



**ANADOLU
EFES**

SUSTAINABILITY
REPORTING INDEX
2013



ANADOLU GROUP

FOREWORD

Dear Stakeholders,

Through Efes Positive Impact Plan , we aim at contributing establishment of a better and more sustainable life in cooperation with stakeholders. Hence we submit corporate sustainability studies to your review via sustainability reports. In this publications, we disclose information that stakeholders would like to learn about our operations in the most holistic and complete manner possible. We appreciate your feedbacks for further improving our practices.

We make an utmost effort for preparing Anadolu Efes Sustainability Reports with a user-friendlier content format. Beside that, in order to cater to the expectations of stakeholders who seeks more profound data on corporate performance, we publish "Anadolu Efes Sustainability Reporting Index" documents.

Anadolu Efes Sustainability Reporting Index , as an addendum to the Sustainability Report, is also prepared with the same scope and boundry 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 Affairs Directorate.

Economic Performance / Operational Summary*

	2009	2010	2011	2012	2013
Production by Volume					
Beer Production (Mhl)**	22.3	23.7	22.9	29.1	25.3
Malt Production (ton)	216	271	257	251	208
Capacity					
Beer Production Capacity (Mhl)	35.0	35.2	35.2	43.7	43.7
Capacity Utilization Rate in Beer Production*** (%)	63.7	67.3	65.1	66.6	57.9
Malt Production Capacity (kton)	267	290	290	294	294
Capacity Utilization Rate in Malt Production*** (%)	81.1	93.0	88.8	85.5	70.8
Total Sales by Volume					
Beer Sales (Mhl)	22.1	24.2	23.0	28.4	25.5
Malt Sales (kton)	-	0.1	-	0.3	-

* Operational figures are calculated in line with the scope adopted for financial statements. However, when calculating specific performance figures disclosed in various sections of this index, sustainability reporting scope is adopted.

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

*** Capacity Utilization Rate= Production Volume x 100 / Average Capacity

Economic Performance / Financial Summary

	2009	2010	2011	2012*	2013*
Net Sales (1,000 TL)	3,811,067	4,168,793	4,761,266	4,319,725	9,195,773
Beer Sales	2,579,829	2,746,591	3,006,106	4,291,363	3,978,641
Others	1,231,238	1,422,202	1,755,160	28,362	5,217,132
Profit From Operations (1,000 TL)	647,981	693,624	605,120	540,350	743,854
Profit From Operations Margin (%)	17.0	16.6	12.7	12.5	8.1
Net Income (1,000 TL)	422,588	503,640	341,175	609,811	2,608,920
Net Income Margin (%)	11.1	12.1	7.2	14.1	28.4
EBITDA (1,000 TL)	916,614	1,019,004	953,416	908,313	1,494,687
EBITDA Margin (%)	24.1	24.4	20.0	21.0	17.0
Total Assets (1,000 TL)	5,430,041	5,588,831	6,420,709	10,381,556	22,366,984
Net Financial Debt/EBITDA	0.9X	0.8X	1.2X	0.5X	2.0X
Earnings per Share (TL)	0.939	1.119	0.758	1.0765	4.4062

	2009	2010	2011	2012	2013
Credit Ratings (S&P)	BB (stable)	BB (positive)	BB+ (positive)	BBB- (positive)	BBB- (stable)
Credit Ratings (Moody's)				Baa3 (stable)	Baa3 (stable)
Corporate Governance Rating (%)	82.71	84.00	85.46	89.39	93.30

* According to the Stakeholder's Agreement regarding the governance of Coca-Cola İçecek A.S. (CCI), with effect from 01.01.2013, Anadolu Efes started to fully consolidate CCI, whereas CCI has been consolidated into Anadolu Efes' financial results by using proportionate consolidation method until 31.12.2012. Consequently, CCI is fully consolidated into Anadolu Efes' financial in FY2013, while, as per TFRS II that became effective as of 01.01.2013, reported financials for FY2012 are restated by using equity pick-up method. The financials are also restated in accordance with the Capital Market Board's "Communiqué on Principles Regarding Financial Reporting in Capital Markets" (Serial II No:14.1)

Economic Performance / Direct Economic Value

	2010	2011	2012	2013
Direct Economic Value Generated (1,000 TL)	4,168,793	4,761,266	6,416,835	4,319,725
Total Revenues	4,168,793	4,761,266	6,416,835	4,319,725
Direct Economic Value Distributed (1,000 TL)	1,920,985	2,162,601	3,035,328	3,650,365
Operating Costs	1,051,601	1,245,220	1,747,719	1,800,406
Employee Wages & Benefits	471,805	559,438	798,036	1,135,119
Payments to Capital Providers	246,532	221,024	277,097	266,447
Payments to Government (gross taxes)	127,846	117,476	189,073	104,161
Community Investments	23,201	19,443	23,403	6,323
Direct Economic Value Retained	2,247,808	2,598,665	3,381,507	5,545,408

Economic Performance / Local Procurement Operations

Local Procurement (%)	By Expenditure	
	2012	2013
ANADOLU EFES (consolidated)	66.0	78.0

