

DIAGEO

Türkiye

**2024 *Sustainability
Performance***

About the report

As Diageo Türkiye, we embrace sustainability not only as an area of environmental responsibility but also as a model for growth, production, consumption, and risk management, **by maintaining our commitment to the UN Global Compact, which we signed on October 10, 2019.**

With our Sustainability Report, which we first published in 2020, we aimed to establish open and transparent communication with our stakeholders and to share our journey in this field. **Since then, we continue to share our progress and impact in the field of sustainability with the public through the reports we publish every year.** The projects we run and the results we achieve in line with **our vision “Society 2030: Spirit of Progress”** form the basis of this report.

The **“Diageo Türkiye 2024 Sustainability Performance Report”** we have developed this year has been created comprehensively, taking into account global sustainability trends, stakeholder expectations, and local priorities. The report covers our operations in Türkiye for the period between July 1, 2023, and June 30, 2024 (F24), in parallel with Diageo’s financial year.

As in previous years, this year’s report also consists of two main sections. In the first section, we provide a holistic overview of our sustainability strategy, policies, and projects; while in the second section, our performance in environmental, social, and governance (ESG) areas is presented through the ESG Reporting Index, which has been prepared in line with international standards.

The report preparation process was carried out under the leadership of the **Diageo Türkiye’s Sustainability Committee (DTSC)** with contributions from relevant departments; EWA Corporate Consultancy provided support during data collection, analysis, and content creation phases.

International standards published by the **Global Reporting Initiative (GRI)** and the **Sustainability Accounting Standards Board (SASB)** have been taken as the basis in our reporting efforts. Although not within the scope, references have also been made to the **Turkish Sustainability Reporting Standards (TSRS)** in the relevant areas.

We appreciate all feedback and suggestions from our valued stakeholders regarding the Diageo Türkiye 2024 Sustainability Performance Report, which can be submitted to surdurulebilirlik@diageo.com.

As Diageo Türkiye, we continue to strengthen our commitment to sustainability and keep sharing our performance in this field with you in line with the principles of transparency and accountability.

Content

About the report	2
Message from the Managing Director	5
Diageo Türkiye at a glance	6
Our brands and product portfolio	8
Who we are?	10
Our story and culture	12
Our leadership team	14
Corporate profile	16
Highlights of the reporting period	18
Global strategies and Türkiye’s role	20
Our Growth Ambition: Diageo Türkiye’s strategic journey	20
“Society 2030: Spirit of Progress”	22
Sustainability at Diageo Türkiye	24
Annual performance: Progress toward “Society 2030” goals	28
Strategic foundations	28
Brand and portfolio	29
Shaping consumer trends	30
Operational excellence	31
The strengthening factors	33
Corporate governance	33
Digital transformation and technology	33
Effective risk management	34
Inclusive and diverse culture	35
Ethics, compliance, and human rights	42
Sustainability Leadership: Society 2030	43
Sustainability in agriculture and the supply chain	43
Climate risk and adaptation	48
Resource efficiency	49
Circular economy and waste reduction	53
Sustainable packaging design and circularity	53
Responsible and conscious consumption	54
Local development and social contribution	54
Reflections from our stakeholders: Creating value together	55
ESG reporting index 2024	57
Reporting approach	57
While using the index	58
ESG materiality	59
GRI index	60
SASB index	111
TSRS index	112
Report boundaries and methodology	113

Message from the *Managing Director*



Dear Stakeholders,

Our desire to celebrate life every day, everywhere, is powered not only by our exceptional products, but by a deep sense of responsibility to the land, to water, to people, and to the future. At Diageo Türkiye, we view sustainability not merely as a responsibility, but as a transformative force at the heart of our business. Guided by our 10-year Environmental, Social and Governance (ESG) action plan – Society 2030: The Spirit of Progress – we are reshaping the way we work, driven by our ambition to help build a more inclusive and sustainable world. Because we believe that the most meaningful way to celebrate today is by protecting tomorrow.

In this year’s Sustainability Performance Report, we invite you to take a closer look at our journey of transformation – one that seeks to carry our cultural legacy into the future. For us, this report is not just a reflection of our performance, but a mirror of the ecosystem we are co-creating and evolving together.

Guided By Our Society 2030: The Spirit of Progress Vision, We Are Building An Inclusive And Holistic Impact Model That Engages All Segments of Society.

We have made meaningful progress toward our water-positive ambition. At our production site in Nevşehir, we reduced water use per unit by 12% through efficiency initiatives. In another project launched in Gülnar, Mersin, we increased irrigation efficiency in agriculture, helping to safeguard local farmers’ livelihoods and continuing our efforts with unwavering dedication.

As part of our commitment to **protect and restore water resources**, we launched the initiative “Collaborative Action for Improved Fertilizer Management and Water Efficiency” in Manisa, aiming to address the pressing challenges of the Gediz River Basin. Aligned with Collective Action Projects, we collaborated with public institutions, local governments, civil society organizations, cooperatives, professional associations, and private sector stakeholders. Reaching 387 farmers in the basin, we initiated a field-based transformation on water stewardship, fertilizer use, and soil health.

In waste management, our circularity approach enabled us to recover 94% of by-products generated during production and to raise the proportion of recyclable packaging to 88%.

To promote gender equality in the workplace, we doubled the ratio of women employed in our production facilities over the past two years. Representation of women in leadership positions has now reached 40%.

We amplified our social impact through long-term, purpose-driven initiatives like the Samandağ Gastronomy Village, supporting women entrepreneurs and local producers in the earthquake-affected region. Through our “Yeni Bir Hayat” internship program, we empowered young talents in their career journeys. With Bar Academy, we opened new pathways for young professionals, fostering greater inclusivity in employment.

The results of our **employee surveys** speak to our cultural commitment: our Inclusion & Diversity Index stands at 86%, and our Employee Engagement Index at 91% – clear indicators that our holistic impact model is resonating within our organization.

As responsible custodians of a cultural legacy that spans generations, we bring together the mastery of the past with the needs of the future. For us, celebration is not only about living in the moment, but also about embracing a life that is respectful and harmonious with nature. Behind every milestone we achieve stand not just numbers—but our passionate teams, dedicated partners, and stakeholders who believe in this transformation. I extend my heartfelt thanks to each of them.

Through 670 projects aligned with the UN Sustainable Development Goals, we are steadfast in our commitment to building a more resilient future, an inclusive economy, and a business model that respects the boundaries of our planet. These values represent a collective legacy from the farmers nurturing our land to the master craftspeople, local communities, and consumers. And our greatest responsibility is to carry this legacy into the future, in harmony with nature and with a focus on societal good.

Sincerely,

Bahar UÇANLAR

Managing Director

Diageo Türkiye *at a glance*



Diageo Türkiye, as one of the most established and pioneering representatives of our country's alcoholic beverage industry, leverages its rich heritage to drive an innovative vision in the industry.

The company's origins date back to the General Directorate of Monopolies established in 1862, and this historical legacy demonstrates our continuous accumulation of knowledge and experience in the industry.

Founded in 1925, TEKEL consolidated state monopolies on products such as tobacco, alcohol, and salt inherited from the Ottoman Empire, becoming one of the strategic pillars of the Turkish economy. With the incorporation of alcoholic beverages in 1932, TEKEL assumed a defining role in Türkiye's alcoholic beverage market – spanning production to distribution – while fulfilling not just economic but also social responsibilities.

Following the privatization of TEKEL's alcoholic beverages division in 2004, a new era began for the industry. The transfer of 90% of the shares to TPG (Texas Pacific Group) in 2006 brought a more dynamic structure to the company, which then reached

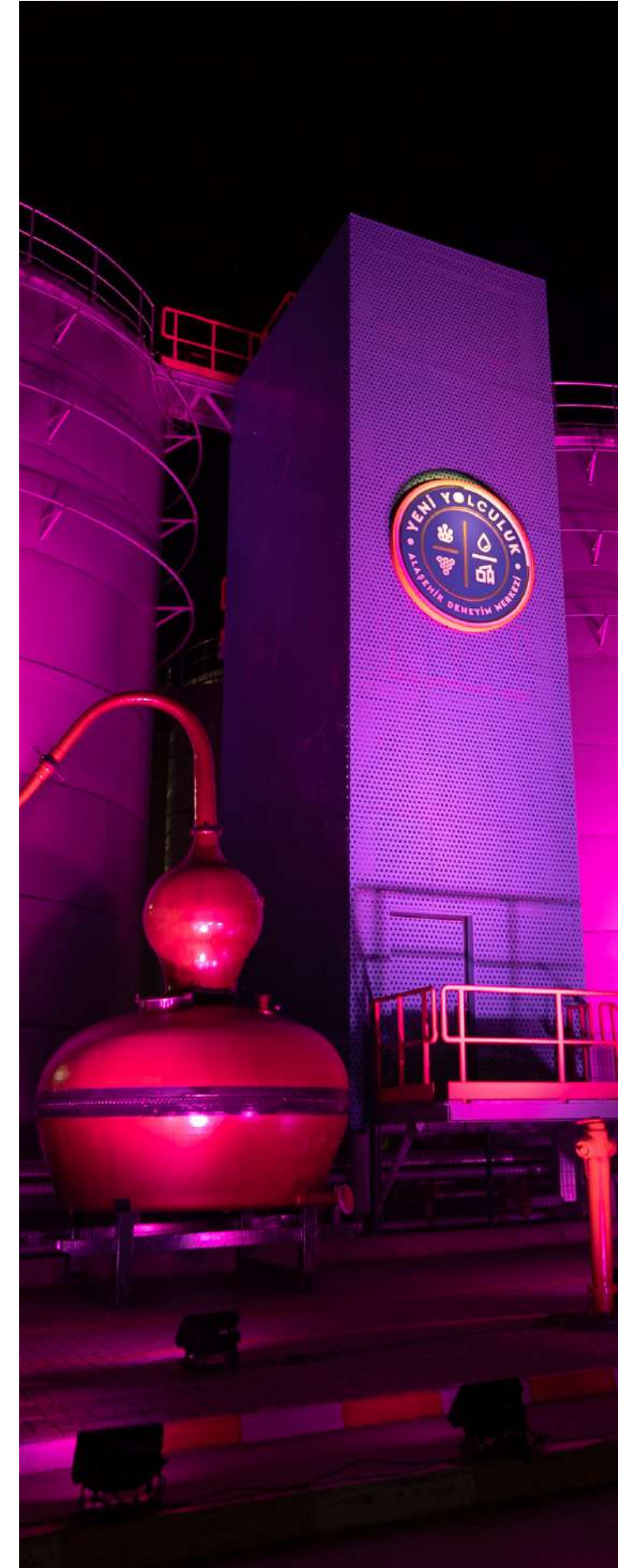
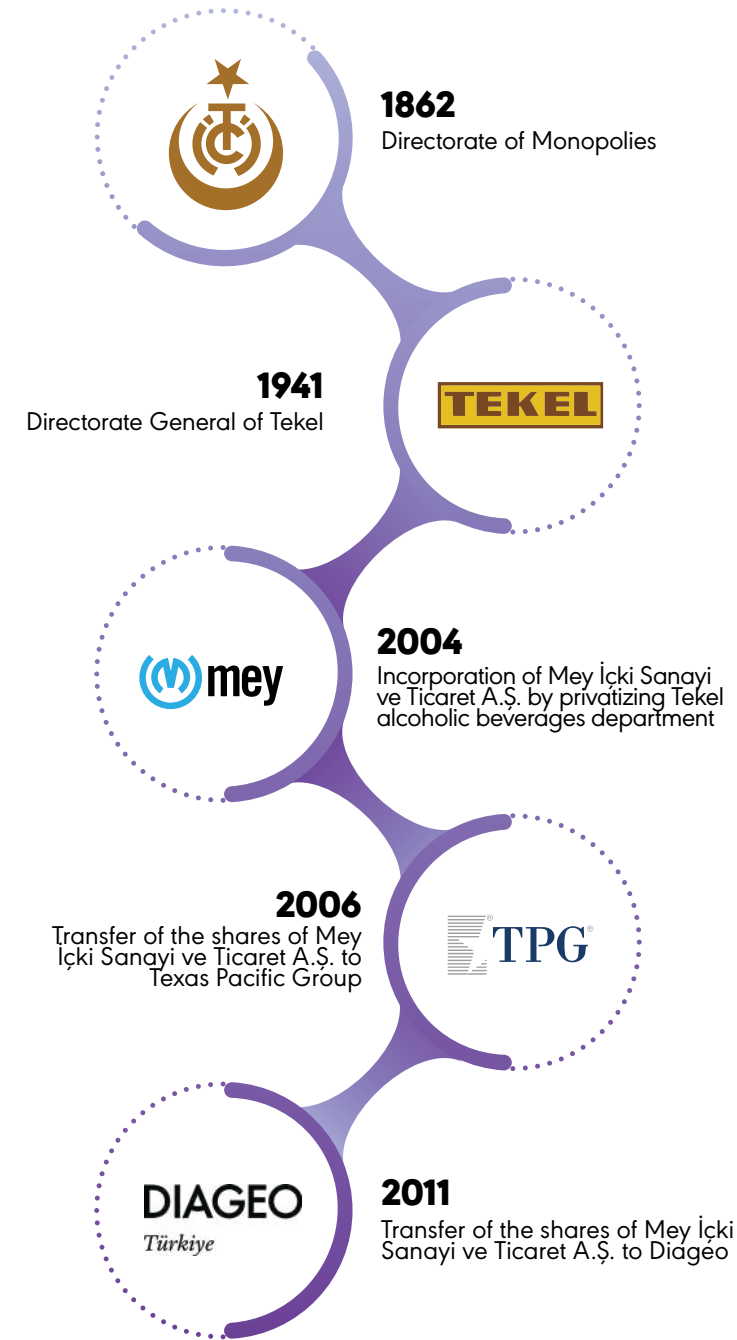
its current form when it was acquired in 2011 by Diageo, the global leader in alcoholic beverages. As a global company operating in approximately 180 countries with offices in 80, Diageo has introduced Diageo Türkiye to its international knowledge network and sustainability vision.

Diageo Türkiye carries out its operations in an integrated manner with sustainability principles and aims to strengthen its position in the industry accordingly. As one of the rare producers in Türkiye with viticulture operations and a farming license, the company demonstrates both its ties to the agricultural sector and its commitment to sustainable agricultural practices.

Operating under two distinct company structures for production and sales/marketing, Diageo Türkiye has a workforce of over 2,000 people, including distributors and an extensive sales network. Operating

with a business culture that places its brands and employees at the heart of all its processes, the company has established itself as a key stakeholder through its sustained capacity to drive employment from past to present, integrate agriculture and industry, and contribute to the national economy.

Having made sustainability an integral part of its business operations, Diageo Türkiye brings global standards and best practices to the country in line with its "Society 2030: Spirit of Progress" vision, pioneering exemplary, industry-leading practices. Thanks to its robust brand portfolio, commitment to social responsibility, and innovative approach, Diageo Türkiye continues to stand as one of the most respected and pioneering leaders in the alcoholic beverage industry.



Our brands *and product portfolio*

As Diageo Türkiye, we possess a broad and balanced portfolio of alcoholic beverages that caters to diverse consumer preferences and celebratory occasions. Our portfolio comprises over 100 products, including brands across categories such as raki, whiskey, vodka, gin, liqueur, rum, tequila, and wine—along with their diverse sub-variants.

This rich product range reflects not only our production capability but also our commitment to cultural heritage, consumer experience, and quality. In particular, our position in the raki category—an integral part of Türkiye’s historic drinking culture—demonstrates our respect for this legacy.

As part of our global strategy, we go beyond local production by also overseeing the distribution of Diageo’s prestigious, globally-renowned brands in Türkiye. By introducing global brands like Johnnie Walker, Tanqueray, Baileys, Captain Morgan, and Don Julio to the Turkish market, we bridge international spirits culture with consumers while delivering diversity and accessibility.

In line with Diageo’s global strategy, premiumization, responsible consumption, and portfolio-led growth are among our priorities. In line with this approach in Türkiye, we continuously evolve our product portfolio, discover and launch new brands aligned with consumer insights and shifting lifestyles.

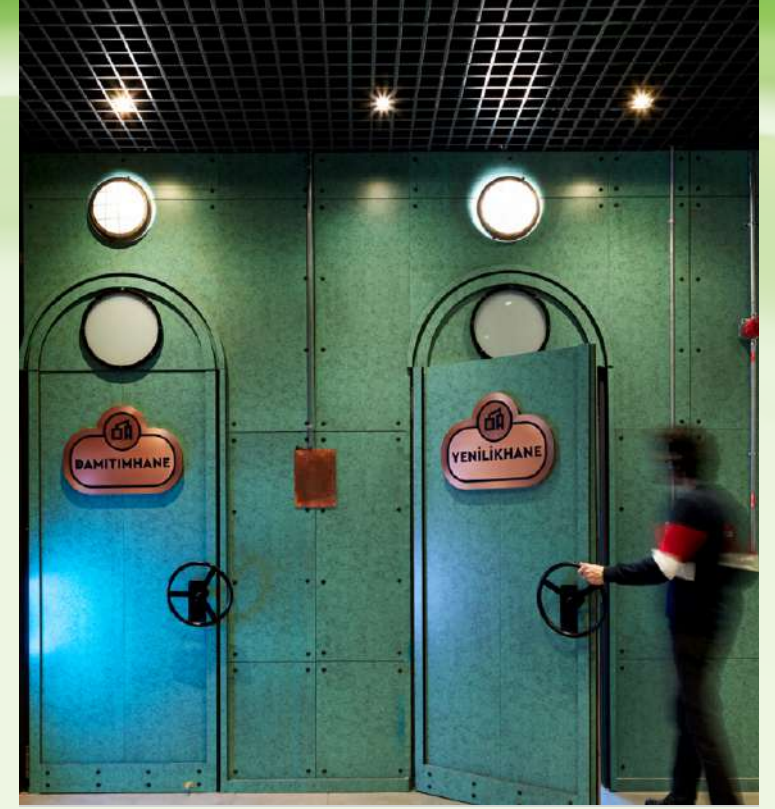
Every product we offer is more than a beverage; it’s an experience, a story, a moment to share. That’s why we aim to place our brands not just on shelves, but into the lives of our consumers. By preserving the quality, originality, and character of every brand, we add value to our consumers’ special moments and create unforgettable experiences for them.

These efforts position Diageo Türkiye not just as a leader in the local market, but also as a globally pioneering player. Through our approach that shapes industry transformation, safeguards cultural heritage, and centers innovation, we continue to connect our brands with broader audiences every day.



RAKİ	VODKA	LIQUEUR
<ul style="list-style-type: none">• Yeni Rakı• Tekirdağ• Altınbaş Rakı• Kulüp Rakı• İzmir Rakı• Tayfa Rakı• Civan Rakı• Vefa Rakı• Prototip	<ul style="list-style-type: none">• Ketel One• Ciroc• Smirnoff• İstanbulblue• Binboa• Gilbey’s Vodka• Bazooka	<ul style="list-style-type: none">• Sheridan’s• Baileys• Jest• Nazen
		WINE
		<ul style="list-style-type: none">• Kayra• Terra• Leona• Buzbağ• Buzbağ Rezerv• Allure• Cumartesi• Güzel Marmara• Cielo• Ruffino• Chateau Bel Air• Terre Allegre• Midpoint
WHISKEY	<ul style="list-style-type: none">• Tanqueray• Gordon’s• Gilbey’s Gin• Cin Adalin	
<ul style="list-style-type: none">• Bulleit• Johnnie Walker• J&B• Bells• Mortlach• Glenkinchie• Clynelish• Dimple• Cardhu• Oban• Caol Ila• Lagavulin• Singleton• Talisker	TEQUILA	
	<ul style="list-style-type: none">• Don Julio• Casamigos	
	ROM	
	<ul style="list-style-type: none">• Captain Morgan• Zapaca	

Who *we are*?



- As the current representative of a tradition that began with the General Directorate of Monopolies in 1862, and continued through TEKEL, we are an organization that continue to contribute to the national economy, while preserving and developing the culture of fermented and distilled beverages in solidarity with the gastronomy ecosystem.
- We are a company that is engaged in viticulture on its own land and holds a farming license.
- We are a global leader, and producer of premium spirits.
- With 8 facilities, we are one of the most significant production hubs of Diageo globally.
- Our strong local production capacity enables us to produce global brands in Türkiye, and we hold a strategic position as a production hub serving other Diageo markets.
- We are the team that manages to produce Smirnoff—the world's best-selling vodka—right here in Türkiye.
- We have long been the export champion in our field.
- We are a company that places the positive social impact at the center of its strategy.
- We are Diageo Türkiye, with an inclusive and diverse culture that celebrates its employees everywhere and at all times.



Our story *and* culture



With origins dating back to the General Directorate of Monopolies established in 1862, and carrying forward Türkiye’s tradition of state monopolies through TEKEL, Diageo Türkiye, today, operate as the modern representative of this longstanding heritage. In line with our principle of “renewing the historical heritage to pass on to future generations,” we continue to develop new and original products that meet evolving consumer expectations while preserving traditional flavors.

As production conditions, consumption habits, and societal expectations evolve over time, our story extends far beyond mere products. We take it as our responsibility to contribute to the development of both industry and agriculture, as well as the gastronomy and cultural ecosystem. For this purpose, we collaborate with industry stakeholders, placing social impact at the heart of our operations.

Joining Diageo, the world’s leading alcoholic beverage producer, in 2011 marked a pivotal milestone in our transformation journey. Thanks to Diageo’s global expertise, multicultural structure, international sustainability vision, and industry position, we have transformed our operations in Türkiye into a more systematic, responsible, and innovative structure. Today, our culture is rooted in a multi-layered value system that blends local inspiration with global best practices.

Diversity and inclusion are cornerstones of our culture. In alignment with Diageo’s global goals, we run projects that specifically support women’s participation in the workforce to foster a gender-balanced, inclusive, and empathetic working environment. Uniting diverse perspectives and cultural richness, this approach plays a key role in the development of innovative products, creative business models, and strong teams.



Sustainability lies at the heart of our business model. We carry out all our operations in line with ethical values, transparency, and accountability, we consider the well-being and development of our employees as one of top priorities. We manage our social and environmental impact responsibly across the entire value chain, from our local supply network and farmers to our sales teams and consumers. We embrace this approach not only as an obligation but as a business model that drives innovation and long-term success.

In addition, we prioritize efficiency-focused improvements in our production processes, the use of eco-friendly packaging materials, and the reduction of excessive packaging to minimize our environmental footprint. We are accelerating the transition to circular economy principles; we utilize resources in smart and reusable ways. Striking a balance between sustainable growth and environmental responsibility will remain one of top priorities for us in the upcoming period.

As Diageo Türkiye, we go beyond fulfilling our corporate social responsibilities, and operate in alignment with the vision of being “an accountable social organization”. Our experienced team from diverse cultures strives for excellence every day with our portfolio of over 100 brands, and a strong sense of social responsibility; we continue to shape our industry’s future through sustainability, innovation, and inclusion.

Diageo’s culture is built on a set of shared values upheld by 30,000+ employees worldwide. These values define not only how our company operates, but also who it is. We embrace these same values in all our operations in Türkiye, and shape our commitments to society, the environment, and our employees through these principles.



MESSAGE FROM
THE MANAGING
DIRECTOR

DIAGEO
TÜRKİYE AT A
GLANCE

OUR BRANDS
AND PRODUCT
PORTFOLIO

WHO
WE
ARE

HIGHLIGHTS OF
THE REPORTING
PERIOD

OUR GROWTH AMBITION:
SUSTAINABILITY AT
DIAGEO TÜRKİYE

ANNUAL
PERFORMANCE

ESG REPORTING
INDEX 2024

Our leadership Team

Diageo Türkiye's Leadership Team* is fundamental not only to implementing our sustainability vision through strategic decisions, but also to driving our company's cultural transformation. The vision and priorities of the team not only shape Diageo Türkiye's long-term success but also play a decisive role in stakeholder relationships, social impact management, and environmental responsibility.

In line with Diageo's global sustainability goals and its "Society 2030: Spirit of Progress" strategy, Diageo Türkiye's leadership approach fully integrates social impact, environmental responsibility, and economic sustainability principles. Acting in line with our "Society 2030: Spirit of Progress" vision, our leadership team integrates this philosophy into business decisions, people management, and social contribution.

Our Leadership Team embraces a governance philosophy that extends beyond regulatory compliance, prioritizing respect to ethical values, human rights, and societal expectations. Our company's sustainability performance is regularly evaluated under this team's guidance; the progress toward set goals is monitored and prompt strategic actions are taken when needed. Transparency, accountability, and stakeholder engagement are embraced as fundamental principles throughout this process.

Diversity, inclusion, ethical leadership, and transparent communication, which are Diageo's global values, underlie Diageo Türkiye's leadership philosophy. Our leadership team operates with a holistic perspective that evaluates financial success alongside social and environmental impact.

Today, woman representation accounts for 55.6% of Diageo Türkiye's Leadership Team. This figure demonstrates our position as one of the rare companies embracing Diageo's leadership culture driven by diversity. Moreover, the diverse perspectives enabled by this diversity strengthen an inclusive, empathetic, and innovative approach in decision-making processes.

* You can access the current composition of Diageo Türkiye's Leadership Team on our corporate website

Diageo's Türkiye's culture, as described by our Leaders...



Bahar Uçanlar

Managing Director

"The most motivating aspect of business life is that we know that we have the power to develop different perspectives, to see opportunities and implement them quickly, and to create a meaningful impact on our environment."



Ahmet Yazıcıoğlu

Corporate Communications and Corporate Affairs Director

"Struggling is an art, and displaying this art on the stage is the best way to achieve the unity, happiness, respect and love."



Deniz Keskin

Senior Strategy and Transformation Manager

"You can always get the things done; what matters is the bonds established, the ones that become stronger by sharing, as well as the mark we leave on each other. My purpose is to leave lovely marks behind at all times..."



Kürşat Apan

Supply Chain Director

"What is more important than the titles and promotions in business life is what you do, and whether your job gives you pleasure, and whether you leave a mark with what you do."



Osman Albora

Marketing Director

"This mindset represents our team's passion for transforming daily challenges into opportunities."



Özlem Yeşildere

Finance and Transformation Director

"If your heart is singing, then the life will make you dance! Follow what is in your heart. Do not be discouraged by difficulties, and learn from mistakes, and get back up if you fall, and be a little "bobo doll". However, study well in your lesson, and be sure to master your subject."



Serkan Solmazer

Sale and Distributor Director

"Wisdom is a gift to everyone around us, while the humility is our gift to ourselves."



Tuğba Barutçuoğlu

Regulation and Legal Director

"Creating a harmonious environment in which all persons can express themselves freely and feel free to generously use all their skills in order to provide contribution to their community."



Ülfet Baykent Uysal

Human Resources Director

"Work is a work everywhere; smart and hardworking persons achieve everything with a certain amount of experience. What makes the "Work" special is your co-workers, and whether the values of the company, at which you work, match yours, and how compatible the work you perform each day is with your life purpose."

Corporate profile

Diageo, one of the world's leading alcoholic beverage producers, is a global player that operates in over 180 countries with more than 30,000 employees. As part of this powerful global organization, Diageo Türkiye integrates international knowhow, production expertise, and sustainability vision into its local operations. Aligned with global strategies through its local strengths, Diageo Türkiye maintains its industry position while also making significant contributions to local development.

Our production and operations network across Türkiye is supported by a robust supply and distribution infrastructure. In addition to our facility producing suma and agricultural ethyl alcohol, our raki production plants are located in Alasehir and Nevsehir, our vodka, gin, and liqueur production facility is in Bilecik, our anise processing plant is in Acipayam, while our vineyards and wine production operations are based in Elazig and Sarkoy. This structure enables us to establish a sustainable value chain across all processes—from agriculture-based production to the finished product.

Our production network is supported by three major distribution centers and nationwide sales offices, ensuring fast, effective, and uninterrupted delivery of our products to both retail points and direct consumers. This distribution model enables our consumers to access Diageo brands more easily while also enhancing our service quality.

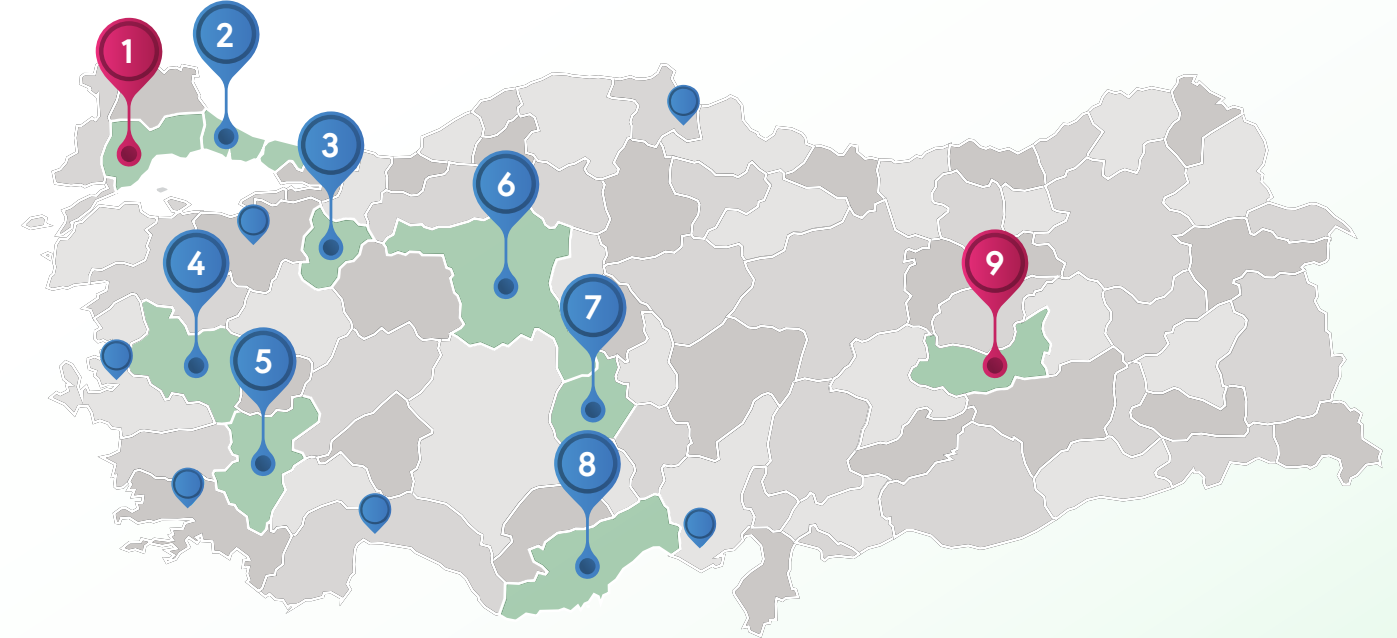
As Diageo Türkiye, we do not limit ourselves to domestic production; we also introduce Diageo's globally renowned, prestigious brands to the Turkish market. Through this, we aim to provide our consumers not just with products, but with a rich and diverse drinking culture experience.

In all our operations, we focus on quality, ethical values, transparency, and societal benefit.

Sustainability is not just about the environment; it is an integral part of how we do business, socially and economically. With this approach, Diageo Türkiye continues to contribute to both the Turkish economy and the industry's transformation.

We are the export leader in the Distilled Alcoholic Beverage industry.

By engaging in viticulture on our own lands, we support agriculture through our investments and export our products to 30 countries.



1 TEKIRDAG

Sarkoy winemaking plant

Production of wine, aromatized wine and aromatized wine-based beverages

Sarkoy vineyards
Viticulture

2 ISTANBUL

Mey İçki Sanayi ve Ticaret A.Ş.
Head Office - Management

Mey Alkollü İçkiler Sanayi ve Ticaret A.Ş.
Head Office - Management

3 BILECIK

Bilecik distillery plant
Production & wholesale trade of gin, liqueur and vodka

Bilecik warehouse
Wholesale trade of alcoholic beverages

SALES OFFICES

Adana, Ankara, Antalya, Bursa, Istanbul Asya, Istanbul Avrupa, Izmir, Samsun, Mugla
Wholesale trade of alcoholic beverages

4 MANISA

Alasehir distillery plant

Production of raki, anise-flavored/resinous distilled alcoholic beverages, and anise-based aromatized alcoholic beverages

Alasehir warehouse
Wholesale trade of alcoholic beverages

5 DENİZLİ

Acipayam anise processing facility
Anise processing

6 ANKARA

Corporate affairs office
Corporate affairs management

7 NEVSEHIR

Nevsehir distillery plant

Raki and suma production

Nevsehir warehouse
Wholesale trade of alcoholic beverages

8 MERSİN

Tarsus suma plant
Suma ve agricultural ethyl alcohol production

9 ELAZIG

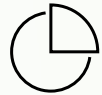
Elazig winemaking plant
Winemaking

Elazig vineyards
Viticulture

Highlights of the *reporting period*



Kayra wines earned **3** gold, **3** silver and **3** bronze medals at the International Wine and Spirit Competition (IWSC) 2024.



Diageo Türkiye represents approximately **9%** of European regional sales, becoming one of the most significant markets.



Türkiye stands out as one of the most dynamic and high-potential markets of Diageo in the European region.



In FY24, Türkiye achieved **%4** volume growth alongside **%31** net sales growth.



As part of the “Learning for Life” project, **114** women received training in entrepreneurship, leadership, hospitality, and financial literacy



The Inclusion & Diversity Index and Employee Engagement Index were measured at **86%** and **91%**, respectively.



The Employees’ NPS for “Willingness to Recommend Diageo as a Workplace to Friends or Relatives” reached **62**.



As part of sustainable agriculture practices in the vineyards, approximately **55** tons of pruning waste were reintegrated into the natural cycle through soil incorporation.



Thanks to the “Water Collective Action” project in the Gediz Basin, **387** farmers were reached and transformation in agricultural water management, proper fertilizer use, water resource conservation, and soil health was initiated.



With Water Replenishment projects, a total of **324,675** m³ of water has been restored to nature.



Diageo Türkiye’s inclusive supply chain approach aimed at working with suppliers who prioritize workforce diversity. The share of these suppliers across the entire supply chain will be increased to **10%** by 2025 and

15% by 2030.



As of 2024, the impact of inclusive approach started to be measured not only among Tier 1 suppliers but across their own supply chains as well.



All procurement categories have been reviewed for sustainability risks, particularly human rights and labor conditions, and high-risk categories were monitored through the SEDEX process



Training on occupational health and safety was delivered to nearly **1,000** employees.



In 2024, **%100** waste recovery rate was maintained.



%100 renewable electricity use was maintained across offices and production facilities.



