

Growing Sustainably along with Suppliers

Migros' supplier network consists of food, non-food, and fresh product categories. Their suppliers are distributed across Türkiye, forming a network that covers the entire country. This enables both the support of local producers and the provision of a wider product variety to consumers. Migros manages all of its procurement processes within the framework of its **Responsible Sourcing Policy**. ↗

Migros works within an ecosystem of 23,500 suppliers, farmers, and producers. 75.6% of the economic value that Migros generated in 2025 consisted of payments made to the Company's suppliers. Migros has introduced a Producer Financing System to support the continuity of agricultural production. By enabling farmers who supply products to Migros are able to receive their payments in advance through Ziraat Bank and İşbank, this system not only supports farmers' financial sustainability but also contributes towards overall agricultural production.

Migros communicates with business partners through a dedicated support channel. The Migros B2B platform enables suppliers and partners to track orders and sales transparently in real time, while also providing a channel for operational feedback.

What Migros Expects of its Suppliers

Migros expects all of its suppliers to adhere to its product safety, environmental, human rights, and ethical standards as well as to fair and honest business principles and practices. Supplier sustainability performance is monitored regularly. Awareness training is provided to enhance supplier knowledge and skills in order to address areas identified during audits as being in need of improvement.

The human rights, environmental protection, occupational health and safety, quality standards, and labor criteria which suppliers



are expected to comply with within the overall framework of the **Migros Code of Ethics** ↗ are explained in detail in the **Company's Responsible Sourcing**, ↗ **Anti-Bribery and Anti-Corruption**, ↗ **Human Rights and Equal Opportunity** ↗ policies. All matters pertaining to the Company's MeCom and MeMobil B2B processes are published on Migros' corporate website and are clearly stated to prospective suppliers.

In contracts governing all of its operations, Migros stipulates that it expects the suppliers and business partners with which it works to commit to abiding by the Company's Responsible Sourcing Policy and all its requirements. The Company requires its suppliers and business partners to contractually pledge themselves not only to protect environmental and natural resources and to continuously strive to improve their performance but also not to discriminate on the basis of religion, language, ethnicity, or gender; not to engage in verbal or physical abuse or harassment; not to employ forced or child labor; and not to commit bribery or engage in any corrupt practice.

Principles and standards that Migros requires its suppliers to contractually commit to:

- **Human Rights**

- United Nations Guiding Principles on Business and Human Rights
- ILO Declaration on Fundamental Principles and Rights at Work
- Freedom of Association and the Right to Collective Bargaining
- Prevention of Forced Labor and Abuse
- Prohibition of Child Labor
- Anti-Discrimination
- Fair Working Conditions and Wages

- **Migros Code of Ethics**

- **Anti-Bribery and Anti-Corruption Policy**

- **Occupational Health and Safety Policy**

- **Protection of Environment and Natural Resources**

- **Migros' Continuous-Development Principle**

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Supplier Selection Processes

Before working with a new supplier, Migros conducts a comprehensive assessment, giving particular attention to quality and reliability performance. Business negotiations with a prospective supplier are accompanied by the candidate's undergoing a two-stage examination and auditing process.

- A prospective supplier's financial, legal, statutory, and ethical risks and opportunities are analyzed. The candidate's commercial history is preliminarily checked through governmental agencies; and digital platforms are also searched to identify any previous instances of bribery, corruption, or unethical behavior.
- Every prospective supplier also undergoes a comprehensive audit of their performance on product safety, environmental, ethical, and social issues. Migros does not do business with any supplier that fails to pass this audit.

Supplier Auditing Processes

Migros regularly audits its existing suppliers' compliance with quality standards. It has these audits performed by an independent auditing firm assessing their compliance with a checklist of 474 corporate governance, international food safety, ethical, social, and environmental criteria. Planning for each year's audits begins by identifying the Company's critical suppliers. Migros defines "critical suppliers" as those which, in aggregate, generate 80% of its total turnover.

Audits are conducted over two consecutive days with the first being devoted to determining compliance with "IFS Food Global Market" and "IFS HPC Global Market" product-safety standards and the second to determining compliance with Global Compact international ethical, social, and environmental standards. The results of these audits inform 30% of the Company's supplier decision-making process. Suppliers whose IFS scores are at least 75% and those whose GC Ethical



Compliance scores are at least 65% are deemed to be successful.

Product-safety audits are not conducted for suppliers who are already certified BRCGS, FSSC, or IFS standard-compliant. Ethical compliance auditing is not performed for those who are already certified BSCI, Sedex SMETA, WCA, or SA8000 standard-compliant. Suppliers who employ fewer than 10 people are exempt from formal audits. All imported goods are checked compliance with applicable laws and regulations before being put on sale.

Product-safety compliance audits involve examining each supplier from the standpoints of such issues as traceability, product analyses, hygiene practices, machinery and equipment maintenance, product contamination control, pest control, and allergen control as well as their procedures for dealing with these issues.

Ethical compliance audits look into such issues as workplace health and safety; working conditions; wage and compensation policy; use of forced, involuntary, or underage labor; discrimination; working hours; workplace arrangements for pregnant or nursing

employees as well as nursing breaks and maternity leave; psychological or physical mistreatment; unionization rights.

Environmental audits look into such issues as climate change impact, carbon emissions, water use, water risk-assessment, pollution control, waste management, soil and biodiversity conservation, and natural resource use as well as the training resources about such issues that suppliers provide for their employees.