Economic Performance / Environmental Cost

	2012	2013
Total Environmental Cost (million USD)	10.9	8.4

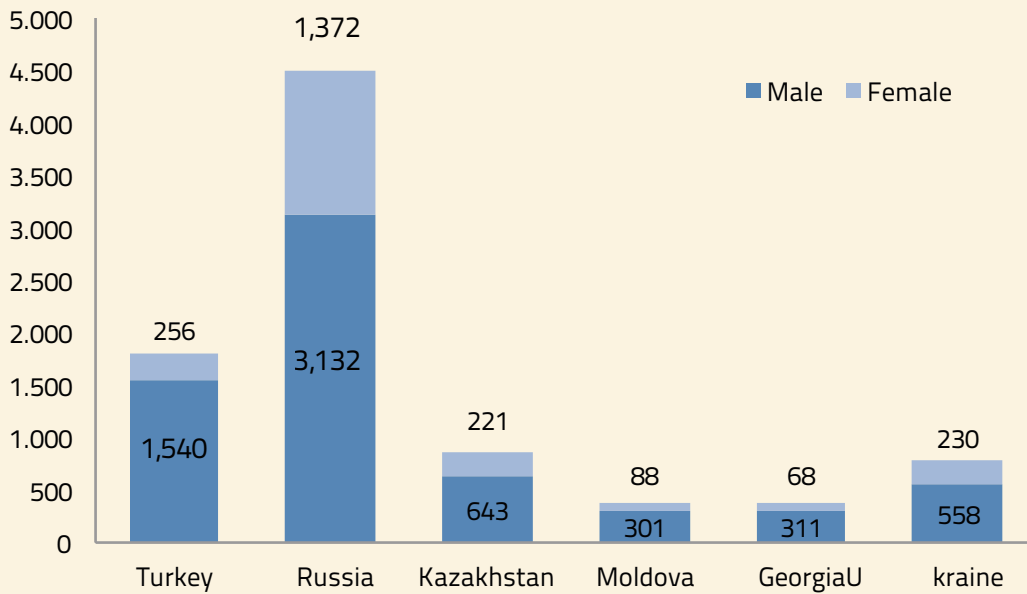
Social Performance / Employee Demographics

	2009		2010		2011		2012		2013	
Total Number of Employees	6,422		6,348		6,227		5,918		8,720	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
	4,840	1,582	4,812	1,536	4,743	1,484	4,472	1,446	6,485	2,235
Employees by Status										
Blue Collar	2,721	370	2,577	311	2,414	269	2,341	237	3,344	456
White Collar	2,119	1,212	2,235	1,225	2,329	1,215	2,131	1,209	3,128	1,792
Employees by Contract Type										
Indefinite Contract	4,738	1,527	4,769	1,473	4,674	1,419	4,447	1,426	6,390	2,186
Temporary Contract	102	55	43	63	69	65	25	20	96	50
Employees Covered by Collective Bargaining Agreements										
By Number	1,915		1,833		1,831		1,882		2,498	
By Share in Total Workforce (%)	29.82		28.88		29.40		31.80		28.64	
By Share in Blue Collar Employees (%)	61.95		63.46		68.24		73.00		65.73	
Employees by Employment Type										
Full Time	4,840	1,582	4,812	1,536	4,743	1,484	4,472	1,446	6,485	2,230
Part Time	0	0	0	0	0	0	0	0	5	5
Employees by Education Level										
University & Above	2,006	987	2,050	1,011	2,123	1,020	2,208	1,091	3,693	1,709
Other	2,834	595	2,762	525	2,620	464	2,264	355	2,206	370
Disabled Employees	97		92		89		91		69	
	64	33	63	29	60	29	60	31	56	13

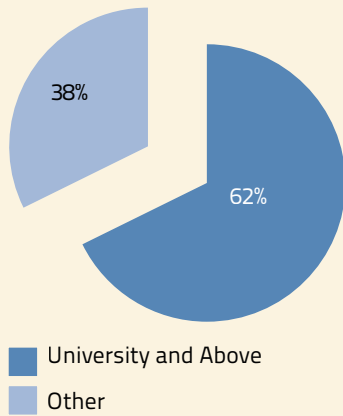
Social Performance / Senior Management Demographics

	2009		2010		2011		2012		2013	
Total Number of Senior Managers	51		58		53		45		216	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
	48	3	53	5	47	6	41	4	151	65
Senior Managers by Nationality										
Local	26		30		33		28		124	
Expat	25		28		20		17		27	

