

2024 Sustainability Report

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ABOUT THE REPORT

As Şimşek Ambalaj, we are pleased to share our first Sustainability Report, which we have prepared with the aim of making the first steps in our sustainability journey more visible and establishing more transparent communication with our stakeholders.

Covering the period from 1 January to 31 December 2024, this report addresses our performance in the areas of environmental, social and governance (ESG) in a holistic framework, while evaluating the impacts of our activities and areas for improvement.

This report clearly sets out not only our current performance, but also how we shape our sustainability approach and prepare for the upcoming period. Unless otherwise stated, the information and data presented in this report cover the 2024 activities of Şimşek Ambalaj San. ve Tic. A.Ş. and Şimşek Teneke Ambalaj Dış Ticaret A.Ş.

As a company operating in the metal packaging sector, we conduct our business processes with a long-term value creation perspective. Accordingly, as part of our approach to transparency, we consider it important to openly share our value creation model with our stakeholders.

We present developments related to our activities with a focus on sustainability, together with our objectives and strategic priorities. In preparing this report, we based our work on the double materiality analysis we conducted and identified our priority topics in line with our activities and stakeholder expectations.

We prepared our report in alignment with international reporting frameworks, based on the GRI (Global Reporting Initiative) Standards. This approach contributed to defining the focus of our sustainability efforts more clearly and presenting the data we obtained within a comparable structure. In conducting our activities, we prioritize moving forward without compromising on quality and continuously improve our processes in line with our understanding of value creation. With this vision, we aim to further advance our sustainability performance.

Through this report, we attach great importance to sharing the results we have achieved and the areas open to improvement. In the coming periods, we aim to transparently communicate our progress in sustainability and regularly share it with our stakeholders.

“ As Şimşek Ambalaj, we are pleased to share our first Sustainability Report, which we have prepared with the aim of making the first steps in our sustainability journey more visible and establishing more transparent communication with our stakeholders. “



MESSAGE FROM THE BOARD

Dear Business Partners,

Today, with 420 employees and an export network extending to more than 50 countries across 6 continents, we produce metal packaging for many global and emerging brands in our portfolio. With more than 60 years of experience, we are proud to continue creating value for all our stakeholders and to remain an important solution partner for both our domestic and export customers in 2024, as in previous years, without compromising our principle of “Dedicated to Excellent Packaging.”

It gives us great pleasure to know that Şimşek Ambalaj’s wide range of environmentally friendly and sustainable products is highly appreciated and valued by consumers, while at the same time, this places greater responsibility on us to remain firmly focus to our commitments.

We deliver our products, which serve many different sectors ranging from food and paint to construction and personal care, to millions of households every year, and we regard sustainability an integral part of our DNA. Accordingly, in 2024, we established the Şimşek Ambalaj Sustainability Committee to demonstrate our commitment in this area and further strengthen our governance structure. We take ownership of our sustainability goals and strategy by internalizing them from the highest level of management and involving all our employees. With the contributions of our various working groups affiliated with the committees, we have strengthened our awareness and established our roadmap. Within this framework, we are taking firm steps toward implementing our concrete projects.

We had the opportunity to reap the first results of our sustainability efforts in 2023 by becoming entitled to receive the GreenCheck Silver Certificate. In 2024, we achieved full alignment with international standards through our ISO 14064 Verification Report. We took pride in being the first company in our sector to hold this certificate. Further reinforcing our commitment to our sustainability goals and our pioneering role in this field within the metal packaging industry, we took our place in the Sustainable Business Network structure established within the Sustainability Academy member network.

Our world is sending us important messages through recent events such as extreme weather conditions, including droughts and frost, increasing population density, and the pandemic. These developments that we have experienced globally affect us all. We need to properly analyze these adverse impacts across different areas and take responsibility for a better future. While the positive impact of tinsplate packaging on nature, society and the circular economy motivates us, as Şimşek Ambalaj, we consider the environmental, economic and social benefits of all our investments, both those already made and those planned. We strive to reduce the negative environmental impacts of our activities. We continuously invest in our competent human resources in the field of sustainability as well, recognizing that our people are our most valuable asset, and we create safe working environments by reducing risk factors that may pose hazards to them.

We would like to thank all our employees who contributed to the preparation of this report for their dedication and hard work throughout 2024. We would also like to sincerely express our gratitude to our valued customers and suppliers for their continued trust in and support of Şimşek Ambalaj. Sincerely,
Şimşek Ambalaj San. ve Tic. A.Ş.

“ We would like to thank all our employees who contributed to the preparation of this report for their dedication and hard work throughout 2024. We would also like to sincerely express our gratitude to our valued customers and suppliers for their continued trust in and support of Şimşek Ambalaj. “

CORPORATE PROFILE

Drawing strength from our long-standing heritage and the corporate values that form our foundation, we manufacture safe products in line with global standards. By reflecting our understanding of operational excellence throughout every part of our modern facility, we contribute to the development of a sustainable production approach in our sector.



ABOUT ŞİMŞEK AMBALAJ

As Şimşek Ambalaj, we carry out our production activities at our facility located in the Izmir Atatürk Organized Industrial Zone, established on an area of 34,211 m². With our expertise dating back to 1966, we manufacture metal packaging with product safety as a priority and in accordance with high quality standards. As an important and long-term solution partner, we are a supplier to many global and emerging brands.

Our packaging serves a wide range of sectors, including construction, automotive, furniture, food, home care products, petrochemicals, healthcare, cosmetics and personal care. Our products are consumed across 6 continents and have a global reach in more than 50 countries. Our product portfolio, serving sectors such as edible oils, aerosols, paints and chemicals, lubricants and other food products, consists of square and cylindrical packaging, with or without offset printing, manufactured in different sizes ranging from 100 grams to 27 kilograms in capacity.

Unlike many companies, our priority and fundamental objective is not to supply more packaging to the market, but to offer packaging of higher quality than before. In this way, we maintain the satisfaction of our customers and, consequently, their customers at the highest level. We continuously focus on operational efficiency to make our customers more competitive. We believe that sustainable success depends on long-term collaboration with our employees.

With our qualified human resources and innovative vision, we aim to manufacture sustainable and environmentally friendly metal packaging, always taking into consideration the interests of all our stakeholders. While carrying out our efforts to reduce environmental impacts through sustainability audits and carbon management practices, we maintain our position as a reputable manufacturer in the metal packaging industry.



MARKETS

We focus on infrastructure investments to increase operational efficiency and provide reliable solutions to our customers across different sectors. The benefits we achieve through these investments include:

- Metal packaging production in accordance with high quality standards
- Customized packaging solutions for different sectors
- Increased speed and efficiency in production processes
- Competitive production capacity for international markets
- Operational efficiency in logistics and shipping processes

In this way, thanks to our passion for superior quality, we succeed in becoming a long-term supplier for our customers operating in various sectors such as food, paint, chemicals, cosmetics and personal care.

While contributing to the national economy through our export activities, we also support the circular economy through the recyclable metal packaging we produce.



CONSTRUCTION

We provide metal packaging solutions that meet the technical requirements for paints, thinners, adhesives, solvents and other chemical products used in the construction sector.

AUTOMOTIVE

We manufacture innovative metal packaging that preserves product properties for automotive paints and vehicle care products. Through our cleaning and quality control processes, we provide a suitable production environment, particularly for products sensitive to dust.

FURNITURE

We develop metal packaging solutions for wood paints, varnishes and water-based exterior colorants used in the furniture sector. With our packaging offering durability and leak-tightness, we support the safe containment, transportation and storage of products.

EDIBLE OILS & FOOD

We provide packaging for products such as olive oil, sunflower oil, corn oil and margarine. We plan our processes in accordance with the shelf life and storage conditions of the products, and offer packaging solutions for food products such as olives, cheese, pickles, baklava syrup, frying oils, chocolate oils and filling cream.

LUBRICANTS & PETROLEUM PRODUCTS

We carry out our packaging processes for products used in the petroleum and fuel sector, taking into account different volume and usage requirements. Our packaging is suitable for transportation and storage conditions.

PERSONAL CARE & BEAUTY

We produce metal packaging solutions for shaving foams and gels, hair sprays, deodorants and nail-drying sprays. We plan our production and printing processes in accordance with the labeling and visual requirements of the products, and support the preservation of product integrity throughout transportation, storage and use.

PRINTING INKS

Our priority is to preserve product properties during the transportation, storage and use of printing inks. We carry out our packaging design and production activities in accordance with usage requirements at different scales.

HOME CARE

We offer 100% recyclable packaging solutions for different product groups, including insecticides, room sprays, technical sprays, and care products for carpets, furniture, shoes, flowers and cabinets. Our packaging designs provide practical use in homes and workplaces while supporting the safe use and storage of different product groups.

HEALTHCARE

We offer metal aerosol packaging solutions for antiviral disinfectants, antibacterial wound sprays, pain relief sprays, and cooling and warming products for use after sports activities. We develop packaging that provides practical use while taking hygiene and safety requirements into consideration, offering solutions tailored to product needs through cost advantages, advanced printing capabilities and recyclable structures.

VISION, MISSION AND PRINCIPLES

VISION

To be a company that is continuously trusted by remaining committed to our values and commitments.

MISSION

To provide sustainable benefits for all our partners by differentiating ourselves without compromising on quality.

PRINCIPLES

Quality Focus: We consider high quality a priority in all our activities. We plan and implement all processes involving our employees, customers and suppliers in line with this quality approach.

Customer Priority: We define our priority as producing higher-quality products rather than supplying more packaging to the market. With this approach, we increase the satisfaction of our customers and end users and make our customers more competitive in their respective markets.

Valuing Human Resources: We believe that sustainable success is based on collaboration with our employees. We support the development of our employees, encourage them to take responsibility and maintain open communication at all levels.

Technology and Continuous Improvement: We regularly update our knowledge and technological infrastructure. In this way, we adapt to changing expectations and provide our customers with solutions that meet high standards.

Reliable Business Partnership: We remain committed to our promises and prioritize consistency in our production processes. We build trust-based relationships with our business partners and focus on continuously improving the way we conduct our business.

Responsible Approach: We act with the awareness that packaging provides consumers with the first impression of a product. By supporting our customers at every stage, we aim to be a reliable solution partner.



SUSTAINABILITY APPROACH

We address all our activities through a comprehensive corporate and social responsibility approach. As a company that prioritizes creating sustainable value together with our stakeholders, we believe that lasting value can only be created through a business model inspired by a shared purpose.

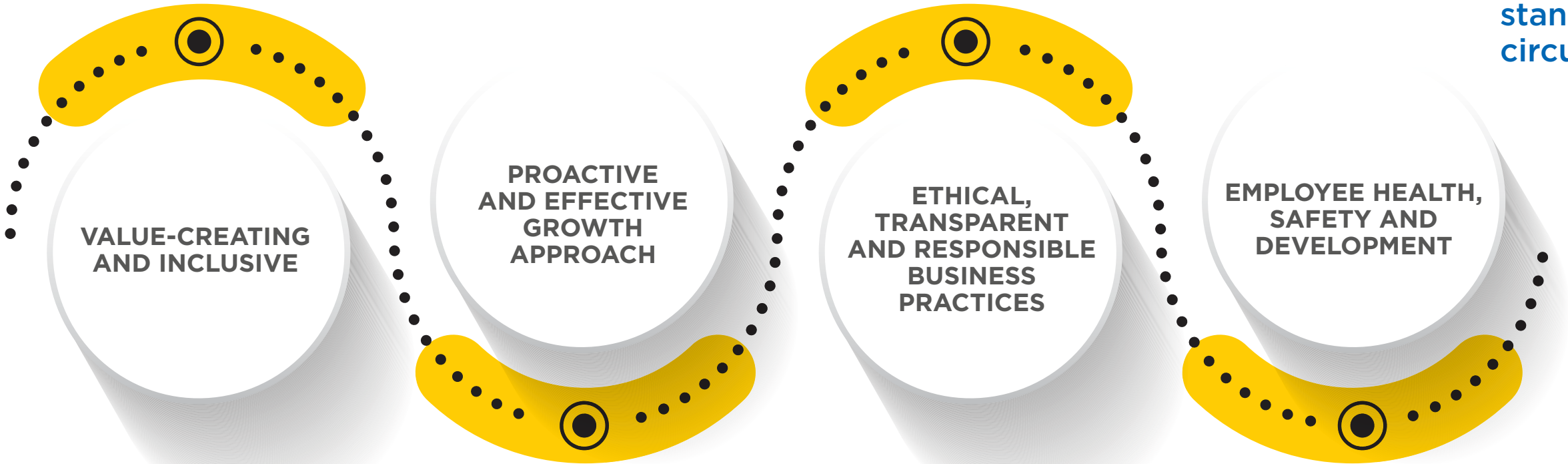
Şimşek Ambalaj, which pursues a responsible growth strategy while remaining fully devoted to its commitments, considers sustainable business success to be possible through a circle of trust established with its employees, customers, and suppliers.

