

ANADOLU EFES

**ANADOLU EFES 2011-2012
SUSTAINABILITY
REPORTING INDEX**



ANADOLU GROUP

FOREWORD

Dear Stakeholders,

Through the Efes Positive Impact Plan we aim at contributing establishment of a better and more sustainable life. Hence we submit our sustainability practices to the review of our stakeholders via sustainability reports that we publish. In these publications, we provide the information you would like to know about our operations in the most holistic and complete manner possible. We further improve these practices with your feedbacks.

This year's report content and format was prepared in a reader-friendlier way in line with our intended readers' overall expectations, as were suggested by the feedbacks we have received. "Anadolu Efes Sustainability Reporting Index" document seeks to cater to the expectations of readers seeking more detailed information.

Anadolu Efes Sustainability Reporting Index document, as an addendum to the Sustainability Report, is also prepared with the same scope and boundary settings in line with GRI Guidelines.

More information on Efes Positive Impact Plan is available under the Sustainability section at www.anadoluefes.com. For further information you may contact Anadolu Efes Corporate Communications Directorate.

ECONOMIC PERFORMANCE / OPERATIONAL SUMMARY

	2008	2009	2010	2011	2012
Production by Volume					
Beer Production (Mhl)*	22.7	22.6	24.0	23.0	28.5
Malt Production (ton)	204,820	216,534	269,790	257,473	251,004
Capacity					
Beer Production Capacity (Mhl)	35.3	35,0	35.2	35.2	43.7
Capacity Utilization Rate in Beer Production (%) **	60.0	64.0	68.0	65.0	65.0
Malt Production Capacity (ton)	254,000	267,000	290,000	290,000	293,656
Capacity Utilization Rate in Malt Production (%) **	80.6	81.1	93.0	88.8	85.5
Total Sales by Volume					
Beer Sales (Mhl)	22.6	22.1	24.2	23.0	28.4
Malt Sales (ton)	3,247	-	123.5	-	295.0

* 1Mhl= 1,000,000 hl; 1 hl= 100 liters

** Capacity Utilization Rate= Production Volume (Mhl) x 100 / Average Capacity

ECONOMIC PERFORMANCE / FINANCIAL SUMMARY

	2008	2009	2010	2011	2012
Net Sales (1,000 TL)	3,668,917	3,811,067	4,168,793	4,761,266	6,416,835
Beer Sales	2,515,566	2,579,829	2,746,591	3,006,106	4,291,363
Others	1,153,351	1,231,238	1,422,202	1,755,160	2,125,472
Profit From Operations (1,000 TL)	627,515	647,981	693,624	605,120	765,684
Profit From Operations Margin (%)	17.1	17.0	16.6	12.7	11.9
Net Income (1,000 TL)	309,678	422,588	503,640	341,175	606,870
Net Income Margin (%)	8.4	11.1	12.1	7.2	9.5
EBITDA (1,000 TL)	854,694	916,614	1,019,004	953,416	1,255,302
EBITDA Margin (%)	23.3	24.1	24.4	20.0	19.6
Total Assets (1,000 TL)	5,123,529	5,430,041	5,588,831	6,420,709	11,644,803
Net Financial Debt/EBITDA	1.3X	0.9X	0.8X	1.2X	0.8X
Earnings per Share (TL)	0.69	0.939	1.119	0.758	1.071

	2008	2009	2010	2011	2012
Credit Ratings (S&P)	BB (stable)	BB (stable)	BB (positive)	BB+ (positive)	BBB- (stable)
Credit Ratings (Moody's)	-	-	-	-	Baa3 (stable)
Corporate Governance Rating (%)	80.96	82.71	84.00	85.46	89.39

ECONOMIC PERFORMANCE / DIRECT ECONOMIC VALUE

	2010	2011	2012
Direct Economic Value Generated (1,000 TL)	4,168,793	4,761,266	6,416,835
Total Revenues	4,168,793	4,761,266	6,416,835
Direct Economic Value Distributed (1,000 TL)	1,920,985	2,162,601	3,035,328
Operating costs	1,051,601	1,245,220	1,747,719
Employee wages & benefits	471,805	559,438	798,036
Payments to capital providers	246,532	221,024	277,097
Shareholders	216,000	202,500	266,447
Board Members	21,682	13,154	0
Founders	8,850	5,369	10,650
Payments to government (gross taxes)	127,846	117,476	189,073
Community investments	23,201	19,443	23,403
Direct Economic Value Retained (1,000 TL)	2,247,808	2,598,665	3,381,507

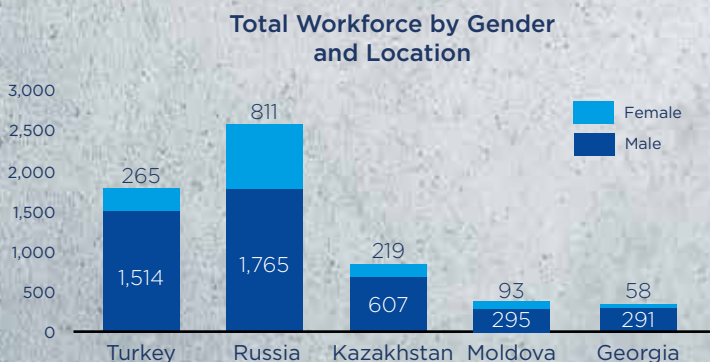
ECONOMIC PERFORMANCE / LOCAL PROCUREMENT OPERATIONS

Local Procurement (%)	By Expenditure		By Number of Suppliers	
	2011	2012	2011	2012
ANADOLU EFES (Consolidated)	70.0	66.0	89.0	88.0

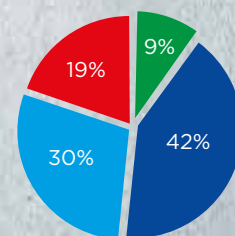
SOCIAL PERFORMANCE / EMPLOYEE DEMOGRAPHICS