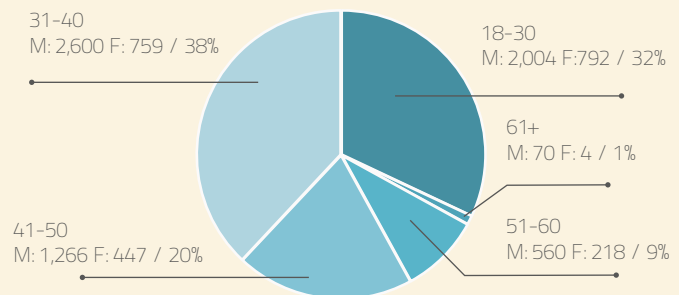
Total Workforce by Gender and Location



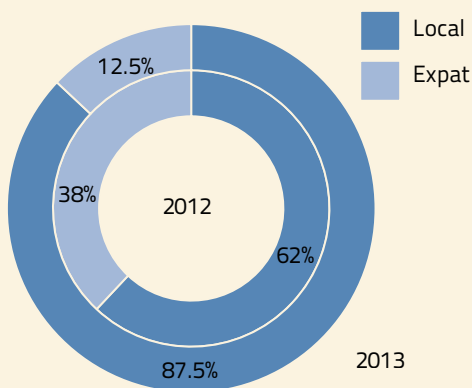
Total Workforce by Education Level



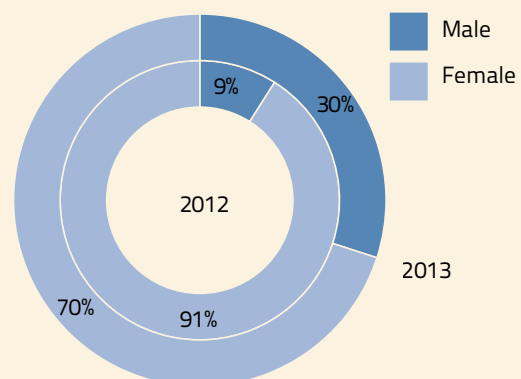
Total Workforce by Age Group



Senior Managers by Nationality



Senior Managers by Gender



Social Performance / Operational Health and Safety Performance

	2012	2013
Total Hours Worked	12,010,044	16,464,369
Injury Rate*	1.22	1.63
Occupational Disease Rate**	0	0
Lost Day Rate***	18.25	12.82
Absentee Rate****	3,323	3,775
Fatalities	0	0
Fatalities by Road Accidents	0	0
Injuries by Road Accidents	-	6

* 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

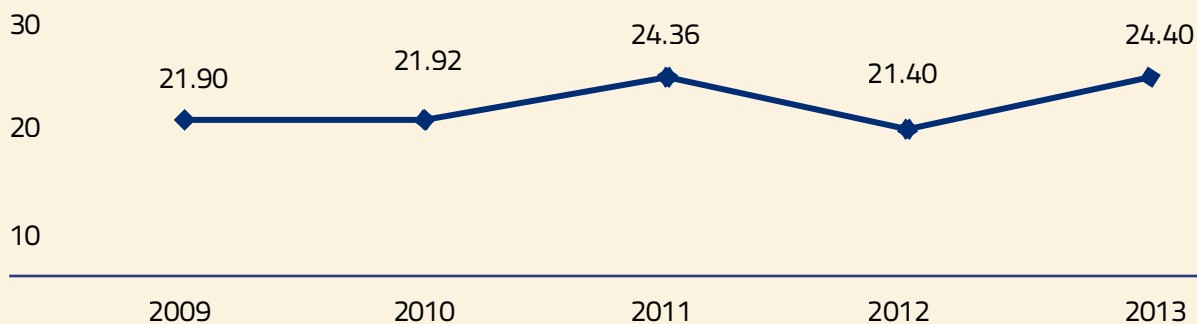
***Lost Day Rate= Total number of lost days x 200,000 / Total work days

**** 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

Employee Trainings	2012	2013
Total Number of Attendance	6,164	12,564
Blue Collar	2,961	7,595
White Collar	3,203	4,969
Total Hours of Trainings (person x hour)	126,690.05	164,725.30
Blue Collar	44,704.00	67,264
White Collar	81,986.05	97,461.80
Average Hours of Trainings (Total Hours/Employee)	21.40	24.40
Blue Collar	17.34	17.70
White Collar	24.55	19.81
Employee Trainings on OHS	2012	2013
Total Attendance	2535	3,749
Total Training Hours (person x hour)	34,554.80	22,362.96
Employee Trainings on Environmental Management	2012	2013
Total Attendance	868	829
Total Training Hours (person x hour)	2,372	8,554

Social Performance / Average Training Hours Per Employee



Social Performance / Employee Turnover

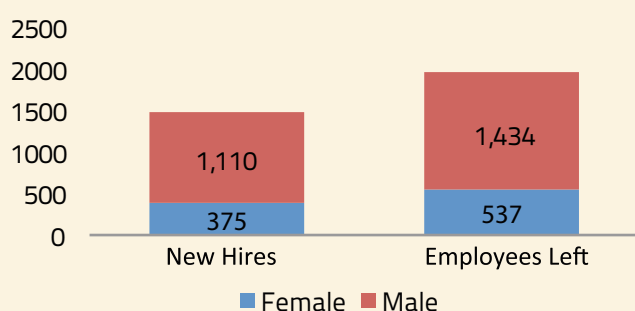
	2009		2010		2011		2012		2013	
New Hires* (Number - %)	840 (13%)		1,117 (18%)		937 (15%)		817 (14%)		1,485 (17%)	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
	636 (13%)	204 (13%)	789 (16%)	328 (21%)	697 (15%)	240 (16%)	583 (13%)	234 (16%)	1,110 (17%)	375 (17%)
New Hires by Age Groups* (Number - %)										
18-25	323 (39%)		338 (51%)		324 (51%)		264 (52%)		517 (59%)	
26-35	390 (13%)		540 (19%)		510 (18%)		443 (18%)		676 (17%)	
36-45	91 (5%)		144 (8%)		74 (4%)		89 (5%)		177 (7%)	
46+	36 (4%)		95 (9%)		29 (3%)		21 (2%)		63 (4%)	
	2009		2010		2011		2012		2013	
'Employees Left* (Number - %)	1,104 (17%)		915 (14%)		1,092 (18%)		1,016 (17%)		1,971 (22%)	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
	810 (17%)	294 (19%)	621 (13%)	294 (19%)	426 (9%)	666 (45%)	759 (13%)	257 (16%)	1,434 (22%)	537 (24%)
Employees Left by Age Groups* (Number - %)										
18-25	259 (32%)		184 (28%)		194 (30%)		178 (35%)		304 (34%)	
26-35	477 (16%)		459 (16%)		588 (21%)		562 (22%)		901 (23%)	
36-45	206 (12%)		125 (7%)		161 (9%)		190 (11%)		398 (16%)	
46+	162 (16%)		147 (14%)		149 (15%)		86 (8%)		365 (22%)	