We take care to ensure that the decisions we make are consistent and clear, guided by science, and aim to establish effective and aligned communication at all levels of the organization. With our technology-oriented business approach and dynamic governance understanding, we meticulously evaluate risks and opportunities. Under all circumstances, we do not compromise on our high quality standards or our responsible management approach that stands behind our products.

We approach sustainability by considering the impacts of our activities on our employees, customers, suppliers and the environment. By placing this approach at the center of our corporate strategy, we manage our economic performance together with our environmental and social responsibilities.

We conduct all our activities in accordance with ethical principles and legal requirements. We act in line with the principles of integrity and honesty, and take into consideration the expectations and interests of all our stakeholders in our decision-making processes.

“ Guided by our principle of “Dedicated to Excellent Packaging,” we never compromise on our high quality standards under any circumstances. ”



As a responsible supplier, we prioritize assessing the risks and impacts that may arise from our activities in advance. We aim to continuously improve our sustainability performance through practices focused on efficiency, resource use and process improvement.

We prioritize occupational health and safety in our production areas. We make the necessary equipment investments to create safe working environments and regularly conduct training activities to increase our employees’ knowledge and awareness.

AWARDS AND ACHIEVEMENTS

Through the steps we have taken in the areas of sustainability and environmental performance, we strengthened our organizational structure and made progress towards alignment with international standards. The year 2024 was a period in which our company began to manage its environmental impacts more effectively and reinforced its capabilities in the field of sustainability.

During this process, we strengthened our level of alignment with international criteria and achieved several tangible outcomes that support our sustainability performance.

EU Carbon Border Adjustment Mechanism (CBAM) Reporting

In parallel with the European Green Deal process, we integrated carbon management processes into our corporate structure and achieved full compliance with sustainability criteria in our export activities.

GreenCheck Silver Certificate

By evaluating our sustainability performance together with an independent organization, we made significant progress in sustainable business practices.

Sustainability Governance and Corporate Coordination

We established a strategic position within our company to manage sustainability activities and began systematically carrying out our efforts in this area within a corporate structure.

Participation in the Sustainable Brands Türkiye Gathering

Our company representatives met with international experts on sustainable business models and environmental responsibility, engaging in the exchange of industry experience and knowledge.

Türkiye’s Second 500 Largest Industrial Enterprises

We were included in the “Türkiye’s Second 500 Largest Industrial Enterprises” survey published by the Istanbul Chamber of Industry.

Ege Region Chamber of Industry – Top 100 Largest Industrial Enterprises

We were included in the “Top 100 Largest Industrial Enterprises” list published by the Aegean Region Chamber of Industry.

Sustainability Academy / Sustainable Business Network Membership

We became members of the Sustainability Academy and the Sustainable Business Network to share knowledge on sustainable business models, the circular economy and ESG practices, and to follow good practices.

Greenhouse Gas Inventory Verification in Accordance with ISO 14064-1:2018

We completed our corporate carbon footprint calculations and the measurement of greenhouse gas emissions in accordance with international methodologies. We aligned our company’s emissions reporting processes with international standards.

CORPORATE HISTORY AND MILESTONES

1955

Our passion for metal packaging began.

1966

We started our production activities.

1974

We established our printing, lacquering and automated production lines.

1977

Şimşek Ambalaj Sanayi ve Ticaret A.Ş. was established in İzmir on 4 May 1977.

1996

We commenced operations at our new 34,211 m² facility.

2001

We obtained the ISO 9002:1994 Quality Management System Certificate.

2003

We commissioned the first four-color offset printing line used in Türkiye. We obtained ISO 9001:2000, HACCP, ISO 14001 and OHSAS 18001 certifications.

2008

We invested in aerosol and automated pail production lines.

2013

We started production in accordance with UN standards in compliance with the ADR Regulation.

2017

We increased our aerosol production capacity for industrial, home care, personal care, healthcare and beauty products.

2023

As a result of the sustainability audit, we obtained the GreenCheck Silver Level Certificate.

2024

We prepared our declaration reports within the scope of the EU Carbon Border Adjustment Mechanism (CBAM). We established the ISO 14064 Greenhouse Gas Management System and became entitled to receive the verification certificate.



STRONG GOVERNANCE

With our management approach shaped by transparency, ethical principles and strong partnerships, we contribute to securing the future today. Through our sustainability priorities and responsible supply chain management, we support sustainable growth at every step together with our stakeholders.

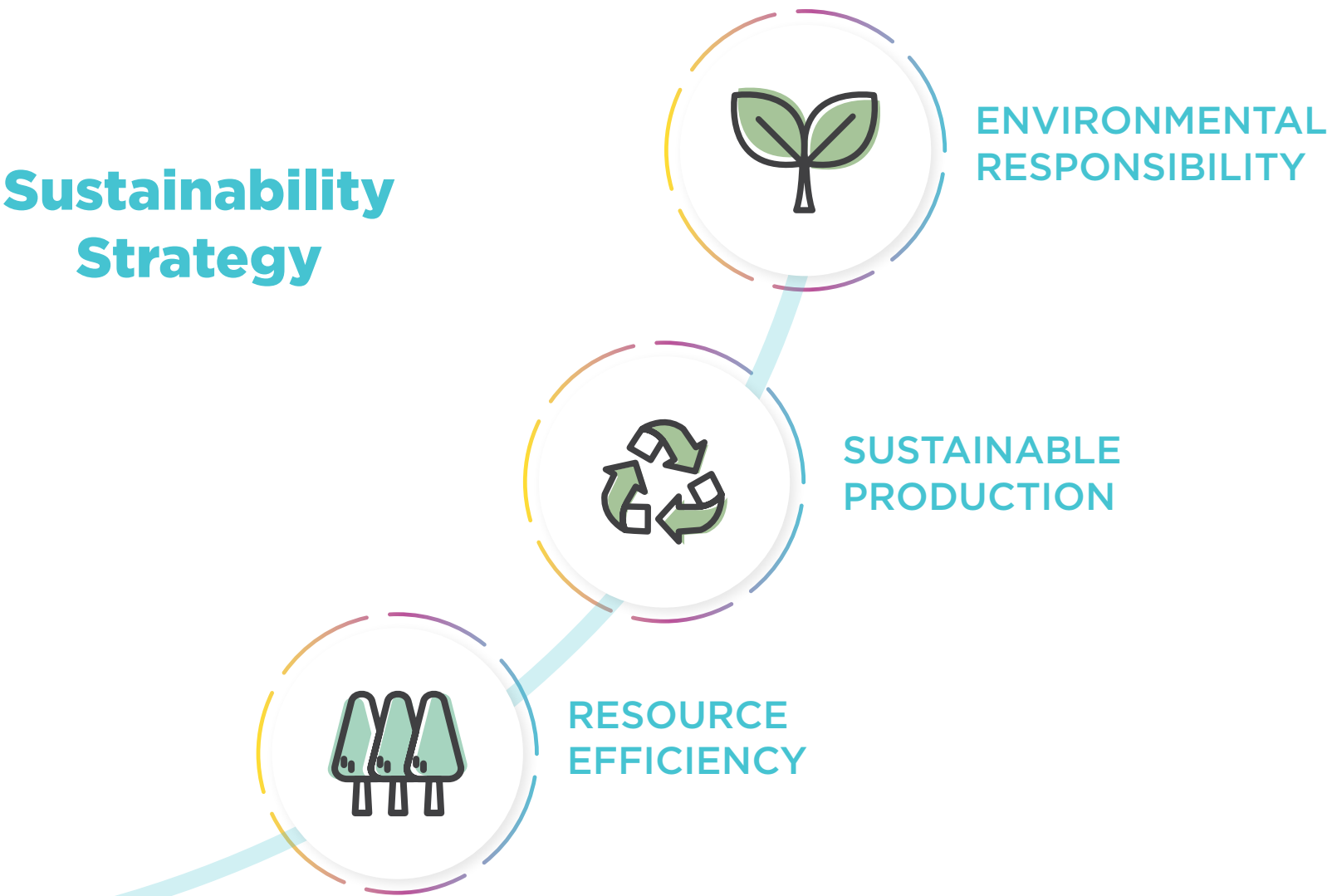


STRATEGIC PRIORITIES AND TARGETS

With our sustainable production approach, we adopt an approach that responds to our customers' expectations while also considering environmental impacts. We reflect this approach across all our processes, from production and supply chain to energy efficiency efforts and product development. Through this structure, supported by our collaborations and innovative practices, we both increase our operational efficiency and contribute to strengthening a more responsible production model.

Within this framework, we shape our sustainability strategy around three main areas of focus: environmental responsibility, resource efficiency and sustainable production. This framework supports us in addressing our environmental and social impacts from a holistic perspective, in line with our aim of leaving a more livable environment for future generations.

In line with our strategy, we focus our targets on areas such as reducing carbon emissions, increasing energy efficiency, optimizing resource use, reducing waste and expanding sustainable product development efforts. We manage all these targets through a clear roadmap spanning different timeframes.



OUR VALUE APPROACH FROM TODAY TO THE FUTURE



RESPONSIBILITY FOR THE PLANET

OUR PRIORITIES

We consider reducing the environmental impacts of our activities, contributing to the protection of natural resources and taking responsibility in the fight against climate change among our priorities.

FOCUS AREAS

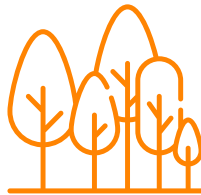
- Greenhouse Gas Emissions
- Environmental Responsibility
- Resource Efficiency

WHAT WE DO

- Carbon footprint calculation and verification processes
- Monitoring of energy consumption
- Implementation of emission reduction initiatives

OUR TARGETS

- Reduction in energy consumption
- Reduction in carbon emissions per unit of production
- Establishment of a digital carbon footprint measurement and reporting system compliant with CBAM and ISO 14067
- Assessment of renewable energy use
- Increasing recycling rates



VALUE FOR PEOPLE AND SOCIETY

OUR PRIORITIES

We place importance on acting responsibly together with all our stakeholders, including our employees, business partners and the wider community.

FOCUS AREAS

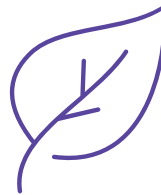
- Employee Rights
- Occupational Health and Safety
- Corporate Culture
- Consumer Safety

WHAT WE DO

- Development of stakeholder partnerships
- Awareness-raising initiatives

OUR TARGETS

- Embedding sustainability practices across the organization



RESPONSIBLE AND SUSTAINABLE GROWTH

OUR PRIORITIES

We aim to develop our production processes in a manner that enhances efficiency, aligns with environmental considerations, and supports long-term sustainability.

