

ENVIRONMENTAL PERFORMANCE INDICATORS

Carbon Footprint Data

	Unit	2023	2024
Scope 1	tCO _{2e}	5,007.13	7,294.27
Scope 2	tCO _{2e}	12,212.39	12,798.94
Scope 3*	tCO _{2e}	-	35,215.79
Total	tCO_{2e}	17,219.52	55,309.00

*Scope 3 - Category 15 Investment Emissions are excluded.

Electricity Consumption Data

Location	Unit	2023	2024
Headquarter	kWh	1,283,775.62	1,373,920.45
Banking Hub	kWh	7,418,549.31	8,676,125.55
Branches	kWh	1,928,273.96	18,346,648.54
Total	kWh	10,630,598.89	28,396,694.54

Water Consumption Data

KTBÜ Water Consumption Data	Unit	2023	2024
Municipal Water	m ³	13,541	16,678
Groundwater	m ³	11,679	12,163
Total	m³	25,220	28,841

Headquarter Water Consumption Data	Unit	2023	2024
Municipal Water	m ³	4,949	4,991
Groundwater	m ³	0	0
Total	m³	4,949	4,991

Water Consumption Data (Consolidated)	Unit	2023	2024
Municipal Water	m ³	18,490	21,669
Groundwater	m ³	11,679	12,163
Total	m³	30,169	33,832

ENVIRONMENTAL PERFORMANCE INDICATORS

Waste Data

KTBU Waste Data	Unit	2023	2024
Cartridges and Toners Containing Hazardous Materials	kg	143	201
Fluorescent Lamps and Other Mercury-Containing Waste	kg	31	15
Lead-Acid Batteries and Accumulators	kg	284	230
Paper and Cardboard Packaging	kg	12,820	5,834
Plastic Packaging	kg	610	660
Metals	kg	2,100	1,480
Glass Packaging	kg	7,850	8,200
Wooden Packaging	kg	690	-
Electronic waste	kg	5	7,100
Battery waste	kg	60	76
Other hazardous waste	kg	165	8,836
Other non-hazardous waste	kg	2,420	2,192
Total	kg	27,178	34,824

KTBU Waste Data	Unit	2023	2024
Hazardous Waste Quantity	kg	628	16,382
Non-Hazardous Waste Quantity	kg	26,550	18,442
Total	kg	27,178	34,824

ENVIRONMENTAL PERFORMANCE INDICATORS

Waste Data

Headquarter Waste Data	Unit	2023	2024
Cartridges and Toners Containing Hazardous Materials	kg	67	25
Fluorescent Lamps and Other Mercury-Containing Waste	kg	14	3
Lead-Acid Batteries and Accumulators	kg	26	35
Paper and Cardboard Packaging	kg	9,240	11,621
Plastic Packaging	kg	-	-
Metals	kg	2,152	2,100
Glass Packaging	kg	3,000	9,400
Wooden Packaging	kg	-	-
Electronic waste	kg	164	100
Battery waste	kg	12	-
Other hazardous waste	kg	76	4,552
Other non-hazardous waste	kg	-	70
Total	kg	14,751	27,906

Headquarter Waste Data	Unit	2023	2024
Hazardous Waste Quantity	kg	347	4,715
Non-Hazardous Waste Quantity	kg	14,404	23,191
Total	kg	14,751	27,906

ENVIRONMENTAL PERFORMANCE INDICATORS

Waste Data

Consolidated Waste Data	Unit	2023	2024
Cartridges and Toners Containing Hazardous Materials	kg	210	226
Fluorescent Lamps and Other Mercury-Containing Waste	kg	45	18
Lead-Acid Batteries and Accumulators	kg	310	265
Paper and Cardboard Packaging	kg	22,060	17,455
Plastic Packaging	kg	610	660
Metals	kg	4,252	3,580
Glass Packaging	kg	10,850	17,600
Wooden Packaging	kg	690	-
Electronic waste	kg	169	7,200
Battery waste	kg	72	76
Other hazardous waste	kg	241	13,388
Other non-hazardous waste	kg	2,420	2,262
Total	kg	41,929	62,730

Consolidated Waste Data	Unit	2023	2024
Hazardous Waste Quantity	kg	975	21,097
Non-Hazardous Waste Quantity	kg	40,954	41,633
Total	kg	41,929	62,730

SOCIAL PERFORMANCE INDICATORS

Employee Demographics	2023		2024	
	Male	Female	Male	Female
Total number of employees	4,866	1,145	4,845	1,267
	6,011		6,112	
Number of People in Management Bodies and the Board of Directors	12	0	12	0
	12		12	
Number of Employees Excluding Management Bodies	4,854	1,145	4,833	1,267
	5,999		6,100	
Number of disabled employees	124	22	124	22
	146		146	
Disabled Employee Rate (%)	3%	2%	3%	2%
	2%		2.4%	
Number of new employees	405	218	455	206
	623		661	
Number of Female Employees on Maternity/Parental Leave		80		69
Number of Female Employees Returning to Work After Maternity/Parental Leave		80		69
Percentage of Female Employees Returning to Work After Maternity/Parental Leave (%)		100%		100%
Turnover (%)	7%		5%	
Voluntary Resignation	Male	Female	Male	Female
	365	51	236	46
	416		282	
Involuntary Resignation	Male	Female	Male	Female
	11	0	53	17
	11		70	

2024		
Age Range	Number of Employees	%
18-35 years	3,402	55.7%
35-55 years	2,697	44.1%
55+ years	13	0.2%
Total	6,112	100%

2024		
Seniority Distribution	Number of Employees	%
0-5 years	1,984	32.5%
5-10 years	1,627	26.6%
10+ years	2,501	40.9%
Total	6,112	100%

Year	Employee Turnover Rate
2023	4.03%
2024	4.47%

Total Training	2023	2024
Total Number of Training Participants	6,050	6,112
Total Training (hours)	266,200	299,000
Total Training (person-hours)	44	48.9

Sustainability Training	2023		2024	
	In-person Training	Digital Training	In-person Training	Digital Training
Total Number of Training Participants	4	180	28	188
Total Training (hours)	27	8,349	335	154.05
Total Training (person-hours)	6.75	46.3	11.96	0.82

	2023		2024	
Total number of OHS-trained employees	1,033		1,073	
Total OHS training hours	20,062		20,611	
Total OHS training hours (person-hours)	19.42		19.21	
Number of accidents	Employees	Supplier	Employees	Supplier
	0	0	0	0
	0		0	
Number of Fatal Accidents	Employees	Supplier	Employees	Supplier
	0	0	0	0
	0		0	
Lost day rate due to accidents	0		0	
Absenteeism rate due to accidents	0		0	
Accident frequency rate	0		0	
Accident severity rate	0		0	

Customer Data	2023	2024
Rate of change in the number of customers	10%	4%
Number of Complaints per 1,000 Customers	9.4	7.3