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

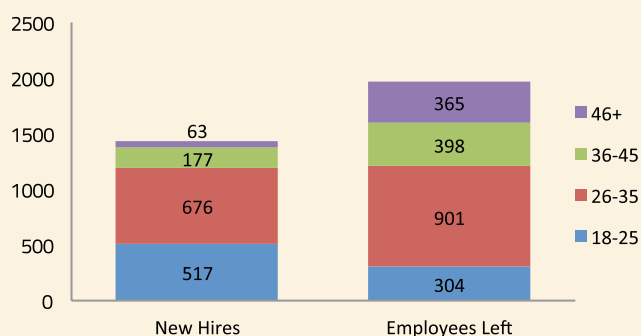
	2009		2010		2011		2012		2013	
Employees on Parental Leave	134		143		154		199		208	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
	31	103	120	23	138	16	61	138	75	133
Employees Returned	121		135		125		156		152	

Average Seniority (years)	2009		2010		2011		2012		2013	
	30.5		31.66		34.58		7.52		4.68	
	29.89	32.49	31.45	33.02	32.76	34.22	6.86	7.84	4.95	3.90

Employee Turnover by Gender



Employee Turnover by Age Groups

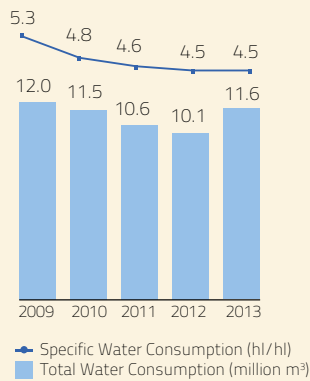


Environmental Performance / Water Withdrawal

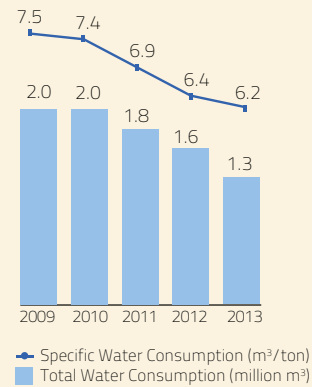
	2009	2010	2011	2012	2013
Specific Water Consumption in Breweries (hl/hl)	5.3	4.8	4.6	4.5	4.5
Total Water Consumption in Breweries (million m ³)	12.0	11.5	10.6	10.1	11.6
Ground Water	5.5	5.3	5.4	5.0	5.0
Municipal	6.5	6.2	5.2	5.0	6.6
Specific Water Consumption in Malteries (m ³ /ton)	7.5	7.4	6.9	6.4	6.2
Total Water Consumption in Malteries (million m ³)	2.0	2.0	1.8	1.6	1.3
Ground Water	1.8	1.9	1.7	1.4	1.2
Municipal	0.2	0.1	0.1	0.2	0.1

Environmental Performance / Water Consumption Trends

Water Consumption Trend in Breweries



Water Consumption Trend in Malteries

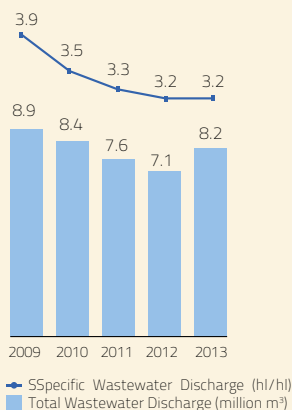


Environmental Performance / Wastewater Discharge

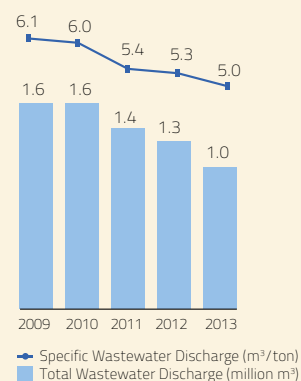
	2009	2010	2011	2012	2013
Specific Waste Water Discharge in Breweries (hl/hl)	3.9	3.5	3.3	3.2	3.2
Total Waste Water Discharge in Breweries (million m³)	8.9	8.4	7.6	7.1	8.2
Sewage System	7.6	7.3	6.5	5.8	7.1
Surface Water Body	1.3	1.2	1.1	1.3	1.0
Specific Waste Water Discharge in Malteries (m³/ton)	6.1	6.0	5.4	5.3	5.0
Total Waste Water Discharge in Malteries (million m³)	1.6	1.6	1.4	1.3	1.0
Sewage System	0.8	0.9	0.9	0.8	0.7
Surface Water Body	0.8	0.8	0.5	0.5	0.4