Through the projects regarding recycled material use and packaging lightweighting, the carbon footprint per package has been reduced.

Global strategies *and* Türkiye’s role

Diageo’s global strategy is not limited to its goal of becoming a high-performing consumer goods company. It is also built on an approach that demonstrates leadership in environmental, social, and governance areas, creates long-term value, and promotes inclusive growth.

Shaped by the vision of “**Celebrating Life Every Day, Everywhere**”, this strategy is built around four key pillars: sustainable growth, brand and portfolio strength, operational excellence, and inclusive leadership. This structure aligns with the “**Spirit of Progress**” strategy, through which Diageo aims to achieve progress throughout all business units by 2030.

Diageo Türkiye acts as both a local implementer and shaper of this global vision. Türkiye’s rich agricultural infrastructure, production capacity, cultural diversity, and celebration-driven consumption habits create strong synergies with Diageo’s global priorities.

Our position in the raki category is not only a local success, but a culturally and economically distinct contribution to Diageo’s global portfolio diversity. Our operations in wine, aniseed, agricultural ethyl alcohol, and viticulture are tangible reflections of our sustainable production philosophy of “from Grain to Glass”. This approach fully aligns with the vision of 100% sustainable supply chain, one of the goals to be achieved as part of “Society 2030: Spirit of Progress”.

Furthermore, Türkiye is one of the markets making the most tangible contributions to Diageo’s climate action and water positivity strategies. In the Manisa-Gediz Basin and surrounding areas, we design and implement exemplary projects for water resource protection that meet international standards. Similarly, the investments we make in renewable energy and the actions we take to reduce carbon footprint contribute to Diageo’s net-zero emissions commitment at the local level.

The Turkish market is also a priority pilot market for Diageo’s global strategy goals of premiumization, digitalization, and deepening consumer engagement. Türkiye’s young and dynamic consumer profile, which is open to digitalization, provides a strategic advantage both for global brand adoption and as a testbed for local innovations. In this respect, Türkiye is not only a production and distribution hub; it has also evolved into a center of innovation, cultural adaptation, and brand development.

As Diageo Türkiye, we are cognizant of our role in ensuring the local success of Diageo’s global strategy. We act with this responsibility in mind, developing a business model that aligns with global goals and is fueled by local needs, while continuing to make meaningful contributions from Türkiye to Diageo’s global transformation.

Our Growth Ambition: *Diageo Türkiye’s strategic journey*

Diageo’s globally-redefined “Our Growth Ambition” approach focuses not only on enhancing financial performance, but also on delivering sustainable, inclusive, and efficient growth with reliability. This strategic framework serves as a new roadmap for Diageo Türkiye as well.

As part of our operations in Türkiye, we are executing this new growth vision through our strong local portfolio, cultural heritage, leadership in the raki category, and our ability to adapt to rapidly evolving consumer trends. Our strong growth performance in whiskey and tequila categories contributes to Diageo’s global brand diversification, while our local production capabilities and digitalization investments fully align with our strategic priorities.

The strategic elements we focus on in Türkiye in line with our “**Growth Ambition**”:

Unleashing brand and portfolio power

Türkiye’s deep-rooted drinking traditions create a powerful domestic portfolio when combined with its raki and local wine production. This portfolio contributes to growth both in domestic market and export channels by being blended with global brands. Furthermore, categories such as whiskey and tequila have shown growth performance aligned with global goals.

Shaping consumer trends

With its young and digitally driven consumer profile, Türkiye is one of the markets where Diageo’s “premiumization” strategy can be implemented most effectively. Creating new consumption occasions, diversifying product categories, and redesigning consumer experiences in digital environments are the cornerstones of this strategy.

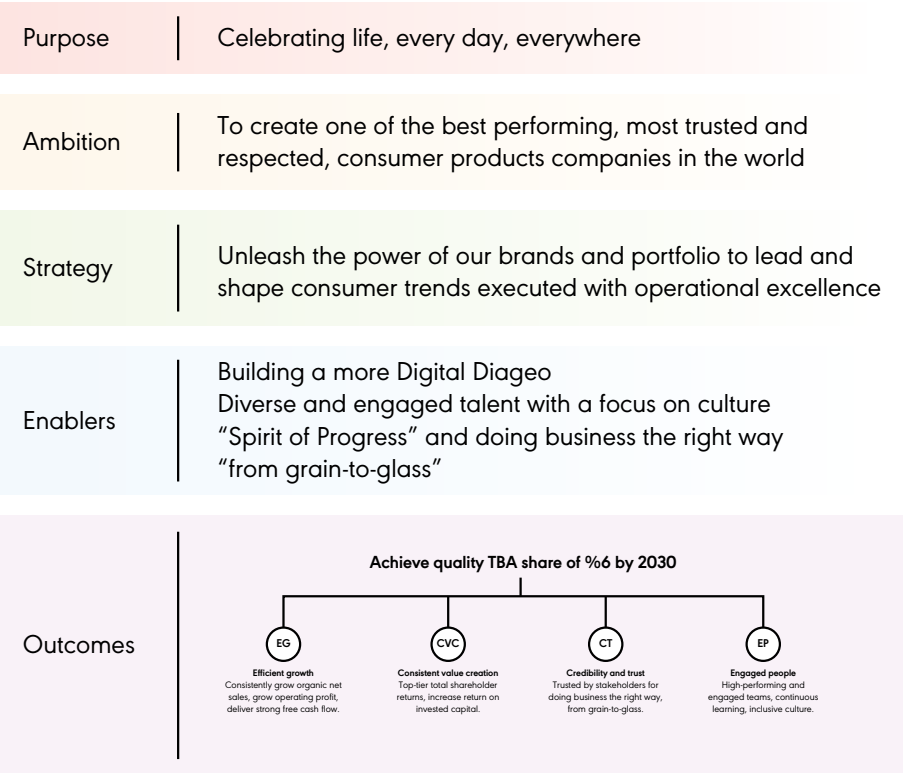
Operational excellence

The actions we take in commercial excellence, supply chain resilience, and efficiency enhancement fuel our growth ambition. Use of local raw materials, sustainable production practices, and integrated supply chain management contribute to both our environmental and economic performance.

Transformative drivers

DAs Diageo Türkiye, we are expanding our digital investments and strengthening our data & analytics infrastructure. We continue to build high-performing teams through our corporate culture embracing diversity and inclusion principles. Furthermore, we are committed to expanding responsible business practices from local to global under the framework of “Spirit of Progress”.

The integration of our Türkiye operations into this holistic strategy not only addresses today’s needs but also plays a critical role in achieving our goals for 2030. Our “**Growth Ambition**” serves as a powerful guide for Diageo Türkiye, reflecting our forward-looking strategic resolve and alignment with global ambitions



“Society 2030: *Spirit of Progress*”

Diageo’s “Society 2030: Spirit of Progress” is a 10-year Environmental, Social, and Governance (ESG) action plan, shaped by the goal of contributing to a more inclusive, just, and sustainable world. This plan is developed in full alignment with the United Nations Sustainable Development Goals, and forms an integral part of Diageo’s long-term growth strategy.

Society 2030 is not only a program to reduce environmental impacts, but a comprehensive transformation program to enhance social welfare, strengthen employee experience, and foster inclusive development. This vision represents Diageo’s transformative approach to addressing sustainability holistically across its entire value chain.

The program is shaped around three core priorities:

Responsible Alcohol Consumption: Preventing harmful use of alcohol by raising awareness, supporting behavior change, and promoting responsible consumption.

Inclusion and Diversity: Building an inclusive culture where every individual feels valued, safe, and equal, with accessible opportunities.

Sustainability from Grain to Glass: Reducing environmental impact, preserving natural resources, and promoting circular solutions at every stage—from farming to production, supply chain to end-consumer.

Within this framework, some concrete commitments targeted for achievement by 2030 include:

- Achieving net-zero carbon emissions in our own operations and **reducing our supply chain carbon footprint by 50%**,
- **Replenishing more water to nature** than we consume in water-stressed regions,
- Making 100% of our packaging reusable, recyclable, or refillable,
- **Recycling or repurposing 99%** of waste generated from our production processes,
- Working with agricultural producers in line with **sustainable agriculture principles** and **enhancing the economic resilience** of local growers.

This vision also aims to create direct value for our employees, suppliers, and the communities we operate in. Creating a fair, safe, and supportive workplace for our employees forms the basis of our sustainability goals.

As Diageo Türkiye, we prioritize water management, circular economy, sustainable agriculture, empowerment of women farmers, and community engagement projects to concretize Society 2030 at the local level. These initiatives help us bridge global vision with local reality, taking shared responsibility with our stakeholders to build a more sustainable future.



We wish to change the way the world drinks for responsible alcohol consumption.

We will achieve this by celebrating the responsible alcohol use, continuing to address the harmful use of alcohol, and expanding our programs, which prevent the underage consumption, and which fight against the drunk driving and excessive alcohol consumption.

We believe that a culture of inclusion and diversity will make the world and business better.

We will help to build a more tolerant society together with our partners and our society, by supporting the inclusion and diversity.

We are determined to protect the natural resources we all need.

We will work jointly in order to address the climate change, water stress and biodiversity loss and to help to create a more sustainable world.



Water is the basis of life and our most valuable resource.

By 2030, we will use 30% less water in each drink we make, and by 2026 we will replace more water than we use within any and all of our water-stressed areas.



We all have a responsibility for restoration of the natural life, which is the basis of the life.

We will perform our part by eliminating the waste within our value chain, by collaborating with the farmers in order to renew the vegetation, and by creating the innovative solutions for sustainable growth.



Our planet needs a significant science-based action in order to create a sustainable low-carbon future.

By 2030, we will decarbonize our own operations, and we will reduce our suppliers’ carbon emissions by 50% by working with them.



We believe that doing our job properly provides contribution to a fair and just society.

We will create such an environment that any and all of our stakeholders will feel that they are treated fairly and respectfully. We will act honestly in order to do our jobs properly, and we will meet the external expectations, and we will act in accordance with our own standards.

Sustainability at Diageo Türkiye

Sustainability lies at the heart of how Diageo Türkiye does business. Addressing economic growth in line with environmental responsibility, social contribution and strong governance principles, our company aims to create long-term value for all stakeholders. In line with our “**Celebrate Life, Every Day, Everywhere**” vision, we view sustainability not just as a goal, but as an integral part of our business.

“**Society 2030: Spirit of Progress**”, Diageo’s global sustainability strategy, materializes as concrete projects across our operations in Türkiye. Within this framework, our top priorities include combating climate change, preserving water resources, transitioning to a circular economy, and fostering social

development and an inclusive workplace culture. We’re creating tangible impacts in the field, from agricultural transformation projects to empowering women farmers. Through our “**Sustainability from Grain to Glass**” approach, we’ve adopted an integrated sustainability model encompassing our entire supply chain.

The success of this transformation is directly linked to our employees’ ownership and the corporate culture we’ve developed together. At Diageo Türkiye, sustainability extends beyond environmental goals; it means employee wellbeing, social inclusion, and the integration of ethical business practices into our corporate structure.

The **Diageo Türkiye Sustainability Committee (DTSC)** oversees the management of our sustainability initiatives. Chaired by our Supply Chain Director, this committee operates with a core team consisting of an experienced project leader and representatives from various departments. The **L.E.G.O. Team (Leadership, Empathy, Growth, Opportunity)** within DTSC’s structure, along with supporting committees, contributes to an innovative, multi-stakeholder governance model that strengthens in-company inclusion.

As of 2024, the initiatives coordinated by the DTSC have concentrated more deeply in the following key areas:

Carbon and energy management: Strategic projects in alignment with emission reduction, renewable energy adoption, and carbon neutrality goals.

Water management: Water replenishment and collective action projects in water-stressed regions, agricultural water efficiency, and collaborations with stakeholders.

Waste reduction and packaging transformation: Increasing the packaging recycling rate and adopting a circular design approach.

Social contribution and local development: Empowerment of women, partnerships with agricultural cooperatives, and conscious consumption programs.

Ethics, compliance, and human rights: Personal Data Protection processes, labor union relations, and safe workplace.

Various committees and working groups that support and diversify efforts in these areas contribute to embedding sustainability across the organization. These structures create a dynamic system that encourages employee engagement, supports horizontal organization, and integrates sustainability into every department’s agenda.

As of 2024, some of the active committees and groups include:

- Occupational Safety Committee
 - I Have An Idea Committee
 - Diversity and Inclusion Committee
 - Work-Life Balance Committee
 - Personal Data Protection Law Committee
- Risk Management Committee
 - Agile Walkers
 - Women in Sales
 - Evreka
 - Disciplinary Committee within the Scope of Labor Union Processes
 - Year-End Meeting Organizing Committee

These committees and groups not only support our sustainability commitments but also strengthen internal communication, enhance employee engagement, and foster a culture of collaborative learning.

As Diageo Türkiye, we continue to consider sustainability as a fundamental building block for growth as we work toward our vision of “**becoming best performing, most trusted and respected consumer goods company in Türkiye**”.

Our contribution to the Sustainable Development Goals

The Sustainable Development Goals (SDGs) outlined in the United Nations 2030 Agenda represent a global call to action that requires active participation not just from governments, but also from the business world. At Diageo Türkiye, we recognize this call to action not only as a commitment, but as an integral part of our business model. Across all our areas of operation, we focus on creating value aligned with SDGs and amplifying our positive impact on society.

The strong connection between business world and the SDGs plays a key role in shaping our sustainability strategy. The global framework provided by the SDGs not only makes our objectives more meaningful, but also enables us to strategically prioritize our areas of impact. Within this context, our prioritization analysis, developed by considering both corporate priorities and industry dynamics, helps identify the SDGs where Diageo Türkiye can create the greatest impact.

During the 2024 reporting period, we evaluated our projects, which focus on sustainable agriculture, water management, carbon emission reduction, gender equality, circular packaging solutions, and local development across our supply chain, specifically for their alignment with the SDGs. This analysis is carried out not only to measure our annual impact, but also to ensure we’re progressing toward the right goals and to deepen our influence.

To strengthen our contribution to the SDGs:

For every new project, we analyze SDG impact and validate it through impact measurement.

We act collectively with our suppliers and business partners for inclusive development.

These connections we build with communities help us make our social impact visible at the local level.

With this approach, we aim to contribute not only to our own performance, but also to transformation of the ecosystem we operate within. Because we know sustainable development is possible only through collective action and shared responsibility.

These are the goals to which Diageo Türkiye contributed most significantly, either directly or indirectly, through its 670 sustainability projects during F24. Each goal has been identified based on its structural connection to our operations and impact power:

Thematic distribution of the projects

SDG No

Purpose title

Contribution of Diageo Türkiye



No Poverty
Sustainable farming practices, local farmer support programs, and initiatives for women farmers



Social Gender Equality
Committees for diversity and inclusion, women's employment in sales, initiatives to support women's leadership



Clean Water and Sanitation
Water management and efficiency projects, Water replenishment in water-stressed regions, and collective action initiatives



Decent Work and Economic Growth
Support for local suppliers, inclusive growth approach, occupational health and safety practices



Industry, Innovation and Infrastructure
Innovative production technologies, digital transformation investments, operational excellence projects



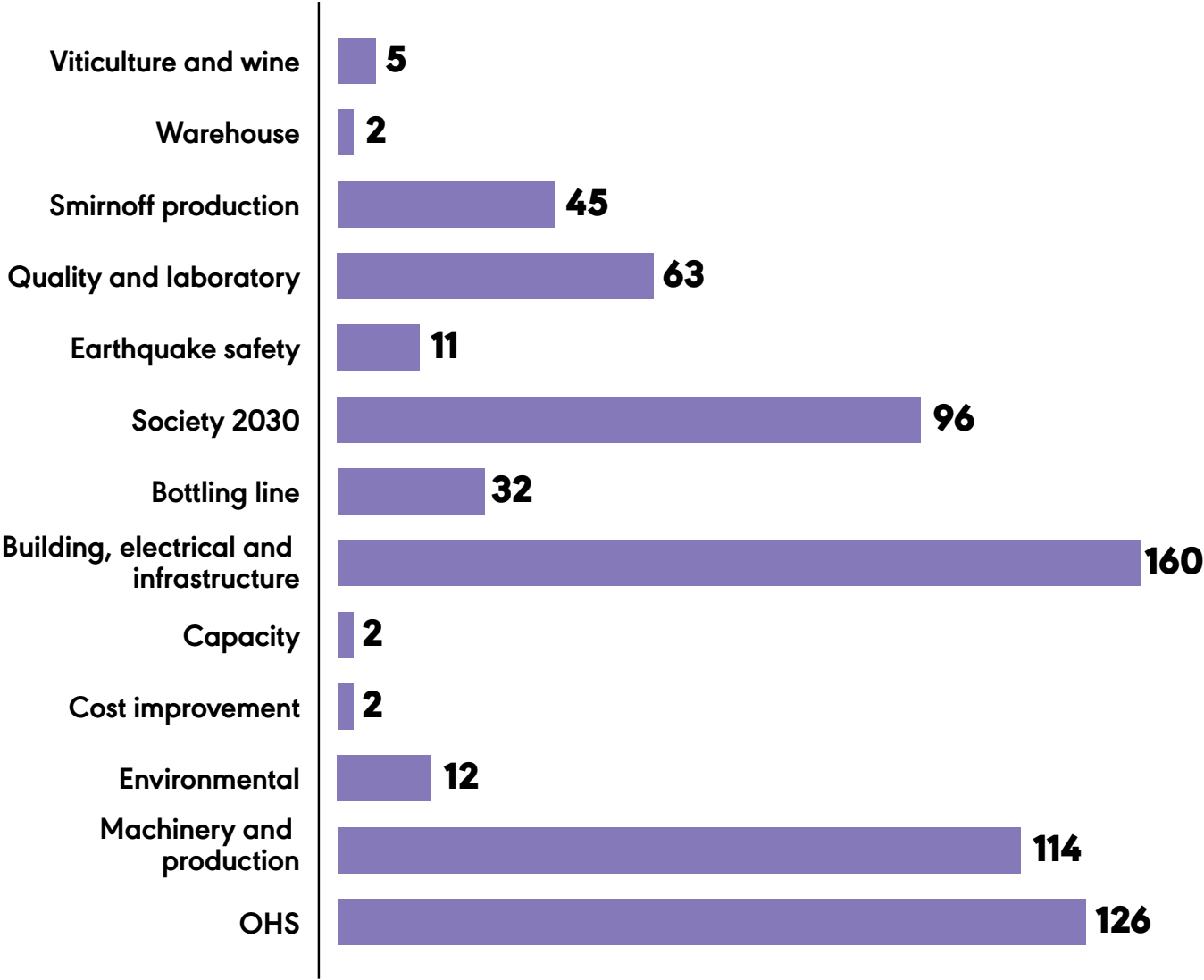
Responsible Consumption and Production
Circular economy strategies, sustainable packaging use, waste reduction and increased recycling rates



Climate Action
Reduction of carbon footprint, renewable energy investments, carbon neutral production targets



Partnerships for the Goals
Stakeholder collaborations, joint projects of public-NGO-private sector, community-based sustainability initiatives



Annual performance: *Progress toward* *“Society 2030” goals*

Representing Diageo’s sustainability vision through 2030, “Society 2030: Spirit of Progress” embodies not only environmental and social commitments but also a holistic approach to transform our business operations fundamentally. This long-term plan focuses on key priorities such as promoting responsible consumption culture, enhancing diversity and inclusion, and ensuring the sustainability of natural resources, while being integrated across all aspects of our business.

As Diageo Türkiye, we are a strong partner in this journey toward achieving these goals.

Thanks to our local projects, we make tangible contributions to global goals of Society 2030, while developing practices that address Türkiye’s unique social, cultural and environmental dynamics. Through our initiatives regarding water resource preservation, carbon emission reduction, empowerment of local farmers, and promotion of equitable workplaces, we contribute to the transformation of both our company and society.

The sustainability projects we run in F24 not only demonstrated our progress toward our goals but also created direct value to our

operational performance. We achieved significant progress in various areas, ranging from pilot projects with women farmers to technical improvements to reduce our carbon footprint, from our waste management successes to our sustainability-driven packaging transformation.

This section includes Diageo Türkiye’s annual performance assessment in key areas where it has contributed to Society 2030 goals. Each subsection comprehensively explains our targeted progress, implemented activities, and focus areas identified for the upcoming period.

Strategic foundations

Diageo Türkiye’s sustainable growth journey is built on a robust strategic framework. This framework is built on three foundations: strengthening our brand power, shaping consumer behavior, and ensuring operational excellence. These mutually supportive areas deliver not only short-term success but also long-term competitive advantage.

We prioritize digital transformation, premiumization, and new consumption occasions to rapidly respond to evolving consumer expectations. Supporting this transformation, our operational infrastructure enhances our agility, effectiveness, and resilience across a broad spectrum, ranging from supply chain efficiency to commercial capabilities.

This section details the three strategic pillars strengthening Diageo Türkiye’s competitive position, with the concrete actions we’ve taken under each. This approach makes visible not only our internal achievements but also the sustainable impact we create together with our stakeholders.

Brand and portfolio

Local production and global brand

Diageo Türkiye is not only a part of a global brand universe, but also plays a strategic role in Türkiye’s production capabilities. Modernization efforts in our domestic production facilities not only enhance efficiency but also support the local supply chain, maintain employment, and reduce our carbon footprint. The quality of brands we produce in Türkiye fully aligns with Diageo’s global quality standards.

Our global brand power enables us to reach diverse consumer segments through globally-renowned whiskey, gin, and tequila brands. By managing local and global brands together, we provide consumers with both traditional and innovative experiences.

Alasehir Yenilikthane: Carrying the Legacy Forward

Established by Diageo Türkiye in Alasehir, Yenilikthane is not only a product development lab, but also a cultural hub, a craftsmanship workshop, and a living embodiment of sustainability-driven production. As a company attaching importance to innovation, quality, and sustainability, we’ve completed testing and development processes at our Kraft Raki Production Facility (Yenilikthane) within the Alasehir Distillery and are now producing Türkiye’s first craft raki.

Put into service in October 2019 for innovation and R&D trials, Yenilikthane has brought to market Yeni Raki Uzun Demleme and Yeni Raki Giz under this approach, followed later by Yeni Raki Pus. The craft raki journey, which began with these three products, continues through R&D processes for other new products.

Selection of Alasehir for this hub was no coincidence. Founded as “Philadelphia” (meaning ‘brotherhood’) between 150-138 BC, this city currently hosts a transformation space where raki culture is respectfully preserved and evolved. When the geographical location of Alasehir, its historic strength in grape production and viticultural culture combine, the choice to locate Yenilikthane here becomes especially meaningful. Indeed, 85% of table grapes and 65% of the grapes intended to be dried are sourced from Manisa in Türkiye. This region, where approximately 50,000 families make their living from viticulture, serves as an indispensable raw material supplier for raki production.

At Yenilikthane, limited-edition raki is crafted in two custom stills—Reyhan and Saadet—using local raw materials through prolonged, masterful traditional methods. This craft production approach represents a philosophy that is based on both sustainability and high quality.

As part of the “Yeni Yolculuk - Alasehir Deneyim Merkezi” (New Journey - Alasehir Experience Center” project, which positions Yenilikthane at the heart of experience, the facility opened its doors to industry professionals in August 2021, after the planning phase in January 2021. Since then, numerous industry stakeholders have had the opportunity to experience Yenilikthane and witness this distinctive production process.

Yenilikthane is recognized not only as a production site, but also as a symbol that sustains, celebrates, transforms, and perpetuates raki culture for future generations. In this context, Diageo Türkiye stands as a powerful representative of quality-driven growth, cultural sustainability, and innovation goals.

Raki segment: Legacy and responsibility

Raki is more than just a spirits category in Diageo Türkiye’s portfolio. It is a cultural heritage and a tradition that is sustained with responsibility. Extending far beyond product quality, our leadership in this category has evolved into a holistic approach with sustainable agriculture practices, local producer supports, and responsible consumption projects.

Our brands like Yeni Raki, Tekirdag Rakisi, and Kulup Raki blend inspiration from traditions with modern production techniques to create value in both domestic and export markets.

Whiskey and tequila accomplishments

Whiskey and tequila brands from Diageo’s global portfolio are demonstrating strong growth performance in the Turkish market as well.

Our success in these categories not only diversifies the market but also reinforces Diageo Türkiye’s vision for imported spirits.



Shaping consumer trends

As consumer expectations and lifestyles evolve rapidly, we, as Diageo Türkiye, are not just tracking this transformation, but actively shaping it. Our strong connection with consumers, innovative product portfolio, digitalized communication strategies, and culturally sensitive approach enable us to prioritize exploring new consumption occasions and reinforcing our position in premium categories. We respond to changing trends and transform consumer habits through new categories, experiences, and narratives.

Premiumization and new consumption occasions

Consumers’ interest in quality, craftsmanship, and products with a story is accelerating growth in the premium segment. As Diageo Türkiye, we follow this trend closely and shape our product strategies to align with consumers’ growing pursuit of value. The innovative products we offer in the whiskey and tequila categories help us transform not only consumption but also the cultural experience. The most important element of our multi-dimensional premiumization approach is the experience offered by the product.

Creating new consumption occasions does not only mean unlocking new markets for us, but also enriching existing habits.

Innovative Product Development and Sustainable Production Approach

Diageo Türkiye closely monitors evolving consumer expectations, shaping its innovative product strategy in parallel with these trends. Focusing on quality, culture, locality, and sustainability, this approach aims not only to develop products but also to pioneer new consumption habits.

Diageo Türkiye continues its operations with R&D efforts that prioritize local raw materials and focus on sustainable production, while continuously enriching its strong brand portfolio with innovative products.

New products launched during the reporting period:

Tekirdağ Rakısı Göbek

Tekirdağ Rakısı Sultaniye

Yeni Rakı Ferzan

Kulüp Rakı Delüks

Kayra Karkuş

Gilbey’s Votka 50 cl

Gilbey’s Cin 50 cl

Nazen Türk Kahveli Likör

Digitalization and Engagement

Digitalization has fundamentally transformed the nature of consumer engagement. Diageo Türkiye considers this transformation not only as a means of communication, but also as a sustainable platform for consumer engagement.

MESSAGE FROM
THE MANAGING
DIRECTOR

DIAGEO
TÜRKİYE AT A
GLANCE

OUR BRANDS
AND PRODUCT
PORTFOLIO

WHO
WE
ARE

HIGHLIGHTS OF
THE REPORTING
PERIOD

OUR GROWTH AMBITION:
SUSTAINABILITY AT
DIAGEO TÜRKİYE

ANNUAL
PERFORMANCE

ESG REPORTING
INDEX 2024

Operational excellence

The actions we take as part of the “**Net Zero Journey**” play a critical role in environmental risk management, reflecting our commitment to shape a more livable world for future generations. In line with this vision, operational excellence represents a holistic approach that jointly addresses environmental stewardship and sustainability within business processes.

Commercial excellence and efficiency

Commercial excellence strengthens our strategic position in domestic markets, while directly contributing to our company’s overall performance. The competence of our sales teams, digitally-driven distribution planning, and proactive approach to customer relationships stand out as the key drivers of our commercial efficiency. Our continuous improvement approach helps us improve sales processes using insight-driven analytics and performance measurement tools.

Efficiency is one of primary areas of focus for us not only in production but across all the ways we do business. Through efficient use of resources, time management, energy consumption, and proper workforce allocation, we minimize our environmental impact while strengthening our competitive position.

Commercial performance and economic indicators

In F24, Diageo’s total net sales in the European region reached \$4,303 million USD. Having accounted for approximately 9% of these sales, Türkiye established itself as one of the most significant markets in the region.

Türkiye stands out as one of the most dynamic and high-potential markets of Diageo in the European region. Türkiye plays a critical role in production and strategic growth due to evolving consumer habits, a strong domestic market driven by the celebration culture, expanding tourism influence, and robust agricultural supply infrastructure.

In F24, Türkiye achieved 4% volume growth alongside 31% net sales growth. This strong growth was primarily driven by price adjustments implemented in response to inflation and increased special consumption taxes. Value-driven growth in the raki segment and expansion in the premium whiskey category were also key contributors to this increase.

This market performance has been further strengthened by new product investments, a supply chain infrastructure based on domestic production, and the successful implementation of premiumization strategies. Türkiye remains a priority growth focus as part of restructuring strategies of Diageo within the European region. This strong commercial performance generates positive economic impacts for local producers, suppliers, and business partners.

Supply chain power

Diageo Türkiye views its supply chain not simply as logistical framework, but as a strategic competitive advantage. We prioritize transparency, traceability, and quality at every stage of this system—

from raw materials to production, and from distribution to retail shelves. Our long-term partnerships with agricultural suppliers not only support local development but also enable implementation of environmental sustainability principles in the field.

For the supply chain, we approach risk management, sustainable sourcing and ethical principles in tandem, while continuing to invest in reducing our carbon footprint, improving water efficiency, and optimizing processes through digital monitoring systems. Thus, we adopt a supply approach that addresses not only today’s demands but also safeguards the needs of future generations.

Local sourcing and production capacity

Our strong collaboration with local suppliers is one of the bedrocks of Diageo Türkiye’s sustainability approach. While local sourcing for raki and anise production is a statutory obligation, we collaborate with academicians to develop and implement projects that ensure its sustainability, enhance local biodiversity, and cultivate climate-resilient varieties. We prioritize the local sourcing also for strategic inputs such as wine, grapes, and agricultural ethanol. In this way, we support domestic production while enhancing the resilience of our supply chain.

Our investments, which expand domestic production capacity, contribute to the development of the local economy, strengthening employment, and the proliferation of sustainable agricultural practices. In addition, local sourcing not only reduces import dependency but also enables us to minimize our environmental impact through shorter supply chains.

Net Zero journey and climate action

Diageo Türkiye is taking bold, concrete steps to combat the global climate crisis, and aims to achieve net-zero carbon emissions in its own operations by 2030. In line with this goal, a comprehensive transformation program, which is focused on enhancing energy efficiency, expanding renewable energy adoption, and reducing our carbon footprint is implemented.

The solar energy system commissioned at our production facility in Manisa is one of the key drivers of this transformation. Furthermore, we are optimizing resource consumption in production processes through digital monitoring systems and smart energy management practices. Across the supply chain, supplier collaborations focused on carbon reduction are being established and projects to optimize logistics are being implemented.

Our climate action plan is not limited to carbon emission reduction. It also involves comprehensive solutions for combating drought, improving energy efficiency, recovering water, and transitioning to low-emission production technologies, including adaptation policies.

Our net zero journey transforms operational sustainability into a strategic advantage while leading a transformation model that generates local solutions fully aligned with Diageo’s global goals.

Activities at our production facilities

As Diageo Türkiye, we adopt an integrated and data-driven approach that is based on continuous improvement to establish a sustainable and high-performing operational structure at our production facilities. We regard daily efficiency not only as a production metric but also as the backbone of our work culture. Accordingly, we strive to improve processes on our production lines to simultaneously guarantee both quality and efficiency. Production performance indicators are monitored daily, while deviations are evaluated through root cause analyses, and solutions are developed in line with lean manufacturing principles.

Automation systems, digital control mechanisms, and advanced data analytics infrastructure have become one of the most critical components of the operations at our facility. Digital systems help us increase our real-time data collection and analysis capacity, minimize in-line losses, and make maintenance processes more preventive. Our “Kaizen” teams, established to embed a culture of continuous improvement across our facilities, put employee suggestions into action and implement on-site improvement solutions for operational efficiency, making our processes more agile and flexible.

In line with our goals concerning energy efficiency, water usage, waste management, and environmental sustainability, we regularly review our production processes and invest in projects to minimize our environmental impact. For example, technological transformations to increase efficiency are implemented in high energy-consuming areas through the analysis of energy intensity in processes, while action plans to reduce carbon emissions are simultaneously put into effect. All these actions strengthen our operational performance while reinforcing our alignment with climate goals.

We regard employee engagement and competence as an integral part of this process. Therefore, all operational personnel are regularly provided with technical trainings, occupational safety programs, and quality management modules. In addition, suggestion systems that enable employees to contribute their ideas to production processes are actively in use. Creating an environment where every employee can contribute to process improvement boosts our efficiency while enhancing employee engagement and motivation.

All these factors enable Diageo Türkiye to develop a long-term performance approach in its production facilities that aligns with principles of high quality, reliability, and sustainability. Making operational excellence a part of daily practices allows us to shape the production facilities of the future starting today.

Best practice examples

Efficiency and Quality-Focused Process Improvements in Facilities

Diageo Türkiye runs continuous improvement and efficiency projects in its production facilities by prioritizing operational excellence throughout all processes, from the initial contact with raw materials to the finished product. These efforts targeting different raw materials help achieve resource savings during production processes and ensure faster response to farmers’ demands, thereby strengthening the supply chain holistically.

Fresh grape:

Comprehensive revisions in the fresh grape processing units have minimized sugar losses and tripled the production speed. This has reduced the waiting times for agricultural products and accelerated the processing of products arriving from the field to the facility. The simplification of fermentation and distillation processes, renewal of cooling systems, and yeast improvement projects have significantly increased production efficiency.

Dried Grape:

Improvements in the dried grape processing line have minimized sugar losses, increased production speed, and optimized fermentation processes. Yeast improvement efforts have enhanced quality and efficiency while minimizing the process deviations.

Anise:

Projects to increase efficiency in anise processing have been put into practice, and numerous initiatives aimed at preventing still losses in raki production have been carried out. Loss reduction projects have minimized raw material waste, while resource use has decreased and energy efficiency improved following the commissioning of next-generation stills. Thanks to the established pilot facility, process innovations have been tested and scalable solutions have been developed.

Wheat:

Installation of a pre-screening system in the wheat process has increased starch yield and reduced process losses. Protective measures have been taken to improve storage conditions, and cooling systems have been modernized to guarantee quality.

Thanks to these initiatives, Diageo Türkiye reinforces its sustainable production approach with tangible outcomes, carries its industrial transformation forward by striking a robust balance between resource efficiency, production quality, and environmental impact.



The strengthening factors

Diageo Türkiye’s sustainable growth strategy is built not only on operational achievements but also on the corporate capabilities and cultural elements that ensure these successes are sustained. In this context, a range of strengthening factors, from digital transformation to inclusive leadership, ethical business practices to employee wellbeing, constitute the strategic focus areas that fuel our company’s competitive advantage.

Digitalization is regarded as a tool that contributes to both process efficiency and sustainability, and a more agile, foresighted, and effective organizational structure is built through data analytics, automation, and technology-enabled decision-making mechanisms. This transformation contributes both to the simplification of business processes and to the optimization of energy and resources needed to combat climate change.