	2008		2009		2010		2011		2012	
Total Number of Employees	6,226		6,422		6,348		6,227		5,918	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
	4,642	1,584	4,840	1,582	4,812	1,536	4,743	1,484	4,472	1,446
Employees by Status										
Blue Collar	2,604	419	2,721	370	2,577	311	2,414	269	2,341	237
White Collar	2,038	1,165	2,119	1,212	2,235	1,225	2,329	1,215	2,131	1,209
Employees by Contract Type										
Indefinite Contract	4,552	1,511	4,738	1,527	4,769	1,473	4,674	1,419	4,447	1,426
Temporary Contract	90	73	102	55	43	63	69	65	25	20
Employees Covered by Collective Bargaining Agreements										
By Number	1,989		1,915		1,833		1,831		1,882	
By Share in Total Workforce (%)	31.95		29.82		28.88		29.40		31.80	
By Share in Blue Collar Employees (%)	65.80		61.95		63.46		68.24		73.00	
Employees by Employment Type										
Full Time	4,642	1,584	4,840	1,582	4,812	1,536	4,743	1,484	4,472	1,446
Part Time	0		0		0		0		0	
Employees by Age Group										
18-25	630	250	604	216	472	196	452	186	323	182
26-35	2,125	660	2,191	701	2,185	672	2,112	645	1,894	617
36-45	1,221	377	1,314	376	1,405	387	1,430	389	1,414	353
46+	666	297	731	289	750	281	749	264	841	294
Employees by Education Level										
University & Above	1,762	965	2,006	987	2,050	1,011	2,123	1,020	2,208	1,091
Other	2,880	619	2,834	595	2,762	525	2,620	464	2,264	355
Disabled Employees	99		97		92		89		91	
	66	33	64	33	63	29	60	29	60	31

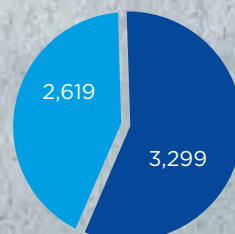
EMPLOYEE DEMOGRAPHICS IN 2012



Total Workforce by Age Group



Total Workforce by Education Level

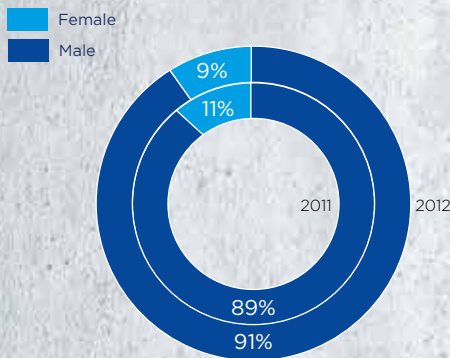


SOCIAL PERFORMANCE / SENIOR MANAGEMENT DEMOGRAPHICS

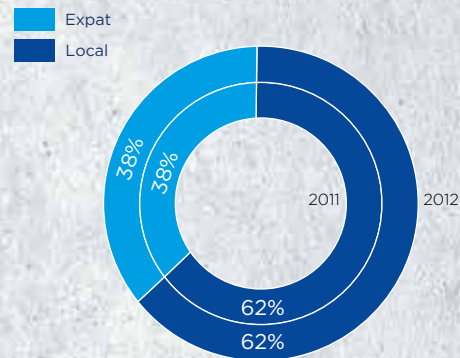
	2008		2009		2010		2011		2012	
Total Number of Senior Managers	47		51		58		53		45	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
	44	3	48	3	53	5	47	6	41	4
Senior Managers by Age Group										
18-25	0		0		0		0		0	
26-35	9		12		10		7		7	
36-45	28		31		34		35		25	
46+	10		8		14		11		13	
Senior Managers by Nationality										
Local	20		26		30		33		28	
Expat	27		25		28		20		17	

2011 - 2012 SENIOR MANAGEMENT DEMOGRAPHICS

Senior Managers by Gender



Senior Managers by Nationality



SOCIAL PERFORMANCE / OPERATIONAL HEALTH AND SAFETY PERFORMANCE

	2011	2012
Total Hours Worked	12,492,376	12,010,044
Injury Rate*	0.93	1.22
Occupational Disease Rate**	0	0
Absentee Rate***	4,260	3,323
Fatalities	0	0

* Injury Rate: Total number of injuries x 200,000 / Total work hours: The factor 200,000 used in calculations derived from 100 employees X 40 work hours X 50 weeks as indicated in GRI Framework.

** Occupational Disease Rate: Total number of occupational disease cases x 200,000 / Total work hours

*** Absentee Rate: Total number of missed days x 200,000 / Total work days - Absences emerged from all incapacities of any kind preventing employees to work such as work related injuries, diseases and etc. are included in the calculation except for permitted leave absences as a part of employees' legal rights such as annual leaves and maternity/paternity leaves.

SOCIAL PERFORMANCE / EMPLOYEE TRAININGS

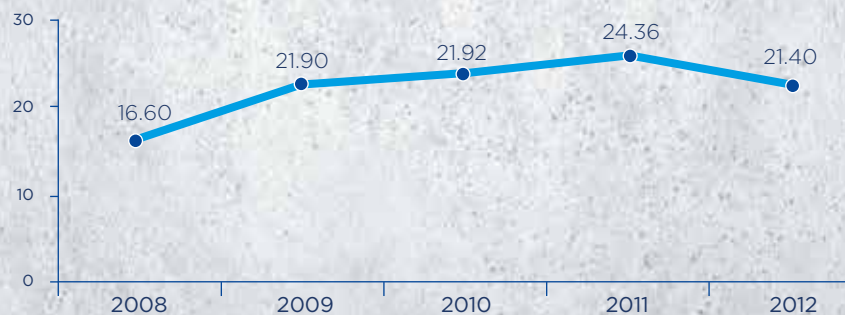
	2011	2012
Total Number of Attendance	6,670	6,164
Blue Collar	2,681	2,961
White Collar	3,989	3,203
Total Hours of Trainings (person x hour)	151,670.50	126,690.05
Blue Collar	53,444.50	44,704.00
White Collar	98,226.00	81,986.05
Average Hours of Trainings (Total Hours/Employee)	24.36	21.40
Blue Collar	19.92	17.34
White Collar	27.72	24.55

Employee Trainings on Human Rights	2011	2012
Total Attendance (number - %)	97 - 1.6%	113 - 1.9%
Total Training Hours (person x hour)	733	701

Employee Trainings on OHS	2011	2012
Total Attendance	2,235	2,535
Total Training Hours (person x hour)	34,928	34,554.80

Employee Trainings on Environmental Management	2011	2012
Total Attendance	1,781	868
Total Training Hours (person x hour)	3,207	2,372