Environmental Performance / Wastewater Discharge Trends

Wastewater Trend in Breweries



Wastewater Trend in Malteries



Environmental Performance / Energy Consumption

Energy Consumption in Breweries

	2009	2010	2011	2012	2013
Specific Energy Consumption in Breweries (kWh/hl)	39.3	36.9	36.7	36.6	38.2
Total Energy Consumption in Breweries (TJ)	3,211	3,241	3,037	2,961	3,552
Total Direct Energy Consumption in Breweries (TJ)	2,083	2,093	1,905	1,869	2,315
Natural Gas	1,953	1,891	1,772	1,724	2,071
Fuel Oil	124	196	126	138	240
Diesel	6	7	7	8	4
Total Indirect Energy Consumption in Breweries (TJ)	1,128	1,148	1,132	1,091	1,237
Electricity	850	842	845	830	1,013
Steam	279	306	287	262	224

Energy Consumption in Malteries

	2009	2010	2011	2012	2013
Specific Energy Consumption in Malteries (kWh/ton)	1,042	1,054	1,074	1,050	998
Total Energy Consumption in Malteries (TJ)	997	1,027	996	950	748
Total Direct Energy Consumption in Malteries (TJ)					
Natural Gas	508	550	519	455	337
Fuel Oil	1	0	0	0	0
Diesel	2	2	2	2	1
Total Indirect Energy Consumption in Malteries (TJ)	290	292	291	287	232
Electricity	130	139	135	128	116
Steam	160	153	156	159	117

Coolers

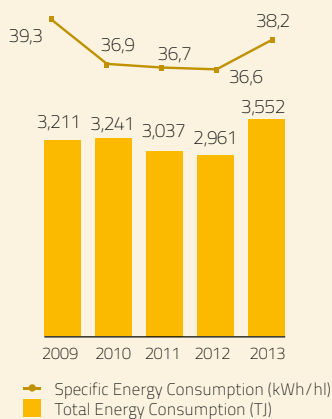
	2012	2013
Average Energy Consumption of Coolers (kWh)	2,261	2,222

Energy and Emission Savings

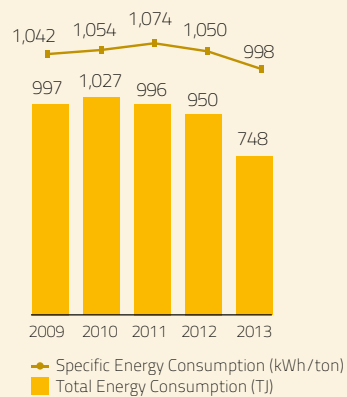
	2013
Total Energy Saved (TJ)	112
Process Improvement	91
Equipment Conversion	20
Behaviour Change	1
Total Emission Saved (Ton CO ₂ e)	7,683
Process Improvement	2,876
Equipment Conversion	4,706
Behaviour Change	101

Environmental Performance / Energy Consumption Trends

Energy Consumption Trend in Breweries



Energy Consumption Trend in Malteries

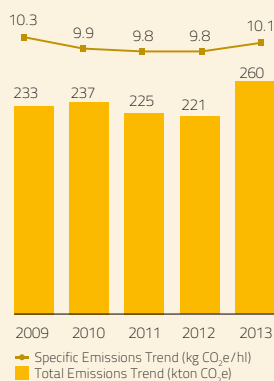


Efficiency in Distribution

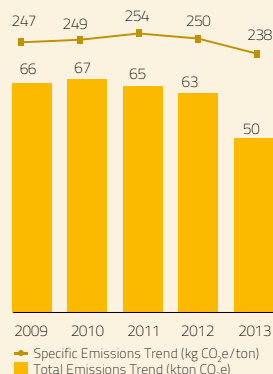
	2010	2011	2012	2013
Distribution Distance per sales volume (km/hl)	3.8	3.5	3.6	3.4
Forklift Energy Consumption per sales volume (kg/hl)	0.08	0.07	0.08	0.08

Environmental Performance / GHG Emission Trends

Emission Trend in Breweries



Emission Trend in Malteries



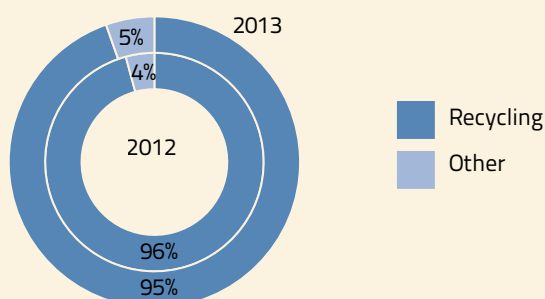
Environmental Performance / Emissions

	2009	2010	2011	2012	2013
Specific GHG Emissions in Breweries (kg CO ₂ e/hl)	10.3	9.9	9.8	9.8	10.1
Direct	5.4	5.2	4.9	5.0	5.4
Indirect	4.9	4.6	4.9	4.9	4.7
Total GHG Emissions in Breweries (KTons CO ₂ e)	233	237	225	221	260
Direct	122	126	113	112	139
Indirect	111	111	111	109	121
Specific GHG Emissions in Malteries (kg CO ₂ e/ton)	247	249	254	250	238
Direct	150	153	154	149	139
Indirect	97	96	100	101	99
Total GHG Emissions in Malteries (KTons CO ₂ e)	66	67	65	63	50
Direct	40	41	40	37	29
Indirect	26	26	26	25	21

