policies have been established and disclosed.	X					https://sustainability.sabanci.com/2024/images/pdf/Sabanci-Holding-Sustainability-For-a-Better-Life-2024-Report.pdf (page 163) https://yatirimciiliskileri.sabanci.com/en/sustainability/detail/Health-and-Safety-Policy/415/1430/0
C1.6. The measures taken for protecting health, preventing occupational accidents and related statistics have been disclosed.	X					https://sustainability.sabanci.com/2024/images/pdf/Sabanci-Holding-Sustainability-For-a-Better-Life-2024-Report.pdf (page 163, 173)
C1.7. The personal data protection and data security policies have been established and disclosed.	X					https://www.sabanci.com/en/data-protection-law https://www.sabanci.com/en/privacy-statement https://yatirimciiliskileri.sabanci.com/en/sustainability/detail/Data-Protection-and-Processing-Policy/619/2941/0
C1.8. The ethics policy have been established and disclosed.	X					https://yatirimciiliskileri.sabanci.com/en/sustainability/detail/Sabanci-Group-Code-of-Business-Ethics/620/2942/0 https://sustainability.sabanci.com/2024/images/pdf/Sabanci-Holding-Sustainability-For-a-Better-Life-2024-Report.pdf (page 50-51))
C1.9. The studies related to social investment, social responsibility, finansal inclusivity and access to finance have been explained.	X					https://sustainability.sabanci.com/2024/images/pdf/Sabanci-Holding-Sustainability-For-a-Better-Life-2024-Report.pdf (page 132-135 ; 144-146)
C1.10. The informative meetings and training programs related to ESG policies and practices have been organized for employees.	X					https://sustainability.sabanci.com/2024/images/pdf/Sabanci-Holding-Sustainability-For-a-Better-Life-2024-Report.pdf (page 153)
C2. Stakeholders, International Standards and Initiatives						
C2.1. The customer satisfaction policy regarding the management and resolution of customer complaints has been prepared and disclosed.				X		This metric is not relevant for Sabanci Holding. Some group companies are publishing.
C2.2. The information about the communication with stakeholders (which stakeholder, subject and frequency) have been disclosed.	X					https://sustainability.sabanci.com/2024/images/pdf/Sabanci-Holding-Sustainability-For-a-Better-Life-2024-Report.pdf (page 32-33; 165,166)
C2.3. The international reporting standards that adopted in reporting have been explained.	X					https://sustainability.sabanci.com/2024/images/pdf/Sabanci-Holding-Sustainability-For-a-Better-Life-2024-Report.pdf (page 3) https://surdurulebilirlik.sabanci.com/2024/images/pdf/tsrs-raporu.pdf (page 3, 33)
C2.4. The principles adopted regarding sustainability, the signatory or member international organizations, committees and principles have been disclosed.	X					https://sustainability.sabanci.com/2024/images/pdf/Sabanci-Holding-Sustainability-For-a-Better-Life-2024-Report.pdf (page 59, 166)
C2.5. The improvements have been made and studies have been carried out in order to be included in the Borsa Istanbul sustainability indices and/or international index providers.	X					https://sustainability.sabanci.com/2024/images/pdf/Sabanci-Holding-Sustainability-For-a-Better-Life-2024-Report.pdf (page 29-30)
D. CORPORATE GOVERNANCE PRINCIPLES						
D1. The opinions of stakeholders have been sought in the determination of measures and strategies related to sustainability field.	X					https://sustainability.sabanci.com/2024/images/pdf/Sabanci-Holding-Sustainability-For-a-Better-Life-2024-Report.pdf (page 32-34; 35-39) https://surdurulebilirlik.sabanci.com/2024/images/pdf/tsrs-raporu.pdf
D2. The social responsibility projects, awareness activities and trainings have been carried out to raise awareness about sustainability and its importance.	X					https://sustainability.sabanci.com/2024/images/pdf/Sabanci-Holding-Sustainability-For-a-Better-Life-2024-Report.pdf (page 130-135) https://sabancigenlikseferberligi.com/