SOCIAL PERFORMANCE / AVERAGE TRAINING HOURS PER EMPLOYEE



SOCIAL PERFORMANCE - EMPLOYEE TURNOVER

	2008		2009		2010		2011		2012	
Employees on Parental Leave	115		134		143		154		199	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
	30	85	31	103	120	23	138	16	61	138
Employees Returned	89		121		135		125		156	

	2008		2009		2010		2011		2012	
Average Seniority (years)	7.13		6.10		6.33		6.92		7.52	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
	6.71	7.39	5.98	6.50	6.29	6.60	6.55	6.84	6.86	7.84

SOCIAL PERFORMANCE / EMPLOYEE TURNOVER

	2008		2009		2010		2011		2012	
New Hires* (Number-%)	1,560 (25%)		840 (13%)		1,117 (18%)		937 (15%)		817 (14%)	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
	1,190 (26%)	370 (23%)	636 (13%)	204 (13%)	789 (16%)	328 (21%)	697 (15%)	240 (16%)	583 (13%)	234 (16%)
New Hires by Age Groups* (Number - %)										
18-25	664 (75%)		323 (39%)		338 (51%)		324 (51%)		264 (52%)	
26-35	635 (23%)		390 (13%)		540 (19%)		510 (18%)		443 (18%)	
36-45	169 (11%)		91 (5%)		144 (8%)		74 (4%)		89 (5%)	
46+	92 (10%)		36 (4%)		95 (9%)		29 (3%)		21 (2%)	
Employees Left* (Number - %)										
	2008		2009		2010		2011		2012	
	1,347 (22%)		1,104 (17%)		915 (14%)		1,092 (18%)		1,016 (17%)	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
	1,006 (22%)	341 (22%)	810 (17%)	294 (19%)	621 (13%)	294 (19%)	426 (9%)	666 (45%)	759 (13%)	257 (16%)
Employees Left by Age Group* (Number - %)										
	2008		2009		2010		2011		2012	
18-25	397 (45%)		259 (32%)		184 (28%)		194 (30%)		178 (35%)	
26-35	549 (20%)		477 (16%)		459 (16%)		588 (21%)		562 (22%)	
36-45	216 (14%)		206 (12%)		125 (7%)		161 (9%)		190 (11%)	
46+	185 (19%)		162 (16%)		147 (14%)		149 (15%)		86 (8%)	

* Percentage values are calculated as the rate of number of indicated employees to total workforce.

SOCIAL PERFORMANCE / EMPLOYEE TURNOVER

Employee Turnover by Age Groups



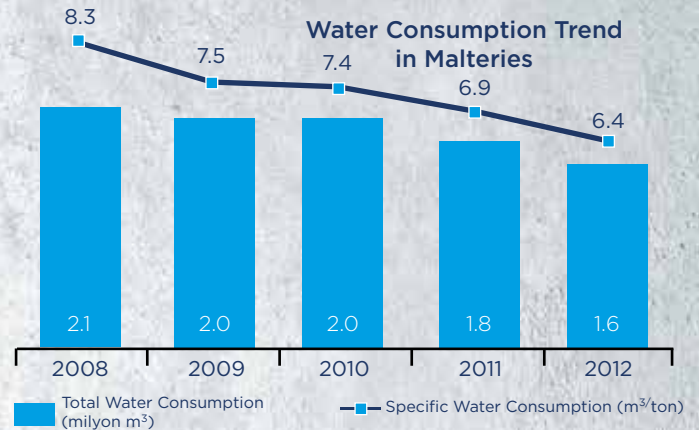
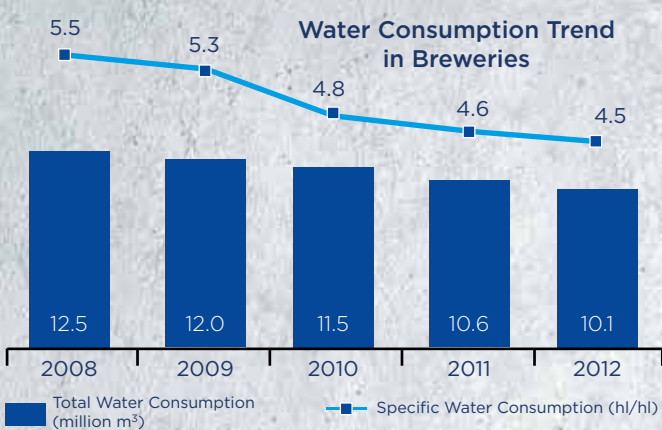
Employee Turnover by Gender



ENVIRONMENTAL PERFORMANCE / WATER WITHDRAWAL

	2008	2009	2010	2011	2012
Specific Water Consumption in Breweries (hl/hl)	5.5	5.3	4.8	4.6	4.5
Total Water Consumption in Breweries (million m ³)	12.5	12.0	11.5	10.6	10.1
Ground Water	5.1	5.5	5.3	5.4	5.0
Municipal	7.4	6.5	6.2	5.2	5.0
Specific Water Consumption in Malteries (m ³ /ton)	8.3	7.5	7.4	6.9	6.4
Total Water Consumption in Malteries (million m ³)	2.1	2.0	2.0	1.8	1.6
Ground Water	1.3	1.8	1.9	1.7	1.4
Municipal	0.8	0.2	0.1	0.1	0.2

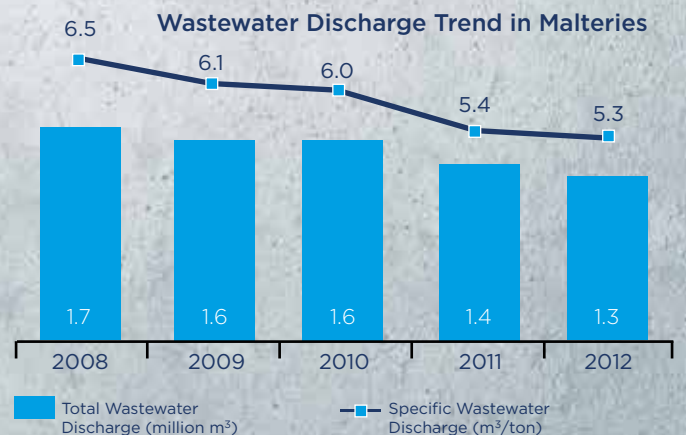
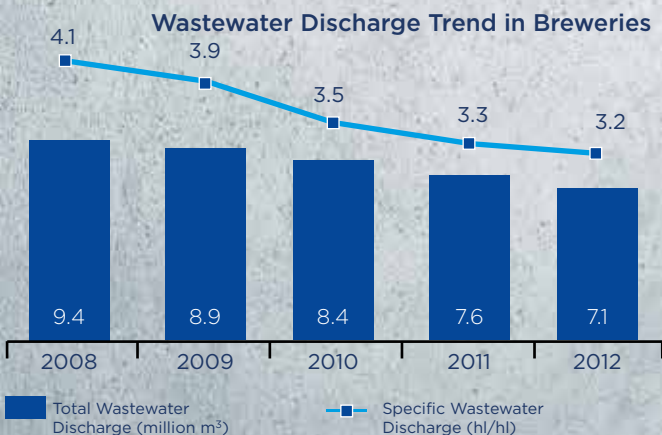
ENVIRONMENTAL PERFORMANCE / WATER CONSUMPTION TRENDS