Environmental Performance / Solid Wastes

	2010	2011	2012	2013
Total Waste Disposal (Kton)	438	447	439	557
Recycle*	395	421	419	527
Other	42	24	19	30
Recycling Ratio (%)	90.4	94.2	95.6	94.6

Waste Disposal in Breweries and Malteries

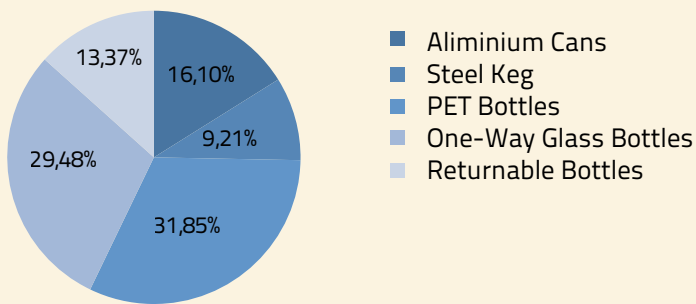


*Solid wastes and by-products are included.

Environmental Performance / Packaging

Reclamation & Recycling	2012	2013
Total Weight of One-way Primary Packaging Reclaimed (kton)	22,8	27,7
Glass	13,5	18,3
Aluminum	3,7	3,4
PET	0,3	0,1
Metal	0,9	1,1
Plastic	1,5	1,8
Cardboard/Paper	2,9	3,0

Sales Volume Share by Packaging Type (%)



Reporting Index

GRI Indicators	UNGC Indicators	References	Page	Description	Response Level
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				www: Operations	
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3.9		About the Report	4	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		www:Sustainability>Approaches>Reporting	
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		Corporate Website		www:Sustainability>Approaches>Reporting	
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3.12		Contacts	46		Full
		Anadolu Efes Sustainability Reporting Index 2013	16-22		
3.13		Legal Disclaimer	46		Full
4.1	Principle 1 Principle 10	Corporate Website		www: Anadolu Efes>Management>BOD & Committees www:Sustainability>Approaches>Sustainability Management	Full

GRI Indicators	UNGC Indicators	References	Page	Description	Response Level
4.2	Principle 1 Principle 10	Anadolu Efes 2013 Annual Report	22, 37	www: Anadolu Efes>Management>BOD & Committees www: Anadolu Efes>Management>Beer Group Management www:Sustainability>Approaches>Sustainability Management	Full
		Corporate Website			
4.3	Principle 1 Principle 10	Anadolu Efes Sustainability Reporting Index 2013	7	www: Anadolu Efes>Management>BOD & Committees www: Investor Relation>Corporate Governance>Code of Conduct	Full
		Corporate Website			
4.4	Principle 1 Principle 10	Talent Management	41	www:Sustainability>Approaches>Sustainability Management	Full
		Operational Reliability	29		
		Anadolu Efes Annual Report 2013	95-97; 99; 105-108		
		Corporate Website			
4.5	Principle 1 Principle 10	Talent Management	40	www:Sustainability>Approaches>Sustainability Management	Full
		Anadolu Efes Annual Report 2013	119		
		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>Approaches>Policies"	Full
		Anadolu Group Code of Conduct			
		Anadolu Efes Annual Report 2013	112-114		
		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	10-11	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>Approaches>Policies	Full
		Operational Reliability	28		
		Anadolu Efes Code of Conduct			
		Anadolu Group Code of Conduct			
		Corporate Website			
4.9	Principle 1 Principle 10	Anadolu Efes Annual Report 2013	113-114; 116-119	www: Sustainability>Approaches>Strategic Approach www: Sustainability>Priorities www: Sustainability>Approaches>Sustainability Management www: Sustainability>Approaches>Policies	Full
		Corporate Website			
4.10	Principle 1 Principle 10	Talent Management	40-41	www:Sustainability>Approaches>Sustainability Management	Full
		Anadolu Efes Annual Report 2013	112, 120-121		
		Corporate Website			
4.11	Principle 7	Anadolu Efes Sustainability Management	10-11	www: Investor Relations>Corporate Governance and Code of Conduct>Compliance Report www: Sustainability>Approaches>Strategic Approach www: Sustainability>Approaches>Sustainability Management www: Sustainability>Approaches>Policies	Full
		Anadolu Efes Annual Report 2013	116-118		
		Corporate Website			
4.12	Principle 1 Principle 10	Anadolu Efes Sustainability Management	10-11	www:Sustainability>Approaches>Policies	Full
		Talent Management	38		
		Corporate Website			
4.13	Principle 1 Principle 10	President's Statement	5	www:Sustainability>Approaches>Sustainability Management	Full
		Anadolu Efes Sustainability Management	10-11		
		Product Responsibility	25		
4.14		Corporate Website		www:Sustainability>Approaches>Sustainability Management	Full
4.15		About the Report	4	www:Sustainability>Approaches>Sustainability Management	Full
		Anadolu Efes Sustainability Management	10-11		
		Corporate Website			