Inclusion and diversity are not only an HR policy, but a cultural foundation that enables our brands to connect with broader audiences, strengthens our innovation capacity, and amplifies our potential for societal impact. At Diageo Türkiye, creating a workplace where every employee feels valued plays a critical role in sustaining the company’s enduring success.

Furthermore, our supply chain, managed in accordance with ethical values and human rights principles, along with personal data protection and transparent governance practices, helps build a corporate culture founded on trust and accountability. These position Diageo Türkiye not just as a leader of today, but also as a successful company of future.

Corporate governance

Corporate governance is a fundamental management approach that organizes internal processes, defines the quality of stakeholder relationships, and ultimately shapes the company’s long-term success. At Diageo Türkiye, our corporate governance framework is built on the principles of fairness, transparency, accountability, and responsibility. Serving as our guiding compass across all business processes, these principles are embraced at every level—from strategic decision-making to operational execution.

Our corporate governance activities go beyond regulatory compliance; they embody a value-driven management philosophy in action. Our goal is to ensure long-term sustainable success by implementing globally defined strategies in alignment with local realities. Accordingly, our Leadership Team steering operations comprises directors of core business units, including Marketing, Sales & Distribution, Finance & Digital Transformation, Human Resources, Supply Chain, Regulatory & Legal, and Corporate Affairs & Communications. The Leadership Team meets regularly under the chairmanship of the Country General Manager to evaluate strategic objectives, operational advancements, and sustainability performance metrics.

Corporate performance management is executed in full alignment with Diageo’s global governance framework. Through both regular internal audits and centralized reporting systems, comprehensive annual evaluations are conducted and corrective/preventive action plans are implemented as needed. All such data is systematically reported to global management, and Türkiye’s performance is analyzed comparatively against regional and global indicators.

In addition, mechanisms have been established to encourage the participation of our employees and business partners in governance processes. Through practices like Ethics & Compliance Committees, Internal Control Systems, and regular stakeholder engagements, our corporate governance culture is embedded not only at the leadership level, but throughout the entire organization. In this regard, Diageo Türkiye exemplifies a governance model that adheres to global standards while advancing its local business culture.

Digital transformation and technology

At Diageo Türkiye, our digital transformation strategy is not just about automating processes— it’s about fusing technology with strategic decision-making, operational excellence, employee experience, and sustainability goals. We deploy digitalization as a lever across all our business units, thereby reducing our environmental impact and increasing our efficiency.

Digitalization efforts have accelerated across various areas, from production and supply chain to human resources and quality control processes. The advanced monitoring systems installed especially in our production facilities ensure real-time monitoring of environmental indicators such as energy, water, and raw material usage, thereby providing significant gains in sustainable resource management. Monitoring product life-cycle data in a digital environment has also become one of the core pillars of our circular economy strategies.

Digital transformation also plays an important role in reshaping the employee experience. Internal communication platforms, digital training modules, mobile applications, and data-driven performance systems contribute to employee skill development while actively encouraging their

participation in processes. Within this framework, the competencies of our field and office employees are continuously updated through training programs conducted via digital tools.

As highlighted in the Diageo Global Report for 2024, the integration of digital solutions at every stage—from the supply chain to the consumer—is directly aligned with the company’s goals. AI-based data analytics enables more accurate analysis of customer demands, more efficient production planning, and early detection of operational risks. In the meantime, technology usage makes it possible to more accurately predict climate-related risks and develop adaptation strategies as needed.

Digitalization and sustainability goals are addressed together, and this “twin transformation” model is positioned at the heart of the company’s strategy. Monitoring and reporting sustainability performance via digital tools enhances transparency and accountability, while strengthening effective decision-making processes. As Diageo Türkiye strengthens its digital infrastructure, it continues to support its contributions to the United Nations Sustainable Development Goals through technology.

Promoting more informed decision-making processes by interpreting consumer and customer data in the best possible way is among the global goals of Diageo. Accordingly, we continuously improve our data management infrastructure, increase our technology investments, and blend our digital capabilities with a human-centered transformation.

Digitalization and AI-Driven Advancements in Occupational Safety

In 2024, we put into practice two primary applications that accelerated digitalization in occupational safety processes.

Plant Entry Orientation: With “Welcome” application, a digital orientation process started for contractors and visitors at plant entrances. Thanks to the content delivered to individuals via personalized QR codes, the physical paperwork process and training time have been reduced, and the application has been successfully implemented at the pilot plant. It is scheduled to be deployed in all plants during the F25 period.

Risk Analysis through Image Processing: Images from existing security cameras at the facilities are processed using AI-powered analytical systems, enabling the detection of behavioral errors and spatial risks. The capacity for risk prevention is enhanced through continuous scenario updates. This approach is one of the innovative actions contributing to the development of our occupational safety culture.

Brightmile – Safe and Eco-Friendly Driving App
The global Brightmile application was put into use in 2024 for our 518 employees who drive as part of our sales operations. This system analyzes driver behaviors such as acceleration, braking, and cornering to promote safer and more eco-friendly driving habits.

Contributions of Brightmile App to Sustainability:

- **Driving Behavior Analysis** ensures detection of behaviors that cause high fuel consumption like unnecessary acceleration and hard braking, helping to reduce fuel consumption,
- **Energy Efficiency Recommendations** promote driver behavior modification,
- **Data Driven Optimization** efforts reduce emissions.

Following the implementation of the application, fleet safety scores increased by 14% within one year, while average distance traveled per fuel unit rose by 100 km.” This has yielded positive outcomes for both safety and carbon emissions.

Effective risk management

The business world have become more complex and unpredictable than ever before due to the geopolitical tensions, natural disasters, cybersecurity vulnerabilities, and climate change in today’s world. Accordingly, effective risk management should be approached as a cyclical process that goes beyond reacting to existing threats; it requires the ability to anticipate potential risks, continuously monitor them, adapt proactively, and take swift action. As Diageo Türkiye, we regard this process as an integral part of strategic planning and are developing systematic approaches to enhance risk awareness across all our company operations.

Based on the WEF Global Risks Report 2025, the highest-impact risks for the next two years include misinformation and disinformation, misuse of artificial intelligence, societal polarization, economic uncertainty, and cybersecurity vulnerabilities. In a ten-year perspective, more structural and enduring risks come to the fore: Threats such as extreme weather events, changes to critical Earth systems, biodiversity loss, natural resource scarcity, and disinformation are noteworthy. The key findings of the Global Risks Report highlight that multidimensional crises are occurring “in parallel”, and that these crises become more prolonged, complex, and costly. This requires prioritizing not only crisis management but also building multidimensional resilience.

According to the systematic approach defined in Diageo’s Group Risk Management Standard, all business units execute holistic processes for risk identification, assessment, classification, and mitigation development. The aim is to establish robust decision-making mechanisms by incorporating both local and global risk indicators

throughout these processes. Furthermore, the effectiveness of these processes is continuously tested through routine ad-hoc audits conducted by both internal and external auditors, and revisions are made when needed.

For Türkiye, critical focus areas include macroeconomic vulnerabilities, regulatory changes, climate crisis impacts on water resources, geopolitical risks, cyber threats, as well as product safety and anti-counterfeiting resilience are of critical importance. As Diageo Türkiye, we focus on raising awareness levels in such risk areas and systematically strengthen risk resilience across all our business processes. In this way, we aim not only to adopt a defensive stance against risks but also to build a resilient structure that contributes to sustainable growth. Additionally, as part of the biennial market audits conducted by the Diageo Global Audit team, a commercial process-focused audit was carried out in the second quarter of F24, and Diageo Türkiye received an ‘effective’ rating. Improvement actions related to the audit were completed within F24.

Earthquake-Resistant Infrastructure and Risk Mitigation Approach

As Diageo Türkiye, we make efforts toward earthquake resilience at our production facilities and sales offices in compliance with national regulations and international standards (FEMA). Based on comprehensive building assessment analyses, we have developed a two-year reinforcement strategy that prioritizes employee safety and supports operational sustainability. Reinforcement work started in priority sites and will extend to other locations in upcoming financial periods.

Furthermore, through the Earthquake Workshop held, facility-specific emergency needs lists have been prepared, and a comprehensive preparedness process has been implemented, encompassing employees’ families as well.

Inclusive and diverse culture

As Diageo Türkiye, we place people at the heart of our sustainability vision, and embrace inclusion, equality, and diversity as a guide not only in our internal operations but across our entire value chain. We believe that diversity is the greatest asset of an organization. We are determined to creating a workplace where every individual—regardless of age, gender, ethnicity, disability status, belief system, educational background, or cognitive diversity—can express themselves freely and see their contributions valued.

Our inclusion approach is structured to deliver tangible outcomes across multiple dimensions not only in recruitment and promotions, but also in leadership development, field operations, agricultural programs, supply chain management, and university partnerships. Within this framework, we are developing dedicated mechanisms for our head office staff, field teams, suppliers, and farmers.

In full alignment with Diageo’s global “Inclusion and Diversity” strategies, we are taking impactful actions across a wide spectrum, ranging from internal awareness campaigns to training programs for industry professionals, from supporting women farmers to leadership programs focused on developing young talents. This approach helps us create a fairer workplace, while delivering strong outcomes in employee satisfaction, operational efficiency, and social impact.

Our efforts summarized under the following three subheadings holistically reflect Diageo Türkiye’s commitment to internalizing inclusion as a value and making diversity a cornerstone of its corporate culture.

Employee feedback and engagement

As Diageo Türkiye, we regard regularly listening to our employees’ opinions and suggestions as one of the fundamental building blocks of a sustainable work culture. Through the annual **Your Voice** survey conducted in this respect, we measure employee engagement, inclusion, and in-company satisfaction levels. The results for 2024 is a strong reflection of our people-centric culture and work environment.

- With an **Employee Engagement Index** score of 91%, the results demonstrate our employees have developed strong sense of belonging to our company.
- Reaching 86%, our **Inclusion & Diversity Index** has demonstrated that we have achieved significant progress toward creating a workplace where differences are valued.
- **The Net Promoter Score (NPS)**, calculated from responses to “**Would you recommend Diageo as a workplace to your friends or family?**” achieved a score of 62. This score demonstrates that our employees genuinely recommend Diageo Türkiye as a workplace and that they are satisfied with our corporate culture.

The Your Voice survey enables us to understand employee expectations, identify improvement areas, and create a more inclusive, motivational, and supportive workplace.

Samandag Hatay Gastronomy Village

In Hatay, which was one of the provinces hardest hit by the 2023 earthquakes, Samandag-Hatay Gastronomy Village was established with support from Diageo Türkiye’s Learning for Life (L4L) program, placing women’s economic and social empowerment at the heart of community recovery.

Hatay Gastronomy Village aims to revive the region’s cultural heritage while establishing a sustainable social enterprise model led by women. The women, who lost their homes living spaces, and economic resources in the earthquake, were provided with a hands-on training and entrepreneurial infrastructure to help them regain self-sufficiency.

Supporting women’s participation in the workforce, this program has provided training on entrepreneurship, hospitality, financial literacy, and leadership to 114 women. The program was held in collaboration with local governments and women’s cooperatives. It is aimed to reach 600 women by the end of 2025.

In this initiative carried out as part of the L4L program:

- Intensive training on gastronomy, hospitality, and entrepreneurship, which directly supported women’s participation in the workforce, was delivered.
- The training content also covered social entrepreneurship, business model development, financial sustainability, and local production chains to achieve long-term economic resilience.
- At the end of the program, a substantial number of the participants had taken their first steps toward their own ventures in areas such as food production, boutique café management, and local product sales.
- The project also encouraged women to unite to form cooperatives and adopt collective production models, contributing to a community-based development process.

Hatay Gastronomy Village is designed not only as a training center but also as a cultural exchange center open to visitors, where culinary heritage of Hatay is sustained. Reviving local identity by blending traditional flavors with initiatives of the future, the women offer visitors the opportunity to be part of Hatay’s recovery journey.

Thanks to this project, Diageo Türkiye enhances individual competencies, while leading a transformative process that contributes to social solidarity, preserves cultural heritage, and supports inclusive development.



Equality in Agriculture: Women Farmer Programs

Instead of focusing solely on efficiency, our agricultural supply chain adopts a model that prioritizes social inclusiveness to ensure sustainability. Accordingly, our Women Farmers Program, which was brought into life to ensure equal access to knowledge, technology, and support services for women in agricultural production, has enabled us to take concrete steps toward gender equality in farming.

As part of our Collective Action projects in the Gediz Basin, technical training on proper fertilizer use and capacity-building programs in water and fertilizer management will be structured to reach more women, and women will continue to be increasingly integrated into every phase of the project, both as knowledge recipients and knowledge-sharing participants.

These programs have encouraged women farmers to achieve economic empowerment, actively participate in decision-making processes and assume environmental responsibilities. Empowerment of women farmers to become transformative leaders in agriculture is one of the building blocks of our sustainability strategy.

Internal Inclusion and Equity Practices

At Diageo Türkiye, we are building an inclusive workplace culture where everyone can express themselves freely, differences are embraced, and equal opportunities are accessible. With our people-centered, transparent, and fair Human Resources policies, we adopt inclusive practices in all areas of diversity—including gender equality, disability, age, and ethnicity.

To reinforce this approach, the Inclusion and Diversity Committee continues to raise awareness through trainings, leadership sessions, and internal communication efforts. Concrete steps are being taken to increase the employment of women in our plants, and a 50% gender balance is maintained during recruitment processes.

We address employee well-being with a holistic perspective. Under our “New Approach to Well-being” framework, we offer support in mental, physical, social, and financial areas. Through digital platforms such as Unmind, Heltia, and the Quality Life Support Line, employees can access psychological counseling, dietitian, and physiotherapist services. We also support well-being with monthly newsletters, step challenges, healthy living seminars, and year-round webinars focused on financial literacy, sleep health, and mental well-being.

In addition, initiatives such as “Recharge Day” and “Meeting-Free Afternoons” provide employees with focused time, supporting a sustainable work-life balance.

Future Talents: Acquisition and Development Programs

For Diageo Türkiye, talent acquisition and development is not only an HR strategy component, but also one of the building blocks of our sustainability commitment. There are systematic programs we have designed to ensure every individual joining our company can unlock their full potential, develop their skills, and deliver long-term value to the organization.

Our “A New Life” internship program provides university students with long-term work experience across diverse functions in online and hybrid formats, along with the opportunity to work with industry professionals. Young talents are invited not only to celebrate, but also to take ownership and turn theory into practice.

Launched in 2024, the “You Are the Leader” program prepares young talents with 0-2 years of experience for future leadership roles. Supported by mentorship, rotations, on-the-job training, HireVue video interviews, and functional assessment centers, this program aims to develop early-stage leadership potential for the organization.

We support lifelong learning for all employees through initiatives including e-learning platforms, personalized development plans, coaching and leadership bulletins. This enhances each individual’s contribution of value to our company, and transforms our company into a continuously learning and evolving organization.



Events, awards & public perception

At Diageo Türkiye, the projects we undertake in culture & arts and community impact, along with our sponsorships, reflect both our industry position and our commitment to contributing to society in line with our values. Our sponsorships in F24 supported cultural productions across diverse disciplines and contributed to collective memory through events ranging from theater and contemporary art to music and gastronomy.

During the same period, awards received for sustainability, HR management, internal communications, gender equality, and brand reputation demonstrate Diageo Türkiye's holistic success story. These awards demonstrate how our strategic approach is powerfully recognized for its corporate and societal impact.

Thanks to extensive coverage in print and digital media, the public resonance of these efforts has enabled us to reach broad audiences. Media coverage has amplified the visibility of Diageo Türkiye's industry-leading practices, and strengthened our connection with society.

Some of the sponsorships include:

- Salt Galata: "Baska Kayda Rastlanmadi" exhibition
- Zorlu PSM Workshop: Creative writing & theater training for young talents
- Bergama Theater Festival
- International Bodrum Theater Festival
- Kucukciftlik Bahce Theater
- Cafe Muller Theater (Zorlu)
- "Muskat" Play (Kadar Production)
- Yeni Metin Theater Festival (Galata Perform)
- Ayvalik International Film Festival (Seyir Association)
- "Ask, Ates ve Anarsi Gunleri: Turk Sinemateki and Onat Kutlar" Documentary
- Ayvalik 9th AIMA Music Festival (Turkish-Greek Friendship Concert)
- "Ataturk'u Anlamak" Concert (Milliyet Sanat)
- Argonotlar Almanak - Cagdas Sanat
- Cem Adrian "Essentials 4 / CEM" album support
- Podcast projects: "Elim Kalem de Tutar Kadeh de", "Yemekte Bile Yemek Konusuyoruz", "Ustalar Ustalarini Anlatiyor"
- "Ilimli Vegan" Book Launch (Oben Budak)
- Venice Biennale - Contemporary Art Participation
- Kas International Short Film Festival



Awards:

- Golden Leader Awards - Most Admired CFO in Türkiye (Ozlem Yesildere) and Most Admired CHRO in Türkiye (Ulfet Baykent Uysal)
- Toptalent.co - Top 100 Talent Program: Second place in fast consumption (spirits & beer) category
- Baykus Awards - Corporate Reputation Research (Golden), Germany Brand Awareness Study (Bronze)
- Peryon 15th Insana Deger Awards - “İnsansa degerde liderlik” category
- Sustainable Tourism Summit & Awards’23 - “Economic Impact in Sustainable Tourism” Award
- Prida Communication Awards - 5 awards under the categories of internal communication, leadership communication, gender equality, marketing communication and media leadership
- IDA Success Awards - “Sustainable Collaboration” Corporate Award
- Sales Network Awards - Employee Experience (1st place), Women’s Empowerment in Sales (3rd place)
- Fast Company Türkiye - Ulfet Baykent Uysal listed among “Türkiye’s Top 50 Most Innovative HR Leaders”
- Data Expert & BMI - Ozlem Yesildere listed among “Türkiye’s Top 50 Most Effective CFOs” and Ulfet Baykent Uysal listed among “Türkiye’s Top 50 CHROs”
- Capital - Sector leader in “Türkiye’s Most Admired Companies” list
- Fast Company Türkiye - featured special sustainability content
- Türkiye Agriculture Awards - Award under the sustainability category

Some of the media highlights:

157 features in print media

1,029 features in digital media

- “Mey Diageo’dan Damla Sulama Projesiyle Ciftciye Destek” (Mey Diageo Supports Farmers Through Drip Irrigation Project) (Capital)
- “PSM Atolye ile Genclere Sanat Yolculugu” (Artistic Journey for Youth through PSM Atolye) (Salom, Hurses, Evrensel)
- “Mey | Diageo’ya İlk Kadın Genel Müdür: Bahar Ucanlar” (The First Woman General Manager Appointed at Mey | Diageo: Bahar Ucanlar) (Fast Company, Ekonomist, Milliyet Executive)



- “Cinsiyet Esitsizliğini Cozmeden Diger Esitsizlikler Ortadan Kalkmaz” (No Equality Without Gender Inequality)(Disi Business)
- Sifir Carbon Kulubu: Sürdürülebilirlikte Yeni Perspektifler” (Zero Carbon Club: New Perspectives in Sustainability” (Fast Company)
- “Türkiye’nin En Etkin 50 CHRO ve CFO Listeleri” (Türkiye’s Top 50 CHROs & CFOs Lists)(Milliyet Executive, Business Life, Yeni Gun)
- Ayvalik’tan Sirnak’a: Karkus Uzumunun Yolculugu” (From Ayvalik to Sirnak: The Journey of Karkus Grapes) (Agos, Sozcu)

Our International Award-Winning wines:

Operating within the organization of Diageo Türkiye, Kayra continues to earn international recognition for its production approach that respects all the factors, including soil, climate, and environment, which shapes its distinctive character. In 2024, Kayra wines were honored with 3 Gold, 3 Silver, and 3 Bronze medals at the International Wine & Spirit Competition (IWSC), one of the world’s most prestigious events. This accomplishment is an important indicator of not only our product excellence but also the international recognition of Türkiye’s grape diversity and winemaking potential.

Gold Medal Winners:

- Kayra Buzbag Rezerve Kirmizi 2021: Produced from Elazig Okuzgozu and Diyarbakir Bogazkere grapes, this blend was aged for 24 months in oak barrels. It stands out with its mature tannins, intense red fruit aromas, and vanilla touches.
- Kayra Imperial Merlot Blend 2015: Produced from grapes selected from Sarkoy Dedecesme vineyards, this wine with long aging potential offers a rich profile of blackberry, spice, and lavender aromas.
- Kayra Vintage Okuzgozu 2021: Produced with Okuzgozu grapes from Elazig, it features a balanced character with notes of coffee bean and forest fruits on the nose, along with intense tannins and a long finish.

Silver Medal Winners:

- Kayra Versus Cabernet Franc 2020: Produced with grapes from Sarkoy Dedecesme vineyards, this wine is notable for green pepper, lavender, and caramel aromas, and stands out with its strong tannin profile and long finish.
- Kayra Vintage Merlot 2021: Produced with Merlot grapes from the Thrace region, it offers a complex palate with violet, ripe fruit, and dried herb aromas.
- Kayra Versus Syrah Viognier 2020: Produced with a balanced blend of Syrah and Viognier grapes, this wine has a full body with prominent spice, chocolate, and leather aromas.

Bronze Medal Winners:

- Kayra Allure Crispy Chardonnay 2023: Produced with Chardonnay grapes from Denizli, this wine has a refreshing character with fresh acidity and citrus notes of lemon and mandarin.
- Kayra Vintage Narince 2022: Produced with Narince grapes from Tokat Erbaa region and aged in oak barrels, this wine stands out with tropical fruit aromas and prominent acidity.
- Kayra Vintage Cabernet Sauvignon 2022: Featuring the rich aromatic profile of Cabernet Sauvignon grapes from Urla, this wine offers a balanced and smooth palate with green pepper and spice notes.

These awards are internationally recognized indicators of our dedication to viticulture, respect for every aspect of the environment, especially the soil that shapes the wine’s unique character, and our meticulous winemaking process.

Ethics, compliance, and human rights

Diageo Türkiye olarak faaliyetlerimizin her aşamasında yüksek etik sAt Diageo Türkiye, we consider it our fundamental responsibility to act with respect for the highest ethical standards, regulatory compliance, and human rights at every stage of our operations. Our ethical conduct principles are not only about fulfilling legal obligations; they also serve as a prerequisite for building a trust-based corporate culture. This approach covers a broad reach, spanning from our employees and suppliers to consumers and community stakeholders.

Diageo's Global Code of Conduct serves as a universal guide for all employees. This code of conduct has been made mandatory across the company to ensure that all employees act in compliance with applicable laws, Diageo's values and main ethical principles. These rules cover critical issues, including anti-bribery and anti-corruption, prevention of conflicts of interests, data privacy, occupational safety, non-discrimination, and protection against harassment. Accordingly, all Diageo employees receive annual training on ethical principles, as well as information on updated practices.

The Breach Management Standard, one of the foundational elements of this ethical framework, provides a five-stage process to ensure the reporting and effective addressing of potential violations. This five-stage process includes identification and reporting of the breach, planning, investigation, outcome management, corrective/preventive actions, and communication. All employees are encouraged to report any violations of ethics without hesitation through secure, confidential channels like SpeakUp. Diageo guarantees protection against retaliation for all whistleblowers. Having adopted the "See, Hear, Speak Up" approach in alignment with global practices, Diageo Türkiye encourages its employees to report any violations of ethics, and all leaders are expected to demonstrate ethical leadership.

Respect for human rights is not limited to our workplace; it is thoroughly audited and supported throughout our supply chain. We have robust practices in place across multiple areas, from preventing child labor violations and ensuring workplace safety to combating discrimination and protecting personal data. This holistic approach directly aligns with our company's sustainability goals.

In conclusion, our ethics, compliance and human rights practices aim not only to mitigate risks, but also to reinforce a culture of trust, integrity and sustainable success.

Protection of Personal Data

As digitalization increases, personal data protection has become a strategic priority for Diageo Türkiye. Safeguarding the data of our employees, customers, consumers, and business partners is one of the key elements of our ethical commitment and compliance with the law.

A comprehensive data privacy policy has been established to ensure full compliance with Turkish Personal Data Protection Law (KVKK) and EU General Data Protection Regulation (GDPR). As part of Diageo's Global Data Privacy Program, we provide our employees with regular awareness-raising training, implement strict data access controls, and submit transparent privacy notices.

To prevent any data privacy breaches, we continuously upgrade technological infrastructure, conduct regular risk assessments, and implement rapid breach reporting processes when needed. Thanks to these efforts, our stakeholders' information are safeguarded within strict ethical frameworks and according to the highest security standards.

Sustainability Leadership: *Society 2030*

Sustainability is an integral part of Diageo Türkiye's growth strategy, and the aim is to create long-term value across environmental, social, and governance (ESG) areas. Our initiatives, shaped in line with our Society 2030 approach, are grounded in protecting natural resources, combating social inequality, accelerating the transition to a circular economy, and growing together with communities.

Adapting the global strategy to local contexts is one of the greatest strengths of Diageo Türkiye. "From Grain-to-Glass" sustainable farming to women farmer initiatives; from carbon-reducing energy investments to waste management, and commitment to water positivity, transformative projects are run in various aspects of sustainability. The basin-based projects in water-stressed areas deliver environmental benefits, while having tangible contributions to local development.

Sectoral collaborations, academic contributions, and trust-based relationships with farmers form the building blocks of our strategy to achieve sustainability goals. Diageo Türkiye does not only reduce the impact of its own operations, but also put systematic transformation tools into use to create a positive impact across the entire value chain.

Accordingly, the efforts made out in the areas detailed below reflects our determination and responsibility in achieving our Society 2030 goals.

Sustainability in agriculture and the supply chain

Diageo Türkiye regards its presence in the agricultural industry not only as a means of raw material procurement, but approaches it as a transformative field that creates value in line with sustainability principles. Our "From Grain to Glass" approach considers environmental and social impact at every stage, from the field to production processes.

In areas with intensive viticulture, agricultural productivity is enhanced through drip irrigation systems, use of organic fertilizers, and support for native seed varieties. The involvement of women farmers in production processes is not only economic; it also enhances social inclusiveness. Diageo Türkiye promotes knowledge sharing through technical consultancy services, sustainable agriculture training, and field visits for producers.



Sustainable Agricultural Practices in Vineyards:

A Production Approach that Respects Natural Cycles

At Diageo Türkiye, we do not see our viticulture activities only as a means of producing high-quality grapes; we also guarantee the future of our land through sustainable agricultural practices that coexist seamlessly with nature. Our goal is to support soil biodiversity, optimize water management, and develop climate-resilient production systems. Accordingly, various good agricultural practices implemented by our team of expert agricultural engineers support natural cycles at every stage of viticulture operations.

1. Soil Health: Green and Organic Fertilization

To maintain soil vitality, alternating green and organic fertilization practices are in place. Green fertilization using nitrogen-fixing plants such as broad bean, vetch, and barley enhances the soil’s organic content while naturally meeting the vine’s nutritional needs. Organic fertilization improves the soil’s water retention capacity, creating a more balanced moisture environment.

2. Winter Dormancy and Deep Soil Cultivation

During winter, we perform deep soil cultivation in our vineyards to ensure the penetration of snow and rainwater into deeper soil layers. In our Sarkoy vineyards, drainage channels are constructed in erosion-risk areas, and in locations where channeling isn’t feasible, soil displacement is prevented using straw bales.

3. Germination: Enrichment of Soil with Nitrogen

As part of our green fertilization program, the sown seeds develop roots during germination to bind the soil, and prevent erosion effectively. During the flowering phase, plants that accumulate nitrogen at peak levels contribute to the soil nutrient cycle.

4. Winter Pruning and Circular Contribution

Annual vine pruning enhances both grape quality and yield, while the removed shoots are shredded and reintegrated into the soil, which helps recycling approximately 55 tons of pruning waste back into the natural cycle. This process supports the nitrogen-carbon cycle, while nourishing the soil’s biological vitality.

5. Mowing and Soil Incorporation of Plant Residues

Green manure crops are mowed multiple times throughout the season, and incorporated into the soil. In this way, soil nitrogen content is increased, while organic matter is enriched and the soil microbiome is strengthened.

6. Vine Growth and Soil Moisture Management

During soil cultivation, a thin surface layer is maintained to reduce evaporation, which helps retain moisture in the soil. In this way, irrigation requirements are minimized, while easier water uptake by the vine is facilitated.



7. Green Pruning: Canopy Management

During the growth period, vine aeration and sunlight exposure are improved by removing excess leaves and shoots, which promotes healthier development. The removed plant material is left in the soil to support the organic cycle.

8. Water Management and Smart Irrigation

Based on the analyses through water stress instruments, controlled and targeted irrigation is delivered by the drip irrigation system. Red wine grape varieties grow under dry-farming conditions, while white wine grapes receive nocturnal irrigation only when necessary.

9. Harvest Period: Analysis and Timing

The harvest timing is determined through laboratory testing and sensory evaluation; grapes reaching peak maturity are picked on time and transported to processing facilities. This ensures both the maintenance of quality and the optimization of yield.

10. Reintegration of Waste into Nature

In the grape processing stage, separated stems are converted into fertilizer by licensed companies, while pomace is utilized as animal feed. In this way, the production cycle, which begins in the vineyard, is completed through a circular model that benefits nature.



Future Secured Through Sustainable Agriculture

As an agricultural-based industrial enterprise, Diageo Türkiye recognizes that sustainable raw material procurement is possible through trust-based, long-term partnerships with farmers. Accordingly, our team of expert agricultural engineers provides continuous support to producers in implementing sustainable farming practices, and production quality is secured in the field through technical services such as seed, soil, and crop analysis.

Every stage, starting from the cultivation of raw materials to the moment our products reach consumers, undergoes strict quality control processes. This process not only ensures high quality standards but also guarantees sustainability in food safety.

Diageo Türkiye positions its suppliers as strategic business partners rather than mere raw material providers. In this respect, we establish direct communication with our suppliers in the field to procure products meeting exact quality standards, while establishing an efficient, reliable agricultural supply system aligned with sustainable production principles.

Every year, product safety and quality continuity are verified through comprehensive analyses conducted both in our in-house laboratories and accredited national/international external laboratories, upholding responsibility at every link of the field-to-table chain.

Climate Change Risks and Adaptation Strategies for Agricultural Inputs

The agricultural raw materials that form the basis of our products such as anise, grapes, sugar beets and wheat are highly sensitive to changes in climate conditions. Therefore, we monitor the impacts of climate change on these inputs based on scientific data, while implementing practices to mitigate these effects both in the field and throughout the supply chain.

Modeling studies for 2050 and beyond predict significant impacts, particularly in the following:

- **Anise:** There is a risk of yield decline during flowering and fruit-setting periods due to increasing summer temperatures and water scarcity. Additionally, increased susceptibility to diseases and pests is anticipated.
- **Grape:** Seasonal droughts and extreme heat may induce phenological stress, particularly causing aroma and quality loss in wine grapes. This has a direct impact on production quality.
- **Sugar Beet:** Shifts in planting/harvest windows may occur due to extreme rainfall or water scarcity. Furthermore, flood risks may trigger root rot diseases, potentially causing crop losses.
- **Wheat:** Yield reductions are possible during germination and heading stages due to spring frosts and summer droughts.

These risks threaten not only agricultural production but also societal welfare and food security. Thus, developing climate-resilient agricultural systems and implementing sustainable production models has become a fundamental priority.



Diageo Türkiye 2024 Sustainability Performance

Anise Improvement Project - Safe and Quality Supply with Native Seeds

Diageo Türkiye has initiated a long-term anise improvement program in collaboration with the Faculty of Agriculture of Ege University to ensure the local, sustainable and reliable sourcing of anise, which is one of the key raw materials for raki production. Following a five-year project, three indigenous anise varieties named “Yeni 37”, “Ege 53”, and “Altın 8” were developed and officially registered by the Ministry of Agriculture and Forestry. Thus, for the first time in Türkiye, certified anise varieties have received official recognition.

The aim was to ensure raw material quality and agricultural production continuity by promoting widespread use of certified anise seeds and ensuring farmer access. As part of the project, performance criteria such as yield, essential oil content, and aroma quality were scientifically evaluated, with particular emphasis on parameters that have direct impact on product quality, including high essential oil yield and high anethole content.

Farmer training programs were held and field practices were implemented to enable widespread monitoring of the field performance of these improved varieties. As of 2024, anise has been cultivated across 200 decares (20 hectares) through farmer cooperatives, with 12 tons of seed produced and approximately 11 tons of anise distributed to growers. These initiatives have enhanced knowledge accessibility and value-added production capacity for farmers within the supply chain.

The Anise Improvement Project has established an exemplary model for traceability in sustainable supply chains, and enhancement of quality and domestic production capacity.

Agricultural Partnerships

Sustainable collaborations are developed within the supply chain to reduce farmers’ input costs. Thanks to the strategic agreements on essential inputs, particularly fertilizers and pesticides, cost advantages are offered, while farmers’ production processes are supported.

Climate Resilience and Supply Chain Adaptation

Considering agricultural production’s vulnerability to climate change, climate adaptation is prioritized in the projects carried out in collaboration with producers. Through irrigation efficiency, use of drought-resistant varieties, and increasing soil organic matter content, climate-related risks are minimized while farmers’ resilience capacity is enhanced.

Supplier-Centric Climate and Waste Management Practices

Diageo Türkiye recognizes that creating lasting impact is possible not only through its own operations but also by actively engaging business partners in this transformation process on the path to achieving its sustainability goals. Accordingly, we are progressing together with our suppliers who take active measures in climate change adaptation, waste management, and circular economy implementation. These measures taken by our suppliers have positive impact on our sustainability performance across our value chain.

Bericap Türkiye, a producer of caps and handles for packaging, is taking concrete measures to enhance energy efficiency and reduce carbon emissions. Energy consumption of the company is reported monthly to its head offices, while its sustainability performance is evaluated against international standards under its SBTi and EcoVadis memberships. Hydraulic systems are being replaced with electric injection machines with lower energy consumption, while infrastructure components including FD dryers, air distribution systems, cooling units, and pumps are being modernized. These investments ensure annual energy savings of hundreds of thousands of kWh.

At its ISO 14001 and Zero Waste certified facilities, Bericap sorts all waste at source and channels it to recycling processes through licensed companies. Six Sigma projects are implemented to minimize plastic waste, with strict control over production scrap rates. Reduction of cardboard was aimed through the transition to metal cage systems.

Sisecam, one of our key suppliers, aims to increase its renewable energy capacity eightfold by 2030 and achieve carbon neutrality by 2050. Within the framework of the Task Force on Climate-related Financial Disclosures (TCFD), it systematically conducts climate risk and opportunity analyses, coordinates them through a dedicated program called “Protect the Planet,” and reports directly to its boards of directors. As part of its low-carbon production roadmap, investments are being made in energy transition, waste heat utilization, alternative fuels, and green hydrogen, while sustainable production facilities are being designed.