ENVIRONMENTAL PERFORMANCE / WASTEWATER DISCHARGE

	2008	2009	2010	2011	2012
Specific Wastewater Discharge in Breweries (hl/hl)	4.1	3.9	3.5	3.3	3.2
Total Wastewater Discharge in Breweries (million m ³)	9.4	8.9	8.4	7.6	7.1
Sewage System	8.1	7.6	7.2	6.4	5.6
Surface Water Body	1.2	1.4	1.2	1.2	1.3
Specific Wastewater Discharge in Malteries (m ³ /ton)	6.5	6.1	6.0	5.4	5.3
Total Wastewater Discharge in Malteries (million m ³)	1.7	1.6	1.6	1.4	1.3
Sewage System	0.8	0.9	0.9	0.9	0.8
Surface Water Body	0.9	0.8	0.8	0.5	0.5

ENVIRONMENTAL PERFORMANCE / WASTEWATER DISCHARGE TRENDS



ENVIRONMENTAL PERFORMANCE / ENERGY CONSUMPTION

Energy Consumption in Breweries

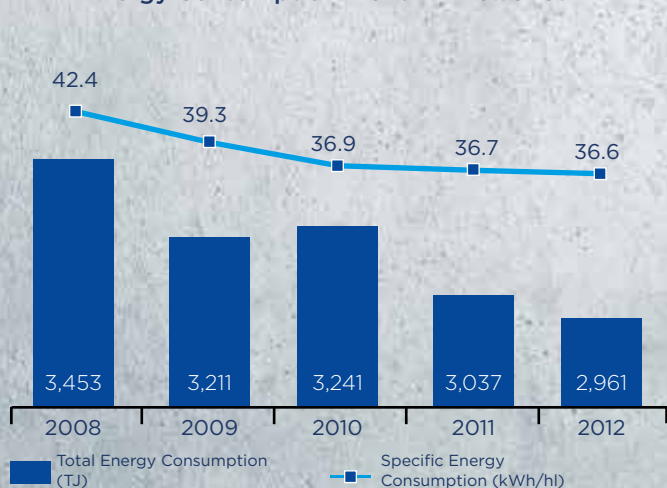
	2008	2009	2010	2011	2012
Specific Energy Consumption in Breweries (kWh/hl)	42.4	39.3	36.9	36.7	36.6
Total Energy Consumption in Breweries (TJ)	3,453	3,211	3,241	3,037	2,961
Total Direct Energy Consumption in Breweries (TJ)	2,229	2,083	2,093	1,905	1,869
Natural Gas	2,087	1,953	1,891	1,772	1,724
Fuel Oil	130	124	196	126	138
Diesel	12	6	7	7	8
Total Indirect Energy Consumption in Breweries (TJ)	1,224	1,128	1,148	1,132	1,091
Electricity	887	850	842	845	830
Steam	337	279	306	287	262

Energy Consumption in Malteries

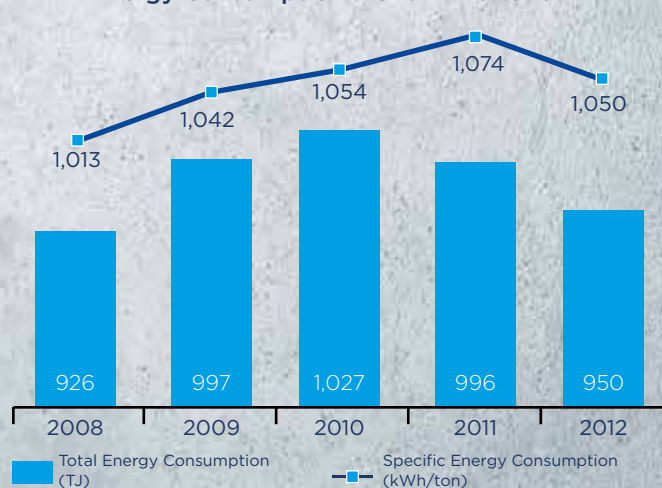
	2008	2009	2010	2011	2012
Specific Energy Consumption in Malteries (kWh/ton)	1,013	1,042	1,054	1,074	1,050
Total Energy Consumption in Malteries (TJ)	926	997	1,027	996	950
Total Direct Energy Consumption in Malteries (TJ)					
Natural Gas	435	508	550	519	455
Fuel Oil	44	1	0	0	0
Diesel	2	2	2	2	2
Total Indirect Energy Consumption in Malteries (TJ)	288	290	292	291	287
Electricity	130	130	139	135	128
Steam	158	160	153	156	159

ENVIRONMENTAL PERFORMANCE / ENERGY CONSUMPTION TRENDS

Energy Consumption Trend in Breweries



Energy Consumption Trend in Malteries



ENVIRONMENTAL PERFORMANCE / EFFICIENCY IN DISTRIBUTION

	2010	2011	2012
Distribution Distance per sales volume (km/hl)	3.77	3.47	3.64
Forklift Fuel Consumption per sales volume (kg/hl)	0.08	0.07	0.08