GRI Indicators	UNGC Indicators	References	Page	Description	Response Level
4.16		Anadolu Efes Sustainability Management	10-11		Full
		Corporate Website		www:Sustainability>Approaches>Strategic Approach www:Sustainability>Approaches>Sustainability Management www:Sustainability>Approaches>Reporting	
4.17		Product Labeling and Consumer Information	24-25	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.	Full
		Anadolu Efes Annual Report 2013	101-105		
		Corporate Website			
Disclosures on Management Approach					
DMA EC	Principle 1 Principle 4 Principle 6 Principle 7"	President's Statement	5		Full
		Anadolu Efes Brewery Operations	8-9		
		Anadolu Efes Sustainability Management	10-11		
		Water Management	12-15		
		Energy & Emissions	16-19		
		Talent Management	38-41		
		Enhancing the Value Chain	20-23		
		Product Responsibility	24-27		
		Community Development	32-37		
		Anadolu Efes Sustainability Reporting	4-9		
Corporate Website		www:Sustainability>Approaches>Strategic Approach www:Sustainability>Approaches>Sustainability Management			
DMA EN	Principle 7 Principle 8 Principle 9	President's Statement	5		Full
		Anadolu Efes Sustainability Management	10-11		
		Water Management	12-15		
		Energy & Emissions	16-19		
		Packaging Practices	42-45		
		Operational Reliability	28-31		
		Anadolu Efes Sustainability Reporting	10-15		
		Anadolu Efes 2013 Annual Report			
		Anadolu Group Code of Conduct			
		Anadolu Efes Code of Conduct			
Corporate Website		www: Investor Relations>Corporate Governance and Code of Conduct>Code of Business Conduct www:Sustainability>Approaches>Policies www:Sustainability>Priorities			
DMA LA	Principle 1 Principle 3 Principle 6	President's Statement	5		Full
		Anadolu Efes Sustainability Management	10-11		
		Talent Management	38-41		
		Operational Reliability	28-31		
		Anadolu Efes Sustainability Reporting	6-9		
		Anadolu Efes 2013 Annual Report			
		Anadolu Group Code of Conduct			
		Anadolu Efes Code of Conduct			
Corporate Website		www: Investor Relations>Corporate Governance and Code of Conduct>Code of Business Conduct www:Sustainability>Approaches>Sustainability Management www:Sustainability>Approaches>Policies			
DMA HR	Principle 1 Principle 2 Principle 3 Principle 4 Principle 5 Principle 6	President's Statement	5		Full
		Anadolu Efes Sustainability Management	10-11		
		Talent Management	38-41		
		Enhancing the Value Chain	20-23		
		Anadolu Efes Sustainability Reporting	5-8		
		Corporate Website		www:Sustainability>Approaches>Policies www:Sustainability>Priorities	

GRI Indicators	UNGC Indicators	References	Page	Description	Response Level
DMA SO	Principle 10	President's Statement	5		Full
		Anadolu Efes Brewery Operations	8-9		
		Anadolu Efes Sustainability Management	10-11		
		Enhancing the Value Chain	20-23		
		Community Development	32-37		
		Anadolu Group Code of Conduct			
		Anadolu Efes Code of Conduct			
Corporate Website			www:Sustainability>Approaches>Sustainability Management www:Sustainability>Approaches>Policies www:Sustainability>Priorities www: Investor Relations>Corporate Governance and Code of Conduct>Code of Business Conduct		
DMA PR	Principle 1 Principle 8	President's Statement	5		Full
		Anadolu Efes Brewery Operations	8-9		
		Anadolu Efes Sustainability Management	10-11		
		Product Responsibility	24-27		
Corporate Website			www:Sustainability>Approaches>Sustainability Management www:Sustainability>Approaches>Policies www:Sustainability>Priorities		
Performance Disclosures					
EC1		Anadolu Efes Sustainability Reporting Index 2013	5		Full
EC2		President's Statement	5		Full
		Anadolu Efes Sustainability Management	10-11		Partial
		Water Management	12-15		
		Energy & Emissions	16-19		
Corporate Website			www: Sustainability>Priorities www:Sustainability>Approaches>Strategic Approach		
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		Anadolu Efes Annual Report 2013	204		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	10-11		Partial
		Community Development	32-33		
		Enhancing the Value Chain	20-23		
		Anadolu Efes Sustainability Reporting Index 2013	5		
EC7	Principle 6	Talent Management	38-41		Partial
		Community Development	32-33		
		Anadolu Efes Sustainability Reporting	6-8		
EC8		Enhancing the Value Chain	20-23		Full
		Product Responsibility	24-27		
		Community Development	32-37		
		Anadolu Efes Sustainability Reporting	5		
EC9		Enhancing the Value Chain	20-23		Full
		Product Responsibility	24-27		
		Community Development	32-37		
		Anadolu Efes Sustainability Reporting	5		
		Corporate Website			