Sisecam Cevre Sistemleri supplies cullet through its two recycling facilities located in Eskisehir and Bursa, supplying raw materials for both glass packaging production and innovative products like the Aware Collection made from 100% recycled glass. Through its Product Life Cycle Assessment (LCA) project, environmental impacts are scientifically measured.

These partnerships serve as a key indicator of how Diageo Türkiye implements sustainability principles not only in its own operations but across its entire supply chain.

Diversity-Focused Supplier Policies

In 2024, we continued tracking the share of our total expenditures allocated to suppliers owned and/or managed by women, persons with disabilities, ethnic minorities, and other underrepresented groups. We aim to increase this ratio to 10% by 2025 and 15% by 2030. During this period, we have also started to encourage our suppliers to adopt diversity principles within their own supply networks. We wish to expand and deepen our societal impact in this way.

Responsible Procurement Approach

Diageo’s global sustainable procurement principles, implemented all countries worldwide, equally apply in Türkiye. Our suppliers are provided with guidance aligned with these standards, and implementation is closely monitored.

Human Rights and Labor Conditions Monitoring

Our suppliers’ compliance with established human rights and fair labor standards are regularly monitored. This process considers the following criteria;

- The risk level of the country where the facility is located,
- Whether products/services fall into priority categories,
- If annual business volume exceeds specific threshold values.

Based on these evaluations, we conduct regular audits with identified suppliers, and require corrective actions when needed. In case that non-compliant conditions persist, partnerships are reassessed.

In line with the **Supply Chain Carbon Emissions** initiative, significant progress has been made in measuring, reducing and monitoring carbon emissions across our supply chain. Raw materials sourced locally accounts for 99%, and this strategy not only strengthens economic resilience but also directly contributes to our climate goals by reducing transportation-related carbon emissions.

Diageo’s Global Supplier Standards are implemented also in Türkiye, and suppliers are continuously evaluated and audited for their environmental performance, ethical working conditions, respect for human rights, anti-corruption policies, and occupational health and safety practices.

Climate risk and adaptation

Climate change represents more than an environmental threat; it poses long-term operational and financial risks for businesses. As Diageo Türkiye, we adopt a strategy aligned with global standards to systematically assess climate-related risks and develop resilience strategies against such risks.

Diageo’s global scenario analyses, conducted as of 2024, are utilized to evaluate potential impacts of climate change on our operations, supply chains and raw material procurement. These analyses cover short-, medium-, and long-term time frames, and specifically model the impacts of physical risks (drought, extreme rainfall, flooding), and transition risks (regulatory changes, carbon pricing, shifts in consumer preferences).

In high-risk locations, including Türkiye, factors such as water availability, water quality, temperature variations, and flood risks are regularly monitored as part of the assessment of physical climate risks. Accordingly, vulnerability analyses were completed at 22 production sites as of 2023, and Türkiye is included among these priority locations due to its water risk profile.

Climate models project that water risks will not create direct financial or operational impacts by 2030, with current mitigation measures in place. However, after 2050, physical risks, particularly drought-related ones, are expected to intensify, and likely to threaten both production costs and supply chain continuity. Therefore, our collective action projects, which prioritize collective efforts to replenish water resources against water risks, becomes even more important every passing year.

On the other hand, transition risks are also an important consideration in Diageo’s climate strategy. Net-zero targets for carbon emission reduction, energy efficiency investments, and renewable energy transitions serve as the core strategies being implemented in this respect. Furthermore, in line with Diageo’s goal of full compliance with the Task Force on Climate-related Financial Disclosures (TCFD) principles, development of risk disclosures and scenario analyses is ongoing.

This comprehensive approach aims to proactively manage adverse impacts of the climate change, particularly on water resources, enhance resilience in production and supply chain processes, and ensure that communities help build climate resilience.

“Water Replenishment” and “Water Collective Action” programs, conducted within the framework of our water positivity strategy and critical basin actions, as well as our carbon footprint and energy management initiatives, which are among the key components of climate risk and adaptation efforts, are detailed below.

Our water positivity strategy and critical basin initiatives

The water positivity strategy is based on vulnerability assessments conducted by taking into consideration the factors such as water availability, water quality, water temperature and flood risks. These analyses are supported by data from World Resources Institute (WRI) Aqueduct, and local field observations.

The initiatives we launched in water-stressed regions of Türkiye serve as concrete steps toward Diageo’s goal of becoming water positive by 2030. Within this framework, we designed and are implementing;

- “**Water Collective Action**” in Gediz River Basin,
- “**Water Replenishment**” initiatives in Mersin-Gulnar, Kuskan, Manisa-Sahyar, Acipayam-Denizli, Nevsehir, Mersin, and Northern Cyprus.

“**Water Replenishment**” initiatives in Mersin-Gulnar and Manisa-Sahyar are supported through expansion of drip irrigation systems and installation of solar-powered pump systems. These projects yielded not only water savings, but also increased agricultural productivity, and enhanced local incomes.

Water Replenishment

Manisa-Sahyar Drip Irrigation Conversion

Drip irrigation project, implemented in Manisa-Sahyar in partnership with the Sahyar Irrigation Cooperative, has replaced open-channel irrigation with modern drip systems and significantly improved water efficiency. It has also reduced pesticide use by controlling fungal/bacterial disease spread.

- **In F22:** 15,192 m³
- **In F23:** 32,517 m³
- **In F24:** 90,991 m³ water saving has been achieved.

Water Conservation Through Aerator Technology

As part of our collaborations with local governments to protect drinking water resources, we have installed 8,574 aerators in public spaces in Acipayam-Denizli, Nevsehir, Mersin and Northern Cyprus.

- **In F23:** 101,832 m³
- **In F24:** 46,584 m³ swater saving has been achieved.

Kuskan Water Transfer Project – Karasu Brings Life to the Soil

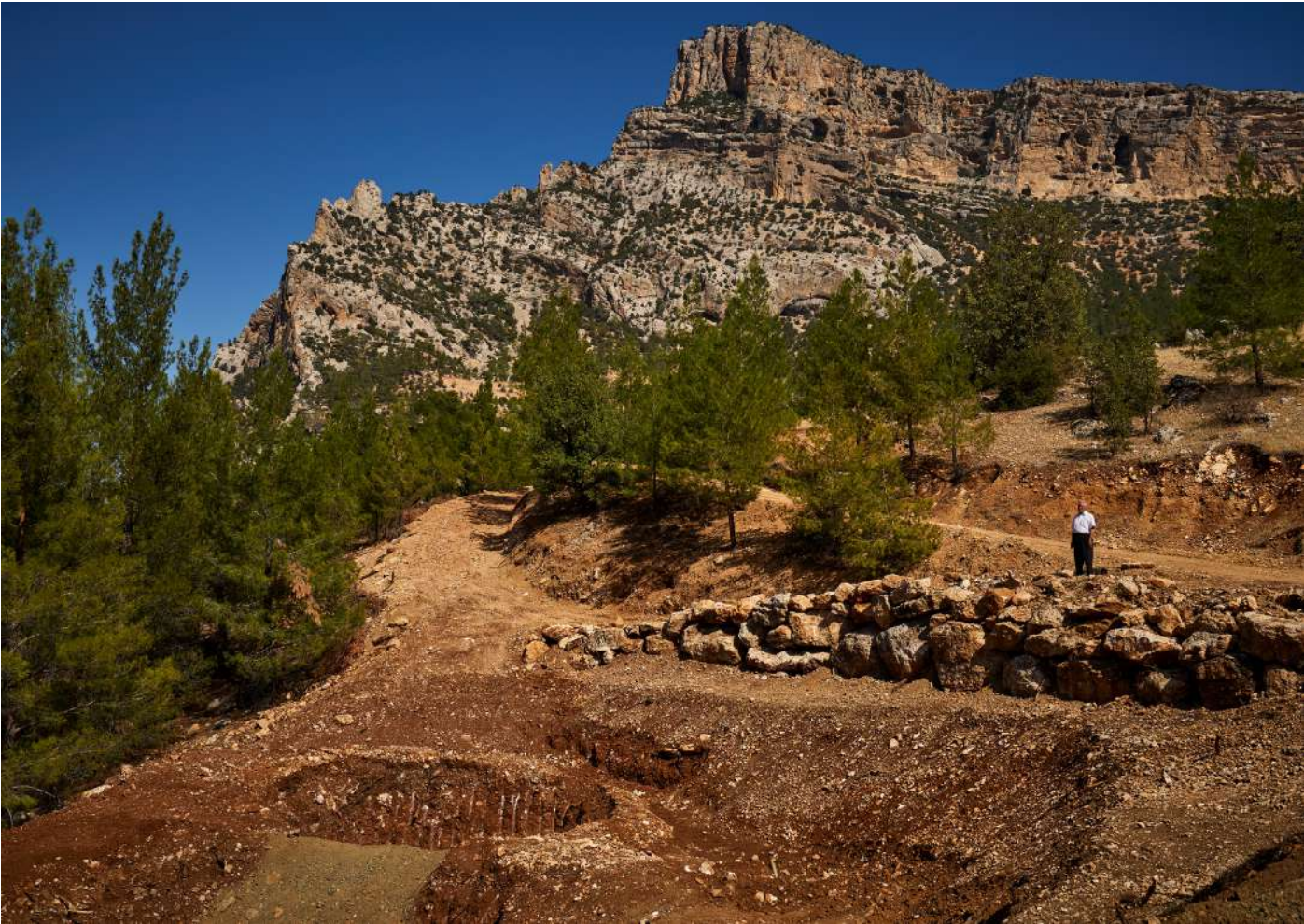
One of the most comprehensive projects implemented as part of Diageo Türkiye’s water positivity strategy is being carried out in Kuskan Village, Gulnar district of Mersin. Approximately 600 hectares of agricultural land in the region have long remained unirrigated due to prolonged drought caused by climate change, inadequate infrastructure, and high irrigation costs. This had direct impact on the livelihoods and lives of the local people, resulting in migration, particularly among the younger population.

The Kuskan Water Transfer Project is based on transferring water from Karasu Stream to a 50,000 m³ main reservoir at an elevation of approximately 1,000 meters, using high-capacity solar-powered pumps. This system is supported by over 4,000 meters of pipeline and two intermediate reservoirs. Enabling the storage of unused rainwater and more efficient use of existing water resources, the project aims to revitalize the region.

The purpose of the project is to recapture Karasu water source, which flows away unused, for agricultural irrigation. Having achieved water savings of 34,560 m³ in F24, the project implementation has continued to progress. By F25, a drip irrigation infrastructure will be established across approximately 16 hectares of land to enable these fertile fields to return to production. The increased agricultural output will raise farmers’ incomes, encourage younger generations to return to the region, and create new employment opportunities.

Launched through a multi-stakeholder approach, the project has established effective collaborations with several local partners, including Provincial and District Governorships, Provincial and District Directorates of Agriculture and Livestock in Mersin and Gulnar, and Kuskan Irrigation Cooperative. This makes the project go beyond a mere water supply initiative as it aims to enhance community development and rural resilience.

To date, Diageo Türkiye has replenished a total of 324,675 m³ of water back into nature. These figures have been verified by PricewaterhouseCoopers (PwC), an independent audit firm.



Water Collective Action

Collaborative Solutions in the Gediz Basin –
Strengthening Fertilizer Management and Water
Efficiency Project

As Diageo Türkiye, we believe that creating local solutions for climate change, water stress, and agricultural sustainability is possible only through collective action. Accordingly, in line with Diageo’s global Water Collective Action strategy, we have launched a multi-stakeholder initiative in the Gediz Basin, one of the most critical watersheds of Türkiye.

The Strengthening Fertilizer Management and Water Efficiency (SFMWE) Project was developed to protect the region’s water resources, enhance agricultural productivity, and the widespread adoption of nature-based solutions. The project brings together contributions from local governments, public institutions, farmer organizations, NGOs, and academic stakeholders as it is built on collective decision-making processes.

Our initiative aims to

- Protect water resources from agricultural pollutants like nitrates and phosphates,
- Improve efficiency and control in fertilizer use,
- Enhance producers’ knowledge to drive behavioral change, and
- Ensure the widespread adoption of sustainable fertilization practices across the watershed in the long term.

During the first phase of the project, the Sahyar area in Alasehir district was selected as the pilot site, where comprehensive field research has been conducted. During this period:

- 387 grape producers were engaged to collect quantitative and qualitative data.
- Primary weaknesses, such as critical knowledge deficits in fertilizer management, limited access to advisory services, and shortcomings in technical infrastructure, were identified.
- Region’s social structure and decision-making dynamics were analyzed, and gender equality and trust-based relationships were found to play a critical role in sustainable practices.
- Environmental impacts of current practices were assessed, and sources affecting water quality were mapped.

The findings obtained at the end of the first phase formed the basis for shaping the training programs to be conducted in the second phase of the project, as well as the technical measures and digital monitoring approaches. A strategic roadmap was also developed to establish effective collaborations with regional stakeholders.

Our regional stakeholders and project partner include local governments and public institutions, professional associations and private sector organizations. Within this unique model developed for the Gediz Basin, collaboration areas are identified through protocols, with the aim of deepening and broadening the impact created.

As Diageo Türkiye, we are committed to ensure the widespread adoption of this multi-stakeholder model to collaboratively build a climate-resilient, sustainable, and fair future with all actors across our value chain.

Carbon footprint and energy management

Diageo Türkiye follows a comprehensive roadmap to reduce its operational carbon footprint in line with net-zero emissions goal. Diversifying energy sources being utilized across production facilities, energy efficiency investments, and integration of renewable energy systems form the basis of this strategy.

Significant energy savings are achieved through energy monitoring systems, HVAC modernization efforts, and low-emission process optimizations. Furthermore, the top agenda items include reviewing carbon-intensive processes across the entire value chain, co-developing projects with suppliers, and minimizing the environmental impacts of product logistics.



Resource efficiency

Resource efficiency is one of the building blocks of Diageo Türkiye’s sustainability strategy. Efficient, responsible and sustainable management of primary resources, such as water and energy, which are directly linked with climate change impacts, is prioritized across every stage of our operations. This approach not only reduces environmental burden, but also enhances operational resilience to ensure long-term business continuity.

Water efficiency lies at the heart of our resource management. In our operations, especially in water-stressed regions, we exercise utmost care in water conservation, reuse and efficient consumption. In line with Diageo’s global goals, we aim to increase water efficiency by 40% in these regions, achieve a 30% improvement in total water use across all our operations. At our production facilities in Türkiye, process water consumption is continuously monitored, projects to reduce freshwater use are prioritized, and recovery systems for non-process use are implemented. Furthermore, we support the preservation of water at its source through collective action projects in critical basins.

As the impacts of climate change become more visible with each passing day, we are positioning energy efficiency and low-carbon production approaches as strategic priorities across our value chain. We aim to fully switch to 100% renewable energy in our direct operations by 2030. Accordingly, we make realize technological investments in energy-intensive processes, minimize losses in our production line through efficiency analyzes, and deploy waste heat recovery systems. 45% of Diageo’s total energy consumption comes from renewable sources worldwide. In Türkiye, this ratio increases every year, and our local renewable energy share has reached XX% as of the end of 2024.

Solar energy investments also play a significant role in our energy transition process. The installation of solar panel systems has been completed at certain production facilities, while site analyses and investment planning are ongoing at other facilities. In addition, green energy procurement is an important component of our energy supply strategy.

This holistic approach to increasing resource efficiency is not limited to in-house operations alone. In the projects we run together with our suppliers, we promote the adoption of sustainable production methods and embrace a shared sense of responsibility and transformation in resource utilization. This enables us to reduce not only our own footprint, but also the impact of our entire value chain.

Some of our good practice examples:

- Replacement of the biogas balloon.
- Renewal of the boiler discharge systems.
- Replacement of outdoor lighting with LED fixtures.
- Renovation of the water storage tanks.

- Installation of an LNG station to ensure uninterrupted operations and energy supply during crises.
- Installation and commissioning of an electric boiler.
- Renewal of the boiler fire and smoke pipes.
- Completion of warehouse shelving installations.
- Commissioning of the Smirnoff production system.

Circular economy
and waste reduction

Reducing waste at source and increasing recovery rates lie at the heart of our circular economy strategy. Diageo Türkiye is investing to optimize waste management at every stage from production processes to post-consumption.

At our production facilities, operational programs working towards the “zero waste” target include sorting, reuse and recycling processes. Circularity is supported through the utilization of organic waste for biogas production and systematic collection and recovery of packaging waste.

Sustainable
packaging design
and circularity

Packaging is not only our touchpoint with consumers but also an integral part of our environmental responsibility. Diageo Türkiye continuously carries out R&D studies to adopt lightweight packaging designs, utilize recyclable materials, and improve glass bottle recycling rates.

In line with this strategy supporting decarbonization goals, printing labels with biodegradable inks, utilizing recycled glass, and selecting packaging suppliers based on sustainable criteria are top priorities. Packaging is intended not only for product protection but also as a medium for conveying sustainability messages.

Responsible and conscious consumption

Responsible consumption lies at the heart of Diageo’s corporate social responsibility approach. In Türkiye, awareness-raising campaigns such as “DrinkIQ” and “Complete With You” aim to educate about the risks of harmful alcohol use.

Consumers are provided with transparent information on the effects of alcohol consumption, recommended intake levels, and alternative beverage options messages about responsible consumption are effectively communicated to young adults through guided content across retail and digital channels, social media campaigns, and strategic collaborations.

Local development and social contribution

For Diageo Türkiye, growth is not only about creating economic value but also about generating social benefit. Long-term partnerships with local producers, programs supporting women’s entrepreneurship, and regional capacity-building initiatives are examples of this perspective.

Programs implemented in strategic agricultural areas, such as viticulture, ethyl alcohol production, and anise cultivation, support rural employment, while cooperative-based business models strengthen social cohesion. Furthermore, local quality of life is directly improved through employee volunteering programs and community-led social projects.

International Wine and Spirits Academy (IWSA)

Established in 2014 to address the skilled labor needs of Türkiye’s tourism and alcoholic beverage industries, the International Wine and Spirits Academy (IWSA) delivers comprehensive training programs and workshops for both hospitality professionals and gastronomy students. As a social responsibility project, IWSA operates to enhance knowledge and skill levels of the industry and preserves drinking traditions that represent cultural heritage.

The Fermented and Distilled Beverage Service Staff Training Program, approved by the Turkish Ministry of National Education, along with wine and distilled spirit trainings conducted in collaboration with the London-based WSET (Wine & Spirit Education Trust), provide certificates recognized both nationally and internationally. IWSA was the pioneer in introducing WSET programs to Türkiye and in localizing them.

Between July 2023 and June 2024, a total of **9,050 industry professionals** were reached in the field through workshops and trainings held by IWSA, while **over 1,300 people** participated in IWSA-based programs such as WSET, Anason Akademisi (Anise Academy), Slainte Academy, and others. On digital channels alone, 274,000 people via the website and 21,918 people via Instagram accessed content.

IWSA’s sustainability approach is not limited to sustaining drinking cultures; it also encompasses building lasting competencies in the industry and adapting to future industry needs. Accordingly, on-site and accessible training programs on raki, wine, and whiskey education are held across various regions of Türkiye, supported by specialized programs such as Anason Akademisi (Anise Academy), Slainte Academy, and Mix Lab.

Collaborations with universities also play an important role: Semester-long training and workshops are held in the gastronomy departments of universities, such as Ozyegin, Okan, and Eastern Mediterranean University. Development is supported through events like the “Young Sommelier Competition” aimed at introducing young talents to the industry, and in 2024, Turker Serdar, who won first place in Türkiye, was entitled to represent our country in Lisbon.

IWSA also introduces wine, raki, and whiskey cultures to broad audiences through digital platforms. The website, which features content like “Sarap 101” (Wine 101), “Distile 101” (Distilled 101), and “Raki 101,” along with the podcast series “Tadimlik Sohbetler” and YouTube videos, helps share industry knowledge with a broad audience. Age-gate protocols and community guidelines implemented on Instagram also ensure compliance with responsible communication principles.

IWSA has become more than just a training center; it has also become a cultural sustainability hub for the industry, with its comprehensive library, multi-sensory workshops, and interdisciplinary events. With this holistic approach including all stakeholders of the gastronomy industry, IWSA continues to lead industry transformation through qualified knowledge production and sharing.



Reflections from our stakeholders: Creating value together

For us, the feedback from our stakeholders, who accompany us on this journey, is incredibly valuable. The feedback from our stakeholders, with diverse expertise and experience, helps us evaluate the impact of our current initiatives and shape more inclusive future strategies.

This section includes insights from our stakeholders across different disciplines, ranging from academia and civil society to digital communications, the arts, and production sectors. These engagements, built on creating value together, make our sustainability vision more authentic, enhance its effectiveness and give it a holistic structure.

Our collaborative projects not only create mutual learning environments but also serve as integral links in an impact chain that prioritizes generating societal benefits. We thank all our stakeholders for their valuable contributions by sharing their insights.

Anıl Bayülker – Sustainability and Corporate Affairs Consultant, EWA Corporate Consultancy

Our collaboration with Diageo Türkiye, which began in 2018, goes beyond consultancy—it is a holistic journey of learning, implementing, and evolving together. From integrating corporate sustainability into strategy to supporting on-the-ground practices, the company’s commitment has been clearly evident. In addition to contributing to the content development of sustainability reports, we have partnered with Diageo Türkiye in field-based projects such as “Water Replenishment,” “Collective Action,” and the inclusion-focused “Learning for Life” program. We are pleased to continue generating shared value with Diageo Türkiye, whose transparent and participatory sustainability approach balances international standards and local priorities.

Banu Karamuk – Founder, BN Strategic Communication

Since 2020, our strategic communication partnership with Diageo Türkiye has continued with strong alignment and an open, impactful communication approach. Their projects, rooted in the “From Grain to Glass” sustainability philosophy, have made tangible contributions in inclusion, diversity, and social awareness. Their concrete achievements in water efficiency are especially commendable. Diageo Türkiye stands out as an inspiring example of a company that integrates sustainability with genuine concern for society and ecosystems.

Banu Zeytinoğlu – Founder, BKZ Communication

Since 2022, our collaboration with Diageo Türkiye in the field of arts and culture consultancy has evolved into an inspiring partnership that supports creative production. Their sensitivity to sustainability, transparency, and ethics—combined with their strong cultural stance—creates meaningful impact. Long-term initiatives that promote access to the arts, support local artists, and preserve cultural heritage exemplify this approach. Diageo Türkiye’s environmental and social awareness makes this collaboration even more valuable.

Emrah Kurum – President, Sustainability Association

The private sector plays a vital role in achieving the Sustainable Development Goals, though this role varies by industry. Diageo Türkiye is one of the companies I have followed closely for years due to their conscious efforts. Since our collaboration began in 2020, we have worked together on various activities including hosting events, providing sustainability trainings, organizing site visits, and producing content. I greatly value the ethics-based and responsive approach of their communication team. Their proactive engagement with civil society and efforts in both environmental and cultural sustainability further set Diageo Türkiye apart.

Ethem Özgüven – Faculty Member, Istanbul Bilgi University

Throughout our collaboration with Diageo Türkiye for over four years, we have witnessed their strong sense of responsibility toward the environment and society. What began as support for our festival evolved into broader efforts, including backing for the establishment of an art space in Hatay. Their annual sustainability reports clearly reflect their seriousness on environmental issues. Their transparent and practical efforts, particularly on critical topics such as water use, distinguish them from superficial approaches commonly seen today.

Sinem Yayla – Director of Business Development and Marketing, Arter

Since 2020, Diageo Türkiye has supported Arter’s corporate membership program, contributing to greater access to the arts, the development of creative industries, and institutional collaboration. We have witnessed their long-term, transparent, and trust-based relationships, as well as their approach driven by sustainability, ethics, and innovation. Especially at the Alaşehir production site, their environmentally friendly practices, social impact projects, and alignment with global goals reflect Diageo Türkiye’s commitment to generating long-term environmental and social value.



ESG *reporting index* 2024

Reporting approach

As Diageo Türkiye, we demonstrate transparency, accountability, and integrity across every stage of the value chain, from grain to glass, on the path to delivering our passion to become Türkiye’s best-performing, most reliable, and most reputable consumer goods company. In line with this approach, we guide our efforts by considering operational success, along with our long-term impact on ecosystems, and the risks and opportunities arising from our business model.

Compiled in alignment with our sustainability-focused value creation approach, this report aims to present our environmental, social, and governance (ESG) performance comprehensively and transparently to our stakeholders. The report highlights our company’s contributions to society and the environment in direct alignment with our strategic priorities, while serving as a guide for our future goals.

Our reporting approach is based on a holistic system that enables effective management of ESG risks, identification of opportunities, and create an impact in line with the United Nations Sustainable Development Goals across all the locations where we operate. Accordingly, in addition to our annual Sustainability Performance Report, we provide data-driven, comparable, and comprehensive disclosures through the ESG Reporting Index. Furthermore, we continue to share our “Society 2030: Spirit of Progress” approach and related initiatives that represent our long-term sustainability vision regularly with the public.

Our non-financial performance indicators are regularly monitored in line with Diageo’s global reporting calendar and reported to the headquarters on a quarterly basis. The data obtained in this respect are integrated into annual evaluation processes to help progress monitoring and strategic decision-making.

Diageo Türkiye’s Sustainability Committee (DTSC), authorized by the Diageo Türkiye Leadership Team, is responsible for the compilation, verification, and presentation of the ESG Reporting Index. All indicators and supporting data in the report are compiled in alignment with Diageo’s Integrated Annual Report and the global ESG Reporting Index, and shared with the public.

The accuracy and integrity of the published information undergo review and approval processes by the Leadership Team and DTSC. This ensures adherence to the highest governance standards and accountability principles during the reporting process.

As non-financial reporting evolves rapidly, we regularly review our approach and continuously enhance our reporting system to comply with updated standards and regulations.

While using the index

The ESG Reporting Index of Diageo Türkiye details how our sustainability material topics are managed, along with our performance indicators, policies, and management approaches. The Index is designed to provide our stakeholders with a transparent, comparable data set to closely examine our activities.

Our Index is based on internationally recognized reporting standards. Accordingly, the Global Reporting Initiative (GRI), along with indicators from the Sustainability Accounting Standards Board (SASB) are taken into consideration. These frameworks enable us to systematically report our sustainability performance, assess risks and opportunities, and help industry benchmarking.

The previous reporting periods included the Sustainable Development Goals and the United Nations Global Compact (UNGC) Index, while, currently, UNGC reporting is directly submitted through the UNGC platform. This change has been realized in alignment with UNGC’s new reporting approach.

Numerous sections included in the Index are linked to global resources such as Diageo’s Integrated Annual Report and ESG Reporting Index. Continuous referrals to these resources help users access more comprehensive information and evaluate our company’s overall sustainability approach holistically.

Although the Index is designed to be read independently, it also provides an interactive experience through supplementary content accessible via digitally linked resources. Each disclosure is substantiated by relevant policy and strategy documentation, or project details, providing the opportunity for deeper exploration through referral links when needed.

At Diageo Türkiye, we regard this Index not merely as a reporting instrument but as a reflection of our commitment to transparency, accountability, and continuous improvement.

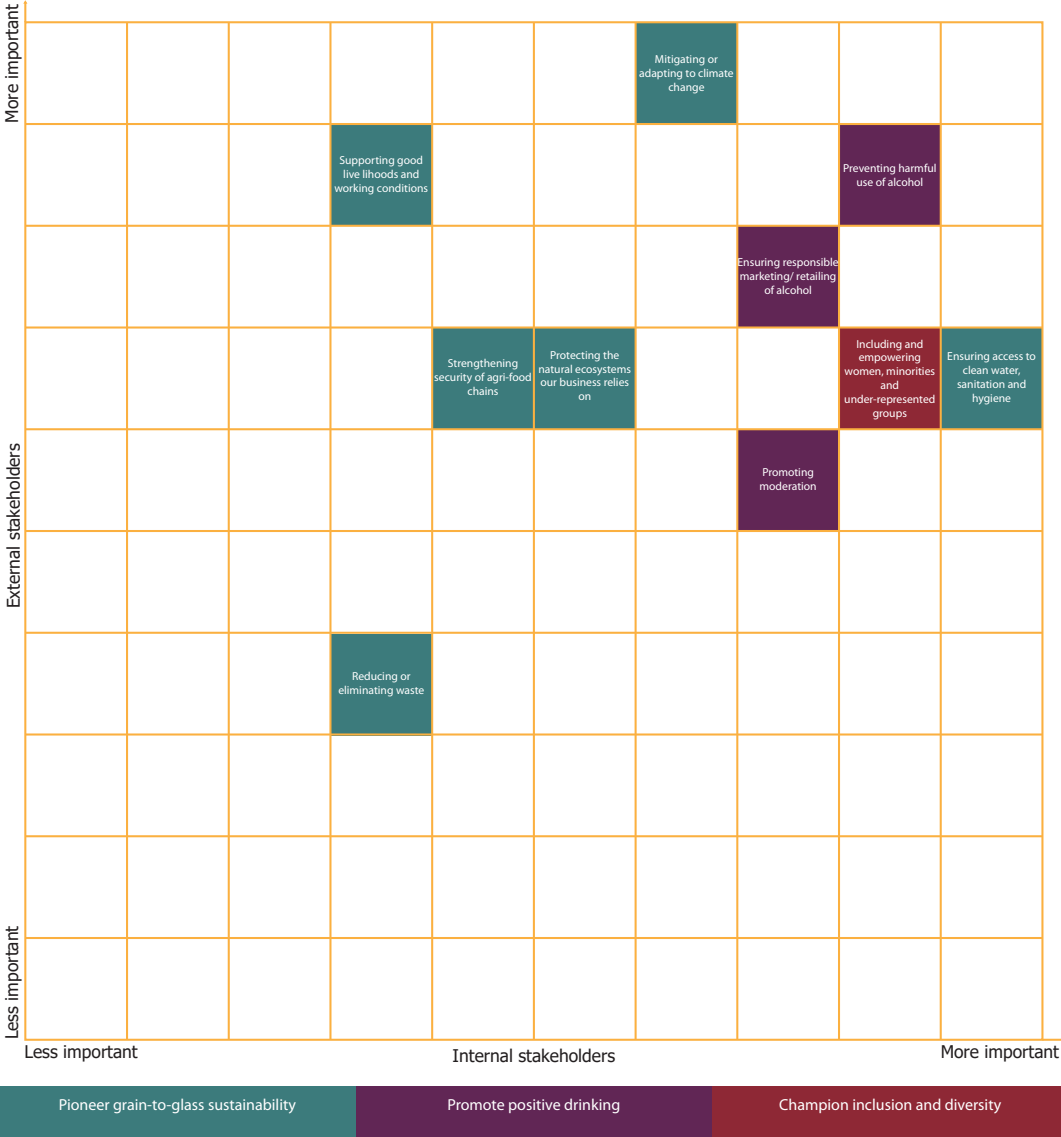
ESG materiality

In 2019, Diageo undertook a comprehensive prioritization analysis aimed at amplifying its long-term impact on environmental, social, and governance (ESG) matters, while more effectively addressing stakeholder expectations. This analysis was designed in direct alignment with the United Nations Sustainable Development Goals (SDGs) and shaped in line with the insights from stakeholder groups operating across different locations. A wide range of stakeholders, including non-governmental organizations, public sector entities, employees, and suppliers were involved in the process.

As a result of this analysis, the material ESG topics forming the building blocks of Diageo’s sustainability strategy were identified, and in line with these topics, the “Society 2030: Spirit of Progress” strategy was developed. Announced publicly in 2020, this strategy outlines Diageo’s concrete commitments in the environmental, social, and governance areas to be achieved by 2030, along with the related performance indicators. The goals identified accordingly involve reducing environmental impacts, while advancing equality, supporting communities, and promoting responsible consumption.

As Diageo Türkiye, we integrate this global roadmap with our own priorities to implement it. To ensure alignment of the global goals with the operational realities in Türkiye, we carry out local materiality processes supported by field observations and industrial analyses. Accordingly, issues such as water stress, climate risk, circular economy, talent management, gender equality, and business ethics stand out among Diageo Türkiye’s materials topics.

We regularly monitor all these material topics and ensure transparent reporting of the progress to our stakeholders in our annual Sustainability Performance Report. In this way, we contribute to Diageo’s global vision, while continuing to take concrete steps towards a sustainable future in Türkiye.



Universal standards

GRI index

This report has been prepared in accordance with the GRI 2021 Standards. The material in this report references the following disclosures.