FOCUS AREAS

- Product Quality and Safety
- Sustainable Product Development

WHAT WE DO

- Development of sustainable packaging solutions
- Improvement initiatives in production processes
- Waste reduction and recycling practices

OUR TARGETS

- Increasing recycling rates
- Expanding sustainable product design initiatives



STRONG GOVERNANCE AND PARTNERSHIPS

OUR PRIORITIES

We focus on sustainability throughout our entire value chain and manage our processes in line with a transparent and accountable management approach.

FOCUS AREAS

- Supplier Relations and Responsible Supply Chain
- Business Ethics and Legal Compliance
- R&D, Innovation and Digitalization

WHAT WE DO

- Integration of sustainability criteria into the supply chain
- Carbon reporting processes
- Development of industry partnerships

OUR TARGETS

- Enhancement of carbon reporting processes
- Strengthening industry partnerships and stakeholder engagement



DOUBLE MATERIALITY ANALYSIS

When determining our sustainability priorities, we conducted our prioritization process in line with the double materiality approach. Within this scope, we simultaneously assessed the impacts of our activities on the environment and society (inside-out) and the potential implications of sustainability-related matters on our company’s financial performance (outside-in).

As the first step of our double materiality assessment, we developed a comprehensive pool of topics. At this stage, we considered global and sector-specific trends in environmental, social and governance (ESG) areas, national and international regulations, our strategic priorities, sustainability reporting frameworks, and sector-specific reporting approaches. In this context, we also benefited from the approach of the Sustainability Accounting Standards Board (SASB), which provides industry-based disclosure standards.

We analyzed the topic list we developed through surveys and interviews, incorporating the perspectives of both internal and external stakeholders, with the participation of various stakeholder groups.

We assessed the data obtained both quantitatively and qualitatively across impact and financial materiality dimensions. As a result of this assessment, we considered the impacts in the environmental, social and governance areas together with the financial implications of sustainability-related risks and opportunities. Based on the results of the analysis, we classified the topics according to their level of importance as “very high priority,” “high priority” and “priority,” and developed our double materiality matrix based on this classification.

We conduct our double materiality process in alignment with the double materiality approach set out under the European Union’s Corporate Sustainability Reporting Directive (CSRD) and the European Sustainability Reporting Standards (ESRS).

We also shaped our approach to methodology and stakeholder engagement in line with the guidance provided by the European Financial Reporting Advisory Group (EFRAG). In addition, we manage the process holistically by considering international good practices and reporting frameworks in the identification and reporting of sustainability matters.



DOUBLE MATERIALITY ANALYSIS



VERY HIGH-PRIORITY TOPICS

- Supplier Relations and Responsible Supply Chain
- Product Quality and Safety
- Greenhouse Gas Emissions
- Resource Efficiency

HIGH PRIORITY TOPICS

- Customer Satisfaction
- Consumer Safety
- Business Ethics and Legal Compliance
- Employee Rights
- Corporate Culture

PRIORITY TOPICS

- Information Security and Privacy
- Environmental Responsibility
- Sustainable Product Development

CORPORATE GOVERNANCE STRUCTURE

At Şimşek Ambalaj, a transparent and accountable governance structure forms the foundation of our sustainability performance. We ensure that our strategic decisions are effectively translated into operational processes through an uninterrupted chain of responsibility across all organizational levels.

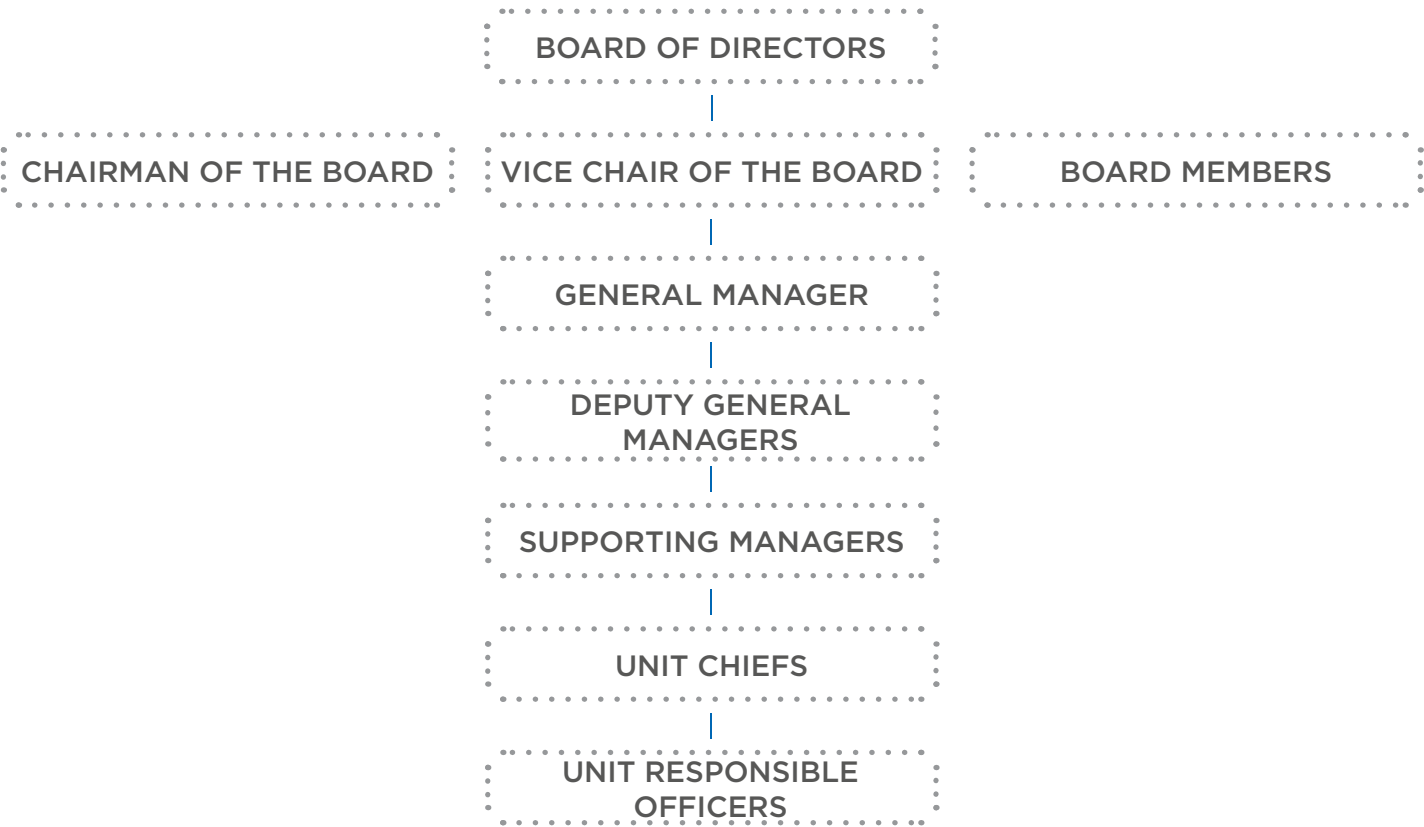
At the highest level of our management structure, the General Manager leads the decision-making mechanisms by setting the company's objectives and sustainability vision.

In implementing this vision, Deputy General Managers are responsible for coordinating strategies across relevant functions and overseeing their implementation. Sustainability-related data and operational performance indicators are regularly monitored through the relevant departments and reported to senior management.

We manage departmental-level responsibilities through our managers, who are responsible for monitoring performance indicators and translating targets into tangible outcomes.

We ensure the effectiveness of our field operations through daily workflows managed by unit chiefs and unit responsible officers. Our employees, who form the most important link in our operational performance, directly contribute to sustainable production by carrying out all their duties within the framework of occupational health and safety practices. We manage this multi-layered structure through roles and responsibilities defined in our company procedures and organizational chart, and regularly review it in response to changing conditions.

ŞİMŞEK AMBALAJ ORGANIZATIONAL CHART



“ Through external audit processes conducted by an independent audit firm, we strengthen our commitment to transparency and accountability while continuously improving our corporate governance practices. “

SUSTAINABILITY MANAGEMENT AND GOVERNANCE STRUCTURE

We address our sustainability approach through an integrated governance model that is embraced across the organization and extends from the Board of Directors to operational units. Led by the Sustainability Committee, we promote this culture throughout the organization through working groups established with the participation of different departments.

At the center of this structure, the Sustainability Committee is responsible for coordinating and ensuring the effectiveness of environmental, social and governance activities carried out across the company. The Committee reviews assessments, target recommendations, performance indicators, and risk and opportunity analyses submitted by the respective working groups and evaluates them in line with corporate priorities. Where necessary, it engages the relevant departments and provides guidance to senior management on matters requiring investment.

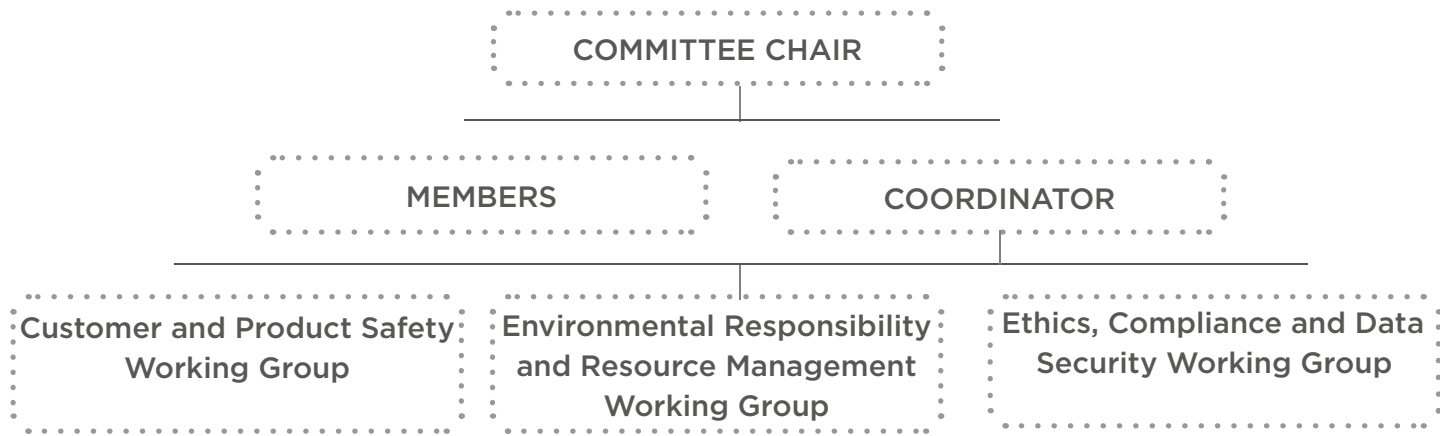
We carry out sustainability activities within the framework of sustainability coordination, in collaboration with relevant operational units, and support these efforts through representatives from working groups covering different areas of expertise. This structure enables us to systematize data collection and monitoring processes while establishing stronger links between sustainability matters and day-to-day business processes.

The Committee and relevant working groups meet regularly to review sustainability performance from multiple perspectives. During these meetings, we assess areas including carbon emissions and energy consumption, resource efficiency, waste management, sustainable supply chain practices and regulatory compliance, as well as reporting processes carried out under carbon regulations and our digitalization and innovation initiatives.

As a result of these analyses, which address environmental, social and governance dimensions together, we review our current performance and identify areas for improvement. We convene our sustainability governance structure on a quarterly basis throughout the year to ensure continuity in the process.

Reporting and performance monitoring processes also constitute an important part of our governance structure. We compile sustainability-related data through the relevant departments and subsequently submit it to the Board of Directors for review. Based on these reviews, we develop improvement recommendations where necessary and incorporate them into relevant processes. This approach supports the regular monitoring and continuous improvement of our sustainability performance.