ENVIRONMENTAL PERFORMANCE / EMISSIONS

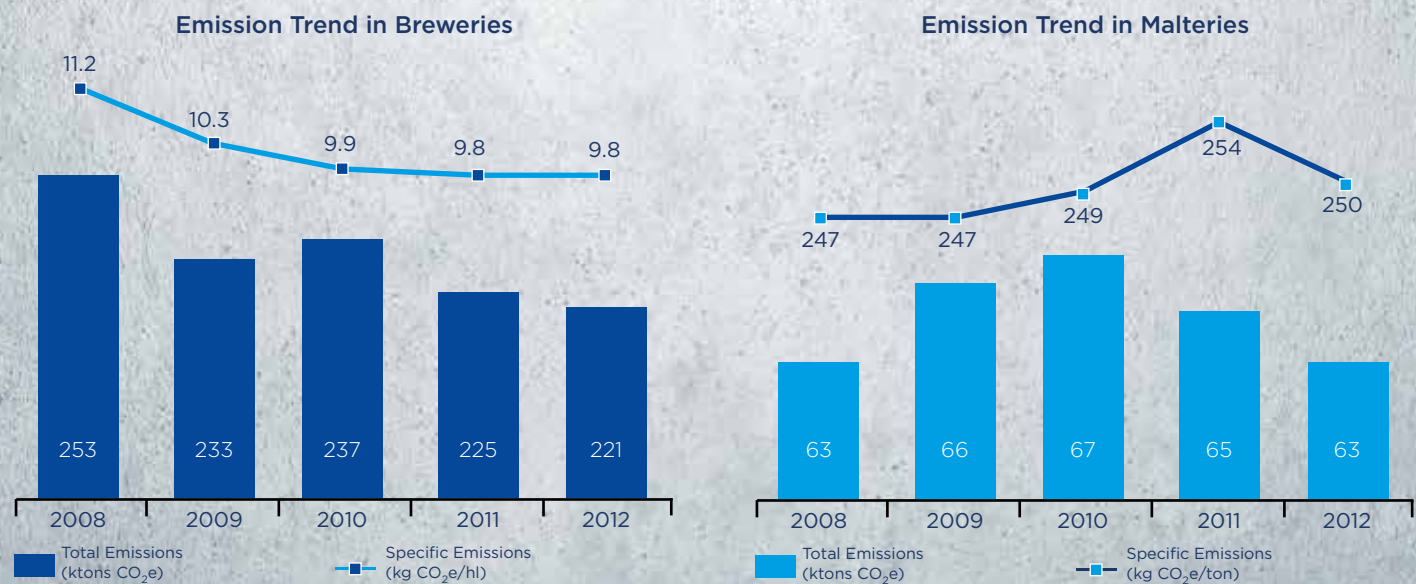
	2008	2009	2010	2011	2012
Specific GHG Emissions in Breweries (kg CO ₂ e/hl)	11.2	10.3	9.9	9.8	9.8
Direct	5.9	5.4	5.2	4.9	5.0
Indirect	5.3	4.9	4.6	4.9	4.9

Total GHG Emissions in Breweries (ktons CO ₂ e)	253	233	237	225	221
Direct	134	122	126	113	112
Indirect	119	111	111	111	109

Specific GHG Emissions in Malteries (kg CO ₂ e/ton)	247	247	249	254	250
Direct	145	150	153	154	149
Indirect	102	97	96	100	101

Total GHG Emissions in Malteries (ktons CO ₂ e)	63	66	67	65	63
Direct	37	40	41	40	37
Indirect	26	26	26	26	25

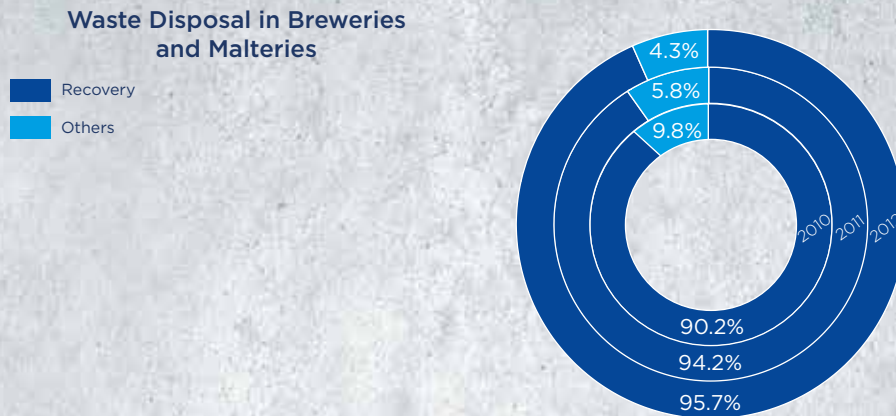
ENVIRONMENTAL PERFORMANCE / GHG EMISSION TRENDS



ENVIRONMENTAL PERFORMANCE / SOLID WASTE

	2010	2011	2012
Total Waste Disposal (kton)	438	447	427
Recovery *	395	421	408
Other	42	24	18
Recovery Ratio (%)	90.4	94.2	95.7

ENVIRONMENTAL PERFORMANCE / WASTE DISPOSAL



ENVIRONMENTAL PERFORMANCE / PACKAGING

	2008	2009	2010	2011	2012
Glass Saved by Two-Way Packaging Practices (kton)	234	221	213	221	199

Reclamation & Recycling	2011	2012
Reclaimed One-Way Packaging Materials (ton)	36,391	21,748
Glass	25,628	13,530
Metal	3,986	3,724
Plastic	2,980	1,630
Cardboard & Paper	3,796	2,864

* Solid wastes and by-products are included.

GRI Indicators	UNGC Indicators	References	Page	Description	Response Level
Profile Disclosures					
1.1		President's Statement	3		Full
1.2		President's Statement	3		Full
		Anadolu Efes Sustainability Management	5-7		
		Corporate Website		www: Sustainability	
2.1		Contacts	28		Full
2.2		Anadolu Efes Brewery Operations	4		Full
		Corporate Website			
2.3		Corporate Website		www: Anadolu Efes>Main Subsidiaries www: Anadolu Efes>Management>BOD and Committees www: Operations	Full
2.4		Contacts	28		Full
2.5		Anadolu Efes Brewery Operations	4		Full
		Corporate Website			
2.6		Anadolu Efes 2012 Annual Report	4-5; 21		Full
2.7		Anadolu Efes Brewery Operations	4		Full
		Corporate Website			
2.8		Anadolu Efes Brewery Operations	4		Full
		Anadolu Efes Sustainability Reporting Index 2011-2012	2-4		
		Corporate Website			
2.9		Corporate Website		www: Investor Relations>Shareholder and Investor Relations>Announcements>2011 www: Investor Relations>Shareholder and Investor Relations>Announcements>2012	Full
2.10		Anadolu Efes Brewery Operations	4		Full
		Water Management	8-9		
3.1		About the Report	2		Full
3.2		About the Report	2		Full
3.3		About the Report	2		Full
3.4		Contacts	28		Full
3.5		About the Report	2		Full
		Corporate Website			
3.6		About the Report	2		Full
3.7		About the Report	2		Full
3.8		About the Report	2		Full
		Corporate Website			
3.9		About the Report	2	When disclosing environmental performance data, in order to the audience gets a more comprehensive idea, in addition to the measurement criteria defined by GRI, we also employed production volume specific performance values which have a common use within the sector. When disclosing brewery operations based parametres, we employ performance values per 1 hectolitres of beer produced. Respectively, for disclosing malting operations based parametres, we employ performance values per 1 tons of malt produced. CSD and FAD products are also included in specific data.	Full
		Corporate Website			