Foundation	Social
GRI 1-1 to 1-8 from GRI 1: Foundation 2021	GRI 401-01 to 401-03 from GRI 401: Employment 2016
General disclosures	GRI 402-01 from GRI 402: Labour/Management Relations 2016
GRI 2-1 to 2-30 from GRI 2: General Disclosures 2021	GRI 403-01 to 403-10 from GRI 403: Occupational Health and Safety 2018
Material topics	GRI 404-01 to 404-03 from GRI 404: Training and Education 2016
GRI 3-1 to 3-3 from GRI 3: Material Topics 2021	GRI 405-01 to 405-02 from GRI 405: Diversity and Equal Opportunity 2016
Economic	GRI 406-01 from GRI 406: Non-discrimination 2016
GRI 201-01 and 201-02 GRI 201: Economic Performance 2016	GRI 407-01 from GRI 407: Freedom of Association and Collective Bargaining 2016
GRI 204-01 GRI 204: Procurement Practices 2016	GRI 408-01 from GRI 408: Child Labour 2016
GRI 205-01 to 205-03 from GRI 205: Anti-corruption 2016	GRI 409-01 from GRI 409: Forced or Compulsory Labour 2016
GRI 206-01 from GRI 206: Anti-competitive Behaviour 2016	GRI 410-01 from GRI 410: Security Practices 2016
Environmental	GRI 413-01 from GRI 413: Local Communities 2016
GRI 301-01 to 301-03 from GRI 301: Materials 2016	GRI 414-01 to 414-02 from GRI 414: Supplier Social Assessment 2016
GRI 302-01, 302-03, 302-04 GRI 302: Energy 2016	GRI 416-01 to 416-02 from GRI 416: Customer Health and Safety 2016
GRI 303-01 to 303-05 from GRI 303: Water and Effluents 2018	GRI 417-01 to 417-03 from GRI 417: Marketing and Labelling 2016
GRI 304-01 ve 304-02 GRI 304: Biodiversity 2016	GRI 418-01 from GRI 418: Customer Privacy 2016
GRI 305-01 to 305-07 from GRI 305: Emissions 2016	
GRI 306-01 to 306-05 from GRI 306: Waste 2020	
GRI 308-01 to 308-02 from GRI 308: Supplier Environmental Assessment 2016	

GRI 1: Foundation		
Raporlama principles		
Disclosure		Our response
1-1	Accuracy	<p>All performance data disclosed in this report is based on information believed to be accurate, reliable, and valid for the reporting period. Our data have been collected and reported properly and in a manner consistent with their source systems. The measurement methodologies applied throughout this report have been transparently described, and any limitations have been explicitly disclosed.</p> <p>Our “Water Replenishment” projects conducted within Türkiye are subject to verification by the independent audit firm PwC (PricewaterhouseCoopers), and the measurement, impact assessment, and reporting processes of these projects are carried out in compliance with international verification standards.</p> <p>In addition, our environmental performance data reported under the Diageo Global ESG Reporting Index, including energy consumption, water use, waste management, and carbon emissions, are also subject to independent limited assurance by PwC.</p> <p>Compliance with the principle of accuracy contributes to providing a meaningful, transparent, and reliable foundation for decision-makers and other stakeholders.</p>
1-2	Balance	<p>This report presents Diageo Türkiye’s environmental, social, and governance (ESG) performance in a transparent and balanced manner. The disclosed information covers not only positive developments but also encountered challenges and improvement areas. This enhances the report’s credibility and enables readers to objectively assess the company’s sustainability performance.</p> <p>The performance data presented in our report align with the goals to be delivered as part of our “Society 2030: Spirit of Progress” strategy and GRI standard indicators, providing an accurate reflection of our corporate responsibility and progress.</p> <p>Aiming to avoid focusing solely on successes, this approach enables stakeholders to conduct a more realistic analysis and track areas for improvement.</p>
1-3	Clarity	<p>This report aims to present Diageo Türkiye’s sustainability performance in an understandable, clear, and accessible manner. We prioritize employing clear and transparent language, providing explanations for technical concepts when necessary, and ensuring that readers can readily access the information they require.</p> <p>Our ESG material topics and “Society 2030: Spirit of Progress” goals are available to stakeholders on our company’s official website; our connection to these strategic objectives is explicitly stated in different sections of the report.</p> <p>Additionally, the ESG Reporting Index is designed so as to provide readers with quick access to the topics of their interest. An explanatory guide on how to use the index can be found on page 58 of our report. This structure has made it easier for users to understand the entire report.</p>
1-4	Comparability	<p>The ESG Reporting Index is designed to enable our stakeholders to monitor our performance over time, make year-to-year comparisons, and benchmark against industry standards.</p> <p>The metrics and indicators used in the report have been selected to align with GRI standards; annual performance changes are visualized through tables and charts included in the report. In additions, indicators, which allow us to track progress toward the “Society 2030” goals have been integrated into the overall structure of the report.</p> <p>This structure helps readers easily track the current year’s performance and our progress compared to previous periods.</p>

1-5	Completeness	<p>The report content has been prepared to cover all aspects of our material topics. These topics are detailed in the “ESG materiality” section on page 59 of our report.</p> <p>Our performance data and management approaches have been reported both quantitatively and qualitatively under these material topics, enabling readers to holistically assess the coverage, boundaries, and impacts of the issues. The scope of the report has been defined to holistically reflect both Diageo Türkiye’s operations and their environmental, social, and governance (ESG) impacts.</p> <p>This comprehensive approach enables our report to deliver a transparent, balanced, and complete performance.</p>
1-6	Sustainability context	<p>Diageo Türkiye 2024 Sustainability Performance Report presents our environmental, social, and governance (ESG) material topics at the performance level, while demonstrating the connection of these priorities with our business model, strategic objectives, and risk and opportunity management.</p> <p>Our report has been prepared in direct alignment with the United Nations Sustainable Development Goals (SDGs). Thus, it provides a holistic framework that reflects how our operations are positioned within a broader sustainability context, how we manage our impacts on society, environment, and economy, how these impacts integrate with our short, medium, and long-term strategies.</p> <p>Furthermore, the strong alignment with “Society 2030: Spirit of Progress”, Diageo’s global sustainability strategy, reinforces this context, and makes the connection between Diageo Türkiye’s local contributions and their global impact visible.</p>
1-7	Timeliness	<p>Our ESG Reporting Index is regularly published and updated at the end of each fiscal year in alignment with the reporting framework of the United Nations Global Compact (UNGC).</p> <p>Our report is compiled to provide our stakeholders with timely access to current performance information, and particular attention is given to synchronizing the publication of our ESG data with the global reporting calendar. This enables the sharing of current and comparable data that can contribute to decision-making processes.</p>
1-8	Verifiability	<p>The accuracy and reliability of the environmental performance data included in our report are verified through independent third-party audits. Our “Water Replenishment” projects implemented within Türkiye are validated by the independent audit firm PwC.</p> <p>Furthermore, our data on energy consumption, water usage, waste management, and carbon emissions included in Diageo’s Global ESG Reporting Index are also evaluated by PwC as part limited assurance audit. These verification processes enhance the reliability of our report and reinforce our commitment to transparency.</p>

GRI 2: General disclosures		
Organizational profile and its reporting practices		
Disclosure		Our response
2-1	Organizational details	<p>Mey İçki Sanayi ve Ticaret A.Ş. (MEYİ) Primary Business Activity: Wholesale trade of the alcoholic beverages</p> <p>Mey Alkollü İçkiler Sanayi ve Ticaret A.Ş. (MEYA) Primary Business Activity: Production of distilled alcoholic beverages</p>
2-2	Entities included in the organization’s sustainability reporting	<p>This report covers all production facilities, sales offices, head offices, and other operational units of two companies operating under Diageo Türkiye within Türkiye. The report includes sustainability performance and ESG data applicable to all these entities.</p> <p>Although the scope is limited to operations in Türkiye, certain data and approaches regarding the global operations of Diageo are shared for informational purposes in relevant sections. However, such data are not included in the performance measurement scope.</p>

MESSAGE FROM THE MANAGING DIRECTOR	DIAGEO TÜRKİYE AT A GLANCE	OUR BRANDS AND PRODUCT PORTFOLIO	WHO WE ARE	HIGHLIGHTS OF THE REPORTING PERIOD	OUR GROWTH AMBITION: SUSTAINABILITY AT DIAGEO TÜRKİYE	ANNUAL PERFORMANCE	ESG REPORTING INDEX 2024
2-3	Reporting period, frequency and contact point	Reporting period: Aligned with Diageo’s financial calendar, our report covers 01 July 2023 - 30 June 2024 (F24). Reporting frequency: Annual Contact: Simay Kaşıkçı - Corporate Affairs Manager simay.kasikci@diageo.com Altuğ Ünüvar - Corporate Communications Manager altug.unuvar@diageo.com					
2-4	Restatements of information	<p>No material changes to methodology, calculation corrections, or restatements of performance indicators have been made to data from previous reporting periods.</p> <p>However, classification revisions may have been applied to certain indicators and linguistic simplifications may have been implemented to improve data accuracy and transparency. These minor updates do not affect performance trend analysis or comparability. When comparisons with previous years are provided, any updates are clearly indicated in the footnotes.</p> <p>As Diageo Türkiye, we regard consistency and comparability of our sustainability data as a fundamental principle, and accordingly embrace a continuous improvement approach in every reporting period.</p>					
2-5	External assurance	<p>Our non-financial reports are prepared in compliance with our corporate policies and aligned with internationally recognized sustainability reporting standards and protocols. By adopting a reliable and traceable data-driven approach, we aim to continuously enhance the quality of our non-financial disclosures.</p> <p>Our “Water Replenishment” projects, implemented as part of our operations within Türkiye, are validated by the independent third-party audit firm PwC. Furthermore, the energy, water, waste, and carbon emissions data we submit to Diageo’s ESG Reporting Index are subject to limited assurance procedures by PwC.</p> <p>For detailed information, please refer to page 8 of the “Diageo’s ESG Reporting Index for 2024”.</p>					
Activities and workers							
2-6	Activities, value chain and other business relationships	<p>As Diageo Türkiye, we are Türkiye’s alcoholic beverage producer and distributor with a broad product portfolio. Our portfolio includes over 100 products across categories including raki, vodka, whiskey, gin, liqueur, rum, tequila, and wine, along with their sub-products. For detailed information about these products and our brands, please refer to “Our Brands and Products” section of this report.</p> <p>In addition to our locally produced brands, we also serve as the distributor in Türkiye for international brands from Diageo’s global portfolio. Thus, we undertake the responsibility of introducing world-renowned and preferred brands to consumers in Türkiye.</p> <p>Furthermore, as a company engaged in agricultural production in our own vineyards, we source raw materials, products, goods and services from over 7,700 suppliers we partner directly across Türkiye. Most of these suppliers also operate through their own sub-supply chains, which enables us to indirectly engage with thousands of farmers and small-scale businesses.</p>					

2-7	Employees	<p>Diageo Türkiye provides direct employment to a total of 1,007 people through two separate companies operating within Türkiye. Our operations consist of management offices in İstanbul, Ankara, and İzmir, 6 plants in various provinces, 9 sales offices, 3 warehouses, 2 vineyards in Elazığ and Tekirdağ, and 1 product processing facility.</p> <p>For more detailed information, please refer to the “Corporate Profile” section of our report.</p> <table><tr><th colspan="7">The total number of employees by gender distribution (Woman/Man)</th></tr><tr><th></th><th colspan="2">F22</th><th colspan="2">F23</th><th colspan="2">F24</th></tr><tr><th></th><th>W</th><th>M</th><th>W</th><th>M</th><th>W</th><th>M</th></tr><tr><td>MEYİ</td><td>152</td><td>325</td><td>157</td><td>337</td><td>183</td><td>339</td></tr><tr><td>MEYA</td><td>62</td><td>382</td><td>75</td><td>365</td><td>118</td><td>367</td></tr><tr><td>Oran</td><td>23%</td><td>77%</td><td>25%</td><td>75%</td><td>30%</td><td>70%</td></tr></table> <table><tr><th colspan="7">W/M distribution by employment type</th></tr><tr><th></th><th colspan="2">F22</th><th colspan="2">F23</th><th colspan="2">F24</th></tr><tr><th></th><th>W</th><th>M</th><th>W</th><th>M</th><th>W</th><th>M</th></tr><tr><td>MEYİ monthly paid</td><td>165</td><td>330</td><td>157</td><td>337</td><td>183</td><td>339</td></tr><tr><td>MEYA monthly paid</td><td>60</td><td>100</td><td>63</td><td>99</td><td>69</td><td>100</td></tr><tr><td>MEYA hourly paid</td><td>12</td><td>285</td><td>12</td><td>266</td><td>49</td><td>267</td></tr></table>	The total number of employees by gender distribution (Woman/Man)								F22		F23		F24			W	M	W	M	W	M	MEYİ	152	325	157	337	183	339	MEYA	62	382	75	365	118	367	Oran	23%	77%	25%	75%	30%	70%	W/M distribution by employment type								F22		F23		F24			W	M	W	M	W	M	MEYİ monthly paid	165	330	157	337	183	339	MEYA monthly paid	60	100	63	99	69	100	MEYA hourly paid	12	285	12	266	49	267
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2-8	Workers who are not employees	<p>During the F24 reporting period, our extended workforce through subcontractors reached 320. This figure excludes individuals engaged under consulting service agreements. Data on the extended workforce is tracked and reported through our human resources supply management system.</p> <p>Like many production companies, Diageo Türkiye utilizes contracted labor for certain operations. Contracted labor is typically utilized in the following operational areas:</p> <ul style="list-style-type: none">Construction and infrastructure projects at our plants and facilities,Logistics services (from packaging line onward), warehouse operators, forklift operators, and loading personnel,Support services such as cleaning, catering and security. <p>In addition, seasonal employment models are implemented in our agricultural operations. However, the number of individuals employed in this respect remains relatively limited compared to our total workforce.</p> <table><tr><th colspan="9">Subcontractor Gender Distribution (W/M)</th></tr><tr><th colspan="3">F22</th><th colspan="3">F23</th><th colspan="3">F24</th></tr><tr><th>W</th><th>M</th><th>Total</th><th>W</th><th>M</th><th>Total</th><th>W</th><th>M</th><th>Total</th></tr><tr><td>107</td><td>356</td><td>463</td><td>141</td><td>396</td><td>537</td><td>107</td><td>213</td><td>320</td></tr></table>	Subcontractor Gender Distribution (W/M)									F22			F23			F24			W	M	Total	W	M	Total	W	M	Total	107	356	463	141	396	537	107	213	320																																																
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Governance

2-9	Governance structure and composition	<p>Our corporate governance activities are based on addressing justice, transparency, accountability, and responsibility principles as a whole to measure and enhance company performance. The Diageo Türkiye Leadership Team continues to carry out its activities to ensure the effective implementation of Diageo’s globally defined strategies in Türkiye and to achieve long-term sustainable success.</p> <p>Led by the General Manager, this team consists of directors for marketing, sales and distribution, finance and digital transformation, human resources, supply chain, regulation and legal, corporate affairs and communications. The Leadership Team manages the governance process through holistic evaluation of the company’s strategic priorities, operational efficiency, and ESG performance.</p> <p>Our corporate performance is monitored through regular meetings, as well as ad-hoc meetings, where strategy, operations, and ESG are discussed in in depth. Resolutions taken during these meetings, along with the performance outcomes, are regularly reported to Diageo’s global organization.</p> <p>For detailed information, please refer to page 11 of the “Diageo’s ESG Reporting Index for 2024”.</p>
2-11	Chair of highest governance body	Bahar Uçanlar serves as the Managing Director of Diageo Türkiye.
2-12	Role of the highest governance body in overseeing the management of impacts	<p>The Board of Directors of Diageo has identified the “Society 2030: Spirit of Progress” goals and leads the sustainability strategy in line with these goals. At Diageo Türkiye, our ESG material topics and these strategic goals are adopted by the Leadership Team as the highest governance body, and regularly monitored and evaluated for performance.</p> <p>These processes are subject to the oversight of the Diageo Türkiye Sustainability Committee (DTSC), with a direct connection to the Leadership Team through the executive sponsoring the Committee.</p> <p>With its organizational setup completed in 2020, the DTSC is managed by a project lead under the sponsorship of the Supply Chain Director, selected from within Leadership Team, along with a core team. The Committee’s extended structure consists of L.E.G.O. (Leadership - Empathy - Growth - Opportunity) team members, and representatives from other departments as needed.</p>
2-13	Delegation of responsibility for managing impacts	<p>At Diageo Türkiye, responsibilities for managing environmental, social, and governance (ESG) impacts arising from our sustainability priorities are identified by the Leadership Team as the highest governance body. The operational implementation and monitoring of these responsibilities are executed through the DTSC. Operated by a project lead and core team appointed by the Leadership Team, the DTSC coordinates the implementation of the company’s ESG strategies in alignment with Diageo’s “Society 2030: Spirit of Progress” goals.</p> <p>Furthermore, the integration of defined strategic priorities into operations is carried out in accordance with the operational responsibilities assigned to different departments. Accordingly, the relevant managers are responsible for monitoring ESG performance and integrating it into Diageo’s global reporting structure. For detailed information, please refer to GRI 2-9.</p>
2-14	Role of the highest governance body in sustainability reporting	<p>All information and data included in the “Diageo Türkiye 2024 Sustainability Performance” report have been prepared and verified for accuracy by the DTSC. The report content has been reviewed, approved, and published by the Leadership Team as the company’s highest governance body.</p> <p>This structure helps integration of sustainability reporting into corporate governance mechanisms. It also contributes to execution of the reporting process in line with the principles of transparency, accuracy, and accountability.</p>

2-15	Conflicts of interest	<p>We regard conflicts of interest as a building block of our ethics and compliance system. Accordingly, clear guidelines and mechanisms have been established to ensure that our employees’ personal interests do not conflict with company’s interests while performing their duties and responsibilities.</p> <p>Our Code of Business and Conduct is updated annually by Diageo and made available to employees to ensure compliance with ethical principles, including conflicts of interest. This document is compiled in 20 languages, including Turkish, and published on our internal “Meyhane” portal. The guidelines inform our employees about how to identify, prevent, and report any conflicts of interests.</p> <p>Every year, all employees are required to submit a compliance declaration affirming their adherence to these guidelines, and any violations of ethics, including conflicts of interest, are reported through “SpeakUp”, the independent, multilingual whistleblowing hotline, for confidential investigation. Furthermore, clear procedures on how to deal with any conflicts of interest are detailed in the “Code of Business and Conduct” documentation.</p> <p>On the other hand, through our “Know Your Customer” and “Know Your Business Partner” processes, regular checks are conducted to ensure that all parties acting on behalf of the company refrain from engaging in actions that may give rise to conflicts of interest, and risks are identified in advance.</p> <p>During the reporting period, 22 instances of conflict of interest were identified and assessed in accordance with the relevant procedures, and appropriate measures were taken.</p> <p>For detailed information, please refer to page 11 of the “Diageo’s ESG Reporting Index for 2024”.</p>
2-16	Communication of critical concerns	<p>We have established an effective system that enables our employees and relevant stakeholders to safely report any concerns regarding any violations of ethics, conflicts of interest, or suspected violations, to ensure continuous compliance with ethical principles.</p> <p>Critical concerns can be communicated to our company directly or anonymously through the following channels:</p> <ul style="list-style-type: none">• SpeakUp (via phone, email, or website) managed by an independent service provider,• Direct reporting to the relevant manager or Human Resources Department,• Reporting, either anonymously or with the reporter’s name, to the Legal Directorate or to the Internal Audit and Compliance Departments. <p>All reports are subject to an initial assessment by the Internal Audit and Compliance Department to determine the necessity of an internal investigation. Depending on the results of the evaluation, the relevant departments (Legal, Internal Audit and Compliance, and Human Resources) are involved in the processes. In accordance with Diageo’s procedures, all internal investigations must be finalized within 60 days at the latest and systematically tracked through Diageo’s web-based ethics reporting management system.</p> <p>The Anti-Bribery and Corruption Procedure is subject to regular review by the Legal and Internal Audit & Compliance Departments, and relevant annual online training is mandatory for all employees.</p> <p>Additionally, to facilitate the early identification of risks in our relationships with business partners and third parties, third-party risk assessments are conducted via a dedicated system utilized by the Legal and Procurement Departments.</p> <p>For detailed information, please refer to page 11 of the “Diageo’s ESG Reporting Index for 2024”.</p>

MESSAGE FROM THE MANAGING DIRECTOR	DIAGEO TÜRKİYE AT A GLANCE	OUR BRANDS AND PRODUCT PORTFOLIO	WHO WE ARE	HIGHLIGHTS OF THE REPORTING PERIOD	OUR GROWTH AMBITION: SUSTAINABILITY AT DIAGEO TÜRKİYE	ANNUAL PERFORMANCE	ESG REPORTING INDEX 2024
2-17	Collective knowledge of the highest governance body	At Diageo Türkiye, periodic economic assessments and ESG performance reports are prepared and disseminated to strengthen the Leadership Team's collective knowledge on sustainability matters. These reports serve to strengthen governance processes and provide an evidence-based foundation for the Leadership Team's decision-making. These reports undergo review during the Leadership Team's periodic meetings and are incorporated into strategic decision-making processes. Activities, carried out in line with Diageo's "Society 2030: Spirit of Progress" goals and ESG material topics, are overseen by DTSC, and regularly reported to the Leadership Team as the highest governance body, through the Supply Chain Director, the sponsor of the committee.					
2-18	Evaluation of the performance of the highest governance body	Evaluation of the performance of the highest governance body is executed annually by Diageo Plc.					
2-19	Remuneration policies	For detailed information, please refer to page 12 of the "Diageo's ESG Reporting Index for 2024".					
2-20	Process to determine remuneration	For detailed information, please refer to page 13 of the "Diageo's ESG Reporting Index for 2024".					
2-21	Annual total compensation ratio	For detailed information, please refer to page 13 of the "Diageo's ESG Reporting Index for 2024".					
Strategy, policies and practices							
2-22	Statement on sustainable development strategy	Diageo Türkiye's approach to sustainability is shaped in alignment with its goal of creating long-term value. On our corporate website and in the "Message from the Managing Director", "Society 2030: Spirit of Progress", " Annual Performance: Progress Towards Society 2030 Goals " of this report, we provide detailed information about our activities in line with our vision to become "the best performing, most trusted and respected consumer goods company in Türkiye", along with our sustainability strategy, and our core ESG goals. These disclosures emphasize our goals of improving our environmental, social, and governance (ESG) performance, managing our resources responsibly, combating climate change, developing an inclusive workplace culture, and creating a positive impact across the supply chain. Furthermore, the initiatives we carry out in alignment with the United Nations Sustainable Development Goals (SDGs) are reported as part of this strategic approach.					
2-23	Policy commitments	As Diageo Türkiye, we regard occupational health and safety, environment, energy, quality, and food safety as integral parts of our commitment to human life and our corporate policy. We continue to take actions to ensure our employees work in a healthy and safe environment meeting international standards, produce high-quality products, and build strong brands. The guidelines, standards, and policies we have established in line with our corporate values govern our internal practices and our relationships with all stakeholders, including our suppliers and business partners. All these documents are subject to annual review, during which changing regulations, stakeholder expectations, and industry dynamics are taken into account, and necessary updates are implemented following approval by Diageo's Board of Directors. The policy commitments reflecting Diageo's ethical values and our determination to "Doing Business the Right Way" are available on Diageo's global website.					
2-24	Embedding policy commitments	Compliance with regulations and "Doing Business the Right Way" are fundamental corporate principles of Diageo Türkiye. Our risk and compliance approach helps is encourage all employees to act in accordance with ethical principles and ensure responsible business conduct at every stage of our operations. Our corporate rules clearly define the policies and standards applicable to all employees. Accordingly, a risk-based annual training plan is implemented to ensure employees fully understand and apply global policies and commitments. The training programs provide not only fundamental awareness-raising modules for all employees, but also detailed content tailed to functions managing particular business processes. The responsibility for the effective execution and monitoring of trainings lies with the Human Resources Department. This approach supports ensuring regulatory compliance and sustainable development of our company culture.					

Diageo Türkiye 2024 Sustainability Performance

67

2-25	Processes to remediate negative impacts	<p>Our commitment to “Doing Business the Right Way” involves taking active actions to eliminate any potential negative impacts we cause or contribute to. Accordingly, we utilize our reporting and complaint mechanisms to address these impacts.</p> <p>SpeakUp, our company’s primary complaint and reporting mechanism, is clearly defined in Diageo’s Code of Business Conduct. Accordingly, all reports on violations of ethics, reasonable suspicions, or questionable actions/behaviors are expected to be submitted through this channel.</p> <p>SpeakUp is operated by an independent third-party provider offering multilingual support, and reports can be submitted both via phone and at www.diageospeakup.com. All submissions are handled confidentially, and the identity of the reporter is anonymized when necessary.</p> <p>For suppliers, reporting mechanisms are outlined in our “Supplier Partnership Standards”, and the submission of feedback from the supply chain through the same system is encouraged.</p> <p>Complaints regarding environmental issues are initially dealt with at the local level, and then periodically reviewed by relevant Risk Management Committees to assess trends and critical focus areas.</p> <p>For detailed information, please refer to page 16 of the “Diageo’s ESG Reporting Index for 2024”.</p>
2-26	Mechanisms for seeking advice and raising concerns	<p>We are committed to providing transparent and reliable reporting channels for any unethical conduct. Accordingly, SpeakUp enables the reporting of any incidents that violate our global policies and Code of Business Conduct, or any ethical concerns.</p> <p>SpeakUp is accessible to our employees as well as all stakeholders throughout our value chain, including contractors, suppliers, customers, and consumers. All issues reported through the system are reviewed in accordance with relevant internal audit and compliance procedures, and necessary processes are initiated.</p> <p>In line with Diageo’s global policy, retaliation against individuals who raise concerns in good faith or assisting in an investigation is not tolerated. In the event that such a situation is identified, appropriate disciplinary measures may be taken against the parties concerned.</p> <p>The SpeakUp mechanism encourages both our employees and business partners to contribute to a safe, respectful, and ethically grounded workplace.</p> <p>For detailed information, please refer to page 17 of the “Diageo’s ESG Reporting Index for 2024”.</p>
2-27	Compliance with laws and regulations	<p>Full compliance with applicable national regulations, particularly environmental legislation, across all fields of activities is an integral part of our core approach. Our compliance culture involves not only fulfilling legal obligations but also adopting practices that go beyond regulatory requirements.</p> <p>In certain instances, Diageo’s global policies and standards may impose more stringent requirements than those mandated by local regulations. In such cases, our priority is to align with Diageo’s global principles in order to uphold the highest standards.</p> <p>This approach reinforces our commitment to ethical business conduct, strengthens stakeholder trust, and supports our goal of sustainable growth.</p> <p>For detailed information, please refer to page 18 of the “Diageo’s ESG Reporting Index for 2024”.</p>
2-28	Membership associations	<p>As Diageo Türkiye, we believe in the principle that “We Are Stronger Together”; through our memberships in associations, platforms, and professional organizations, we aim to create lasting positive impacts in our industry and society. These memberships help us contribute to shared goals in sustainability, ethical business conduct, social impact and environmental responsibility.</p> <p>We hold memberships at both national and international levels to contribute to our industry’s development and strengthen alignment with sustainable development goals.</p> <p>For a current list of our memberships, please visit our website.</p>

Stakeholder engagement

2-29	Approach to stakeholder engagement	<p>We prioritize understanding, meeting, and integrating our stakeholders’ expectations into our strategies. We define stakeholders as all individuals, organizations, and communities directly or indirectly affected by our operations or that may have impact on them. Accordingly, we prioritize establishing a transparent, ongoing, and constructive dialog, and supporting it through an engaging management approach.</p> <p>Extending beyond basic information exchange, our engagement with stakeholders is shaped around the incorporation of their opinions, feedback, and recommendations into our decision-making processes. This approach is one of the fundamental drivers in strengthening our corporate sustainability performance.</p> <p>Our stakeholder mapping is developed based on stakeholder expectations, their impact on our company, engagement frequency, and strategic priorities, and undergoes regular reviews and updates. Our engagement approach includes surveys, one-on-one conversations, joint projects, informative meetings and platform participation.</p> <p>We are committed to building trust-based relationships and co-creating value with our all our stakeholders, spanning a wide network, from employees to suppliers, government entities to local communities, and industry associations to academic institutions.</p>									
2-30	Collective bargaining agreements	<p>For us, respect for employee rights and maintaining labor harmony is one of the fundamental aspects of our corporate responsibility. Each of our human resources practices are executed in full compliance with applicable labor regulations, including Labor Law No. 4857, Trade Unions and Collective Bargaining Agreement Law No. 6356.</p> <p>Accordingly, we regularly enter into collective bargaining agreements with the TEKGIDA-IS Union at our production facilities, which guarantee our employees’ rights. The biennial collective bargaining negotiations between MEYA and the TEKGIDA-İŞ Union are carried out through mutual dialog and collaboration, aiming to establish a fair, inclusive, and sustainable working environment.</p> <p>100% of all hourly-paid employees within MEYA are union members. This demonstrates that respect for union rights and freedom of association are fundamental for our corporate culture.</p> <p>Our collective bargaining agreements involve not only compensation and benefits, but also several fundamental issues including occupational health and safety, training and development, social rights, and labor conditions. These agreements enable creating a robust social dialog environment for the well-being of our employees, and the long-term success of our company.</p> <table><tr><td colspan="3">Unionized employee percentage (%)</td></tr><tr><td>F22</td><td>F23</td><td>F24</td></tr><tr><td>31</td><td>30</td><td>30</td></tr></table>	Unionized employee percentage (%)			F22	F23	F24	31	30	30
Unionized employee percentage (%)											
F22	F23	F24									
31	30	30									

GRI 3: Material topics

Material topics and their boundaries

Disclosure	Our response
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3-1	Process to determine material topics	<p>In 2019, Diageo carried out a thorough materiality assessment that took into account the expectations of both internal and external stakeholders, fully aligned with the Sustainable Development Goals (SDGs) and addressed all aspects of environmental, social, and governance (ESG) factors, to reinforce the foundation of its sustainability strategy.</p> <p>During this process, multi-stakeholder meetings across different countries and regions and one-on-one conversations were held for data collection and analysis. Close engagement has been established with various stakeholder groups, including employees, local communities, non-governmental organizations, business partners, customers, suppliers, and investors, and their expectations, concerns, and suggestions regarding sustainability have been systematically assessed.</p> <p>The data obtained were analyzed through a comprehensive strategic framework that involved not only the existing conditions but also future risks and opportunities. Based on these analyses, material topics were identified through evaluation of global sustainability trends, industrial developments, regulatory requirements and local operational needs, and these topics were incorporated into the business strategy of the company.</p> <p>This comprehensive materiality assessment formed the basis of Diageo’s “Society 2030: Spirit of Progress” sustainability strategy, which was publicly launched in 2020. This strategy involves environmental and social commitments targeted for achievement by 2030, key focus areas, and measurable targets.</p> <p>The strategy document shapes Diageo Türkiye’s sustainable development journey across all markets where it operates, and serves as a reference. In this context, our company’s sustainability activities are structured in accordance with these priorities and strategic goals, and are regularly reported accordingly.</p> <p>For detailed information, please refer to page 20 of the “Diageo’s ESG Reporting Index for 2024”.</p>
3-2	List of material topics	<p>We operate in alignment with Diageo’s globally defined sustainability priorities. These priorities ensure that our company addresses its environmental, social, and governance (ESG) performance within a strategic framework.</p> <p>Our ESG material topics are defined in full alignment with stakeholder expectations, sustainability risks and opportunities, regulations, our ties to the Sustainable Development Goals (SDGs), and our “Society 2030: Spirit of Progress” strategy. We measure, monitor, and regularly report our performance annually, in line with these defined priorities.</p> <p>For detailed information on these material topics, please refer to “ESG Priorities” section of our report.</p>
3-3	Management of material topics	<p>For each of our material sustainability topics, we provide our management approach in detail within the relevant GRI topic standard.</p> <p>The management approach for each topic is explained above the related GRI indicator, to help our stakeholders better understand the context of the topic and enable them to directly follow Diageo Türkiye’s management approach.</p>

Economic		
Economic performance		
Disclosure		Our response
3-3	Our management approach to economic performance	<p>Economic performance is one of the key priorities for Diageo Türkiye's long-term sustainability, growth strategies, and the total value it provides to stakeholders. As a company, we operate in line with principles of transparency, accountability, and sustainability in pursue of our economic goals. Strategic planning, risk management policies, and investment decisions are handled through an integrated approach to increase revenues, ensure cost efficiency, and create economic value added.</p> <p>The economic performance of our operations in Türkiye is managed by the Diageo Türkiye Leadership Team, while all markets and functions where Diageo operates globally are responsible for monitoring and reporting their own economic outputs in line with annual business plans and performance goals. Financial indicators and economic performance data are regularly reported to Diageo evaluated by the Board of Directors, Executive Board, and market/function managers.</p> <p>While driving our economic performance, we monitor not only internal indicators but also global economic developments, industry trends, and local dynamics. Accordingly, strategic adaptations are made to enhance resilience against economic fluctuations, manage risks proactively, and consider new opportunities.</p> <p>As part of sustainable economic growth, we prioritize innovation and digitalization investments. These investments increase the efficiency of our business models, while creating new revenue streams and long-term competitive advantages.</p> <p>For detailed information on our management approach to economic performance, including goals, outcomes, and performance metrics, please refer to the "Diageo's Annual Report for 2024".</p>
201-01	Direct economic value generated and distributed	<p>We regularly monitor a set of key performance indicators to evaluate our economic performance. These indicators include organic growth in net sales, organic growth in operating profit, and free cash flow constitute our primary monitoring areas.</p> <p>During the reporting period of F24, our organic sales volume increased by 4% and our organic net sales grew by 31% compared to the previous year.</p> <p>For more detailed information on Diageo's economic value creation and economic contributions to stakeholders, please refer to page 21 of the "Diageo's ESG Reporting Index for 2024".</p>

201-02	Financial implications and other risks and opportunities due to climate change	<p>We identify climate-related risks as one of our principal risk categories that could have significant impacts on our strategic and operational activities. Particularly, our agricultural operations and a significant portion of inputs in our supply chain have direct exposure potential to changing climate conditions.</p> <p>Among physical climate risks, water scarcity and potential fluctuations in agricultural raw material yields pose the highest disruptive potential. These risks are prioritized in long-term planning with respect to product quality and supply continuity.</p> <p>In line with our "Society 2030: Spirit of Progress" goals, to which we have committed in combating climate change, we carry out significant projects in decarbonization, water management and replenishment, energy efficiency, and waste reduction. These projects aim to mitigate risks, while strengthening our environmental and financial sustainability.</p> <p>For detailed information, please refer to page 21 of the "Diageo's ESG Reporting Index for 2024".</p>
Procurement practices		
3-3	Our management approach to procurement practices	<p>For us, our supply chain is a strategic domain not only in terms of operational efficiency but also of its significant social and environmental impacts. We select our suppliers based on product and service quality, delivery reliability, and sustainability criteria, and require full compliance with ethical principles, human rights, and occupational health and safety standards as outlined in our "Supplier Partnership Standards."</p> <p>To support local economies and reduce carbon footprint, we prioritize establishing short and sustainable supply chains. Accordingly, our raki product, registered with a geographical indication, is crafted entirely from locally sourced grapes and anise. Furthermore, despite no legal obligation, we are attentive to sourcing key agricultural inputs like wine grapes and wheat from local suppliers, provided they meet Diageo's quality standards.</p> <p>Our supply chain approach aims to contribute to local producers' development and build a resilient, long-term supply structure in alignment with sustainable development goals.</p>
204-01	Proportion of spending on local suppliers	<p>As a company sourcing 97% of our total procurement from local suppliers within Türkiye, we have collaborated with over 7,400 suppliers to date. During the reporting period of F24, we actively worked with a total of 2,385 suppliers.</p> <p>In the direct procurement category, products and services were procured from nearly 3,700 suppliers, of which 44 were international. In the indirect procurement category, we engaged with 3,718 suppliers, 128 of whom were international.</p> <p>Prioritizing local suppliers remains one of our key strategies to contribute to economic development and establish a more agile and sustainable supply chain.</p> <p>For detailed information, please refer to page 26 of the "Diageo's ESG Reporting Index for 2024".</p>