SUSTAINABILITY COMMITTEE



STAKEHOLDER RELATIONS AND ENGAGEMENT

We regard stakeholder engagement as a fundamental driver that informs our decision-making and development processes. We structure our relationships with different stakeholder groups around an open and transparent corporate culture based on mutual trust. In addition to sharing information with our stakeholders, we encourage the development of a common understanding and the creation of mutual value. When developing our activities and strategies, we consider the expectations and views of our stakeholders and clarify our priorities accordingly. This process, which we undertake to better understand the needs and expectations of our stakeholders, directly contributes to the development of our sustainability approach.

OUR STAKEHOLDER ENGAGEMENT CHANNELS

- Regular meetings and information sessions
- Customer visits and technical discussions
- Supplier evaluation processes
- Industry events, seminars and conferences
- Training and information sessions for employees and stakeholders
- Email and other digital communication channels
- Company website and social media platforms

We integrate the feedback we receive into our decision-making mechanisms and consider it a strategic input that informs the way we conduct our business. We manage stakeholder engagement through a multifaceted structure that brings together different communication platforms. While regular meetings, customer visits and technical discussions form the foundation of this structure, digital channels and social media platforms also support the process. In this way, we maintain continuous contact with our business partners across all areas and develop the most appropriate dialogue methods to address diverse expectations.

“ The dialogue we establish with our stakeholders is built on mutual trust and a shared understanding. “



STAKEHOLDER RELATIONS AND ENGAGEMENT

We regard stakeholder engagement as a dynamic process that strengthens mutual interaction and makes areas for improvement more visible.

Our key objectives in this process are to:

- Better understand and analyze stakeholder expectations and needs,
- Collect stakeholder feedback on sustainability matters and incorporate it into decision-making processes,
 - Develop areas of collaboration that create mutual value with our stakeholders,
 - Review and improve operational processes in line with stakeholder feedback.

Based on the outcomes of this process, we aim to improve our operational processes while establishing stronger and more sustainable business relationships.

We evaluate feedback within a defined corporate framework. We analyze data obtained from different stakeholder groups through the relevant departments, share the findings with senior management, and develop action plans where necessary. In this context, we consider every piece of feedback as an opportunity to improve our business processes and enhance our product and service standards.

EVALUATION OF STAKEHOLDER FEEDBACK

In 2024, we expanded our efforts to strengthen stakeholder engagement. By actively participating in industry events focused on sustainability, we developed strong collaborations with relevant platforms and successfully carried out awareness-raising and information activities on carbon management and sustainability.

STAKEHOLDER GROUP	RESPONSIBLE DEPARTMENT	EVALUATION APPROACH
Customers	Sales and Quality Departments	Feedback is analyzed, relevant assessments are conducted, and the findings are shared with senior management.
Suppliers	Procurement Department	Feedback received is reviewed, necessary actions are identified, and the findings are communicated to senior management.
Employees	Human Resources Department	Feedback is evaluated and reported in line with organizational development and improvement areas.



INDUSTRY MEMBERSHIPS

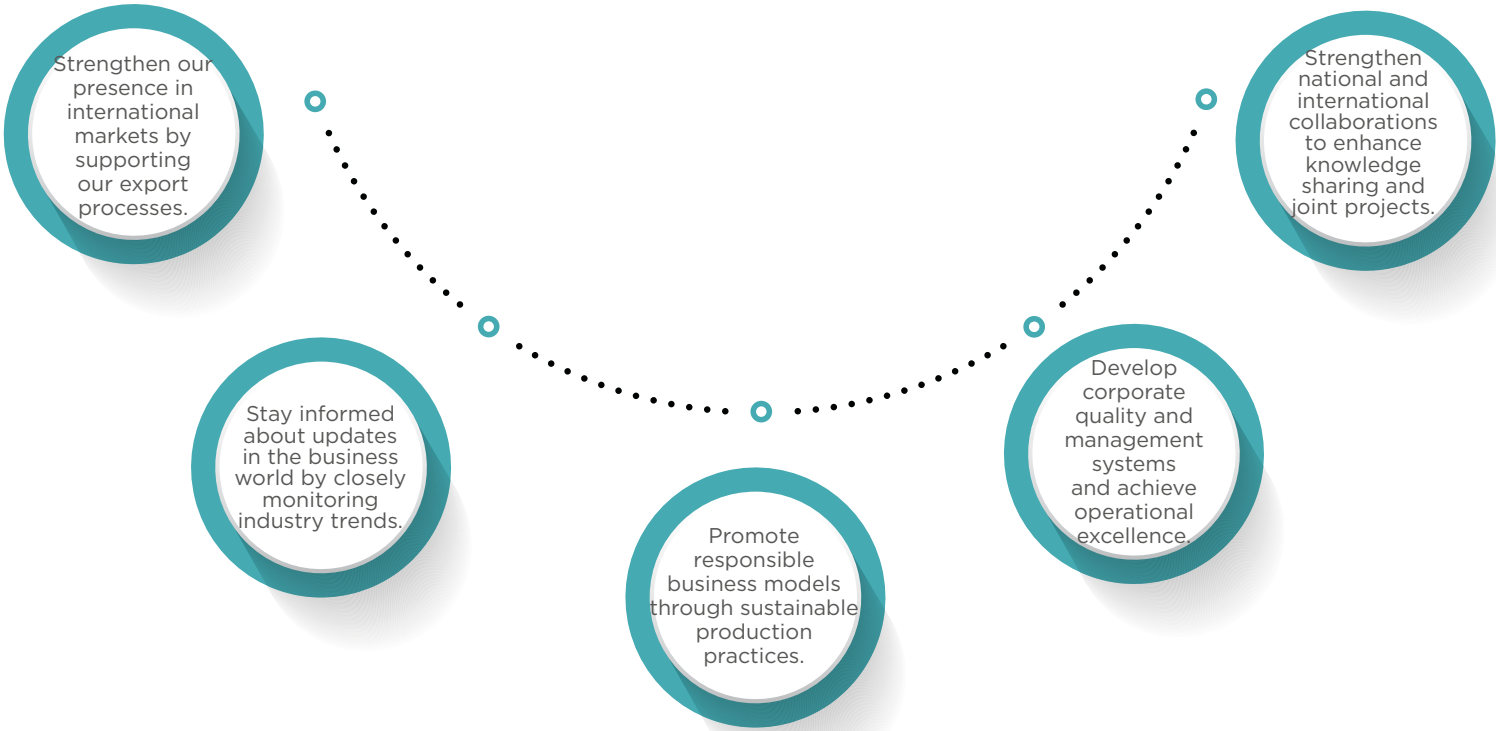
We become members of various institutional organizations with the aim of contributing to the development of our industry, strengthening our strategic collaborations with the business community, and closely monitoring the latest practices in sustainability. Through these memberships, we keep track of industry dynamics and support knowledge sharing and a collaborative ecosystem in sustainable production, corporate governance and ESG (Environmental, Social and Governance) practices.

- Developing our activities in the fields of trade and industry,
- Supporting our export processes and strengthening our international trade relations,
- Continuously improving our corporate quality and management systems,
- Promoting sustainability and ESG practices across our company and industry,
- Enhancing the effectiveness of industry collaborations and joint projects.

“ We build strong relationships with reputable industry institutions and organizations to contribute to the vision of the sector in which we operate and closely follow global developments and innovations in sustainability. “

Through the organizations of which we are members, we contribute to the following objectives:

INDUSTRY PARTNERSHIPS AND OUR TARGETS



Through our memberships, we actively participate in industry meetings and information-sharing events, exchanging knowledge and experiences on sustainability and environmental management.

We also closely engage in quality management and organizational development training programs, information sessions on export and international trade processes, and platform initiatives focused on sustainable business models and ESG practices.

The programs and projects in which we participate directly contribute to deepening our company’s knowledge and expertise in sustainability and advancing our corporate practices to a higher level.

INDUSTRY MEMBERSHIPS

KEY AREAS OF FOCUS THROUGH OUR MEMBERSHIPS

- Sustainable production processes and environmental responsibility practices.
- Energy efficiency and optimization of resource use.
- Strengthening quality management systems.
- Supporting export and international trade processes.
- Advancing corporate governance practices and business ethics standards.
- Implementing strategies for carbon management and climate change.

OUR CORPORATE MEMBERSHIPS

Aegean Region Chamber of Industry
Türkiye Kalite Derneği
Aegean Exporter’s Association
Sustainability Academy
Izmir Atatürk Organised Industrial Zone
Izmir Chamber of Commerce
Aerosol Industrialist’s Association
Metal Packaging Manufacturers Association
Türk Standardları Enstitüsü
Asociación Española de Aerosoles
EcoVadis



MANAGEMENT SYSTEMS

At our company, we manage our management systems through an integrated structure aligned with our corporate policies and objectives and embedded within our business processes. When developing our policies and commitments, we consider a broad stakeholder network extending from our employees and senior management to our business partners and suppliers. We ensure that this approach is consistently reflected in our practices across the organization.

We utilize multiple communication channels to ensure that our policies are clearly understood and effectively implemented throughout the company.

We continuously support this process through training sessions, notice boards and digital platforms. In particular, through periodic training programs conducted within the scope of our quality management systems, we strengthen our employees’ competencies and facilitate the transfer of this knowledge into practice through on-the-job applications. We reinforce this structure through internal training and awareness-raising activities and encourage employee participation through the feedback mechanisms we have established.

We regularly provide our employees with information on the Integrated Management Systems through relevant instructions and procedures.

We regularly monitor and audit the operation of our management systems. We carefully analyze the results obtained through internal and external audits and take prompt improvement actions where necessary. During our Management Review Meetings, held twice a year, we reassess our policies and objectives and evaluate the overall performance of our management systems. We carry out all these processes with the direct approval and involvement of senior management.

We use a 5×5 risk assessment matrix to systematically analyze risks and opportunities, and incorporate the results into our relevant processes to plan the necessary strategic actions.

“ We manage our management systems through an integrated structure that is fully aligned with our corporate policies and objectives and embedded across all our business processes. “



MANAGEMENT SYSTEMS

MANAGEMENT SYSTEMS AND IMPLEMENTATION GUIDELINES

- ISO 9001 – Quality Management System
- ISO 14001 – Environmental Management System
- ISO 45001 – Occupational Health and Safety Management System
- ISO 22000 – Food Safety Management System
- ISO 14064 – Standard for the Quantification and Reporting of Greenhouse Gas Emissions
- TS 13718 – Metal Packaging – Metal Containers for Foodstuffs
- TS 6192 – Metal Packaging – General-Purpose Metal Cans
- TS EN ISO 16106 – Packaging for the Transport of Dangerous Goods – ISO 9001 Application Guidelines



QUALITY MANAGEMENT

At Şimşek Ambalaj, we manage quality within an approach focused on enhancing customer satisfaction and continuously improving our processes. We do not view quality solely as ensuring product and service standards; rather, we manage it in a way that supports process effectiveness and sustainable performance across our operations.

The Quality Assurance Unit is responsible for establishing, implementing and improving the Quality Management System. The Quality Control Unit is responsible for product and process inspections. We carry out the necessary controls meticulously throughout all stages of our product development and production processes.

We regularly monitor our quality performance using statistical process control methods. We use the data obtained to evaluate process effectiveness and identify areas for improvement. In this way, we enhance operational efficiency while minimizing the risk of errors and non-conformities.

We support our quality management practices through internal audits, corrective actions and suggestion systems, and systematically evaluate the suggestions received through employee participation and feedback mechanisms.

Our quality-focused processes are directly linked to our company’s sustainability objectives. By supporting these practices in areas such as economic efficiency, resource management, environmental and occupational health and safety performance, employee training and participation, we also strengthen our environmental and social responsibilities.