Audit results are reported to the Migros Group CEO, Migros General Manager, Migros Group Chief Marketing Officer, and all marketing units. Every supplier who fails to pass an audit is notified about nonconformities turned up by the audit; all issues that are in need of improvement are explained to them in detail. Existing suppliers who fail to pass an audit are given three more chances to bring themselves into compliance; prospective suppliers are given a suspense date by which the nonconformities must be eliminated. Migros ceases to do business with suppliers who are unable to achieve full compliance by the end of the follow-up auditing process. No existing Migros supplier's contract was terminated on these grounds in 2025.

Suppliers Audit Results

Type of Audit	Type of Supplier	Number of Suppliers Audited	Number of Audits	Rate & Number of Successful Suppliers* (%)	Average Pass Score	Number of Suppliers Given Follow-up Audits	Number of Follow-up Audits	Success Rate of Follow-up
Product Safety - IFS Global Market	Total Number of Suppliers Audited*	700	724	96.1 - 673	89.4	23	24	100.00**
	Candidate Suppliers	180	196	91.7 - 165	85.2	15	16	93.33
Ethical and Social Compliance, Environment, OHS	Total Number of Suppliers Audited*	576	611	88.7 - 511	81.6	33	35	73.91**
	Candidate Suppliers	130	141	88.5 - 115	78.9	10	11	90.00
Product Safety - Regional and Tazedirekt	Total Number of Suppliers Audited*	162	179	82.1 - 133	74.5	17	17	100.00**
	Candidate Suppliers	93	106	76.3 - 71	70.2	13	13	100.00

* Represents the total number of current and candidate suppliers. The target number of suppliers for 2025 is 518 (356 critical suppliers and 162 private label product suppliers).
** Current suppliers have an average score of 79.7% in environmental and 80.9% in ethical criteria in 2025.

56.7% of suppliers audited in 2025 successfully passed their two-day audits and were awarded "GC Migros Approved Supplier" certifications. Migros Approved Suppliers are rated "Gold", "Silver", or "Bronze" according to their audit-pass scores. 312 suppliers were certified "GC Migros-Approved" in 2025. 34 of them were rated "Gold", 170 "Silver", and 108 "Bronze".

During the most recent three years, 639 (34.3% of them critical) suppliers' environmental, ethical, and social compliance was audited by accredited independent auditors. This corresponds to about 16.9% of all Migros suppliers and 61.5% of Migros critical suppliers. Human-rights and ethical-behavior risks were identified in the case of 5.3%*** of audited suppliers. These risks were drawn to the attention of the suppliers concerned, corrective action was taken, and follow-up audits were planned.

Migros defines "critical suppliers" as those which, in aggregate, generate 80% of its total turnover. During 2025, 68.3% of the Company's critical suppliers were audited by an accredited independent agency.  Supplier audits are not limited to critical suppliers; non-critical suppliers and manufacturers of Migros private-label products are also included in the auditing process. The total number of all supplier audits performed during 2025 was 1,514. 

Supplier audits conducted in 2025 turned up no violations of employees' rights to associate or bargain collectively or identified any suppliers who were at significant risk of committing such violations. Details of all nonconformities were noted and the suppliers concerned were requested to take necessary corrective action. No issues involving any firm in the Migros supply chain were reported to the Company by any NGO or other external agency or organization during 2025.

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*** The ratio of current suppliers for whom critical non-compliance has been identified in the areas of forced labor and child labor over the past three years.

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In 2025, Migros suppliers were independently audited to verify their compliance with all aspects of Migros **Responsible Sourcing Policy**  concerning non-discrimination, maternity leave, freedom of association and collective bargaining, and prohibition on the use of forced, involuntary, and underage labor. These audits were carried out in accordance with **the ISAE 3000 (Revised)** standard. The Limited Assurance Report (Selected Criteria) may be found in the **“Appendices”**  to this report.

Supplier Training and Migros Suppliers Academy

In line with its Responsible Sourcing Policy, Migros prioritizes supporting and developing its suppliers. Within this scope, through the Migros Supplier Academy, training programs are conducted primarily for private label product suppliers, as well as MiGET, Tazedirekt, and local producers - particularly targeting small and medium-sized suppliers.

Migros Supplier Academy provides training on topics including legal requirements for food safety, government incentives, labelling practices, and infrastructure standards. The academy’s program also covers personnel hygiene, traceability systems, pest control, animal welfare, cross-contamination and disposal management, “Golden Rules” for sustainable packaging design, carbon emissions, and the prevention of food loss and waste. The academy’s curriculum is designed to methodically strengthen every aspect of suppliers’ product-safety processes.

Migros also provides online training resources to support suppliers’ journeys through the Company’s auditing processes. These materials are made available to all suppliers free of charge. Courses cover working conditions, ethical principles, social compliance, occupational health and safety, and environmental management; their aim is to enhance suppliers’ legal compliance

and operational excellence. Sustainable Business Partners Network training covers such topics as measuring and reducing carbon emissions and water consumption as well as preventing food loss and waste. In addition to these training programs, free-of-charge webinars are also conducted in partnership with external agencies to inform suppliers about IFS, BRCGS, and FSSC certification processes.

In 2025, Migros expanded its training curriculum, conducting a total of 34 courses addressing 16 different topics. These programs were attended by 2,475 supplier employees.

Training Category	Total Training Time (person-hours)
Product Safety	7,676
Ethics, Anti-Bribery, and Employee Rights	1,992
Environmental Management	2,333
GFSI-Recognized Certification Guidance	419

Supporting Local Economies

Migros acts with an awareness that local production is fundamental to both regional and national development. The Company prioritizes sourcing and selling goods in the same region with the aim of contributing to local economies. Migros also allocates significant space in every store for the display and sale of products and brands that are region-specific. This approach contributes to local producers’ brand-building and growth while also making it easier for consumers to find the kinds of goods that they are accustomed to.