Anti-corruption		
3-3	Our management approach to anti-corruption	<p>Anti-corruption is one of the building blocks of Diageo Türkiye’s corporate values. Accordingly, corporate policies and procedures such as “Global Anti-Bribery and Corruption Policy”, “Anti-Money Laundering and Tax Evasion Prevention Policy”, “Code of Business Conduct”, and “Gift and Entertainment Rules” provide all our employees and business partners with guiding principles.</p> <p>As Diageo Türkiye, we deliver regular training on ethics, compliance, and anti-corruption to all employees in order to ensure full compliance with these guidelines. Our “Code of Business Conduct” provide content tailored to specific roles, departments, and areas of responsibility, and offer practical guidance on how employees should act in potential gray areas. This guide is available to everyone in both Turkish and English.</p> <p>In line with our responsibility to be a trusted and respected company, we demonstrate zero tolerance for any direct or indirect corrupt activities, whether committed by our employees or by business partners acting on our behalf. Accordingly, potential risks are analyzed through “Know Your Customer” and “Know Your Business Partner” processes, and cooperation processes can be terminated when necessary.</p> <p>At the global level, Diageo’s “Business Conduct Team” executes audit activities to ensure implementation of relevant rules and policies. Additionally, Diageo Global Audit and Risk Team regularly audits all markets, identifies necessary improvement areas with targeted deadlines, and monitors the effectiveness of practices. Processes are conducted within a defined systematic framework, in which trainings are completed, controls are implemented, and all findings are shared with Diageo’s Audit Committee for Executive Board and Board of Directors.</p> <p>For detailed information, please refer to page 27 of the “Diageo’s ESG Reporting Index for 2024”.</p>
205-01	Operations assessed for risks related to corruption	<p>We regularly evaluate all our business units and operations for corruption risks. This process is executed in alignment with regulatory compliance and ethical business principles, integrated with our corporate risk management system.</p> <p>During the F24, a corruption risk assessment was carried out for our operations in Türkiye, in accordance with the global risk framework established by the Diageo Group Internal Control team. Accordingly, all operational units under Diageo Türkiye, including procurement, supply chain, finance, sales and marketing, human resources, production, and logistics, were reviewed for potential corruption-related risks.</p> <p>Under the internal control mechanism, tests were performed on 99 control points, selected from the control set determined by the Diageo Group Internal Control team in Q2 F24, and no instances of non-compliance were found. These controls were assessed for both design and effectiveness and were found to be adequately implemented.</p> <p>As Diageo Türkiye, we continue to reinforce these mechanisms to identify, prevent and manage corruption risks through employee training programs, policy updates, and transparent reporting mechanisms.</p>

205-02	Communication and training about anti-corruption policies and procedures	<p>At Diageo Türkiye, anti-corruption policies and procedures are regularly communicated to all employees and supported through training programs. Every new employee is required to complete the “Code of Business Conduct” training within the first 30 days of starting their position. These trainings cover fundamental topics including anti-corruption policies, gift and entertainment rules, conflict of interest and procedures to follow in case of any violations of ethic.</p> <p>Anti-corruption training is not limited to new joiners; annual training modules are also provided for specific positions and functions, based on risk-based analyses. Employees in managerial positions and those in designated high-risk roles are required to formally certify that they have read and understood all of Diageo’s global policies, including anti-corruption provisions, through the Annual Compliance Certificate (ACC).</p> <p>Training content is continuously updated in line with Diageo’s global policies and remains available in both English and Turkish. The implementation and tracking of trainings is managed by the Human Resources and Compliance Department.</p> <p>Additionally, Diageo Türkiye clearly communicates its ethical principles and anti-corruption expectations to business partners through “Business Partner Standards,” and provides awareness-raising trainings for suppliers when necessary.</p> <p>This helps dissemination of an anti-corruption culture throughout the entire value chain and supports sustainable business ethics approach.</p> <p>For detailed information, please refer to page 28 of the “Diageo’s ESG Reporting Index for 2024”.</p>
205-03	Confirmed incidents of corruption and actions taken	<p>During the F24 reporting period, out of 32 cases investigated, 12 were confirmed, and accordingly, various disciplinary actions including termination of employment contracts were implemented against 11 employees.</p> <p>During the same reporting period, no cases were investigated under “Anti-Bribery and Corruption”.</p> <p>All cases reported through SpeakUp were evaluated by the Internal Audit and Compliance Department, and when necessary, the a transparent and impartial process was carried out coordination with the Legal and Human Resources units.</p> <p>As Diageo Türkiye, we clearly communicate our zero-tolerance approach against corruption to all our employees, business partners, and suppliers, and remain determined to maintain a workplace where no unethical behavior is tolerated.</p>
Anti-competitive behaviour		
3-3	Our management approach to anti-competitive behaviour	<p>As Diageo Türkiye, we have a corporate approach that promotes fair competition and embraces transparent and ethical business practices. Our Competition and Anti-Trust Global Policy is one of the building blocks of our “Code of Business Conduct” document and has been integrated into the ethical compliance training program provided to all employees.</p> <p>To ensure compliance with competition law, risk-based assessments are conducted across all business units, and additional training and informing activities are carried out as needed. Potential violations arising from practices can be reported, either anonymously or with the reporter’s name, through SpeakUp, and all of these reports are reviewed by Diageo’s Internal Audit and Compliance Department.</p> <p>Additionally, all our business functions undergo regular internal audit processes, and based on the data obtained, potential risks related to competition law are managed proactively. This helps us ensure full compliance not only with local legislation, but also with Diageo’s global ethical standards. To ensure full compliance with competition law, an annual regulatory compliance risk assessment is conducted regarding anti-competitive behaviors, anti-trust and monopoly practices, and control and mitigation plans are developed for identified major risks.</p>

206-01	Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	<p>To ensure full compliance with competition law, an annual regulatory compliance risk assessment is conducted regarding anti-competitive behaviors, anti-trust and monopoly practices, and control and mitigation plans are developed for identified major risks.</p> <p>During the reporting period, no legal proceedings or investigations were initiated due to breaches of competition law.</p>
Environmental		
Materials		
Disclosure		Our response
3-3	Our management approach to materials	<p>The materials we use consist largely of packaging materials and agricultural raw materials. These materials may lead to greenhouse gas emissions, water and energy consumption, waste generation, and natural resource depletion throughout the product life cycle. Therefore, reducing the environmental impacts arising from our material usage forms an essential part of our sustainability strategy.</p> <p>Packaging In alignment with the “Society 2030: Spirit of Progress” goals, our packaging strategy aims to lighten our packaging, increase the use of recycled content, and maximize recyclability. Innovative actions are taken to enhance circularity in primary packaging materials such as glass, plastic, aluminum, and paper/ cardboard. Additionally, priority is given to reducing disposable plastics.</p> <p>Agricultural Raw Materials We aim to promote regenerative farming practices to increase soil fertility and water retention capacity, while also strengthening the livelihoods of our farmers across our agricultural supply chain. In line with Sustainable Agriculture Guidelines, reduction of pesticide and fertilizer use, protection of biodiversity and expansion of climate-resilient farming practices by establishing close collaborations with farmers.</p> <p>The performance of all these efforts is evaluated through internal reports each quarter and reviewed by global governance structures.</p>

MESSAGE FROM THE MANAGING DIRECTOR	DIAGEO TÜRKİYE AT A GLANCE	OUR BRANDS AND PRODUCT PORTFOLIO	WHO WE ARE	HIGHLIGHTS OF THE REPORTING PERIOD	OUR GROWTH AMBITION: SUSTAINABILITY AT DIAGEO TÜRKİYE	ANNUAL PERFORMANCE	ESG REPORTING INDEX 2024																																																												
301-01	Materials used by weight or volume	<p>The primary agricultural raw materials used in our production processes include fresh grapes, dried grapes, anise, wheat, and wine grapes. The annual consumption quantities of these inputs vary depending on agricultural production seasons, local harvest conditions, and the company’s annual production plans.</p> <p>In order to ensure more efficient and sustainable agricultural raw material consumption, we implement various process improvement projects. As part of these projects, we focus on minimizing resource usage by reducing sugar losses, optimizing product waiting times and increasing efficiency in fermentation and distillation processes. This allows us to use fewer raw materials to produce the same quantity of product and contributes to our food loss and waste reduction goals.</p> <p>For the packaging materials, efforts to increase the use of recycled materials, avoid disposable and secondary packaging, reduce packaging weight and improve packaging recyclability are made. Accordingly, the quantity of packaging materials received from suppliers is regularly tracked, and our performance is monitored quarterly.</p> <table><tr><th colspan="4">Raw material procurement quantity (tons)</th></tr><tr><th></th><th>F22</th><th>F23</th><th>F24</th></tr><tr><td>Fresh grape</td><td>104,800</td><td>122,760</td><td>81,579</td></tr><tr><td>Dried grape</td><td>16,226</td><td>12,022</td><td>19,509</td></tr><tr><td>Anise</td><td>2,641</td><td>4,630</td><td>3,583</td></tr><tr><td>Wheat</td><td>9,881</td><td>12,703</td><td>14,791</td></tr><tr><td>Wine grape</td><td>7,564</td><td>7,826</td><td>5,765</td></tr></table> <table><tr><th colspan="4">Quantity of packaging used (tons)</th></tr><tr><th></th><th>F22</th><th>F23</th><th>F24</th></tr><tr><td>Paper– card-board</td><td>874.50</td><td>532.78</td><td>518.54</td></tr><tr><td>Metal</td><td>1,041.02</td><td>822.06</td><td>799.89</td></tr><tr><td>Glass</td><td>40,203.84</td><td>32,450.60</td><td>30,968.74</td></tr><tr><td>Plastic</td><td>728.81</td><td>639.29</td><td>578.53</td></tr><tr><td>Wooden</td><td>3.28</td><td>1.92</td><td>1.57</td></tr><tr><td>Other (such as PVC, sy-nthetic cork, hood, etc.)</td><td>105.02</td><td>64.20</td><td>89.56</td></tr></table> <p>For detailed information, please refer to page 33 of the “Diageo’s ESG Reporting Index for 2024”.</p>						Raw material procurement quantity (tons)					F22	F23	F24	Fresh grape	104,800	122,760	81,579	Dried grape	16,226	12,022	19,509	Anise	2,641	4,630	3,583	Wheat	9,881	12,703	14,791	Wine grape	7,564	7,826	5,765	Quantity of packaging used (tons)					F22	F23	F24	Paper– card-board	874.50	532.78	518.54	Metal	1,041.02	822.06	799.89	Glass	40,203.84	32,450.60	30,968.74	Plastic	728.81	639.29	578.53	Wooden	3.28	1.92	1.57	Other (such as PVC, sy-nthetic cork, hood, etc.)	105.02	64.20	89.56
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301-02	Recycled input materials used	<p>In line with our “Society 2030: Spirit of Progress” goals, it is one of our top priorities to reduce the environmental impact of our packaging. Accordingly, we aim to increase the use of recycled materials in our packaging and minimize disposable packaging as much as possible. We collaborate closely with our business partners to integrate recycled materials such as glass, plastic and aluminum into our supply chain.</p> <p>As Diageo, in both our global operations and those in Türkiye, we contribute to industrial initiatives to enhance access to high-quality recycled raw materials, support recycling infrastructure and promote circular economy practices.</p> <p>Detailed data on recycled material usage during the F24 period are given in the table below.</p> <table><tr><th>Packaging type</th><th>Total packaging quantity (tons)</th><th>Quantity of recycled packaging usage (tons)</th></tr><tr><td>Primary packaging F22</td><td>41,790.96</td><td>8,554.65</td></tr><tr><td>F23</td><td>33,720.88</td><td>6,854.11</td></tr><tr><td>F24</td><td>32,194.91</td><td>5,841.59</td></tr><tr><td>Secondary packaging F22</td><td>1,004.06</td><td>961.35</td></tr><tr><td>F23</td><td>667.94</td><td>659.53</td></tr><tr><td>F24</td><td>654.81</td><td>650.84</td></tr><tr><td>Tertiary packaging F22</td><td>161.47</td><td>91.89</td></tr><tr><td>F23</td><td>122.03</td><td>58.28</td></tr><tr><td>F24</td><td>107.09</td><td>48.75</td></tr></table> <p>Primary packaging: packaging with direct contact with the product Secondary packaging: packaging used to protect the product Tertiary packaging: Packaging used for product transportation and shipping</p>	Packaging type	Total packaging quantity (tons)	Quantity of recycled packaging usage (tons)	Primary packaging F22	41,790.96	8,554.65	F23	33,720.88	6,854.11	F24	32,194.91	5,841.59	Secondary packaging F22	1,004.06	961.35	F23	667.94	659.53	F24	654.81	650.84	Tertiary packaging F22	161.47	91.89	F23	122.03	58.28	F24	107.09	48.75
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301-03

Reclaimed products and their packaging materials

Packaging waste reduction is one of key priorities for us in line with circular economy principles. As part of our “Society 2030: Spirit of Progress” goals, we aim to increase reuse and recycling of our product packaging, thus reducing raw material consumption and environmental impacts.

To enhance product packaging recovery rates, we support various initiatives such as deposit-return systems, industry collaborations and development of collection infrastructure. In our recycling enhancement efforts, we particularly prioritize recovery of glass, plastic and aluminum packaging.

In our operations in Türkiye, we fully comply with post-consumption packaging recovery regulations and collaborate with packaging manufacturers and waste management companies.

Waste type (tons)			
	F22	F23	F24
Nonhazardous	35,550.22	37,099.85	41,805.79
Hazardous	2,297.33	16.45	15.41

Recovery of nonhazardous waste (%)			
	F22	F23	F24
Reused/recycled	96.27	98.16	97.00
Converted to energy	3.18	1.77	2.86
Sent to landfill	0.00	0.00	0.00
Other	0.55	0.35	0.06

Energy

3-3	Our management approach to energy	<p>As the effects of climate change are becoming increasingly evident on a global scale each day, energy consumption and resource selection directly shape businesses’ environmental responsibilities. As Diageo Türkiye, we embrace a comprehensive energy management strategy to increase energy efficiency in our operational activities and reduce our carbon footprint.</p> <p>As part of our “Society 2030: Spirit of Progress” strategy, we aim to transition to 100% renewable electricity in our direct operations by 2030, reduce energy intensity and increase production efficiency. In line with these goals, our energy management approach is built on four fundamental principles:</p> <p>Reducing energy consumption: We strive to minimize our energy usage through process improvements in our production lines, automation investments, and heat recovery systems.</p> <p>Recovering and reusing energy: We are promoting widespread adoption of energy reuse methods through techniques such as waste heat recovery.</p> <p>Transitioning to renewable sources: We are making investments to increase renewable electricity use across all our facilities, developing solutions such as solar energy projects (GES) and green energy supply agreements.</p> <p>Promoting energy efficiency across supply chain: We collaborate with our suppliers to reduce our indirect emissions and encourage them to adopt energy-efficient practices.</p> <p>To monitor the effectiveness of all these efforts and evaluate progress, our energy usage and emission reduction performance data are tracked regularly and reported to Diageo’s global system quarterly. These reports are reviewed by Diageo’s Executive Committee and Strategic Business Review Team for 2030 “From Grain to Glass”, and necessary improvement areas are identified.</p>
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302-01	Energy consumption within the organization	<p>We regularly monitor the amount of energy consumed during our production and operational activities, and report our direct and indirect energy usage data in detail. The monitoring of our energy consumption forms the basis of our strategies to reduce our carbon footprint. Accordingly, our energy consumption data for the F24 period is given in the table below.</p> <table><tr><th colspan="10">Energy usage (Tj)</th></tr><tr><th></th><th colspan="3">Electricity</th><th colspan="3">Fossil fuels</th><th colspan="3">Renewable resources</th></tr><tr><th>Locaion</th><th>F22</th><th>F23</th><th>F24</th><th>F22</th><th>F23</th><th>F24</th><th>F22</th><th>F23</th><th>F24</th></tr><tr><td>Alasehir</td><td>33.32</td><td>33.00</td><td>38.72</td><td>129.11</td><td>129.94</td><td>134.80</td><td>157.71</td><td>161.08</td><td>185.95</td></tr><tr><td>Bilecik</td><td>5.03</td><td>7.82</td><td>9.77</td><td>5.50</td><td>1.30</td><td>0.42</td><td></td><td></td><td></td></tr><tr><td>Nevsehir</td><td>14.24</td><td>13.22</td><td>14.81</td><td>60.68</td><td>50.50</td><td>47.21</td><td>35.97</td><td>54.65</td><td>38.14</td></tr><tr><td>Tarsus</td><td>9.69</td><td>22.56</td><td>37.09</td><td>20.62</td><td>88.12</td><td>90.91</td><td>28.49</td><td>76.18</td><td>62.76</td></tr><tr><td>Sarkoy</td><td>7.28</td><td>7.13</td><td>7.74</td><td>2.82</td><td>2.23</td><td>1.67</td><td></td><td></td><td></td></tr><tr><td>Elazig</td><td>2.65</td><td>2.65</td><td>2.85</td><td>4.91</td><td>5.16</td><td>4.16</td><td></td><td></td><td></td></tr><tr><td>Acipayam</td><td>2.35</td><td>2.15</td><td>2.29</td><td>0.03</td><td>0.01</td><td>0.02</td><td></td><td></td><td></td></tr><tr><td>Head Office</td><td>0.86</td><td>0.94</td><td>1.08</td><td>0.28</td><td>0.32</td><td>0.25</td><td></td><td></td><td></td></tr></table>	Energy usage (Tj)											Electricity			Fossil fuels			Renewable resources			Locaion	F22	F23	F24	F22	F23	F24	F22	F23	F24	Alasehir	33.32	33.00	38.72	129.11	129.94	134.80	157.71	161.08	185.95	Bilecik	5.03	7.82	9.77	5.50	1.30	0.42				Nevsehir	14.24	13.22	14.81	60.68	50.50	47.21	35.97	54.65	38.14	Tarsus	9.69	22.56	37.09	20.62	88.12	90.91	28.49	76.18	62.76	Sarkoy	7.28	7.13	7.74	2.82	2.23	1.67				Elazig	2.65	2.65	2.85	4.91	5.16	4.16				Acipayam	2.35	2.15	2.29	0.03	0.01	0.02				Head Office	0.86	0.94	1.08	0.28	0.32	0.25			
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302-03	Energy intensity	<p>We regularly track our energy intensity indicator to monitor energy efficiency in our production activities. This indicator is calculated as the ratio of total energy consumed to production volume and serves as an important means for monitoring our resource efficiency. The energy intensity data for the F24 period is given in the table below.</p> <table><tr><th colspan="4">Energy intensity (kWh)</th></tr><tr><th></th><th>F22</th><th>F23</th><th>F24</th></tr><tr><td>Direct</td><td>106,018,772.77</td><td>102,262,857.43</td><td>104,399,151.54</td></tr><tr><td>Indirect</td><td>23,960,008.08</td><td>24,913,610.29</td><td>31,753,136.11</td></tr></table>	Energy intensity (kWh)					F22	F23	F24	Direct	106,018,772.77	102,262,857.43	104,399,151.54	Indirect	23,960,008.08	24,913,610.29	31,753,136.11																																																																																														
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302-04	Reduction of energy consumption	<p>Reduction of energy consumption is one of our key priorities in achieving our climate goals. As Diageo Türkiye, we continuously strive to reduce our energy consumption through process improvements, energy efficiency projects and equipment modernization. We support these efforts with employee awareness-raising trainings and practices encouraging behavioral change.</p> <p>Although production increased based on bottling compared to the previous fiscal year, our total energy consumption has decreased thanks to increased renewable energy ratio and improvement projects.</p> <p>Renewable energy ratio: %50</p> <p>For detailed information, please refer to page 37 of the “Diageo’s ESG Reporting Index for 2024”.</p>																																																																																																														

Water and effluents		
3-3	Our management approach to water and effluents	<p>Water is not only a critical resource for the sustainability of Diageo Türkiye’s operations, but also plays a vital role in community health, agricultural production, and ecosystem continuity. As water stress is increasing across many regions of Türkiye, we prioritize the efficient and responsible management of water both in our direct operations and agricultural supply chain.</p> <p>Our “Preserve Water for Life” approach within the “Society 2030: Spirit of Progress” strategy defines our strategic direction on water responsibility and is built on four pillars:</p> <ul style="list-style-type: none">• Water management in our operations• Water usage across our supply chain• Water initiatives in our communities• Water advocacy <p>Under our Global Environmental Policy, we commit to:</p> <ul style="list-style-type: none">• Comply with all applicable regulations on water use and discharge, and in the absence of regulations, apply Diageo’s internal standards.• Use water quality indicators to monitor our performance• Implement locally appropriate wastewater management solutions and enable water recycling where possible. <p>In line with our operational approach, we implement continuous improvement projects to reduce water withdrawal, increase water recovery, and ensure proper wastewater management. Furthermore, we promote the widespread adoption of water-efficiency practices across our agricultural supply chain, and develop integrated solutions through drip irrigation systems and capacity-building activities for farmers.</p> <p>In addition to the efforts we make at our facilities, we aim to protect local water resources and achieve our water-positive goal through our “Water Replenishment” and “Water Collective Action” projects implemented in collaboration with our stakeholders.</p> <p>To evaluate how effective our approach is, we regularly monitor our water-related performance and report quarterly to Diageo. These reports are reviewed by Diageo’s Executive Board and Strategic Business Review Team for 2030 “From Grain to Glass”.</p>
303-01	Interactions with water as a shared resource	<p>As a beverage company, water is an essential component for all our brands and plays a critical role at every stage of our value chain. Water is a vital resource used not only in manufacturing our products but also in cultivating our agricultural raw materials and producing our packaging materials.</p> <p>Therefore, it is of significant importance to understand and manage both the direct water usage at our facilities and our water dependency across our entire supply chain. As Diageo, we carry out detailed, data-driven analyses to assess our water impacts and dependence on this resource. Comprehensive evaluations are conducted by taking into consideration both the water used in our products and the water consumed in raw material cultivation.</p> <p>We regularly conduct water source vulnerability assessments in locations where our facilities operate. For water risk management, several approaches such as life-cycle assessments, environmental footprint calculations, WRI Aqueduct tool and Diageo’s internal risk assessment methodology are adopted.</p> <p>Furthermore, we conduct regular water risk assessments for our operations biennially. We carry out brand-specific water assessments in collaboration with suppliers to help protect water as a shared resource.</p>

303-02	Management of water discharge-related impacts	<p>Safe and responsible return of all wastewater from our operations to the environment is one of core priorities for us. We manage our wastewater discharges in compliance with local regulations and Diageo’s Global Wastewater Standards. These standards aim to ensure regulatory compliance and protect water resources.</p> <p>Key parameters we monitor for discharged water include temperature, pH levels, total suspended solids (TSS), nitrates, phosphates, chemical oxygen demand (COD) and biological oxygen demand (BOD). These indicators play a critical role in determining water’s potential ecosystem impact.</p> <p>At our facilities, wastewater management processes are regularly monitored, and solutions for water reuse and recycling are evaluated in line with local conditions. Additionally, we track progress toward our “Society 2030: Spirit of Progress” goals through regular performance reporting to Diageo.</p>
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MESSAGE FROM THE MANAGING DIRECTOR	DIAGEO TÜRKİYE AT A GLANCE	OUR BRANDS AND PRODUCT PORTFOLIO	WHO WE ARE	HIGHLIGHTS OF THE REPORTING PERIOD	OUR GROWTH AMBITION: SUSTAINABILITY AT DIAGEO TÜRKİYE	ANNUAL PERFORMANCE	ESG REPORTING INDEX 2024																																																																							
303-03	Water withdrawal	The following table shows water withdrawal amounts per facility in m³.																																																																												
		Alasehir	Bilecik	Nevsehir	Tarsus	Sarkoy	Elazig	Acipayam	Head Office																																																																					
	Mains water																																																																													
	F22	172,580			61,519	13,147	1,534	817	98,03																																																																					
	F23	148,577			154,871	12,373	1,135	1,617	185,70																																																																					
	F24	163,672			170,812	13,859	957	1,603	266,33																																																																					
	Surface water																																																																													
	F22																																																																													
	F23																																																																													
	F24																																																																													
	Underground water																																																																													
	F22		24,557	67,005			17,504																																																																							
	F23		21,436	56,887			16,116																																																																							
	F24		21,779	45,848			13,892																																																																							
	Reused																																																																													
	F22						1,167																																																																							
	F23																																																																													
	F24																																																																													
303-04	Water discharge	<table><tr><td></td><td colspan="3">Post-treatment discharge to receiving environment (m³)</td><td colspan="3">Sent off-site for treatment (m³) *</td></tr><tr><td>Location</td><td>F22</td><td>F23</td><td>F24</td><td>F22</td><td>F23</td><td>F24</td></tr><tr><td>Alasehir</td><td>191,131</td><td>174,967</td><td>143,345</td><td>1,008</td><td></td><td></td></tr><tr><td>Bilecik</td><td>6,776</td><td>5,880</td><td>5,900</td><td></td><td></td><td></td></tr><tr><td>Nevsehir</td><td>41,069</td><td>21,786</td><td>25,792</td><td></td><td></td><td></td></tr><tr><td>Tarsus</td><td></td><td></td><td></td><td>45,886</td><td>104,982</td><td>100,149</td></tr><tr><td>Sarkoy</td><td></td><td></td><td></td><td>11,573</td><td>8,845</td><td>10,329</td></tr><tr><td>Elazig</td><td></td><td></td><td></td><td>16,534</td><td>16,759</td><td>12,823</td></tr><tr><td>Acipayam</td><td></td><td></td><td></td><td></td><td></td><td></td></tr><tr><td>Head Office</td><td></td><td></td><td></td><td></td><td></td><td></td></tr></table>								Post-treatment discharge to receiving environment (m³)			Sent off-site for treatment (m³) *			Location	F22	F23	F24	F22	F23	F24	Alasehir	191,131	174,967	143,345	1,008			Bilecik	6,776	5,880	5,900				Nevsehir	41,069	21,786	25,792				Tarsus				45,886	104,982	100,149	Sarkoy				11,573	8,845	10,329	Elazig				16,534	16,759	12,823	Acipayam							Head Office						
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		* Following treatment processes at the facility, wastewater is discharged into the sewer system in accordance with valid drainage connection permits.																																																																												

303-05	Water consumption	<p>According to efforts during F24 resulted in a water consumption rate over our target of 8.12 l/l. A total of 9.11 liters of water were used to produce one liter of product. This result demonstrates a 11% increase in water usage compared to the previous period.</p> <p>The operational improvements, equipment modernization, and employee awareness-raising programs we implemented to reduce water consumption played a significant role in this achievement. We are also focusing on water reuse and recovery initiatives to enable more efficient water usage in our production processes.</p> <p>In line with our sustainable water management approach, this progress represents one of the key milestones of our “Society 2030: Spirit of Progress” plan.</p> <table><tr><td></td><td>Water used per 1 liter of production (l/l)</td></tr><tr><td>F22</td><td>9.23</td></tr><tr><td>F23</td><td>8.27</td></tr><tr><td>F24</td><td>9.11</td></tr></table> <p>In the F25 period, it has been decided to monitor water targets using a different method, with two separate tracking systems to be applied as l/lma and l/l.</p>		Water used per 1 liter of production (l/l)	F22	9.23	F23	8.27	F24	9.11
	Water used per 1 liter of production (l/l)									
F22	9.23									
F23	8.27									
F24	9.11									
Biodiversity										
3-3	Our management approach to biodiversity	<p>We recognize the environmental sensitivity of our facility sites, and that these locations are home to numerous plant and animal species. These natural ecosystems are critically important both environmentally and for the livelihoods of local communities. We assume responsibility for the potential impacts our production activities may have on biodiversity, particularly through water resources, and carry out studies to assess, mitigate and provide positive contributions.</p> <p>Under the framework of our “Society 2030: Spirit of Progress” plan, we aim to go beyond reducing our environmental impacts and operate in harmony with nature. Accordingly, our priorities include promoting sustainable agricultural principles across our supply chain, preventing habitat loss, and protecting the biological balance of water resources.</p> <p>During the period 2024, nature risk analyses on nature risks associated with our priority raw materials were carried out to determine our impact on biodiversity. These efforts are ongoing in alignment with Diageo’s nature impact assessments.</p> <p>For detailed information, please refer to page 42 of the “Diageo’s ESG Reporting Index for 2024”.</p>								

MESSAGE FROM THE MANAGING DIRECTOR	DIAGEO TÜRKİYE AT A GLANCE	OUR BRANDS AND PRODUCT PORTFOLIO	WHO WE ARE	HIGHLIGHTS OF THE REPORTING PERIOD	OUR GROWTH AMBITION: SUSTAINABILITY AT DIAGEO TÜRKİYE	ANNUAL PERFORMANCE	ESG REPORTING INDEX 2024
304-01	Operational sites owned, leased, managed in, or adjacent to protected areas or areas of high biodiversity value outside protected areas	<p>The conservation of natural habitats and the mitigation of potential impacts on biodiversity are one of the fundamental parts of Diageo’s environmental sustainability commitment. Accordingly, the environmental conditions of the sites where we operate are regularly assessed, with particular attention given to analyzing risks associated with protected areas or areas of high biodiversity value.</p> <p>In line with Diageo’s global approach, our facilities in Türkiye are also strategically located in compliance with environmental sensitivities. As outlined in the Diageo’s ESG Reporting Index for 2024, some of our facilities are situated near protected areas or areas of high-biodiversity, where specific environmental assessments and mitigation measures are implemented.</p> <p>At our sites located in areas such as wetlands, rural regions with rich flora and fauna, and similar high-value ecosystems, water usage, waste management, and agricultural supply chain practices are managed according to specific sustainability criteria. To minimize potential impacts on natural habitats, local environmental assessment procedures and Diageo’s international standards apply in tandem.</p> <p>Environmental risk assessments conducted in these areas integrate with the goals of reducing pressure on biodiversity, implementing nature-based solutions, and protecting nature in collaboration with local communities.</p> <p>For detailed information, please refer to pages 43 onwards of the “Diageo’s ESG Reporting Index for 2024”.</p>					
304-02	Significant impacts of activities, products and services on biodiversity	<p>In line with Diageo’s global environmental policy, we regularly analyze the impacts of our operations on biodiversity. Across all processes, from our supply chain to operational practices, the protection of natural habitats and the sustainability of biological diversity are among our core priorities.</p> <p>Environmental assessments and field analyses conducted during the F24 period showed that Diageo Türkiye’s operations have no significant adverse impact on protected areas or areas of high biodiversity value outside protected areas. However, in our agricultural raw material supply processes, particularly in production sites dependent on water resources, specialized monitoring and management systems are in place to mitigate potential ecosystem impacts.</p> <p>Accordingly, efforts are made to promote nature-based agricultural practices in collaboration with local farmers, enhance water efficiency, take measures to preserve habitat integrity, in order to help preserve the ecosystem. Furthermore, through the methodology to assess Diageo’s impact on nature, regional impact analyses are carried out for priority raw materials and sourcing areas, and the findings are integrating into local strategies.</p>					

Emissions		
3-3	Our management approach to emissions	<p>We recognize that climate change is creating increasingly severe physical impacts globally, including in Türkiye. Rising temperatures, drought, extreme weather events, and resource scarcity pose significant risks to business continuity and sustainability, making emissions management a strategic priority. At Diageo Türkiye, we are committed to reducing greenhouse gas emissions from our direct operations and value chain.</p> <p>In line with our «Society 2030: Spirit of Progress» strategy, we are committed to achieve net-zero emissions in our direct operations by 2030, and reduce emissions across our supply chain by 50% compared to our 2020 baseline. These goals are approved by the Science Based Targets initiative (SBTi). Accordingly, we are implementing strategies focused on enhancing energy efficiency, promoting widespread adoption of renewable energy, and investing in low-carbon technologies.</p> <p>In our direct operations, over 98% of Scope 1 and Scope 2 emissions stem from energy consumption. Therefore, transitioning to renewable energy is prioritized across our facilities. We aim to reduce operational emissions by 95% compared to our 2020 baseline, and offset the remaining 5% exclusively with science-based carbon credits. Additionally, we separately monitor and report emissions excluded from direct accounting, such as biogenic CO2 emissions.</p> <p>In order to reduce our supply chain emissions (Scope 3), we develop long-term collaborations with suppliers, promote the widespread adoption of sustainable agricultural practices, and implement circular packaging solutions. We collect data and develop action plans, focusing particularly on high-emission areas such as raw material sourcing, packaging materials, and supplier energy consumption. We provide technical support to suppliers to facilitate low-cost access to renewable energy.</p> <p>All these efforts are monitored quarterly and reported to Diageo’s global management structure. Our emission performance undergoes regular review by the Diageo Executive Board and Strategic Business Review Team for 2030 “from Grain to Glass”. To enhance the capacity of our employees and business partners, we conduct regular awareness-raising training programs and informational sessions.</p> <p>Through this holistic strategy, Diageo Türkiye takes concrete, science-based steps against climate change, and transparently manages and reports emission data.</p>
305-01	Direct (Scope 1) GHG emissions	12,528.13 tCo2
305-02	Indirect (Scope 2) GHG emissions	0
305-03	Other indirect (Scope 3) GHG emissions	<p>Diageo Türkiye’s Scope 3 target is set for 2050 and is monitored by Diageo Global.</p> <p>For detailed information, please refer to page 49 of the “Diageo’s ESG Reporting Index for 2024”.</p>
305-04	GHG emissions intensity	For detailed information, please refer to page 50 of the “Diageo’s ESG Reporting Index for 2024”.
305-05	Reduction of GHG emissions	F24: 12,528.13 tCo2 F23: 12,441.06 tCo2 F22: 13,538.04 tCo2
305-06	Emissions of ozone-depleting substances (ODS)	For detailed information, please refer to page 50 of the “Diageo’s ESG Reporting Index for 2024”.
305-07	Nitrogen oxides (NOx), sulphur oxides (SOx), and other significant air emissions	For detailed information, please refer to page 50 of the “Diageo’s ESG Reporting Index for 2024”.