KEY POLICIES AND PRINCIPLES

Information Security Policy	Protecting critical information, including customer data, financial records and technological know-how, throughout packaging production and service processes is considered a fundamental responsibility. Compliance with legal and contractual obligations is also monitored, and training programs are implemented to enhance information security awareness.	Conflict Minerals Policy	We are committed to ensuring that minerals covered under conflict minerals regulations, including tin, tungsten, tantalum and gold, are not sourced from high-risk areas and to avoiding practices that contribute to human rights violations. We also aim to ensure a responsible supply chain by providing support to our suppliers on these matters.	Energy Policy	At our company, energy efficiency and sustainable development are fundamental principles. We aim to improve energy performance by monitoring technological developments in compliance with applicable legislation and standards. We support employee training and awareness to promote continuous improvement.
Integrated Management System Policy	We aim to provide customers with safe, high-quality products in line with applicable legal and other requirements. Through open communication we strive to meet stakeholder expectations within an ethical framework. We are committed to continuous improvement through environmental initiatives, enhanced energy efficiency, employee training, and safe process improvements.	Code of Ethics and Principles of Conduct	At our company, integrity, honesty and transparency are upheld across all activities, fostering trust in our business relationships. The confidential information of our employees and stakeholders is protected, their privacy is respected, and a fair and safe working environment is maintained.	Human Resources Policy	The continuous development and enhancement of our employees' competencies are adopted as a key principle. Through our "right person for the right job" approach, we aim to ensure that new employees make meaningful contributions to the organization. We are committed to treating our employees fairly and equally, safeguarding their rights, and complying with applicable legislation.
Personal Data Protection and Processing Policy	We prioritize the confidentiality and protection of the personal data of all our stakeholders and act in compliance with Türkiye's Law No. 6698 on the Protection of Personal Data (KVKK). We adopt the principle of proportionality in the use of personal data, implement the necessary technical and administrative measures, regularly audit our systems, and promote employee awareness.	Anti-Bribery and Anti-Corruption Principles	A "zero-tolerance" approach to bribery and corruption is adopted, and all activities are conducted fairly, honestly, lawfully and in line with ethical principles. Conflicts of interest are avoided, while gifts and donations are managed in line with established rules. Interactions with official bodies and political activities are subject to controls, and reporting mechanisms and necessary sanctions are applied in the event of violations.	Sustainability Policy	We conduct all our activities with an awareness of environmental and social responsibility, prioritizing climate action, the circular economy and ethical resource use. While continuously improving recycling, waste reduction, and water and energy efficiency, we ensure that employee satisfaction, equal opportunities, transparent communication and ethical values form the foundation of all our processes.

INFORMATION SECURITY AND PRIVACY

At our company, all processes related to data security are managed under the responsibility of the Information Technology Unit and the Information Security Committee. We incorporate identified priority risks into our corporate policies and integrate them into every stage of our operational processes. Accordingly, our fundamental commitment is to maintain a zero-data-breach approach across our operations and ensure full compliance with applicable legislation.

To strengthen our data security infrastructure, we regularly update our protective systems and continuously invest in digital security. Recognizing the critical importance of the human factor in cybersecurity, we aim to enhance the cybersecurity awareness of both blue-collar and white-collar employees. In this context, we ensure the full participation of all employees in annual information security and data privacy training programs.

We also encourage our business partners and suppliers to adopt our information security standards and continuously improve our communication practices throughout the supply chain accordingly.

EFFECTIVENESS AND MANAGEMENT OF POTENTIAL IMPACTS

At our company, we take a proactive approach to data security. Through regular checks of our systems and continuous user awareness, we prevent potential risks before they arise.

We assess the effectiveness of the technical and administrative actions taken through a comprehensive control mechanism. In this context, we closely monitor our employees' cybersecurity awareness levels and their performance following training. We assess and report the resilience of our technical infrastructure against real-world threats through penetration tests conducted at least once a year by independent expert organizations. In case of any cybersecurity incident, system disruption or potential data breach, we clearly define the response steps to be followed in advance in accordance with our corporate procedures.

We measure and report the resilience of our technical infrastructure against real-world threats through penetration tests conducted at least once a year by independent expert organizations.

In the event of a potential hazard, system disruption or data breach, we clearly define the response steps to be taken in advance in line with our corporate crisis scenarios.

Root Cause Analysis (RCA) and Preventive Actions
When a disruption occurs, we identify the underlying structural vulnerabilities that caused the issue and take the necessary measures to prevent its recurrence.

Data Backup and Recovery Processes
In the event of potential data loss, a rapid recovery process is initiated using up-to-date and secure backup systems to prevent disruption to business processes and minimize impacts on our stakeholders.

Incident Reporting and Support Mechanisms
In the event of a breach, affected employees or business partners are transparently informed, and the necessary support mechanisms are promptly provided.

System Hardening and Business Continuity Measures
Following each incident, the security parameters of the relevant systems are strengthened to the highest appropriate level, enhancing the resilience of our infrastructure against similar risks.

“ Our fundamental commitment is to maintain a zero-data-breach policy across our operations and ensure full compliance with applicable legislation. “

SUPPLIER RELATIONS AND RESPONSIBLE SUPPLY CHAIN

Across the sectors in which we operate, we manage our procurement processes and value chain through an integrated approach, aiming to increase production efficiency and provide sustainable solutions.

We view our supply chain as a strategic value creation process and work in close collaboration with our stakeholders to achieve the targets set in line with our sustainability strategy.

Our extensive supply network consists of raw material producers, auxiliary material suppliers, and packaging and logistics service partners.

As of 2024, our company maintains strong business partnerships with a total of 104 active suppliers. Across all stages, from raw material procurement to the delivery of finished products to consumers, we focus on operational efficiency, competitive cost advantages and sustainable quality standards.

“Local Supplier Ratio: 95% “

Our priorities in supplier management and relationships are as follows:

Quality and Reliability: We prioritize product quality and operational reliability throughout our supplier selection processes.

Environmental and Ethical Standards: We carefully evaluate our business partners in terms of reducing environmental impacts and complying with universal ethical principles. We strictly prohibit practices that violate human rights, such as forced labor and child labor.

Long-Term Partnerships: We build sustainable relationships with our suppliers and contribute to the regional economy by strengthening our relationships with local producers. Accordingly, we allocate 95% of our procurement budget in our operational regions to local suppliers, prioritizing local development.

Transparency and Fairness: We adopt a transparent, accountable and ethical approach in our business relationships and conduct all processes in accordance with the principle of fairness.

Social Responsibility: We require our suppliers to fully respect employee rights and provide safe and decent working conditions, and we closely monitor their compliance with these requirements.

In our supplier selection and performance evaluation processes, we apply quality, competitive pricing, compliance with delivery schedules and sustainable supply capability as key criteria. We closely monitor actions taken in response to any non-conformities identified during these processes and consistently implement the necessary improvement and development activities.

“ Across all stages, from raw material procurement to the delivery of finished products to consumers, we focus on efficiency, cost advantages and sustainable quality. “

SUPPLIER RELATIONS AND RESPONSIBLE SUPPLY CHAIN

RESPONSIBLE SOURCING APPROACH AND CODE OF CONDUCT

We integrate our responsible sourcing approach into all our supply chain processes through the “Supplier Addendum Protocol”. Under this protocol, we expect all our business partners to fully comply with the ethical rules and principles of conduct outlined below:

Legal Compliance

Full compliance with national and international laws, regulations and applicable requirements is essential.

Ethical Rules and Principles of Conduct

A fair working environment based on integrity, transparency and respect for human rights is ensured.

Respect for Human Rights and Working Conditions

A zero-tolerance approach is adopted towards discrimination, child labor and forced labor.

Health, Safety and Environmental (HSE) Practices

Suppliers are required to fulfill their occupational health and safety obligations and carry out waste management in compliance with applicable legislation.

Environmental Sustainability

Suppliers are expected to manage their environmental impacts responsibly in line with objectives to improve energy and resource efficiency, reduce emissions and protect biodiversity.

Conflict Minerals and Responsible Sourcing

Effective monitoring mechanisms are expected to be implemented to prevent the use of conflict minerals associated with human rights violations within the supply chain.

Information Security and Fair Competition

Confidential information must be protected and the necessary security measures must be implemented.

International Trade Regulations

All applicable trade, export and import regulations must be complied with.

Compliance with Competition Law

We place importance on maintaining a fair trading environment. We also operate our sales and customer relationship processes in full integration with our supply chain. We manage customer request analysis, product quotation and order management processes by taking the performance of our business partners into consideration.

With this approach, we do not view our relationships with suppliers merely as material procurement; instead, we structure these relationships as strategic partnerships that create mutual value. We support all stakeholders across our value chain in operating in accordance with environmental and ethical standards, thereby aiming to achieve our sustainability objectives and maximize our contribution to our ecosystem.

Environmental and Social Assessment Processes in the Supply Chain

To extend our sustainability vision across our entire value chain, we regularly evaluate our suppliers against environmental and social criteria. We monitor these criteria, which are integrated into our procurement and performance evaluation processes, through the “Supplier Environmental Impacts and Safety Risks Assessment Questionnaire” and “Supplier Questionnaire”.

We conduct these assessments annually across two main supplier groups: raw material producers and packaging material manufacturers.

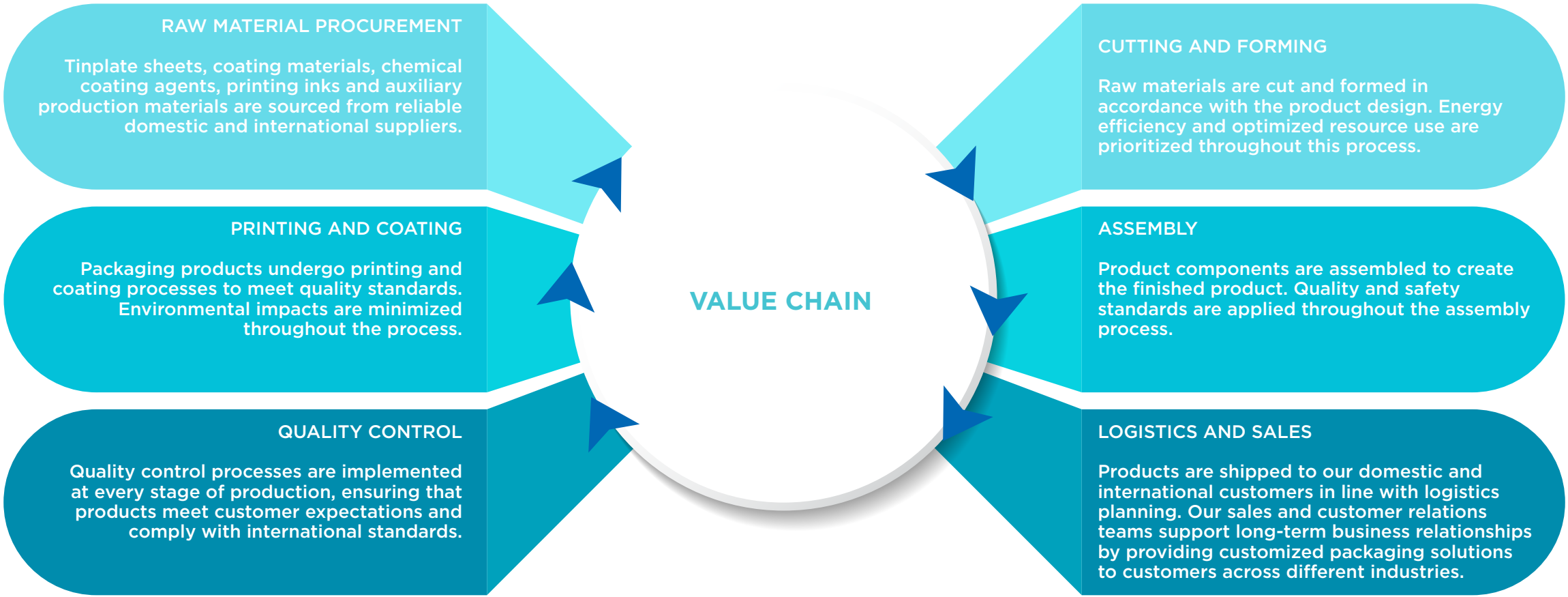
As of 2024, a total of 30 suppliers have been subject to detailed evaluation in terms of their environmental and social impacts.