GRI Indicators	UNGC Indicators	References	Page	Description	Response Level
3.10		About the Report	2	www:Sustainability	Full
		Corporate Website			
3.11		About the Report	2		Full
3.12		Contacts	28		Full
		Anadolu Efes Sustainability Reporting Index 2011-2012	12-20		
3.13		Legal Disclaimer	28		Full
4.1	Principle 1 Principle 10	Corporate Website		www: Anadolu Efes>Management>BOD & Committees www:Sustainability	Full
4.2	Principle 1 Principle 10	Corporate Website		www: Anadolu Efes>Management>BOD & Committees www: Anadolu Efes>Management>Beer Group Management www:Sustainability	Full
4.3	Principle 1 Principle 10	Anadolu Efes Sustainability Reporting Index 2011-2012	5	www: Anadolu Efes>Management>BOD & Committees	Full
		Corporate Website			
4.4	Principle 1 Principle 10	Talent Management	24-25	www:Sustainability	Full
		Operational Reliability	18-21		
		Anadolu Efes 2012 Annual Report	96-106		
		Corporate Website			
4.5	Principle 1 Principle 10	Talent Management	24-25	www:Sustainability	Full
		Anadolu Efes 2012 Annual Report	116		
		Corporate Website			
4.6	Principle 1 Principle 10	Anadolu Efes Code of Conduct		www: Investor Relations>Corporate Governance and Code of Conduct>Ethical Rules and Code of Conduct www: Investor Relations>Corporate Governance and Code of Conduct>Code of Business Conduct www:Sustainability	Full
		Anadolu Group Code of Conduct			
		Anadolu Efes 2012 Annual Report	111-113		
		Corporate Website			
4.7	Principle 1 Principle 10	Corporate Website		www: Investor Relations>Corporate Governance and Code of Conduct>Compliance Report	Full
4.8	Principle 1 Principle 10	Anadolu Efes Sustainability Management	5	www: Investor Relations>Corporate Governance and Code of Conduct>Ethical Rules and Code of Conduct www: Investor Relations>Corporate Governance and Code of Conduct>Code of Business Conduct www:Sustainability	Full
		Anadolu Efes Code of Conduct			
		Anadolu Group Code of Conduct			
		Corporate Website			
4.9	Principle 1 Principle 10	Anadolu Efes 2012 Annual Report	112-115	www: Sustainability	Full
		Corporate Website			
4.10	Principle 1 Principle 10	Talent Management	24-25	www:Sustainability	Full
		Anadolu Efes 2012 Annual Report	111-113		
		Corporate Website			

GRI Indicators	UNGC Indicators	References	Page	Description	Response Level
4.11	Principle 7	Anadolu Efes Sustainability Management	5-7	www: Investor Relations>Corporate Governance and Code of Conduct>Compliance Report www:Sustainability	Full
		Anadolu Efes 2012 Annual Report	114-115		
		Corporate Website			
4.12	Principle 1 Principle 10	Anadolu Efes Sustainability Management	5-7	www:Sustainability	Full
		Talent Management	24-25		
		Corporate Website			
4.13	Principle 1 Principle 10	Packaging Practices	27		Full
		Product Responsibility	16		
4.14		Corporate Website		www:Sustainability	Full
4.15		About the Report	2	www:Sustainability	Full
		Anadolu Efes Sustainability Management	5		
		Corporate Website			
4.16		Anadolu Efes Sustainability Management	5-7	www:Sustainability	Full
		Corporate Website			
4.17		Product Labeling and Consumer Information	14-15	Support lines are one of the most actively used tool that our stakeholders, primarily consumers, submit information requests about Anadolu Efes. Among these submissions, beside product information, most frequently received inquiries are about special offers, events and conditions to become an Anadolu Efes dealer. www: Investor Relations>Shareholder and Investor Relations>General Assembly>2011	Full
		Anadolu Efes 2012 Annual Report	103-106		
		Corporate Website			
Disclosures on Management Approach					
DMA EC	Principle 1 Principle 4 Principle 6 Principle 7	President's Statement	3	www:Sustainability	Full
		Anadolu Efes Brewery Operations	4		
		Anadolu Efes Sustainability Management	5-7		
		Water Management	8-9		
		Energy & Emissions	10-11		
		Talent Management	24-25		
		Enhancing the Value Chain	12-13		
		Product Responsibility	14-17		
		Community Development	22-23		
		Anadolu Efes Sustainability Reporting Index 2011-2012	2-7		
Corporate Website					

GRI Indicators	UNGC Indicators	References	Page	Description	Response Level
DMA EN	Principle 7 Principle 8 Principle 9	President's Statement	3		Full
		Anadolu Efes Sustainability Management	5-7		
		Water Management	8-9		
		Energy & Emissions	10-11		
		Packaging Practices	26-27		
		Operational Reliability	18-21		
		Anadolu Efes Sustainability Reporting Index 2011-2012	10-13		
		Anadolu Group Code of Conduct			
		Anadolu Efes Code of Conduct			
		Corporate Website			
DMA LA	Principle 1 Principle 3 Principle 6	President's Statement	3		Full
		Anadolu Efes Sustainability Management	5-7		
		Talent Management	24-25		
		Operational Reliability	18-21		
		Anadolu Efes Sustainability Reporting Index 2011-2012	4-7		
		Anadolu Group Code of Conduct			
		Anadolu Efes Code of Conduct			
		Corporate Website			
DMA HR	Principle 1 Principle 2 Principle 3 Principle 4 Principle 5 Principle 6	President's Statement	3		Full
		Anadolu Efes Sustainability Management	5-7		
		Talent Management	24-25		
		Enhancing the Value Chain	12-13		
		Anadolu Efes Sustainability Reporting Index 2011-2012	3, 7		
		Corporate Website			
DMA SO	Principle 10	President's Statement	3		Full
		Anadolu Efes Brewery Operations	4		
		Anadolu Efes Sustainability Management	5-7		
		Enhancing the Value Chain	12-13		
		Community Development	22-23		
		Anadolu Group Code of Conduct			
		Anadolu Efes Code of Conduct			
		Corporate Website			