Waste		
3-3	Our management approach to waste	<p>Alcoholic beverage production can lead to waste generation at various stages along the product life cycle. As Diageo Türkiye, we aim to reduce waste generated both in our operations and throughout our supply chain, and to achieve zero waste to landfill, in line with our “Spirit of Progress 2030” goals. We aim to completely eliminate waste by implementing new and effective methods for reuse, reduction and recycling processes.</p> <p>Accordingly, we focus on preventing waste generation at source, increasing resource efficiency and raising awareness throughout processes. As a company that achieved zero waste to landfill in 2021, we regularly track waste recyclability rates and the amount of waste converted to energy. Through our ongoing collaborations with suppliers, we support them in making efforts towards zero waste targets as well.</p> <p>As part of waste management, the Diageo Global Waste Elimination Standard is implemented; in this context, Waste Management Plans developed specifically for certain locations are managed as dynamic documents. These plans monitor all waste sources, discharge points, measures to eliminate waste to landfill, and total waste reduction efforts.</p> <p>If recycling and reuse is not possible, waste is treated at appropriate facilities for energy recovery. Waste, which is unsuitable for incineration and requires landfill disposal, is buried only as a last resort. The zero waste to landfill target, first achieved in 2021, was maintained during the F24 period as well.</p> <p>Through waste reduction, we lower costs, while also decreasing other environmental impacts such as carbon emissions and water usage. At Diageo Türkiye, we rigorously meet all statutory requirements to minimize the environmental impact of solid, liquid, and gaseous waste, ensuring full compliance with environmental standards.</p>
306-01	Waste generation and significant waste-related impacts	<p>In recent years, the impacts of waste management on both natural resources and climate have become significantly more evident. As Diageo Türkiye, we have a strong understanding of both the risk of natural resource depletion and the climate pressure exerted by greenhouse gas emissions. Accordingly, we have committed to a 100% reduction target for complete elimination of waste sent to landfill.</p> <p>Through developed projects and taken improvement actions, 19,126 tons of waste, sent to landfill in 2007, were reduced to zero by mid-2021. This achievement allowed us to meet our “Society 2030: Spirit of Progress 2030” goal nine years ahead of schedule. Our seven production facilities across Türkiye and Head Office have been officially certified with the “Zero Waste Certificate” issued by the Ministry of Environment, Urbanization and Climate Change of the Republic of Türkiye, validating this accomplishment.</p> <p>Our waste management approach is shaped by circular economy principles. We aim to minimize our environmental impacts while enhancing resource efficiency through methods such as source reduction, reuse, recycling, and energy recovery of waste. Across all our processes, our primary goal is to prevent landfill disposal by supporting waste prevention, recycling, recovery, or use for energy generation in line with the waste hierarchy.</p>

306-02	Management of significant waste-related impacts	<p>As Diageo Türkiye, we consider waste management as a fundamental part of our environmental responsibility to protect natural resources and build a sustainable future. In line with the conscious use of limited natural resources, we develop strategies to prevent waste generation, increase resource efficiency, and support the circular economy. Through methods such as recycling, reuse, and energy recovery, we reduce our environmental impacts, while supporting systems that decrease dependence on fossil fuels.</p> <p>The main process outputs from our production activities are grape pomace and cereal pulp, which are largely utilized as animal feed. Other process wastes and treatment sludge are reintegrated into the economy through alternative methods such as energy production via biomethanization, compost production, use as brick raw material, or utilization as refuse-derived fuel (RDF). Packaging waste is sent to licensed recycling facilities and reintroduced into the system cycle.</p> <p>We hold regular meetings with our glass suppliers to explore new project opportunities in reducing bottle and packaging weights, increasing recyclability rates, and expanding the use of recycled content in packaging. These efforts also help reduce our Scope 3 emissions.</p> <p>We collaborate with competent third parties to ensure responsible disposal of our waste arising from production. We conduct regular waste traceability checks to ensure these business partners' operations comply with regulations and contracts. We also manage our environmental impacts through a holistic approach by developing projects to reduce carbon emissions and improve water efficiency at our facilities.</p>
306-03	Waste generated	41,821.197 tons
306-04	Waste diverted from disposal	41,821.197 tons
306-05	Waste directed to disposal	0
Supplier environmental assessment		
3-3	Our management approach to supplier environmental assessment	For detailed information, please refer to page 55 of the "Diageo's ESG Reporting Index for 2024".
308-01	New suppliers that were screened using environmental criteria	For detailed information, please refer to page 55 of the "Diageo's ESG Reporting Index for 2024".
308-02	Negative environmental impacts in the supply chain and actions taken	For detailed information, please refer to page 55 of the "Diageo's ESG Reporting Index for 2024".

Social

Employment

Disclosure		Our response																																																																																													
3-3	Our management approach to employment	<p>For us, employees are not just our operational force but also the key carriers of our corporate culture. The foundations of our company were laid in 2004 with the privatization of TEKEL's Alcoholic Beverages Department, and since then, we have built an organization that unites experienced masters of the industry and young professionals under one roof. We define this culture as "the collective labor of generations" and consider it our duty to carry the knowledge and experience from the past into the future.</p> <p>Our employees stand out not only with their knowledge and skills but also with their contributions to team success, openness to continuous learning, and ability to adapt to dynamic conditions. At Diageo Türkiye, employee engagement is one of the key indicators determining the company's performance and sustainability. Through the annual "Your Voice" employee survey, engagement levels are measured, and based on the feedback received, teams develop their own action plans to increase satisfaction and engagement. In the F24 period, this survey was also utilized to measure our cultural transformation. The goal is to strengthen agility, speed, and sense of belonging among our employees.</p> <p>Our "Global Human Rights Policy" and "Standard for Partnering with Suppliers" aim to create a fair and inclusive work environment both for our own employees and our suppliers. We ensure full compliance with all local labor laws, and the same is expected throughout the supply chain. These policies are based on respect for human rights, non-discrimination, and safe working conditions.</p> <p>Diageo Türkiye also prioritizes creating an inspiring work environment, supporting talent development, and recognizing employee contributions. Our Human Resources team regularly reviews our policies and standards to ensure that internal practices are current, fair, and effective. This strengthens the bond between the existing employees and the organization while helps sustain our goal of being an employer of choice for new talents.</p> <p>This holistic approach provides a strategic foundation to ensure alignment both with today's needs and future workforce trends. The talent planning process is reported to the Diageo's Executive Board twice a year and is integrated into high-level decision-making processes.</p>																																																																																													
401-01	New employee hires and employee turnover	<table><tr><th colspan="7">W/M distribution in recruitment</th></tr><tr><th></th><th colspan="2">F22</th><th colspan="2">F23</th><th colspan="2">F24</th></tr><tr><th></th><th>W</th><th>M</th><th>W</th><th>M</th><th>W</th><th>M</th></tr><tr><td>MEYI monthly paid employee</td><td>75</td><td>83</td><td>30</td><td>52</td><td>55</td><td>44</td></tr><tr><td>MEYA monthly paid employee</td><td>4</td><td>12</td><td>18</td><td>8</td><td>11</td><td>14</td></tr><tr><td>MEYA hourly paid employee</td><td>10</td><td>52</td><td>10</td><td>9</td><td>13</td><td>32</td></tr></table> <table><tr><th colspan="7">Age distribution in recruitment</th></tr><tr><th></th><th colspan="2">F22</th><th colspan="2">F23</th><th colspan="2">F24</th></tr><tr><th></th><th>W</th><th>M</th><th>W</th><th>M</th><th>W</th><th>M</th></tr><tr><td>Aged under 30</td><td>32</td><td>83</td><td>26</td><td>22</td><td>57</td><td>36</td></tr><tr><td>Aged 30 to 50</td><td>56</td><td>63</td><td>32</td><td>47</td><td>33</td><td>42</td></tr><tr><td>Aged above 50</td><td>1</td><td>1</td><td>0</td><td>0</td><td>0</td><td>1</td></tr></table> <table><tr><th colspan="3">Employee turnover rate</th></tr><tr><th>F22</th><th>F23</th><th>F24</th></tr><tr><td>%12</td><td>%12.61</td><td>%10</td></tr></table>	W/M distribution in recruitment								F22		F23		F24			W	M	W	M	W	M	MEYI monthly paid employee	75	83	30	52	55	44	MEYA monthly paid employee	4	12	18	8	11	14	MEYA hourly paid employee	10	52	10	9	13	32	Age distribution in recruitment								F22		F23		F24			W	M	W	M	W	M	Aged under 30	32	83	26	22	57	36	Aged 30 to 50	56	63	32	47	33	42	Aged above 50	1	1	0	0	0	1	Employee turnover rate			F22	F23	F24	%12	%12.61	%10
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401-02	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Rights provided to employees	Monthly paid employee	Hourly paid employee (Unionized employees)
		Salary	x	x
		Internet support	in certain cases	
		Ergonomic support	in certain cases	
		Maternity leave	x	x
		Paternity leave	x	x
		Holiday bonus	x	x
		Seniority award	x	
		Sales incentive	for certain positions	for certain positions
		Annual premium	x	
		Health insurance	x	x
		Life insurance	x	
		Relocation assistance	x	
		Transportation allowance	x	
		Rent allowance	in certain cases	
		Phone and mobile line	in certain cases	
		Vehicle allocation	for certain positions	
		Social assistance		x
		Product allowance		x
		Birth allowance		x
		Death benefit		x
		Marriage allowance		x
		Bonus		x
		Supplementary health insurance		x
		Seniority incentive bonus		in certain cases
		Vehicle assistance	in certain cases	in certain cases
		Meal card	x	
		Company housing	in certain cases	
		GM Award	x	
		Birthday leave	x	x
		Daycare assistance for parents with children aged 0-6	x (for women and male employees with child custody)	
		Migros product discount card	x	
		Master's Degree / English Learning Support	x	
		Psychological Support Hotline	x	x
		Online Training Platform	x	x
		Flexible Working Opportunities	x	x

401-03	Parental leave	<p>We care about standing by our employees at every stage of their lives. As part of our policies supporting family life, we make efforts that promote gender equality and balanced sharing of care responsibilities. Accordingly, we provide all our employees with additional leave, including 26 weeks of fully paid parental leave for mothers and 4 weeks for fathers.</p> <p>Beyond simply meeting legal obligations, this practice forms an essential part of our goal to create an inclusive corporate culture. The number of employees who benefited from birth/parental leave and their gender distribution are presented in the table below.</p> <table><tr><th colspan="7">Number of employees who benefited from Birth/Parental Leave</th></tr><tr><th></th><th colspan="2">F22</th><th colspan="2">F23</th><th colspan="2">F24</th></tr><tr><th></th><th>W</th><th>M</th><th>W</th><th>M</th><th>W</th><th>M</th></tr><tr><td>MEYI</td><td>8</td><td>20</td><td>3</td><td>11</td><td>3</td><td>3</td></tr><tr><td>MEYA</td><td>4</td><td>15</td><td>5</td><td>11</td><td>3</td><td>11</td></tr></table>	Number of employees who benefited from Birth/Parental Leave								F22		F23		F24			W	M	W	M	W	M	MEYI	8	20	3	11	3	3	MEYA	4	15	5	11	3	11
Number of employees who benefited from Birth/Parental Leave																																					
	F22		F23		F24																																
	W	M	W	M	W	M																															
MEYI	8	20	3	11	3	3																															
MEYA	4	15	5	11	3	11																															
Labour / management relations																																					
3-3	Our management approach to labour / management relations	<p>We believe that the open and transparent communication we establish with our employees plays a critical role in sustainable success and high employee engagement. We value the early involvement of employee representatives and care about listening to and considering the opinions of all our employees, including those represented by unions. Our HR team builds strong relationships with unions and employee representatives, which fosters a culture that enables their contribution to significant business decisions.</p> <p>We aim to provide a safe, respectful, and inclusive work environment for all our employees. Accordingly, we strive to receive feedback from our employees through formal channels as well as through direct and daily communication. When issues or potential disagreements arise, we encourage addressing them first through constructive and direct dialog.</p> <p>Furthermore, all employees across our value chain, including suppliers and business partners, can submit their opinions and complaints through the confidential SpeakUp, which is available to everyone. This mechanism plays a crucial role in continuous improvement of employer-employee relations by evaluation of the feedback from both employees and external stakeholders.</p> <p>Diageo Türkiye goes beyond merely complying with local regulations, fostering a culture that respects the dignity and rights of all employees in line with our Global Human Rights Policy and Code of Business Ethics.</p> <p>We expect our suppliers to adhere to these same principles. Regular training sessions are held for our employees, covering codes of conduct and “Respect in the Workplace” modules.</p> <p>During the F24 period, self-assessment surveys were conducted across our Turkish operations to assess the risks associated with human rights in alignment with Diageo’s global approach, and employer-employee relations were reviewed accordingly. Corrective action plans were developed to address identified risks.</p> <p>Through our annual Your Voice survey, we measure employee engagement and develop team-based action plans based on the results. These processes help reduce employee turnover, increase satisfaction, and strengthen our reputation as an employer of choice.</p>																																			

402-01	Minimum notice periods regarding operational changes	<p>We aim to build long-term, trust-based relationships with our employees and operate according to the principles of transparent communication and full regulatory compliance during operational change processes. We strictly adhere to the minimum notice periods defined by Turkish Labor Law and, whenever possible, implement reassignment processes or create suitable alternative positions for affected employees.</p> <p>Minimum notice periods set forth in Turkish Labor Law are as follows:</p> <ul style="list-style-type: none">• Employees with less than 6 months of service: 2 weeks (14 days)• Employees with 6 months – 1.5 years of service: 4 weeks (28 days)• Employees with 1.5 – 3 years of service: 6 weeks (42 days)• Employees with over 3 years of service: 8 weeks (56 days) <p>These periods enhance job security while ensuring that organizational transitions are managed with a socially responsible approach. Additionally, for significant operational changes, we proactively engage with employee representatives and relevant unions to ensure the process is as participatory and predictable as possible.</p>
Occupational health and safety		
3-3	Our management approach to occupational health and safety	<p>The health and safety of our employees, contractors, and visitors is our top priority. In our operations, we fully comply with all applicable health and safety regulations, company policies, and international best practices to prevent workplace accidents and occupational illnesses.</p> <p>Accordingly, the Global Risk Management Standards (GRMS), which apply to all our operations and business units, are implemented. These standards aim to guarantee safe working conditions for everyone, no matter where they are, on-site, at home, or on the road. Through the “We Are Safer Together” approach, we aim to create an inclusive health and safety culture at work, at home, and on the road.</p> <p>Diageo’s end-to-end health and safety excellence strategy provides a structure where everyone across Türkiye fulfills their responsibilities. Our leaders are responsible for disseminating health and safety policies within their teams and among third parties. Our employees are expected to act with a sense of responsibility both for their own health and safety and for those around them. Accordingly, acting in accordance with the Diageo’s Code of Conduct is encouraged.</p> <p>To monitor our health and safety performance, regular measurement and reporting mechanisms have been established at weekly, monthly, and quarterly levels. Continuously monitored by local sites, market-based teams, and global functional units, performance indicators are reported weekly to governance leadership, monthly to supply chain and procurement leadership, and quarterly to the Executive Board.</p> <p>Furthermore, intervention activities such as competency development, process improvements, and investments in relevant systems, technology, infrastructure, and resources are implemented in line with performance trends. In line with Diageo’s Global Health, Safety and Wellbeing Policy, we continually review our practices and strive to make our work environment safer and more sustainable.</p>

MESSAGE FROM THE MANAGING DIRECTOR	DIAGEO TÜRKİYE AT A GLANCE	OUR BRANDS AND PRODUCT PORTFOLIO	WHO WE ARE	HIGHLIGHTS OF THE REPORTING PERIOD	OUR GROWTH AMBITION: SUSTAINABILITY AT DIAGEO TÜRKİYE	ANNUAL PERFORMANCE	ESG REPORTING INDEX 2024
403-01	Occupational health and safety management system	<p>We implement our Occupational Health and Safety Management System in line with our Global Risk Management Standards and through a robust internal audit and assurance program. Our system involves all activities carried out across our functions, including procurement, production, manufacturing, marketing, sales, and distribution, as well as the employees involved in these processes. Third-party contractors working on-site and third-party logistics service providers are also part of our system.</p> <p>All our facilities ensure at least full compliance with legal regulations; however, where Diageo standards exceed statutory requirements, our higher standards take precedence. This approach covers production facilities, offices, warehouses, visitor and technical centers, and all sites where commercial activities are conducted.</p> <p>As Diageo Türkiye, we successfully completed our transition from OHSAS 18001 to the ISO 45001:2018 Occupational Health and Safety Management System in 2019. This process was audited and certified by LRQA (Lloyd’s Register Quality Assurance). Our management systems are fully supported by senior management, and the development of internal goals and processes is regularly monitored through Management Review meetings, with necessary managerial approvals obtained to ensure progress.</p> <p>Through this comprehensive structure, we aim to ensure the safety of our employees and business partners, proactively identify and eliminate risks, and foster a consistent safety culture across all locations.</p>					
403-02	Hazard identification, risk assessment, and incident investigation	<p>One of the building blocks of our Occupational Health and Safety Management System is the holistic and systematic execution of hazard identification, risk assessment, and incident investigation processes. Accordingly, Occupational Health and Safety Committee meetings are held monthly at all our production facilities and quarterly at our head offices. During these meetings, existing or potential risks are discussed, action plans are developed, and necessary measures are implemented to ensure the safety of all employees.</p> <p>Our globally implemented risk management program includes identifying workplace hazards, assessing these risks, and developing effective preventive measures. Risk assessments are conducted by cross-functional teams consisting of individuals who are familiar with the relevant processes, along with trained and competent team leaders. The hierarchy of controls principle forms the basis for eliminating hazards or minimizing risks.</p> <p>Risk assessments are updated based on triggers such as the introduction of new equipment or process changes, near-miss incidents, concerns raised by field team members, or actual accidents. Risk assessment results and control measures are shared with employees serving in the relevant sites to ensure the continuity of a safe working environment.</p> <p>It is explicitly stated that all employees have the right to immediately cease work upon identifying any risk. This practice is further supported by daily and weekly meetings, especially in production sites. Hazard reporting is one of the key indicators of safety performance across all our locations. Hazard cards are recorded digitally in most facilities, reviewed daily, and necessary actions are assigned to the responsible individuals. Both open and resolved hazard cards are regularly monitored.</p> <p>In line with Diageo’s Global Health, Safety & Wellbeing Policy, all employees are encouraged to immediately report any health and safety risks and to exit environments they consider unsafe. Employees may also confidentially raise any concerns through SpeakUp.</p> <p>Additionally, through our global training platform, My Learning Hub, guidance materials on how to report and investigate workplace incidents, identify hazards, and assess risks are shared with all employees. Any workplace incident, injury-related or not, triggers an investigation led by the relevant local team. Any incidents leading to lost workdays must be reported to the global team within 24 hours, and root cause analysis along with preventive action plans are finalized within seven days.</p>					

403-03	Occupational health services	<p>Aimed at providing a workplace free from occupational accidents and illnesses, our Occupational Health and Safety Strategy also promotes the development of a healthier, happier, and more productive workforce. Diageo's Global Risk Management Standards (GRMS) lie at the heart of this strategy. These standards guarantee that health, safety, and wellbeing controls are effectively implemented across all our locations.</p> <p>As part of the onboarding process, all employees are required to complete mandatory health declaration forms. Furthermore, periodic health surveillance programs conducted by qualified health professionals are implemented for our employees. Employees can access these services through their direct managers.</p> <p>In case of any occupational or non-occupational injury or health issue, employees can confidentially receive support and counseling from independent health professionals. This process aims to facilitate a safe and healthy return to work.</p> <p>Additionally, to support our employees' mental, emotional, and social wellbeing, various services are available under the Confidential Employee Assistance Program (EAP). These services offer professional support for coping with stress, anxiety, family difficulties, financial issues, and other personal matters.</p> <p>Similar attention is given to subcontracted workers operating at Diageo Türkiye locations. These individuals are made aware of the hazards they may face in their respective work environments through risk assessments. Where deemed necessary, their employing companies are also advised to implement health surveillance programs applicable to the relevant work environments.</p> <p>This comprehensive approach helps Diageo Türkiye continue to provide a robust occupational health services network that supports the physical, mental and emotional wellbeing of our workforce.</p>
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MESSAGE FROM THE MANAGING DIRECTOR	DIAGEO TÜRKİYE AT A GLANCE	OUR BRANDS AND PRODUCT PORTFOLIO	WHO WE ARE	HIGHLIGHTS OF THE REPORTING PERIOD	OUR GROWTH AMBITION: SUSTAINABILITY AT DIAGEO TÜRKİYE	ANNUAL PERFORMANCE	ESG REPORTING INDEX 2024
403-04	Worker participation, consultation, and communication on occupational health and safety				<p>Robust frameworks are in place to promote employee involvement in occupational health and safety. Our Global Risk Management Standards require the establishment of OHS committees representing employees at all facilities and mandate the active involvement of employees in risk assessment and change management processes through these committees.</p> <p>Our facility management team conducts regular "safety walks" to visit production sites, observe current conditions, and directly receive feedback from employees. Potential risks identified during these walks or reported by employees are documented through risk reporting cards, promptly assessed, and addressed.</p> <p>Each facility has suggestion boxes located in common areas, enabling all employees to freely provide their suggestions and feedback. Furthermore, employee suggestions are regularly communicated to management and included in evaluation processes.</p> <p>In addition to all employees, subcontracted personnel directly under our supervision participate in daily team meetings, receive information on occupational health and safety, take part in risk assessments, and join hazard observation walks. In the event of an accident or if they witness one, subcontracted workers take an active role in the investigation process alongside Diageo employees.</p> <p>Furthermore, through Diageo's digital My Learning Hub platform, employees have access to awareness-raising training materials on health and safety, while the internal occupational health and safety portal provides up-to-date information, procedures, and implementation guides.</p> <p>This multilayered and participatory approach helps us continue to develop an open, inclusive, and proactive occupational health and safety culture based on transparent communication with our employees.</p>		
403-05	Worker training on occupational health and safety				<p>We develop and provide occupational health and safety training customized to each employee's job description and work environment. We develop individual annual OHS training plans for all employees at the beginning of each year, and monitor it throughout the year. Our facilities aim to provide 18 man-hours of OHS training per employee each year.</p> <p>Training is delivered through various channels:</p> <ul style="list-style-type: none"> Employees can access mandatory, role-based OHS training and awareness-raising resources through Diageo My Learning Hub. The training courses available on this digital platform are assigned based on job position and are regularly updated. Face-to-face training is provided by competent internal trainers or external experts on manual handling, forklift operation, and safety in explosive environments. Remote training and webinars are also delivered to provide specialized expertise on specific subjects. Training effectiveness is often evaluated through pre- and post-training assessments. This method is employed to measure learning levels and ensure continuous improvement <p>Attendance records, exam results, and development analyses for all trainings are systematically tracked, and refresher trainings are planned when necessary.</p> <p>Subcontractor employees are required to undergo general occupational health and safety training before entering our facilities, followed by task-specific risk and hazard training relevant to their assigned areas. Those subcontractor employees provided with Diageo email addresses are granted access to digital training resources on the My Learning Hub platform.</p> <p>Through this comprehensive training approach, our employees are equipped to meet statutory requirements and to follow best practices, becoming active contributors to a safe working environment.</p>		

403-06	Promotion of worker health	<p>We consider supporting the complete physical, mental, and social wellbeing of our employees as one of the corporate priorities. As we aim to create a workplace culture free from injuries and illnesses as part of our Global Occupational Health and Safety Strategy, we strictly adhere to our Global Risk Management Standards (GRMS).</p> <p>Health and Wellbeing Programs:</p> <ul style="list-style-type: none"> Regular health screenings, ergonomic assessments, and physical health evaluations are conducted for all our employees. Optional private health insurance is offered to employees, and this service is informed through internal communication channels. In addition to Digital mental health support provided via the UNMIND application, all employees have access to the Employee Assistance Program (EAP). Programs promoting healthy lifestyles focusing on nutrition, exercise, and mindfulness are regularly held. Diageo's Wellbeing Philosophy, involving mental, physical, social, and financial wellbeing topics, is shared with employees via the company intranet. <p>Training and Awareness-Raising Activities:</p> <ul style="list-style-type: none"> All employees are provided with wellbeing content through the Diageo My Learning Hub platform, including awareness-raising training on topics such as responsible alcohol consumption. Health and wellbeing weeks are regularly held with themes including mental health, nutrition, and stress management. The Psychological Safety toolkit promotes an environment where all employees are encouraged to express their thoughts openly, offer alternative views, and take personal risks. <p>Feedback and Engagement:</p> <ul style="list-style-type: none"> Participatory feedback mechanisms, such as the regular "Your Voice" survey, are conducted to better understand the wellbeing needs of our employees. Insights gathered from feedback are used to develop team-based action plans and contribute to cultural transformation processes. <p>Those subcontractor employees provided with Diageo email addresses can also access the My Learning Hub platform and participate in wellbeing programs.</p> <p>Through these efforts, we aim to support the occupational health of our employees while promoting their personal wellbeing to make wellbeing an integral part of our everyday work culture.</p>
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MESSAGE FROM THE MANAGING DIRECTOR	DIAGEO TÜRKİYE AT A GLANCE	OUR BRANDS AND PRODUCT PORTFOLIO	WHO WE ARE	HIGHLIGHTS OF THE REPORTING PERIOD	OUR GROWTH AMBITION: SUSTAINABILITY AT DIAGEO TÜRKİYE	ANNUAL PERFORMANCE	ESG REPORTING INDEX 2024
403-07	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	<p>We adopt a comprehensive and proactive approach to preventing and mitigating occupational health and safety risks, both within our own operations and in our relationships with business partners. We aim to create a safe and healthy working environment for all employees and to build a world-class health and safety culture.</p> <p>Risk management in internal operations: We regularly conduct risk assessments across all our business processes to identify, analyze, and implement necessary measures for potential hazards. Accordingly, practices such as equipment safety improvements, workflow enhancements, and workplace organization measures are in place, and employees are provided with both practical and theoretical training. At all our facilities, delivering 18 man-hours of OHS training per employee each year is aimed, while training effectiveness is monitored through pre- and post-training assessments. Furthermore, comprehensive emergency plans are developed for potential emergencies, and regular drills are conducted to ensure employees are well prepared.</p> <p>Continuous improvement and engagement: We continuously monitor and evaluate our OHS performance. We promote active employee involvement in safety issues and collect their suggestions and feedback through open communication channels. Enabling us to comply with statutory requirements, this approach helps us continuously improve our occupational health and safety practices.</p> <p>At Diageo Türkiye, we are firmly committed to preventing health and safety hazards at their source and making our business processes safe. This comprehensive approach supports high standards both within our own organization and across our supply chain.</p>					
403-08	Workers covered by an occupational health and safety management system	<p>At Diageo Türkiye, all employees, whether full-time, part-time, or contract, as well as contractor personnel, are required to comply with Diageo's Global Health, Safety & Wellbeing Policy. Adhering to all applicable global risk management standards forms the foundation of our health and safety culture. Compliance with these standards and policies is regularly evaluated by internal audit teams based on ISO 45001 and monitored within a continuous improvement framework.</p> <p>Our head office, production sites, and warehouses are accredited to the ISO 45001:2018 Occupational Health and Safety Management System Standard and are regularly audited by authorized third parties. Globally, thousands of self-assessments related to health and safety standards are conducted, and system maturity is closely monitored.</p> <p>At Diageo Türkiye, no employee or contractor is excluded from the occupational health and safety management system. Health and safety performance at all sites is regularly tracked through local, regional, and global business performance meetings, with data actively informing decision-making processes.</p>					

403-09	Work-related injuries	<p>All units within Diageo Türkiye are required to fully comply with Diageo’s global “Severe and Fatal Incident Prevention Program.” This program aims to prevent severe or fatal incidents that may occur during high-risk activities by systematically implementing appropriate and sustainable control measures to eliminate these risks.</p> <p>Any suspected work-related injury or occupational illness causing one or more days of work absence or requiring medical treatment is promptly reported through Diageo’s internal reporting system and officially documented to meet statutory requirements. Following an incident, root cause analyses are performed, and taken actions are integrated into local and global health and safety performance evaluations.</p> <p>Injury reports are thoroughly analyzed by incident type, causes, and outcomes, and supported with preventive training, technical improvements, and behavioral safety practices to reinforce preventive approaches.</p> <table><tr><td>Hazard classification</td><td>Plant, facility, warehouse and office</td></tr><tr><td>Low hazard</td><td>Head office and sales offices</td></tr><tr><td>Hazardous</td><td>Facilities in Elazig , Sarkoy and Aci-payam, and Warehouses in Alasehir, Bilecik and Nevsehir</td></tr><tr><td>High hazard</td><td>Facilities in Alasehir, Bilecik, Nevsehir and Tarsus</td></tr></table> <table><tr><td>Period</td><td>Location</td><td>Gender</td><td>Incident type</td></tr><tr><td>F24</td><td>Tarsus</td><td>Woman</td><td>Lost time</td></tr><tr><td>F24</td><td>Nevsehir</td><td>Man</td><td>Lost time</td></tr><tr><td>F24</td><td>Sales</td><td>Woman</td><td>Lost time</td></tr><tr><td>F24</td><td>Elazig</td><td>Man</td><td>Medical treatment</td></tr></table> <p>For detailed information, please refer to page 66 of the “Diageo’s ESG Reporting Index for 2024”.</p>	Hazard classification	Plant, facility, warehouse and office	Low hazard	Head office and sales offices	Hazardous	Facilities in Elazig , Sarkoy and Aci-payam, and Warehouses in Alasehir, Bilecik and Nevsehir	High hazard	Facilities in Alasehir, Bilecik, Nevsehir and Tarsus	Period	Location	Gender	Incident type	F24	Tarsus	Woman	Lost time	F24	Nevsehir	Man	Lost time	F24	Sales	Woman	Lost time	F24	Elazig	Man	Medical treatment
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403-10	Work-related ill health	<p>For detailed information, please refer to page 68 of the “Diageo’s ESG Reporting Index for 2024”.</p>																												

Training and education																																		
3-3	Our management approach to occupational training and education	<p>We aim to empower our employees through continuous learning and development, and enable them to contribute meaningfully both to their individual success and to our corporate performance. This approach is one of the building blocks of our people strategy.</p> <p>Our training and development policy is designed to provide all employees with comprehensive learning opportunities that allow them to enhance their knowledge, skills, and experience aligned with their roles and career paths. The programs we provide cover professional competencies, as well as areas such as digital transformation, sustainability (ESG), commercial skills, and leadership. During the F24 period, extensive competency development efforts were made in these areas to meet the current business needs of our workforce.</p> <p>In line with Diageo’s global Human Rights Policy, we are committed to providing all employees with learning and development opportunities that support their career advancement. Furthermore, in accordance with our Global Health, Safety & Wellbeing Policy, we systematically offer the necessary health and safety training to ensure our employees can work safely and responsibly.</p> <p>To identify training needs, we utilize performance appraisal processes and competency analyses, and regularly review employees’ development requirements in alignment with business goals. Based on these assessments, employees have access to both internal training platforms and external programs to support their continuous growth.</p> <p>At Diageo Türkiye, we consider employee development not only as an HR practice but as a strategic priority for long-term organizational success. Participation levels, impact analyses, and development indicators of our training programs are regularly monitored, and content and methods are improved as needed.</p> <p>Accordingly, we continue to reinforce a learning culture that empowers our employees to unlock their potential and to provide equal and accessible development opportunities.</p>																																
404-01	Average hours of training per year per employee	<p>Considering employee development a top priority, we provide training throughout the year to all our employees on various topics, including core occupational health and safety, code of ethics, sustainability, leadership, and technical skills. In addition to these trainings, we develop content tailored to different roles and levels of responsibility to support the personal and professional growth of our employees.</p> <p>Our training programs are designed in accordance with statutory requirements and in alignment with changes inherent to the nature of the work and are regularly updated and repeated as needed. All training activities are planned according to employees’ roles and business unit needs, and participation and effectiveness levels are monitored through digital platforms.</p> <p>The duration and scope of trainings delivered throughout the year are summarized in the table below as average training hours per employee.</p> <table><tr><td>Training type</td><td>F22</td><td>F23</td><td>F24</td></tr><tr><td>Mandatory trainings (Onboarding + OHS)</td><td>1,120</td><td>2,420</td><td>2,360</td></tr><tr><td>Technical trainings</td><td>-</td><td>-</td><td>1,162</td></tr><tr><td>Competency development</td><td>462</td><td>351</td><td>192</td></tr><tr><td>Total training hours</td><td>1,582</td><td>2,771</td><td>3,714</td></tr><tr><td>Training hours per person</td><td>5.5</td><td>6</td><td>5.3</td></tr><tr><td>Total number of participants</td><td>289</td><td>469</td><td>691</td></tr><tr><td>Number of trainings</td><td>31</td><td>10</td><td>69</td></tr></table>	Training type	F22	F23	F24	Mandatory trainings (Onboarding + OHS)	1,120	2,420	2,360	Technical trainings	-	-	1,162	Competency development	462	351	192	Total training hours	1,582	2,771	3,714	Training hours per person	5.5	6	5.3	Total number of participants	289	469	691	Number of trainings	31	10	69
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404-02	Programs for upgrading employee skills and transition assistance programs	<p>We aim to ensure that our employees can easily and effectively access learning opportunities to enhance their current performance and support their long-term growth. Accordingly, we promote learning as an individual responsibility and support our employees in owning their personal development journeys. We also enable our managers to guide and empower their teams through regular development conversations.</p> <p>Our approach is built on three key strategic pillars:</p> <ul style="list-style-type: none">• Promoting a continuous learning culture: Creating daily micro-learning moments for every employee, identifying personalized development needs and providing access through the My Learning Hub platform, and supporting growth through methods such as peer learning.• Developing targeted training programs: Meeting learning needs through online modules, live or virtual classroom trainings, and on-the-job practices, and offering personalized learning journeys tailored to employees’ roles and business needs,• Providing learning experiences that support career transitions: Supporting role transitions of employees through comprehensive onboarding programs designed to help new joiners understand the culture and priorities, as well as competency and certification programs developed to help them adapt to evolving business needs and technologies. <p>Accordingly, My Learning Hub, Diageo’s global learning and development platform, allows all our employees to access a rich library of over 20,000 resources anytime, on any device. In addition to supporting individual development, the platform also offers structured learning ways aligned with the company’s strategic competency goals.</p> <p>Some of the training sessions provided to employees during the F24 period include:</p> <ul style="list-style-type: none">• AFAD Level 1 Search and Rescue Training • Holistic Leadership and Coaching• Culture Change Workshop for People Managers • Agile Teams & Strong Leadership Workshops • Discover Your Sphere of Influence Training • Excel Training • Storytelling Training • Idea Bakery Briefing Group • Insight Workshop • Internal Customer Orientation and Effective Teamwork • Elevate Programme Coaching Sessions • Negotiation Techniques // The Speed of Trust Fundamentals Training • Evaluation & Interpretation of Macroeconomic Indicators Training • NEO PI-R Personality Inventory Training • Power BI Training • Psylabs Safety Check Test - Inventory Interpretation Training • Leading on Stage Training • WTW – Job Evaluation & Compensation Management Training • Breaking Boundaries – Development Workshops																																			
404-03	Percentage of employees receiving regular performance and career development reviews	<p>Our performance and talent management processes promote regular and meaningful performance development discussions between managers and employees. Since these processes evaluate both the level of achievement and how the employees achieve their goals, behaviors are considered alongside outcomes through a holistic approach.</p> <p>Setting clear performance and development goals and regularly monitoring progress toward these goals form the basis of both individual growth and organizational success. We support our employees in owning their goals and actively planning their own development paths.</p> <p>During the F24 period, 100% of our monthly salaried employees at Diageo Türkiye engaged in the regular performance evaluation process.</p> <table><tr><th colspan="7">Number of employees receiving regular performance reviews</th></tr><tr><th></th><th colspan="2">F22</th><th colspan="2">F23</th><th colspan="2">F24</th></tr><tr><th></th><th>W</th><th>M</th><th>W</th><th>M</th><th>W</th><th>M</th></tr><tr><td>MEYI</td><td>152</td><td>325</td><td>157</td><td>337</td><td>183</td><td>339</td></tr><tr><td>MEYA</td><td>60</td><td>100</td><td>63</td><td>99</td><td>69</td><td>100</td></tr></table>	Number of employees receiving regular performance reviews								F22		F23		F24			W	M	W	M	W	M	MEYI	152	325	157	337	183	339	MEYA	60	100	63	99	69	100
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Diversity and equal opportunity