We adopt a holistic management approach when assessing the environmental and social performance of our stakeholders. In this context, in addition to technical parameters such as compliance with legislation and standards, waste and water management, emissions control and environmental risk assessments, we require compliance with criteria including lawful working conditions, the prevention of child labor and business ethics principles.

SUPPLIER RELATIONS AND RESPONSIBLE SUPPLY CHAIN

PRODUCTION AND VALUE CHAIN STRUCTURE

We structure our value chain as an integrated process extending from raw material procurement through production, quality control, packaging, logistics and customer delivery. At every stage of this chain, we fully consider and implement the principles of sustainable production.



BUSINESS ETHICS, COMPLIANCE AND HUMAN RIGHTS

At Şimşek Ambalaj, business ethics and compliance with applicable laws are fundamental priorities for protecting our corporate reputation and ensuring the continuity of our sustainable growth. We build our ethical principles on a framework of integrity, absolute respect for confidentiality, impartiality and full compliance with applicable laws and regulations. Our Ethics and Compliance Policy, formalized and institutionalized in writing, serves as a fundamental guide for all our employees, covering a broad range of areas from preventing conflicts of interest and ensuring accurate reporting to prohibiting discrimination and combating corruption.

ANTI-CORRUPTION AND ANTI-BRIBERY

We regard all forms of bribery and corruption as a direct threat to our corporate values and adopt a “Zero Tolerance” approach in this regard. We conduct all our operations within the framework of our corporate code of conduct, compliance procedures and culture of transparency.

- **Policy and Scope:** Our Anti-Corruption Policy and Code of Ethics in force cover all our employees and operational processes. Our primary objective is to ensure full compliance with ethical and legal standards under all circumstances.
- **Risk Management:** When identifying and assessing bribery and corruption risks, we rely on our Ethics Guidelines, which we have developed to address potential ethical violations.

HUMAN RIGHTS AND LABOR STANDARDS

Respect for human rights is a principle upheld by Şimşek Ambalaj not only within our own operations but also throughout our entire supply chain and across our business partners. Ensuring a fair, safe and respectful working environment at every stage of our production processes is a fundamental responsibility.

Prohibition of Child Labor and Forced Labor

Our company adopts a firm stance against child labor and forced labor. We put this commitment into practice by upholding the principle of voluntary employment throughout all our recruitment processes. Our written policy demonstrating our firm stance against child labor covers key areas including the definition of child labor, prohibition of forced labor, prevention of discrimination and vocational training for young workers. We do not procure products or services from any organization found to employ child labor or commit related violations, and we require all our business partners to fully comply with these principles.

Remediation of Adverse Impacts and Feedback Mechanisms

We adopt a proactive approach to identify and eliminate potential adverse impacts arising from our activities. In line with our Integrated Management System Policy, we are committed to anticipating risks, taking necessary preventive measures and continuously improving our business processes.

Grievance Management and Stakeholder Engagement

We have structured our approach to handling grievances around a multi-channel and accessible feedback mechanism.

Communication Channels: We regularly collect feedback from all our stakeholders through customer and employee satisfaction surveys, internal suggestion systems, suggestion boxes and the “Your Feedback and Suggestions” section available on our website.

Effectiveness Monitoring: We promptly initiate corrective actions based on the feedback received. We carefully evaluate the operational effectiveness of these mechanisms by reporting them at Management Review Meetings and Occupational Health and Safety Committee meetings.

Improvement Processes: In the event of an operational adverse impact, we prepare 8D Reports in accordance with international standards. Through focused meetings planned with relevant institutions and organizations, we conduct root cause analyses of adverse impacts and ensure their structural remediation.

“ We place business ethics, human rights and legal compliance at the core of all our activities, adopting a transparent, fair, honest and accountable approach to management. ”

RESPONSIBILITY FOR THE PLANET

We manage our environmental impacts through a responsible corporate approach and consistently implement efficiency-focused practices in the areas of climate, energy, water and waste management. Through our sustainable approach based on the efficient use of resources, we aim to create lasting value and make a meaningful contribution to the future.



CLIMATE CHANGE MITIGATION AND EMISSIONS MANAGEMENT

We consider the management of greenhouse gas emissions to be one of the fundamental elements of our environmental responsibility approach. In this context, we carry out all our efforts to identify, monitor and reduce carbon emissions in line with internationally recognized methodologies.

We continue our efforts to establish our company’s greenhouse gas emissions inventory by adopting 2023 as the base year. Accordingly, we have our calculated emissions data verified by independent verification bodies in accordance with the ISO 14064-1:2018 Standard, thereby reinforcing our corporate transparency.

We use the Greenhouse Gas Protocol (GHG Protocol) Corporate Accounting and Reporting Standard and the ISO 14064 standards as key guidelines for calculating emissions arising from our operations.

We manage greenhouse gas emissions through strong coordination among our sustainability, production and relevant operational units. Throughout this process, we regularly collect and analyze emissions data and develop proactive action plans in line with identified areas for improvement.

We ensure the monitoring of our greenhouse gas emissions through regular data collection and analysis processes. We regularly assess our emissions performance by closely monitoring electricity and natural gas consumption, as well as production volumes and energy intensity indicators. We share the results with our stakeholders through our sustainability reports, carbon footprint studies and regulatory disclosures.

As Şimşek Ambalaj, our key principles for emissions management are as follows:

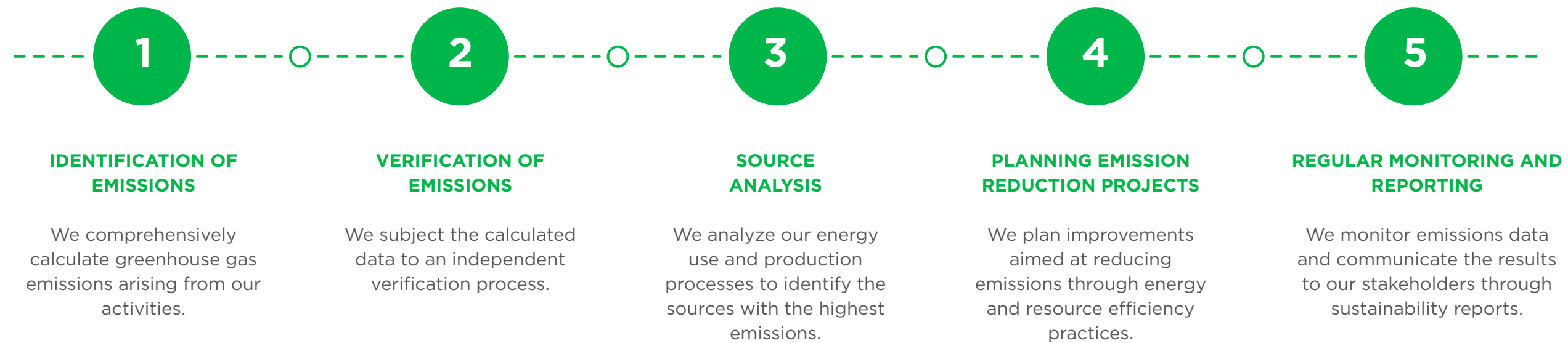
- Regularly measure and report greenhouse gas emissions
- Identify and control emission sources
- Improve energy and resource efficiency
- Reduce environmental impacts throughout production processes
- Comply with national and international climate policies
- Provide stakeholders with transparent and reliable information

“ We calculate our greenhouse gas emissions in accordance with international standards, including the GHG Protocol and ISO 14064, and subject them to independent verification processes. “

CLIMATE CHANGE MITIGATION AND EMISSIONS MANAGEMENT

EMISSIONS MANAGEMENT ROADMAP

We address our emissions management efforts through a phased approach.



CLIMATE CHANGE MITIGATION AND EMISSIONS MANAGEMENT

EMISSION REDUCTION TARGETS

We consider emission reduction one of our highest-priority strategic areas for continuously improving our environmental performance. All activities carried out within the framework of our targets focus on increasing efficiency in our production processes and optimizing energy use to the highest possible level.

- Reduction of carbon emissions per unit of production.
- Reduction of energy consumption intensity.
- Establishment of regular carbon footprint calculation and reporting processes.
- Increasing energy efficiency in production processes
- Institutionalization of the emissions management system.
- Raising carbon awareness across the supply chain.

In line with our defined targets, we implement continuous improvement initiatives focused on energy efficiency, monitor our energy consumption in real time and optimize our resource use. While developing circular practices to reduce waste generation at source in our production processes, we also regularly carry out carbon footprint calculations and independent verification studies. Within the scope of the European Union Green Deal, we consider our CBAM (Carbon Border Adjustment Mechanism) compliance and reporting processes a critical lever for maintaining our competitiveness in global markets and strengthening our emissions management.

What Was Achieved in 2024?

The year 2024 marked a significant starting point for Şimşek Ambalaj in terms of emissions management and our climate vision. All projects implemented during this period directly strengthened our capacity to measure, continuously monitor and manage our greenhouse gas emissions in accordance with international standards at the corporate level.

- Emissions management was integrated into the sustainability management system.
- Reporting processes were initiated within the scope of the Carbon Border Adjustment Mechanism (CBAM).
- A data collection system was established to enable regular monitoring of emissions data.
- Greenhouse gas emission calculations were verified by an independent organization.

ENERGY PERFORMANCE

Considering the critical impact of energy consumption on our production processes, we regularly analyze our consumption data. Based on the results, we identify operational areas with high energy use and directly support projects aimed at improving energy efficiency.

In 2024, we continued our efforts to manage energy data more effectively through digital tools and focused on improving our performance evaluation processes. During the same period, through comprehensive preparatory work in the field of energy management, we took strategic steps towards addressing resource use in a more systematic and institutionalized manner.

We are committed to continuing our energy efficiency projects without slowing down in the coming periods. In this regard, we aim to develop innovative practices to permanently reduce our total energy consumption and use our resources as efficiently as possible.

ENVIRONMENTAL RESPONSIBILITY

As Şimşek Ambalaj, we consider the efficient use of natural resources and the management of environmental impacts among our key priorities. In this regard, we focus on innovative practices that support resource efficiency in our production processes and consistently implement strategic initiatives aimed at reducing our environmental impacts.

In all areas of our operations, we adopt an environmentally responsible circular production model and consider full compliance with environmental legislation a fundamental and indispensable element of our operational processes.

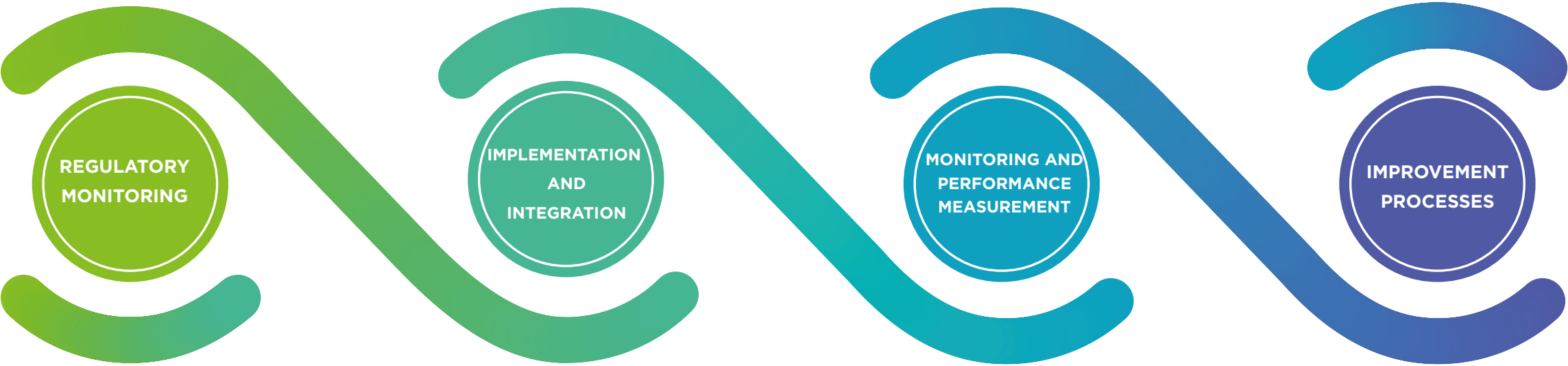
We manage our environmental management processes through strong coordination among senior management, production and quality units, and carry out all our practices in accordance with Environmental Management System standards. We regularly monitor our environmental performance indicators and analyze the data obtained within our management processes, proactively planning the necessary improvement actions.