GRI Indicators	UNGC Indicators	References	Page	Description	Response Level
EN1	Principle 8	Water Management	12-13		Full
		Packaging Practices	42-45		
		Anadolu Efes Sustainability Reporting Index 2013	10-11, 14		
EN2	Principle 8 Principle 9	Water Management	12-13		Full
		Packaging Practices	42-45		
		Anadolu Efes Sustainability Reporting Index 2013	10-11, 15		
EN3	Principle 8	Energy & Emissions	16-17		Full
		Anadolu Efes Sustainability Reporting Index 2013	12		
EN4	Principle 8	Energy & Emissions	16-17		Full
		Anadolu Efes Sustainability Reporting Index 2013	12		
EN5	Principle 8 Principle 9	Anadolu Efes Sustainability Management	10-11		Full
		Anadolu Efes Sustainability Reporting Index 2013	13		
		Energy & Emissions	16-19		
EN6	Principle 8 Principle 9	Anadolu Efes Sustainability Management	10-11		Full
		Energy & Emissions	16-19		
		Anadolu Efes Sustainability Reporting Index 2013	12-13		
EN7	Principle 8 Principle 9	Anadolu Efes Sustainability Management	10-11		Full
		Energy & Emissions	18-19		
		Anadolu Efes Sustainability Reporting Index 2013	12-13		
EN8	Principle 8	Water Management	12-13		Full
		Anadolu Efes Sustainability Management	10-11		
		Anadolu Efes Sustainability Reporting Index 2013	10-11		
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	10-11		Partial
		Water Management	13-14		
EN11	Principle 8	Operational Reliability	28-31	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	10-11		Full
		Water Management	12-15		
		Operational Reliability	28-31		
		Community Development	35		
		Corporate Website		www.Sustainability>Approaches>Sustainability Management www.Sustainability>Approaches>Policies	
EN15	Principle 8	Community Development	35	During the reporting period, no impact on species with extinction risk detected by or reported to Anadolu Efes.	Full
EN16	Principle 8	Energy & Emissions	18-19		Full
		Anadolu Efes Sustainability Reporting	14		
EN17	Principle 8	Energy & Emissions	18		Partial
EN18	Principle 7 Principle 8 Principle 9	Anadolu Efes Sustainability Management	10-11		Full
		Energy & Emissions	18-19		
		Anadolu Efes Sustainability Reporting Index 2013	13		

GRI Indicators	UNGC Indicators	References	Page	Description	Response Level
EN19	Principle 7 Principle 8	Energy & Emissions	18		Partial
EN21	Principle 8	Anadolu Efes Sustainability Management	10-11		Full
		Water Management	13-14		
		Anadolu Efes Sustainability Reporting	11		
EN22	Principle 8	Operational Reliability	30-31		Full
		Anadolu Efes Sustainability Reporting	14		
EN25	Principle 8			Most of the waste water occurred in Anadolu Efes operations is discharged to sewage system. Biodiversity value of no receiving environment is harmed since waste water discharged only after the quality level required by legal regulations is ensured.	Full
EN26	Principle 7 Principle 8 Principle 9	Water Management	12-15		Full
		Energy & Emissions	16-19		
		Packaging Practices	42-45		
		Operational Reliability	30-31		
		Anadolu Efes Sustainability Reporting	12		
		Corporate Website		Priorities">www: Sustainability>Priorities Approaches>Policies">www.Sustainability>Approaches>Policies	
EN27	Principle 8 Principle 9	Anadolu Efes Sustainability Management	10-11		Full
		Packaging Practices	42-45		
		Anadolu Efes Sustainability Reporting	13-15		
EN29	Principle 8	Energy & Emissions	18		Full
		Anadolu Efes Sustainability Reporting	13		
EN30	Principle 7 Principle 8 Principle 9	Operational Reliability	30		Full
		Anadolu Efes Sustainability Reporting	5		
LA1		Talent Management	41		Full
		Anadolu Efes Sustainability Reporting	6-8		
LA2	Principle 6	Anadolu Efes Sustainability Reporting	10		Full
LA3				All Anadolu Efes employees enjoy equal benefits applicable to their employment type within the duration of their employment contract.	Full
LA4	Principle 1 Principle 3	Talent Management	39		Full
		Anadolu Efes Sustainability Reporting Index 2013	6		
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	29		Full
LA7	Principle 1	Operational Reliability	29		Full
		Anadolu Efes Sustainability Reporting	8		
LA10		Talent Management	40		Partial
		Anadolu Efes Sustainability Reporting	9		
LA11		Talent Management	40-41		Full
LA12		Talent Management	40-41		Full
LA13	Principle 1 Principle 6	Talent Management	38-41		Full
		Anadolu Efes Sustainability Reporting	7-8		
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	39		Full
		Anadolu Efes Sustainability Reporting	10		

GRI Indicators	UNGC Indicators	References	Page	Description	Response Level
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	38-40	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	20-21		
HR6	Principle 1 Principle 2 Principle 5	Talent Management	38-40	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	20-21		
HR7	Principle 1 Principle 2 Principle 4	Talent Management	38-40	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	20-21		
HR8	Principle 1 Principle 2			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	10-11	www:Sustainability>Approaches>Sustainability Management www:Sustainability>Approaches>Policies	Partial
		Enhancing the Value Chain	20-23		
		Community Development	32-37		
		Corporate Website			
SO2	Principle 10	Anadolu Efes Annual Report 2013	116-118	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			
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	24-27	During the reporting period, no such case has occurred	Full
PR3	Principle 8	Product Responsibility	24-27		Full
PR4	Principle 8			During the reporting period, no such case has occurred	Full
PR5		Anadolu Efes Brewery Operations			Full
		Product Responsibility	24-27		
PR6		Product Responsibility	24-27		Full
		Corporate Website			
PR8	Principle 1			During the reporting period, no such case has occurred	Full

CONTACTS

The "Anadolu Efes 2013 Sustainability Reporting Index" document, featuring more details on the implementation of the GRI and UNGC reporting principles as well as performance figures pertaining to the reporting period, can be found under the sustainability section of the corporate website, www.anadoluefes.com.

To receive more information or communicate your suggestions regarding the Anadolu Efes Sustainability Report, please contact:

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