GRI Indicators	UNGC Indicators	References	Page	Description	Response Level
DMA PR	Principle 1 Principle 8	President's Statement	3	www:Sustainability	Full
		Anadolu Efes Brewery Operations	4		
		Anadolu Efes Sustainability Management	5-7		
		Product Responsibility	14-17		
		Corporate Website			
Performance Disclosures					
EC1		Anadolu Efes Sustainability Reporting Index 2011-2012	3		Full
EC2		President's Statement	3	www: Sustainability	Partial
		Anadolu Efes Sustainability Management	5-7		
		Water Management	8-9		
		Energy & Emissions	10-11		
		Corporate Website			
EC3				All Anadolu Efes employees benefit public social security system in compliance with binding legal regulations for the business unit they work in. Members of the Anadolu Efes, who are working in Turkey operations, can also participate voluntarily in Individual Pension System. When employees participate to the pension system with a contribution no less than 2% of their gross salary, Anadolu Efes contributes to the fund with an additional 2%. Thus, premium amount paid increases two folds.	Full
EC4				Since its initial launch in 2007, Anadolu Efes has been participating in the Turquality Programme, which was organized by the Government of Turkey to support the recognition of Turkish brands overseas. In the scope of this programme, various efforts to present Turkish brands to the world receive 50% financial support from the Turkish government. Participation in executive training programmes organized within the Turquality Programme also contributes to human resource development. Brand- awareness activities held abroad by Anadolu Efes in 2011 received 4 million TL and 7.2 million TL in 2012 in financial support through Turquality and similar initiative programmes.	Full
EC5	Principle 1			All Anadolu Efes employees are remunerated with salaries equal or above local minimum wages defined by binding legal regulations for business unit they work in. Ratio of wages compared to local minimum wage varies according to the employee status and country of operations. No different measures applied according to the gender.	Full
EC6		Anadolu Efes Sustainability Management	5-7		Full
		Community Development	22-23		
		Enhancing the Value Chain	12-13		
		Anadolu Efes Sustainability Reporting Index 2011-2012	3		
EC7	Principle 6	Talent Management	24-25		Full
		Community Development	22-23		
		Anadolu Efes Sustainability Reporting Index 2011-2012	4-5		
EC8		Enhancing the Value Chain	12-13		Full
		Product Responsibility	14-17		
		Community Development	22-23		
		Anadolu Efes Sustainability Reporting Index 2011-2012	3		

GRI Indicators	UNGC Indicators	References	Page	Description	Response Level
EC9		Enhancing the Value Chain	12-13	www:Sustainability	Full
		Product Responsibility	14-17		
		Community Development	22-23		
		Anadolu Efes Sustainability Reporting Index 2011-2012	3		
		Corporate Website			
EN1	Principle 8	Water Management	8-9		Full
		Packaging Practices	26-27		
		Anadolu Efes Sustainability Reporting Index 2011-2012	8, 11		
EN2	Principle 8 Principle 9	Water Management	8-9		Full
		Packaging Practices	26-27		
		Anadolu Efes Sustainability Reporting Index 2011-2012	11		
EN3	Principle 8	Energy & Emissions	10-11		Full
		Anadolu Efes Sustainability Reporting Index 2011-2012	9		
EN4	Principle 8	Energy & Emissions	10-11		Partial
		Anadolu Efes Sustainability Reporting Index 2011-2012	9		
EN5	Principle 8 Principle 9	Anadolu Efes Sustainability Management	5-7		Full
		Anadolu Efes Sustainability Reporting Index 2011-2012	9-10		
		Energy & Emissions	10-11		
EN6	Principle 8 Principle 9	Anadolu Efes Sustainability Management	5-7		Full
		Energy & Emissions	10-11		
		Anadolu Efes Sustainability Reporting Index 2011-2012	9-10		
EN7	Principle 8 Principle 9	Anadolu Efes Sustainability Management	5-7		Full
		Energy & Emissions	10-11		
		Anadolu Efes Sustainability Reporting Index 2011-2012	9-10		
EN8	Principle 8	Water Management	8-9		Full
		Anadolu Efes Sustainability Management	5-7		
		Anadolu Efes Sustainability Reporting Index 2011-2012	8		

GRI Indicators	UNGC Indicators	References	Page	Description	Response Level
EN9	Principle 8			Since no water bodies employed such as RAMSAR or other protected resources, no water resources used by Anadolu Efes is under stress according to the criteria expressed in the indicator.	Full
EN10	Principle 8 Principle 9	Anadolu Efes Sustainability Management	5-7		Partial
		Water Management	8-9		
EN11	Principle 8	Operational Reliability	18-21	Anadolu Efes has no operational site in the protected areas.	Full
EN12	Principle 8			Anadolu Efes has no operational site in the protected areas. No such impact occurred during the reporting period.	Full
EN13	Principle 8			Since Anadolu Efes operations has no significant impact on habitats, no restoration or protection practices carried out other than general practices performed due to the Anadolu Efes Environmental Management Scheme.	Full
EN14	Principle 8	Anadolu Efes Sustainability Management	5-7		Full
		Water Management	8-9		
		Operational Reliability	18-21		
		Corporate Website			
EN15	Principle 8			During the reporting period, no impact on species with extinction risk detected by or reported to Anadolu Efes.	Full
EN16	Principle 8	Energy & Emissions	10-11		Full
		Anadolu Efes Sustainability Reporting Index 2011-2012	10		
EN17	Principle 8	Energy & Emissions	10-11		Partial
EN18	Principle 7 Principle 8 Principle 9	Anadolu Efes Sustainability Management	5-7		Full
		Energy & Emissions	10-11		
		Anadolu Efes Sustainability Reporting Index 2011-2012	10		
EN21	Principle 8	Anadolu Efes Sustainability Management	5-7		Full
		Water Management	8-9		
		Efes Sustainability Reporting Index 2011-2012	8		
EN22	Principle 8	Operational Reliability	18-21		Full
		Anadolu Efes Sustainability Reporting Index 2011-2012	11		
EN25	Principle 8			Most of the wastewater occurred in Anadolu Efes operations is discharged to sewage system. Biodiversity value of no receiving environment is harmed since wastewater discharged only after the quality level required by legal regulations is ensured.	Full
EN26	Principle 7 Principle 8 Principle 9	Water Management	8-9		Full
		Energy & Emissions	10-11		
		Packaging Practices	26-27		
		Operational Reliability	18-21		
		Anadolu Efes Sustainability Reporting Index 2011-2012	11		
		Corporate Website			