ENVIRONMENTAL LEGISLATION AND COMPLIANCE MANAGEMENT

We consider full compliance with environmental legislation a critical requirement for our operational continuity and corporate responsibility. We coordinate the full compliance of our activities with the applicable legal framework and the monitoring of all relevant global and local regulations under the responsibility of the Quality Assurance Unit.

Our Quality Assurance Unit closely monitors dynamic changes in national and international environmental legislation and ensures that our environmental permits, licenses and regulatory reporting processes remain fully up to date.

We implement our environmental compliance approach across all areas of our operations and fully integrate it into our facilities' operational processes.



WATER RESOURCES MANAGEMENT

Global factors such as population growth, climate change and industrialization are placing increasing pressure on water resources. We recognize our responsibility to protect and use water resources efficiently throughout our operations. We address our water management processes holistically, with a focus on controlling environmental impacts, improving resource efficiency and applying circular economy principles.

We source all the water used in our operations from the municipal water supply and regularly monitor water consumption and discharge volumes. In this context, we have established a comprehensive water inventory to clearly determine our water footprint and structured our data collection processes within an institutional framework.

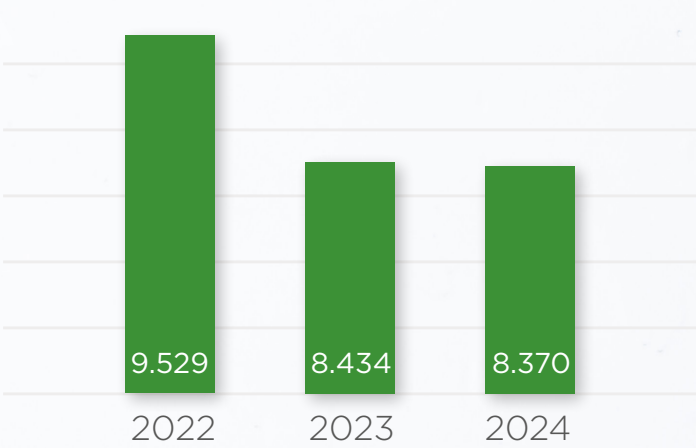
WASTEWATER MANAGEMENT AND DISCHARGE

We manage the wastewater generated at our facilities by separating it according to its source. The amount of industrial water used in our production processes is extremely limited, while the majority of our water consumption arises from administrative and personnel-related activities. We manage our wastewater through the following structured steps:

- Industrial Wastewater:** We treat process wastewater generated from printing and production processes through the pre-treatment system within our facility, thereby fully controlling its pollutant load. After carefully analyzing the relevant quality parameters, the treated wastewater is safely discharged into the İzmir Atatürk Organized Industrial Zone (İAOSB) sewerage system.
- Domestic Wastewater:** Domestic wastewater generated from administrative and personnel-related activities is directly discharged into the İAOSB infrastructure system without requiring any pre-treatment.

“ We manage our water resources in accordance with the ISO 14001 and ISO 14046 standards and continue our efforts to ensure compliance with the Water Efficiency Regulation. “

WATER CONSUMPTION (m³)



WATER RESOURCES MANAGEMENT

FUTURE-ORIENTED PROJECTS AND EFFICIENCY

To protect water resources, we are committed to strengthening our existing practices while continuing to work diligently on innovative projects.

In this context, we aim to gradually reduce our total water consumption by recovering wastewater and reusing it in selected operational areas.

In addition, we are meticulously carrying out the necessary technical preparations to achieve full compliance with the Water Efficiency Regulation and obtain the “Blue Water Efficiency Certificate.”

WATER MANAGEMENT PROCESS



WASTE MANAGEMENT AND RESOURCE EFFICIENCY

As part of our waste management activities, we implement circular practices that promote efficient resource use and reduce waste generation. At every stage of our production activities, we observe the principles of the “Waste Hierarchy” and carry out strategic initiatives to prevent waste generation, reduce the waste generated and expand recovery processes. Accordingly, we safely manage all hazardous and non-hazardous waste generated at our facilities in accordance with our corporate procedures.

We manage our waste management processes through strong coordination among all relevant departments in line with legal requirements and operational needs.

2024 Waste Distribution

We segregate all waste generated as a result of our production activities at source according to its type and manage it meticulously within the scope of our corporate management processes. In 2024, a total of 4,309,052 kg of waste was generated. Non-hazardous waste accounted for 97% (4,190,066 kg) of our total waste. This category primarily includes paper, cardboard, glass and plastic packaging waste, as well as non-contaminated production waste.

“ We adopt the global Waste Hierarchy approach to prevent waste generation, reduce waste at source and promote recovery across our production processes. “

We regularly monitor our resource efficiency performance through key indicators such as energy consumption, raw material use, production scrap rates and waste recovery rates. Based on the data obtained, we identify areas for improvement and plan new projects to further enhance our sustainable production practices.

Our key activities in this area include:

- **Legal Compliance and Monitoring Processes:** We monitor our legal obligations, manage our processes with licensed waste disposal companies, ensure complete registration in the Mobile Hazardous Waste Tracking System (MOTAT), and monitor our environmental performance indicators. We also regularly monitor air emission measurements and environmental permit and license processes.

Hazardous waste, accounting for approximately 3% of our total waste (118,986 kg), consists of chemical waste, waste generated from metalworking processes, waste oils, medical waste, waste batteries and other hazardous waste of a similar nature. We collect our hazardous waste completely separately from other waste types and safely store it in dedicated, leak-proof containers in accordance with legal standards.

We send these stored wastes to licensed recovery and disposal facilities in compliance with applicable legislation, thereby contributing to the circular economy.

As an indicator of our circular production vision, 10% of the total inputs used in our production processes consist of recycled materials.

- **Operational Waste Management Practices:** As part of our operational processes, we ensure that waste generated in our production areas is segregated at source, stored under conditions compliant with international standards, and that our pre-treatment wastewater treatment facility is operated efficiently.

In managing our environmental impacts, we adopt a vision of “zero environmental incidents” and “zero environmental complaints.” Accordingly, we continuously conduct periodic emergency drills and maintain our efforts to ensure compliance with applicable environmental legislation.



- Non-Hazardous Waste Quantity: 4,190,066 kg
- Hazardous Waste Quantity: 118,986 kg

WASTE MANAGEMENT AND RESOURCE EFFICIENCY

WASTE MANAGEMENT PROCESS



CIRCULAR ECONOMY

We regard the circular economy approach as a critical means of extending the useful life of resources and reintegrating them into the economic cycle. In this context, we assess all resources used in our production processes from the perspective of resource efficiency and implement operational practices to ensure that generated waste is incorporated into recovery processes.

We carefully consider the environmental impacts of our products from the design stage onward and fully integrate circular economy principles into our product development processes.

In the packaging solutions we develop:

- We prioritize the selection of materials compatible with existing recycling infrastructure.
- We aim to optimize raw material use while maintaining product functionality.
- We aim to increase the recyclability of finished products.



VALUE FOR THE SOCIETY

In line with our people-centered approach, we adopt a work culture based on trust, development and responsibility for all our stakeholders. Through our pioneering practices focused on strengthening and continuously improving our corporate culture, we aim to make a lasting contribution to sustainable success.



OCCUPATIONAL HEALTH AND SAFETY

We regard occupational health and safety as our highest and non-negotiable priority, and are committed to providing a healthy, safe and respectful working environment for all our employees.

CORPORATE AUDIT AND IMPACT MANAGEMENT

We leverage robust internal audit and continuous monitoring mechanisms to effectively manage the environmental, social and operational impacts of our activities. At the core of this structure is our Occupational Health and Safety Committee, which plays a critical role in the early identification of risks and areas for improvement. Our Committee periodically analyzes the risk profile across our operations, determines preventive actions and directly monitors the effectiveness of their implementation in the field.

RISK MANAGEMENT AND PREVENTIVE MEASURES

We build our occupational health and safety approach on a fully preventive risk management philosophy. We analyze potential hazards across all our operations, from production and maintenance to warehousing, shipping and office processes, through regular field inspections and proactive risk assessment activities.

Across all our operations, we adopt a holistic approach that safeguards the physical, social and psychological well-being of our employees. We systematically identify, assess and manage occupational health and safety risks, with the objective of preventing occupational accidents, injuries and diseases at their source.

Through our Risk Assessment Team, comprising the employer/employer representative, occupational safety specialist, occupational physician, employee representatives and relevant technical personnel, we fully comply with all requirements of the “Occupational Health and Safety Risk Assessment Regulation” and our corporate “Risk Assessment Procedure.”

As part of the risk assessment process, we consider each identified hazard individually and clearly determine the likelihood and severity of risks arising from these hazards using the internationally recognized “Fine-Kinney” method. Based on the results of the risk analyses, we define the necessary technical measures and controls and closely monitor their implementation.

We immediately update these assessments in the event of even minor changes to our processes or the introduction of new equipment, managing them dynamically in line with our continuous improvement approach.

To reduce risks, we apply the internationally recognized hierarchy of controls. We implement the following measures in sequence: eliminating the hazard, replacing the process with safer alternatives, implementing engineering controls, establishing administrative controls and applying personal protective equipment measures.

We implement our Occupational Health and Safety Policy in full compliance with Occupational Health and Safety Law No. 6331, applicable legislation and internationally recognized standards. We reinforce this commitment through the ISO 45001 Occupational Health and Safety Management System, continuously improving our practices and strengthening our occupational health and safety performance.

“ We manage our occupational health and safety processes through a systematic risk management approach in accordance with the ISO 45001 standard. “

“ No occupational diseases or fatal workplace accidents occurred in 2024. “

OCCUPATIONAL HEALTH AND SAFETY

RISK CONTROL STEPS



EMPLOYEE FEEDBACK AND REPORTING MECHANISMS

Employee participation plays an important role in strengthening our occupational health and safety culture. We regularly evaluate the views and suggestions of our employees through employee representatives, feedback mechanisms and suggestion systems.

Our employees can also contribute to the process through systems that enable them to easily report risks encountered in the workplace or near-miss incidents. We carefully evaluate these notifications together with our occupational health and safety team and promptly implement the necessary measures.

We clearly define our employees’ right to stop work or leave the workplace in situations involving risk and provide the necessary corporate safeguards to ensure that they do not face any adverse consequences when exercising this right.