3-3	Our management approach to diversity and equal opportunity	<p>We consider inclusion and diversity not only as doing the right thing but also as core values essential for attracting and retaining best talents, driving stronger performance, and creating meaningful social impact. Through our “Everyone is Equal, Everyone is Different” approach, we strive to provide a work environment that empowers our employees to freely express their unique identities.</p> <p>Our inclusion and diversity efforts are carried out under four key headings:</p> <ul style="list-style-type: none">Gender equality and equal opportunity,Inclusion of ethnic and cultural diversity,Creating a safe and supportive work environment for all employees,Prioritizing inclusive practices in sales and supply chains. <p>In line with these, we develop policies that are responsive to the diverse needs employees encounter at different stages of their lives. Our flexible working principles, psychological safety tools, employee support services, and wellbeing programs all aim to promote an inclusive corporate culture. Global Family Leave Policy, Flexible Working Principles, and Wellbeing Philosophy, applicable to all employees in Türkiye, are developed to support our employees during important times of their lives.</p> <p>The Inclusion and Diversity Committee we established at Diageo Türkiye operates on a voluntary basis alongside employees and contributes to implementation of strategic inclusion policies across the company. The Inclusion and Diversity Manifesto developed by our committee clearly communicates our relevant values and commitments to both internal and external stakeholders.</p> <p>To measure our progress, we regularly monitor our inclusion and diversity goals and assess employee experiences through the annual “Your Voice” survey and periodic managerial feedback sessions. Through these efforts, we aim to elevate inclusion within the company while strengthening employee engagement.</p> <p>Diageo Türkiye is progressing with determination to build a workplace where everyone feels a sense of belonging, their voices are heard, and equal opportunities are accessible to all.</p>
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405-01	Diversity of governance bodies and employees	<p>As Diageo Türkiye, we integrate our inclusion and diversity efforts with our strategic goals and monitor our progress using data-driven tools such as HR analytics and the Workday system.</p> <p>These systems enable us to track our recruitment processes transparently and in a data-driven manner, and help us identify improvement areas.</p> <p>We conduct regular measurement and reporting activities each year to evaluate how effective our inclusion and diversity efforts are. During the F24 period, the gender distribution of new hires across all functions was as follows:</p> <ul style="list-style-type: none">• Across all functions, 54% of new hires were women and 46% were man.• In the Marketing department, the proportion of woman hires was 55%.• In the Supply Chain function, the women hiring rate was 62%.• In the Finance department, 82% of new hires were woman. <p>In operational areas where woman representation were relatively lower, such as field and sales teams, 38% woman were hired, and specific actions were taken to strengthen gender balance in these functions.</p> <p>Furthermore, to promote diversity at the governance level, we continuously monitor gender and age distribution within senior leadership teams and make efforts to increase diversity within management. Accordingly, talent management and leadership development programs are prioritized to increase woman representation in leadership positions.</p> <p>As Diageo Türkiye, we consider diversity not only as a goal but as an integral part of our corporate culture, and we make efforts with determination to ensure that every individual has access to equal opportunities.</p> <table><tr><th colspan="7">Gender and age distribution in management levels</th></tr><tr><th></th><th colspan="2">Aged under 30</th><th colspan="2">Ages 30-50</th><th colspan="2">Age 50+</th></tr><tr><th></th><th>W</th><th>M</th><th>W</th><th>M</th><th>W</th><th>M</th></tr><tr><td colspan="7">F22</td></tr><tr><td>MEYI monthly paid employee</td><td></td><td></td><td>14</td><td>15</td><td>2</td><td>3</td></tr><tr><td>MEYA monthly paid employee</td><td></td><td>1</td><td>4</td><td>7</td><td></td><td>3</td></tr><tr><td colspan="7">F23</td></tr><tr><td>MEYI monthly paid employee</td><td></td><td></td><td>14</td><td>15</td><td>2</td><td>4</td></tr><tr><td>MEYA monthly paid employee</td><td></td><td></td><td>4</td><td>8</td><td></td><td>5</td></tr><tr><td colspan="7">F24</td></tr><tr><td>MEYI monthly paid employee</td><td></td><td></td><td>16</td><td>14</td><td>3</td><td>3</td></tr><tr><td>MEYA monthly paid employee</td><td></td><td></td><td>4</td><td>10</td><td></td><td>4</td></tr></table>	Gender and age distribution in management levels								Aged under 30		Ages 30-50		Age 50+			W	M	W	M	W	M	F22							MEYI monthly paid employee			14	15	2	3	MEYA monthly paid employee		1	4	7		3	F23							MEYI monthly paid employee			14	15	2	4	MEYA monthly paid employee			4	8		5	F24							MEYI monthly paid employee			16	14	3	3	MEYA monthly paid employee			4	10		4
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405-02	Ratio of basic salary and remuneration of women to men	For detailed information, please refer to page 73 of the “Diageo’s ESG Reporting Index for 2024”.																																																																																				

Non-discrimination		
3-3	Our management approach to non-discrimination	<p>Fostering a work environment where the identity and dignity of each of our employees are respected is one of our core priorities regarding human rights. We reject all forms of discrimination and adopt the principle of equal treatment without distinction based on gender, age, ethnicity, religion, language, sexual orientation, physical condition, or any other characteristic.</p> <p>In line with our principle of inclusion and diversity, we ensure equal opportunities and objective evaluation criteria for everyone during our recruitment, promotion, and development processes. This approach is not limited to our internal practices, and is also clearly reflected in our external communications. We refrain from using discriminatory or exclusionary language in our social media communications and job advertisements, and we make a deliberate effort to adopt inclusive language that promotes a sense of belonging for everyone.</p> <p>All our employees are expected to act in accordance with our “Dignity at Work Policy,” which is established in line with local regulations and our internal code of ethics. In accordance with this policy, each employee is responsible for upholding high ethical standards in their personal conduct and for safeguarding the rights and dignity of others. The policy is further supported by mandatory training modules developed to help employees build a work environment based on respect for differences.</p> <p>In case of any violations, our employees can safely report their concerns through SpeakUp, HR business partners, or relevant managers. All submitted reports are thoroughly reviewed, and disciplinary actions are promptly enacted in accordance with the severity and nature of the violation. Consistency of our practices is maintained through the oversight of local disciplinary committees, whose procedures are subject to monitoring by the Global Business Ethics and Employee Relations teams at our corporate head offices.</p> <p>Our suppliers are also required to adhere to these principles in accordance with Diageo’s Global Human Rights Policy and Supplier Standards. This commitment to combating discrimination is explicitly stated in all our supplier contracts.</p> <p>This helps us continue to make efforts with determination to foster an inclusive, fair, and respectful culture not only within our company but throughout our entire value chain.</p>
406-01	Incidents of discrimination and corrective actions within direct operations	<p>We adopt a zero-tolerance policy towards discrimination. All necessary mechanisms and processes are effectively implemented to guarantee that any employee who experiences or witnesses discrimination can report it in a safe and confidential manner. Accordingly, the “Dignity at Work Policy” serves as our primary guideline to prevent all forms of inappropriate behavior, including discrimination.</p> <p>Our employees can report incidents of discrimination directly to their managers, Human Resources business partners, or via SpeakUp, an independent and confidential reporting channel. Each report is thoroughly and independently investigated, with detailed inquiries conducted as necessary; final evaluation reports are subsequently submitted to the appropriate decision-makers.</p> <p>During the F24 reporting period, no incidents of discrimination were reported within Diageo Türkiye. This result is considered as a positive reflection of our well-established culture of inclusion, comprehensive awareness-raising trainings, and transparent communication policy.</p> <p>To minimize the risk of discrimination, periodic awareness-raising trainings involving the definition, scope, and reporting channels of discrimination are provided to all employees. Additionally, our human resources processes are continuously reviewed to proactively identify potential risks, with policies and practices updated as needed.</p> <p>As Diageo Türkiye, we continue to make determined progress in combating discrimination in line with our commitment to promoting an inclusive, safe, and equitable work environment.</p>

Freedom of association and collective bargaining		
3-3	Our management approach to freedom of association and collective bargaining	<p>We fully respect the right of all of our employees to join a trade union, participate in trade union activities, and bargain collectively. Such right is clearly defined in our Global Human Rights Policy, and it has been adopted as one of the building blocks of our corporate culture.</p> <p>As based on an approach that encourages democratic participation and open dialog in the workplace, we exercise attention to establish regular and constructive communication with the employee representatives. This transparent and open communication process with trade unions ensures that labor peace is maintained, and the voice of our employees is reflected in the decision-making processes.</p> <p>In line with Diageo’s Standard for Partnering with Suppliers, we expect our business partners to respect similar rights and allow their employees to unionize, freely. This approach is bindingly integrated into our supply contracts.</p> <p>For the purpose of monitoring the risks and the level of compliance with respect to the rights to freedom of association and collective bargaining, regular assessments are conducted both in our own fields of business and in our supply chain, and corrective action plans are developed, if and when so required. Any feedback received from the employees is analyzed and incorporated into the relevant management processes through secure reporting channels such as SpeakUp and internal audit mechanisms.</p> <p>As specific to Türkiye, all of the “Hourly Paid Employees” within the organization of MEYA and constituting a large portion of our staff members serve as unionized, and collective bargaining agreements are in effect at their workplaces. Such agreements provide assurance to our employees in many areas such as remuneration, fringe benefits, working conditions and social support.</p> <p>We, as Diageo Türkiye, regard respecting our employees’ right to representation as not only a statutory requirement but also an essential part of a fair, inclusive and sustainable business environment.</p>
407-01	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	<p>We are committed to respecting our employees’ rights to freedom of association and collective bargaining. Accordingly, we carry out all our activities in full compliance with Labor Law Nr. 4857 and the Law Nr. 6356 on Trade Unions and Collective Bargaining Agreements.</p> <p>In 2004, upon the end of TEKEL’s public service in the production of alcoholic beverages and the privatization of its assets, hourly paid employees, who have passed from TEKEL to Diageo Türkiye, continued to work as unionized employees, and maintained their union rights.</p> <p>As of today, all of our “hourly paid employees” at MEYA are unionized, and a Collective Labor Agreement is signed, every two years, between our company and TEKGIDA-IS Trade Union. At all our plants, depending on the number of the employees, at least one union representative holds office, and such representative holds regular meetings with the plant managers and human resources managers. Thanks to such structure, it is ensured that constructive, open and long-term relations are established with the trade union, and labor peace is preserved.</p> <p>We, as Diageo Türkiye, continue to provide a work environment where the freedom of association is not under any risk, and to create a participatory and inclusive social dialog environment for our entire workforce.</p>

Child labour		
3-3	Our management approach to child labour	<p>We adopt a zero-tolerance policy against any and all kinds of child labor. Child labor is strictly prohibited in our operations and supply chain, and this principle is defined as a binding requirement for all our business partners.</p> <p>We act in line with applicable national regulations as well as the International Labor Organization (ILO) and United Nations Guiding Principles on Business and Human Rights.</p> <p>During the course of performance of the self-assessment processes carried out as part of monitoring compliance with human rights, the risk of child labor is addressed as a special topic, and it is ensured that all recruitment processes comply with the standards in this context. During such assessments, conducted during the F24 period, there were no risks or detections of child labor in our operations in Türkiye.</p> <p>In higher risk areas such as agriculture, necessary controls are ensured through human rights-oriented supplier assessment processes and field visits; training content and preventive guidance materials are used to raise awareness in such areas.</p> <p>We, as Diageo Türkiye, regard protection of children’s physical, mental and emotional development as our primary responsibility, and accordingly, we implement sustainable and ethical working standards in all our operations, firmly.</p>
408-01	Operations and suppliers at significant risk for incidents of child labour	<p>In Türkiye, child labor is strictly regulated under the Labor Law Nr. 4857. Accordingly, in principle, it is forbidden to employ individuals under the age of 15. However, depending on certain exceptions, children who have completed 14 years of age and completed primary education may be allowed to work for limited periods of time at light duties that do not hinder their development and education.</p> <p>We, as Diageo Türkiye, do not employ any employee under the age of 18 in our operations; and we only conduct internship programs for vocational high school and university students in compliance with the statutory regulations. The main purpose of such internship programs is to enable young individuals to get to know business life, and contribute to their development.</p> <p>Our commitment to preventing the risk of child labor in our supply chain is also robust. We expect all of our suppliers to comply with the national regulations and Diageo’s Global Human Rights Policy and “Standard for Collaboration with Suppliers”, fully. Our business partners, doing business in high-risk industries or territories, are audited accordingly, and remedial measures are taken if and when so required.</p> <p>During the reporting period, there were no negative findings with respect to child labor in our operations or in our direct supply chain.</p> <p>For detailed information, please refer to page 79 of the “Diageo’s ESG Reporting Index 2024”.</p>

Forced or compulsory labour		
3-3	Our management approach to forced or compulsory labour	<p>In line with the United Nations Guiding Principles on Business and Human Rights, we definitely, do not allow forced or compulsory labor in all our operations and supply chain. It is unacceptable for any employee to be made to work against her/his will, through bonded labor, non-contractual sanctions or any other form of coercion. Our commitment in respect of such issue is not limited to our own operations; it also applies to our suppliers and business partners.</p> <p>As part of our assessment processes for human rights compliance, potential forced labor risks in our operations in Türkiye and agricultural supply chain have been reviewed through the global Human Rights Impact Assessment conducted by Diageo during F24. During the analysis performed, no activities or high-risk situations associated with forced or compulsory labor have been identified.</p> <p>Our suppliers are expected to fully comply with the principles of voluntary employment as part of the Diageo Global Human Rights Policy and the “Partnering with Suppliers Standard”. It is essential that the fundamental rights such as freedom of labor, the right to refuse overtime and the freedom to leave the work upon the expiration of the contract are respected, in particular in respect of the groups including seasonal or temporary employees.</p> <p>In case of any alleged forced labor, the situation is investigated immediately and, where necessary, corrective measures are implemented in cooperation with the local authorities. We continue to monitor such risks and develop preventive mechanisms through our current audit and review processes.</p>
409-01	Operations and suppliers at significant risk for incidents of forced or compulsory labour	<p>Within the organization of Diageo Türkiye, working hours, public holidays and weekends are clearly defined and announced to employees in advance. Any overtime in line with production requirements or operational requirements is carried out only upon the explicit consent of the employees and as per the regulatory framework as specified in Labor Law Nr. 4857. Accordingly, overtime pays are also paid in accordance with the regulations.</p> <p>Job descriptions of the employees are communicated in written form as part of the recruitment process and are kept up to date and accessible to all employees through the system executed as per ISO 9001. Such practice aims to prevent any risk of abuse that might arise from ambiguity in job descriptions.</p> <p>In line with all such processes, no cases of forced or compulsory labor were identified during the F24 reporting period. Our Company guarantees that all employees work under voluntary employment conditions, and it does not tolerate any discrimination, coercion or compulsory labor.</p>
Security practices		
3-3	Our management approach to security practices	<p>We act in line with our global Security Policy for the purpose of ensuring the security of our people, facilities and assets. This policy is based on four pillars: employee safety, physical security, incident investigations and business continuity and crisis management.</p> <p>In all of our facilities, security programs are carried out with a risk-based approach and teams responsible for such programs, who have received the necessary training, are in charge. Security practices are structured in accordance with the local regulations and risk levels; and audits and assessments are conducted at the head office and operational areas, on a periodical basis.</p> <p>Furthermore, regular information and training activities are carried out to raise the awareness of our employees on personal safety, emergency readiness and crisis management. Ensuring full compliance with our corporate safety policies is monitored, regularly, both at head office and field operations level.</p>

410-01	Security personnel trained in human rights policies or procedures	<p>We adopt the performance of our safety practices in a manner to respect the human rights as a core principle. Accordingly, our corporate security teams are informed about the policies and principles regarding human rights, and are supported with the necessary trainings. During such trainings, the principles of respect for personal rights and freedoms, proportionate intervention and ethical conduct are prioritized in respect of execution of the security services.</p> <p>As part of the agreements, executed by and between us and them, our third party security service providers are committed to compliance with the Diageo Code of Business Ethics and our Global Human Rights Policy. Accordingly, such suppliers are also expected to provide services as based on a security approach that respects human rights.</p>
Local communities		
3-3	Our management approach to local communities	<p>We manage our relations with the communities in the regions, where we do business, on the basis of a strategic approach, and we regard such relations as critical in terms of sustainability of our value chain. For the purpose of supporting local development, create a social impact and ensure a positive change in the areas where we do business, we assess the priorities with reference to communities, on regular basis, and develop programs, aligned with such purpose.</p> <p>Accordingly, both Diageo’s global human rights framework and local social and environmental conditions in Türkiye are taken into account when determining our material topics. Material topics include:</p> <ul style="list-style-type: none">• Access to water resources, and water management,• Promoting the widespread adoption of sustainable agricultural practices,• Strengthening local supply chains,• Inclusive economic growth and women’s participation in economic life,• Promoting responsible consumption,• Raising environmental awareness in communities. <p>Such topics are addressed in coordination with the relevant internal units (Corporate Affairs, Supply Chain, Sustainability, Procurement, etc.) and in cooperation with the local stakeholders. Each project is designed in line with our social impact objectives, human rights policy standards and Society 2030: Spirit of Progress goals, and its impacts are monitored throughout the implementation process.</p> <p>In addition, the needs and priorities of communities are monitored on regular basis through community feedback mechanisms and local collaborations, and our programs are updated in light of such feedback. Thus, the aim is not only to reduce the risks, but also to create long-term positive social impacts.</p>

413-01	Operations with local Community engagement, impact assessments, and development programs	<p>Diageo Türkiye executes its social impact strategy for communities through inclusive and long-term development programs shaped with the local stakeholders. Aiming to contribute to economic, social and environmental development in the regions, where we operate, our efforts focus on three main areas: protecting water resources, creating inclusive employment opportunities and improving life skills.</p> <p>As part of the Learning for Life Program, we materialized the “Gastronomy Village” project in the earthquake-affected Hatay/Samandag region. Supporting women’s participation in the workforce, this program has provided training on entrepreneurship, hospitality, financial literacy, and leadership to 114 women. The program was held in collaboration with local governments and women’s cooperatives. It is aimed to reach 600 women by the end of 2025.</p> <p>The Society 2030: Spirit of Progress objectives aim to return 1.5 million m³ of water to nature in Türkiye by 2030. Water Replenishment projects, materialized in many different locations, include a range of technical interventions aimed at reducing groundwater use and promoting efficient irrigation techniques. Within the framework of the project, the current status of use of water in the regions has been analyzed, stakeholder mapping has been conducted and extensive interviews have been held with the local stakeholders.</p> <p>Water Collective Action is being implemented in the Gediz Basin to reduce water pollution from agricultural sources and increase water efficiency. In the first phase, field research on the use of fertilizers and irrigation practices of farmers has been completed; during the second phase, training programs and good practice models have been designed in light of such information. The project is progressing in collaboration with the local agricultural directorates, farmer representatives and specialized institutions.</p> <p>All of projects of the Diageo Türkiye for the communities are planned in line with the Sustainable Development Goals (SDGs) and their impacts are assessed regularly, and shared with the public.</p>
Supplier social assessment		
3-3	Our management approach to supplier social assessment	For detailed information, please refer to page 84 of the “Diageo’s ESG Reporting Index for 2024”.
414-01	New suppliers that were screened using social criteria	For detailed information, please refer to page 85 of the “Diageo’s ESG Reporting Index for 2024”.
414-02	Negative social impacts in the supply chain and actions taken	For detailed information, please refer to page 85 of the “Diageo’s ESG Reporting Index for 2024”.
Customer health and safety		
3-3	Our management approach to customer health and safety	<p>We are committed to the safety and quality of our products and full compliance with the laws. We aim to ensure that our consumers can consume our products safely at all times, and that their expectations in terms of taste, consistency and presentation are met Accordingly, we carry out our production processes as based on an understanding of continuous improvement, and implement quality management systems effectively.</p> <p>Certification programs, based on international standards, have been implemented in our facilities, and we have production and packaging processes certified by ISO 9001 Quality Management System and FSSC 22000 Food Safety System. Such certificates are an indication that quality, hygiene and traceability practices in our production facilities are carried out at the global standards. Besides, sustainability of such systems is checked regularly through internal audits.</p> <p>For the purpose of identifying any potential risk to consumer health in advance, auditing and risk assessment processes are carried out in the areas of product counterfeiting, contamination and food safety. Accordingly, critical packaging defects, product integrity and quality indicators are monitored closely at each stage from production to distribution, and regular performance review meetings are held with the respective teams.</p> <p>Customer health and safety is an area that requires constant attention and responsibility, not limited to regulatory compliance. Therefore, in line with its global quality policies, Diageo Türkiye is committed to implementing high standards during the course of performance of all its activities to maintain consumer confidence.</p>
Diageo Türkiye 2024 Sustainability Performance		

MESSAGE FROM THE MANAGING DIRECTOR	DIAGEO TÜRKİYE AT A GLANCE	OUR BRANDS AND PRODUCT PORTFOLIO	WHO WE ARE	HIGHLIGHTS OF THE REPORTING PERIOD	OUR GROWTH AMBITION: SUSTAINABILITY AT DIAGEO TÜRKİYE	ANNUAL PERFORMANCE	ESG REPORTING INDEX 2024
416-01	Assessment of the health and safety impacts of product and service categories	<p>We follow a systematic approach for assessing the health and safety impacts of our products throughout their entire life cycle. This includes the elements such as internal assessments of our facilities, compliance with the international quality and food safety standards and regular external audits.</p> <p>All our production facilities operate within the scope of ISO 9001 Quality Management System; our production and packaging facilities are also certified with FSSC 22000 Food Safety Management System. Such systems ensure that risks are identified and controlled at critical points in terms of product safety, and also that continuous improvement processes are executed. Compliance is verified periodically by both Diageo internal standards and independent auditors.</p> <p>The alcoholic beverage industry in Türkiye is highly regulated in terms of legislation. The regulations, based on public health and consumer safety, are in place in all processes from raw material procurement to production, storage and distribution to the end consumer. Accordingly, our production processes comply fully with the technical, hygienic and ethical rules set by the Ministry of Agriculture and Forestry.</p> <p>For the purpose of ensuring quality and safety, it is not sufficient to simply install systems; it is essential that such systems are supported by continuous testing, analysis and performance evaluation. We, As Diageo Türkiye, perform more than 169 thousand tests at 563 control points from raw materials to the final product. As a result of such tests, more than 35 million analysis data are accessed annually; and such analyzes include physical, chemical and microbiological measurements as well as sensory tests.</p> <p>Furthermore, the performance of the experts, involved in sensory analysis processes, is monitored regularly to ensure that taste and quality standards in line with consumer expectations are maintained. Although our products are considered to be of low risk, our global quality and risk management standards are updated on regular basis, and shared with all production sites.</p>					
416-02	Incidents of non-compliance concerning the health and safety impacts of products and services	During the F24 period, no negative incident was encountered either in terms of non-compliance with the regulatory provisions or in terms of customer health and safety.					
Marketing and labelling							
3-3	Our management approach to marketing and labelling	<p>In Türkiye, promotion and marketing of alcoholic beverages is strictly regulated by public authorities as based on the applicable legislation. The methods of sale of the products, advertising conditions, labeling standards, practices for raising consumer awareness, registration and inspection mechanisms are defined clearly in the relevant legal framework. Accordingly, it is prohibited to advertise alcoholic beverages directly or indirectly and to engage in promotional activities aimed at consumers.</p> <p>We, as Diageo Türkiye, act in line with the approach of 100% compliance with the statutory regulations. We limit our marketing and communication activities only to the areas permitted by the applicable regulations; and we present all our product information as based on transparency, honesty and consumer safety principles.</p> <p>Furthermore, product labeling is prepared in compliance with the national food regulations and applicable technical regulations; content information, warnings and consumer information are provided precisely and completely. Thus, the access of the consumers to accurate information about the products is secured.</p> <p>Diageo's global marketing responsibility principles and code of ethics are integrated into the internal audit processes of our operations in Türkiye. As based on such approach that goes beyond the applicable laws and regulations, we are committed to protecting our responsible producer identity in every field.</p>					

417-01	Requirements for product and service information and labelling	<p>Including the product labeling rules, the alcoholic beverage industry in Türkiye is regulated in detail, Labeling is subject to regulatory requirements, covering key elements such as product content, alcohol content, origin, producer information and warnings. All our products are labeled in full compliance with such requirements and are inspected by the competent governmental agencies.</p> <p>We, as Diageo Türkiye, transparently share the information about our products not only on the product labels, but also through our corporate website and other digital channels in accordance with the statutory regulations. Thus, we aim to provide the consumers with the necessary information infrastructure to make both safe and informed choices.</p> <p>In all communication and information processes, full compliance with both the national regulatory framework and Diageo's global marketing responsibility standards is ensured.</p>
417-02	Incidents of non-compliance Concerning product and service information and labelling	No negative incidents of non-compliance with the provisions of the regulations were encountered during F24.
417-03	Incidents of non-compliance concerning marketing communications	<p>As part of the statutory regulations applicable in Türkiye, advertising, sponsorship and direct-to-consumer promotion of alcoholic beverages are strictly prohibited in all media. Such regulations cover all visual, written and digital communication channels, and also include indirect means of promotion.</p> <p>We, as Diageo Türkiye, carry out our operations in full compliance with such regulatory framework. Our marketing strategies are planned to support only commercial activities that comply with the regulations; and all decisions with respect to promotion, communication and brand visibility are taken within the limits set by the respective authorities.</p> <p>Accordingly, no promotional activities are carried out in Türkiye, in which consumers are contacted directly, and the statutory obligations and social responsibility are prioritized in all communication processes.</p>
Customer privacy		
3-3	Our management approach to customer privacy	<p>We are committed to protecting the privacy and security of the personal data of everyone we come into contact with during the course of performance of our business processes, including our employees, customers, suppliers and other individuals. Accordingly, our Global Data Privacy Program is led by Diageo's Senior Data Privacy Director, and provides a framework to ensure that all personal data is protected.</p> <p>We carry out our data processing activities in line with the Law on Protection of Personal Data (LPPD) and international data protection regulations in accordance with the transparency, limitation, accuracy and security principles. Our Code of Business Conduct and Global Data Privacy Policy, in place across the business, set out our core principles covering all stages of personal data collection, storage, processing and deletion.</p> <p>In the field of cyber security, under the leadership of our Information Security Director, a comprehensive resilience and awareness program is implemented to ensure protection against any cyber-attack and to protect corporate information assets. This program is supported by raising security awareness, implementing compliance procedures and an intelligence-based cyber resilience strategy.</p> <p>Auditing for such activities, which are carried out under the umbrella of the Digital and Technology Risk Management Committee, is assessed twice a year through the Audit and Risk Committee, and the necessary improvement steps are implemented, accordingly.</p> <p>In addition, our Internal Audit Team inspects our Global Data Privacy Program periodically; and any potential finding is assessed and the necessary corrective actions are planned. Data privacy concerns can be raised through the SpeakUp line, managers, market legal counsels, data privacy officers, human resources team, or directly through the Senior Data Privacy Director.</p> <p>Such management approach to privacy is integral to Diageo's commitment to respect for human rights, ethical business conduct, and building a work culture based on trust.</p>
418-01	Substantiated complaints concerning breaches of customer privacy and losses of customer data.	During the F24 period, there were no negative incidents regarding breach of customer privacy and loss of customer data.

SASB index

Topic	Metric	Code	Response/Reference
Energy management	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable energy	FB-AB-130a.1	GRI 302
Water management	(1) Total water withdrawn, (2) total water consumed; percentage of each in regions with high or extremely high baseline water stress	FB-AB-140a.1	GRI 303
	Discussion of water management risks and description of management strategies and practices to mitigate those risks	FB-AB-140a.2	GRI 303
	Percentage of advertising impressions made on individuals above the legal drinking age	FB-AB-270a.1	GRI 417
Responsible drinking and marketing	Number of incidents of non-compliance with industry or regulatory labelling and/or marketing codes	FB-AB-270a.2	GRI 417
	Total amount of monetary losses as a result of legal proceedings associated with labelling and/or marketing practices	FB-AB-270a.3	GRI 417
	Description of efforts to promote responsible consumption of alcohol	FB-AB-270a.4	GRI 417
Packaging lifecycle management	(1) Total weight of packaging, (2) percentage made from recycled or renewable materials, (3) percentage that is recyclable or compostable	FB-AB-410a.1	GRI 306
	Description of strategies to reduce the environmental impact of packaging throughout its lifecycle	FB-AB-410a.2	GRI 306
Environmental and social impact of ingre-dient supply chain	Suppliers' social and environmental responsibility audit: (1) non-conformance rate, (2) associated corrective action rate for (a) major and (b) minor non-conformances	FB-AB-430a.1	GRI 308
Ingredient sourcing	Percentage of beverage ingredients sourced from regions with high or extremely high baseline water stress	FB-AB-440a.1	GRI 301
	List of priority beverage ingredients and description of sourcing risks due to environmental and social considerations	FB-AB-440a.2	GRI 3 – Effective risk management
Activity metric	Volume of products sold		Diageo 2024 ESG index
	Number of production facilities		Corporate profile
	Total fleet road miles travelled		Diageo 2024 ESG index

[TSRS index](#)

Although Diageo Türkiye is not subject to the Turkish Sustainability Reporting Standards (TSRS), this index has been prepared to encourage voluntary compliance with national reporting standards and increase the level of transparency. The table below presents the content corresponding to the TSRS indicators with GRI mappings.

TSRS 1: General Provisions on the Disclosure of Sustainability-Related Financial Information

TSRS heading	Standard paragraph no	GRI disclosure
Governance	26 - 27	GRI 2-9, 2-10, 2-11, 2-12, 2-13, 2-14, 2-15, 2-16, 2-17
Strategy	28 - 42	GRI 2-22, 2-23, 3-3
Risk management	43 - 44	GRI 2-23, 2-27
Metrics and targets	45 - 53	GRI 2-1, 2-2, 2-4, 2-25, 3-1, 3-2, 3-3, 302-3, 305-1, 305-2, 305-4, 305-5

TSRS 2: Climate-Related Disclosures

TSRS heading	Standard paragraph no	GRI disclosure
Governance	5 - 7	GRI 2-9, 2-12, 2-13, 2-14, 2-17, 2-22, 201-2, 302-1, 302-3, 305-1, 305-2, 305-5
Strategy	8 - 23	GRI 2-14, 2-13, 2-14, 2-17, 2-22, 201-2, 302-1, 302-3, 305-1, 305-2, 305-3, 305-4, 305-5, 305-7
Risk management	24 - 26	GRI 3-1, 201-2, 302-1, 305-1, 305-2, 305-4
Metrics and targets	27 - 37	GRI 2-22, 2-23, 201-2, 302-1, 302-4, 305-2, 305-3, 305-4, 305-5

TSRS 2: Sector-Specific Guidance

TSRS heading	Standard paragraph no	GRI disclosure
Energy management	1 - 4	GRI 302
Water management	1 - 6	GRI 303
Environmental and social impact of ingredient supply chain	1 - 3	GRI 308
Ingredient sourcing	1 - 3	GRI 3, 301

Report boundaries and methodology

This report aims to present Diageo Türkiye’s sustainability performance transparently and comprehensively. The scope, methodology of, and the data sources used in the report are described in detail below.

1. Reporting Period:

The report covers the activities and operations between July 01, 2023 - June 30, 2024 (financial year 2024 - F24). This date range is in line with Diageo’s financial reporting calendar.

2. Reporting Boundaries:

The report covers all operations (production facilities, offices, warehouses, etc.) of Diageo Türkiye within Türkiye. The activities and operations carried out abroad are excluded from the scope hereof. However, some sections of the report may also refer to Diageo’s global operations to better explain Diageo’s overall sustainability approach and objectives.

3. Reporting Standards and Principles:

While drawing up this report, internationally recognized sustainability reporting standards and principles have been taken into consideration. In particular, the standards and principles set by the Global Reporting Initiative (GRI) have been used as a basic guide for the content and structure of the report. GRI standards aim to increase the level of transparency, comparability and accountability of the report. In addition to the GRI, Sustainability Accounting Standards Board (SASB) standards have also taken into account in the reporting process. While it is out of scope, care has been taken to utilize the Turkish Sustainability Reporting Standards (TSRS) indicators in the relevant sections.

4. Data Collection and Calculation Methods:

The data used for drawing up the report has been collected from various departments and the systems of Diageo Türkiye under the leadership of the Diageo Türkiye Sustainability Committee (DTSC). Data collection processes have been carried out in accordance with the procedures defined rigorously. Efforts have been made to ensure the accuracy and reliability of the data. Calculation methods have been determined in accordance with the relevant standards and general practices in the industry.

5. Exclusions:

The report may contain limitations in some areas. For example, some detailed financial information or competitively sensitive data may be excluded from the scope of the report.

6. Updating the Report:

Sustainability reporting is a dynamic process. Therefore, the content and methodology of the report are reviewed and updated periodically in line with the changing conditions, new regulations and stakeholder expectations.

DIAGEO

Türkiye

2024 SUSTAINABILITY PERFORMANCE

Diageo Türkiye 2024 Sustainability Performance has been drawn up for information purposes only. This report, which uses the content believed to be accurate and reliable for the period covered by the report, has not been subject to external audit. The content hereof may neither be construed as a representation, warranty or commitment, nor it is guaranteed to be complete and unchangeable.

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