GRI Indicators	UNGC Indicators	References	Page	Description	Response Level
EN27	Principle 8 Principle 9	Anadolu Efes Sustainability Management	5-7		Full
		Packaging Practices	26-27		
		Anadolu Efes Sustainability Reporting Index 2011-2012	11		
EN29	Principle 8	Energy & Emissions	10-11		Full
		Anadolu Efes Sustainability Reporting Index 2011-2012	10		
EN30	Principle 7 Principle 8 Principle 9	Operational Reliability	18-21		Full
LA1		Talent Management	24-25		Full
		Anadolu Efes Sustainability Reporting Index 2011-2012	4		
LA2	Principle 6	Anadolu Efes Sustainability Reporting Index 2011-2012	7		Full
LA3				Within Anadolu Efes workforce, there is no part-time employee and only a few number of temporary employees. Temporary employees have equal benefits with full time employees within the duration of their employment contract.	Full
LA4	Principle 1 Principle 3	Talent Management	24-25		Full
		Anadolu Efes Sustainability Reporting Index 2011-2012	4		
LA5	Principle 3			Possible changes in company operations or working conditions and workplaces of employees are announced before the execution of the changes, according to minimum notice periods indicated in applicable legal regulations. These periods can vary according to the operation country regulations and to the employee seniority. Collective bargaining agreements regulate minimum notice periods for covered employees.	Full
LA6	Principle 1	Operational Reliability	18-21		Full
LA7	Principle 1	Operational Reliability	18-21		Partial
		Anadolu Efes Sustainability Reporting Index 2011-2012	5		
LA10		Talent Management	24-25		Partial
		Anadolu Efes Sustainability Reporting Index 2011-2012	6		
LA11		Talent Management	24-25		Full
LA12		Talent Management	24-25		Full
LA13	Principle 1 Principle 6	Talent Management	24-25		Full
		Anadolu Efes Sustainability Reporting Index 2011-2012	5		
LA14	Principle 1 Principle 6			Just as in all other subjects, no gender based remuneration practice is possible between Anadolu Efes employees. All employees receive equal basic salary unless they perform same job. Salaries can vary according to performance bonuses, overtimes and similar payments.	Full
LA15		Talent Management	24-25		Partial
		Anadolu Efes Sustainability Reporting Index 2011-2012	6		

GRI Indicators	UNGC Indicators	References	Page	Description	Response Level
HR3	Principle 1 Principle 2 Principle 3 Principle 4 Principle 5 Principle 6	Talent Management	24-25		Full
		Anadolu Efes Sustainability Reporting Index 2011-2012	6		
HR4	Principle 1 Principle 2 Principle 6			During the reporting period, no such case has occurred.	Full
HR5	Principle 1 Principle 2 Principle 3	Talent Management	24-25	In all Anadolu Efes operations, collective bargaining, organization and unionization rights are secured. All employees are free to become a member of the trade union which they prefer and to benefit collective bargaining practices. Anadolu Efes expects all suppliers to adopt similar working principles. During the reporting period, no breach or risk is identified within Anadolu Efes or major supplier operations against the exercise of these rights.	Full
		Enhancing the Value Chain	12-13		
HR6	Principle 1 Principle 2 Principle 5	Talent Management	24-25	No child labor is employed in any Anadolu Efes operation. Anadolu Efes expects all suppliers to adopt similar working principles. During the reporting period, no breach or risk is identified within Anadolu Efes or major supplier operations against exercise of this principle.	Full
		Enhancing the Value Chain	12-13		
HR7	Principle 1 Principle 2 Principle 4	Talent Management	24-25	No Anadolu Efes operation employs forced or compulsory labor. Anadolu Efes expects all suppliers to adopt similar working principles. During the reporting period, no breach or risk is identified within Anadolu Efes or major supplier operations against exercise of this principle.	Full
		Enhancing the Value Chain	12-13		
HR8	Principle 1 Principle 2	Talent Management	24-25	All security personnel working in Anadolu Efes operations receive training on human rights principles and practices during their vocational training.	Full
HR11				During the reporting period, no such case has occurred.	Full
SO1		Anadolu Efes Sustainability Management	5-7		Partial
		Enhancing the Value Chain	12-13		
		Community Development	22-23		
		Corporate Website			
SO2	Principle 10	Anadolu Efes 2012 Annual Report	114-115	All company organization is periodically subject to both internal and Anadolu Group auditing processes. All company accounts, records and documents are audited quarterly by Anadolu Efes Audit Committee.	Full
		Corporate Website		www:Sustainability	
SO5	Principle 1 Principle 10	Anadolu Group Code of Conduct		Anadolu Efes, in line with its activities, manages its relations with public authorities within the limits of close communication and information exchange; can participate cooperation activities as a corporation or as a member of a sectoral organization in case of an invitation. However, according to working principles, Anadolu Efes does not conduct lobbying activities for company's interest; does not support individuals or groups carrying out the same.	Full
		Anadolu Efes Code of Conduct			
SO6	Principle 10	Anadolu Group Code of Conduct		Anadolu Efes subscribes to no political ideology or agenda; accordingly does not declare any political opinion or position; does not directly or indirectly support any political party, movement or initiative.	Full
		Anadolu Efes Code of Conduct			
PR2	Principle 1	Product Responsibility	14-17	During the reporting period, no such case has occurred	Full
PR3	Principle 8	Product Responsibility	14-17		Full
PR4	Principle 8			During the reporting period, no such case has occurred	Full
PR5		Anadolu Efes Brewery Operations	4		Full
		Product Responsibility	14-17		
PR6		Product Responsibility	14-17		Full
		Corporate Website			
PR7				During the reporting period, no such case has occurred	Full
PR8	Principle 1			During the reporting period, no such case has occurred	Full

You can access Anadolu Efes Sustainability Report 2011 at www.anadoluefes.com

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