OCCUPATIONAL HEALTH AND SAFETY

OCCUPATIONAL HEALTH AND SAFETY COMMITTEE

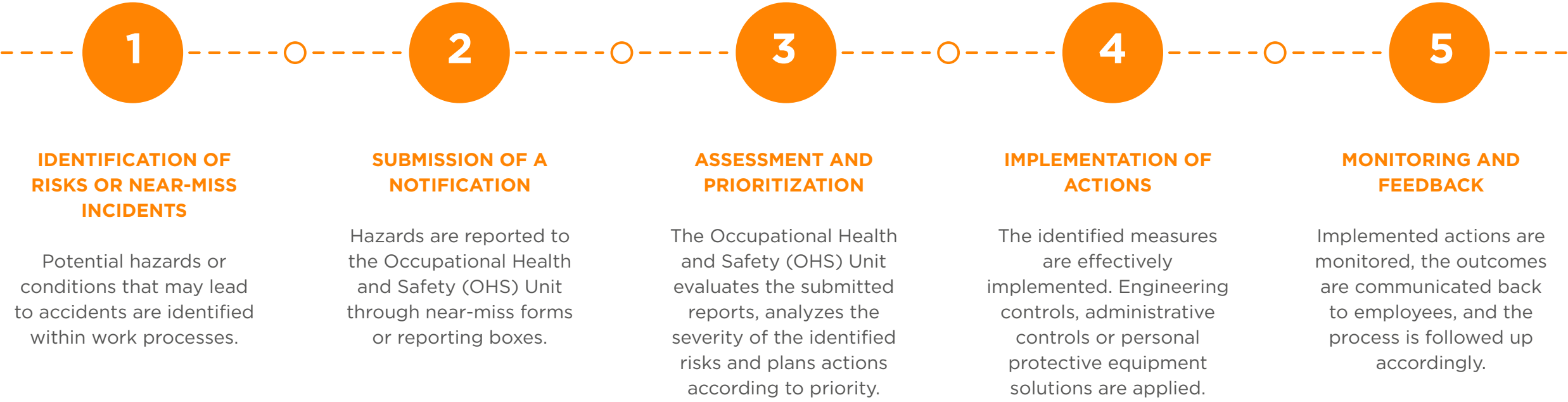
The Occupational Health and Safety Committee operating within our company comprises the employer/employer representative, occupational safety specialist, occupational physician, employee representatives and Human Resources representative, as well as foremen, supervisors and representatives from the technical and production departments to ensure effective monitoring of operational processes. Through regular meetings, the Committee evaluates occupational accidents, near-miss incidents and potential risks and determines the necessary improvement actions.

The objectives we have established within the scope of the Committee’s activities include strengthening our occupational health and safety culture, increasing employee awareness and promoting safe behaviors.

In addition, reducing occupational accidents and diseases, increasing training participation rates and ensuring that health examinations are conducted on time are among the key performance indicators we monitor.

The safety of the equipment used in our operations is an integral part of our occupational health and safety approach. For new equipment purchases, we conduct comprehensive technical suitability and certification checks. Where necessary, we implement engineering and design controls to ensure safe operation. We carry out periodic maintenance and inspections of equipment in our production processes, which are supported by machine guards, emergency stop systems and safety equipment, in accordance with annual plans. We record identified nonconformities, conduct root cause analyses and implement corrective and preventive actions.

FEEDBACK PROCESS



OCCUPATIONAL HEALTH AND SAFETY

Employee Training

We provide our employees with regular occupational health and safety training to promote and strengthen a culture of safe working. In addition to general occupational health and safety topics, we implement training programs addressing technical and operational risks, enhancing our employees' awareness of risk identification, prevention and appropriate response methods. Through training sessions and awareness meetings, we also support our employees in developing a culture of safe behavior in their daily lives.

Health Support

To facilitate our employees' access to healthcare services, we provide continuous health support through our workplace health unit. As part of the healthcare services provided by our occupational physician and healthcare personnel, we closely monitor our employees' health conditions, provide first aid when necessary, and refer employees to healthcare institutions based on the physician's assessment. In addition, through periodic health examinations and health awareness initiatives, we aim to enhance our employees' awareness of occupational and general health risks.

In line with all these practices, we adopt a zero-tolerance approach to occupational health and safety, aiming to minimize risks and continuously improve safe working conditions.

As a result of this approach, no occupational diseases or fatal workplace accidents occurred in 2024.



OCCUPATIONAL HEALTH AND SAFETY

TRAINING AND AWARENESS

Regular training is provided to our employees to strengthen and promote our occupational health and safety (OHS) culture.

TRAININGS CONDUCTED	
Occupational Health and Safety (OHS) Induction Training	First Aid Awareness Training
Periodic OHS Training	Machine Safety Training
Personal Protective Equipment (PPE) Training	Lockout/Tagout (LOTO) Training
Accident Prevention and Safe Working Methods Training	Chemical Safety Training
Employee Representative Training	Ergonomics Training
Working at Height Safety Training	One Point Lesson (OPL) Training
Occupational Health and Safety Committee Member Training	Hand Injury and Cut Prevention Training
Safe Working Practices for Presses Training	Safe Working Methods for Lifting and Handling Equipment Training
OHS Support Personnel Training	Safe Working Methods for Forklift Operations Training
Fire Safety and Emergency Response Training	Gas Cylinder Storage, Chaining and Securing Training
Emergency Response Team Awareness Training	Safe Working Methods for Shears Training

CUSTOMER FOCUS AND SATISFACTION

The sustainability of our business model is built on trust-based, value-driven partnerships with our customers. We regard customer satisfaction as a fundamental performance indicator that we monitor throughout every stage of our printing, production and shipping processes.

At the heart of our service cycle, our customer-centric approach is built on maintaining high quality standards and treating feedback as a strategic opportunity for continuous improvement.

We consider providing rapid and effective solutions to customer expectations an integral part of our operational processes. Accordingly, we address all our processes through the PDCA cycle and focus on developing flexible solutions that adapt to the needs of our business partners.

CUSTOMER SATISFACTION AND PERFORMANCE MONITORING PROCESS

We conduct a dynamic monitoring process to measure customer satisfaction levels and continuously improve our service quality. In addition to analyzing quantitative data, we conduct performance assessments through direct interactions with our customers using the following channels:

- Periodic Satisfaction Surveys:** Through comprehensive surveys conducted once a year, we measure our customers' expectations and overall satisfaction levels.
- Customer Visits:** We regularly visit our customers to evaluate our service and product quality on site and strengthen our business relationships.
- Request and Order Monitoring:** To ensure the continuity of our existing business partnerships, we hold meetings by considering changes in customer orders and other strategic factors.

In 2024, we evaluated customer satisfaction data across areas including cost management, product quality, price-performance balance and complaint management. Our assessments clearly demonstrated a positive trend in customer satisfaction levels. Accordingly, no additional corrective action was deemed necessary. We carefully consider the feedback received as part of our efforts to improve our service processes.

As a result of the evaluations conducted, we measured our customer satisfaction rate at 86.25% in 2024.

“ The sustainability of our business model is built on trust-based, value-driven partnerships with our customers. “



EMPLOYEE EXPERIENCE AND WORK CULTURE

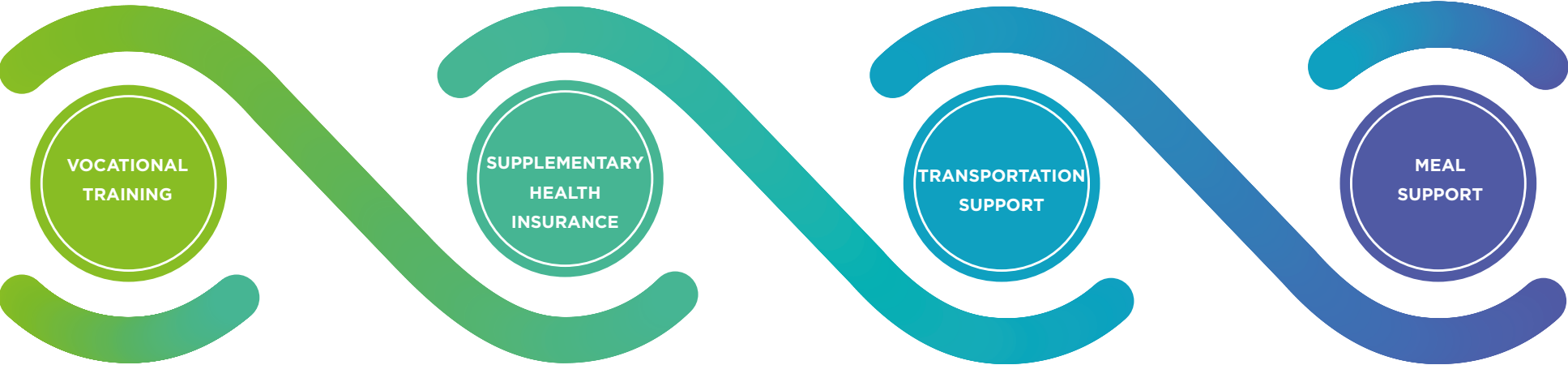
At Şimşek Ambalaj, every employee is a valued partner in carrying our vision forward into the future.

Creating a working environment where our employees feel safe, valued and supported in their personal and professional development is one of the key priorities of our sustainability journey.

EMPLOYMENT AND EMPLOYEE RIGHTS

Our company considers providing all employees with a fair, respectful and inclusive working environment a fundamental responsibility. We structure the benefits we provide to our employees to effectively support their individual well-being and work-life balance.

“ We firmly believe that our success is shaped not only by our production capacity, but also by the dedication and value contributed by our employees. “



EMPLOYEE SATISFACTION AND ENGAGEMENT MANAGEMENT

We actively utilize “Suggestion Committees” and “Feedback Systems” to enable our employees to freely express their views and suggestions. We conduct an Employee Satisfaction Survey annually to measure employee engagement and identify areas for improvement.

In 2024, 82% of our employees participated in the Employee Satisfaction Survey, which was conducted entirely on a voluntary basis and in accordance with confidentiality principles, and shared their valuable feedback with us.

We use the survey results and feedback received throughout the year to identify areas for operational improvement, including cafeteria services, transportation arrangements and personal protective equipment. We carefully analyze each piece of feedback and incorporate the findings into our strategic initiatives aimed at enhancing the employee experience.

EMPLOYEE EXPERIENCE AND WORK CULTURE

DEVELOPMENT-ORIENTED CAREER AND TRAINING MANAGEMENT

Developing our employees’ professional competencies and supporting their career journeys are fundamental elements of our people-centered approach.

Vocational Skills Programs

Our employees are encouraged to participate in journeyman and master craftsman certification programs.

Performance and Career Development

Regular performance evaluations are conducted to support our employees’ career goals.

Specialized Training

Specialized training programs focused on leadership, problem-solving and technical competencies are organized through consultancy services tailored to the specific needs of each department.

8 March International Women’s Day

As part of International Women’s Day, which we celebrate regularly each year, we carry out awareness initiatives and various special activities for our female employees. As part of our efforts to reinforce our support for gender equality through tangible actions, in 2024 we donated a total of 345 saplings to the TEMA Foundation, with three saplings donated per person on behalf of our 114 female employees and the professionals providing services to our organization.

We regularly conduct training activities aimed at developing our employees’ knowledge and competencies. We plan our training content to cover a diverse range of forward-looking areas, including technical and operational topics as well as occupational health and safety, environmental management, quality and information security.

Key Training Topics Covered in 2024

- Occupational Health and Safety
- Environment and Sustainability
- Quality and Management Systems
- Information Security and Cybersecurity Awareness
- Food Safety
- Emergency and Fire Safety
- Technical and Operational Competencies

CULTURAL CONNECTIONS AND SOCIAL AWARENESS

At Şimşek Ambalaj, we foster our corporate culture through a range of internal communication and awareness activities that strengthen employee interaction, enhance engagement and promote a sense of community. Organized throughout the year around diverse themes, these activities bring our employees together through strong connections and reinforce our corporate values.

SUSTAINABLE GROWTH

Long-term success is built on an innovative perspective, a commitment to high quality and a responsible approach to production. By continuously improving our operational processes, we embrace a growth model focused on efficiency, sustainability and innovation.



INNOVATIVE MANUFACTURING AND DIGITAL TRANSFORMATION

At Şimşek Ambalaj, we approach our initiatives with a focus on improving production processes, responding more rapidly to customer expectations and supporting our sustainability approach. Guided by our innovative mindset, we continuously evaluate production technologies and opportunities for process development and improvement.

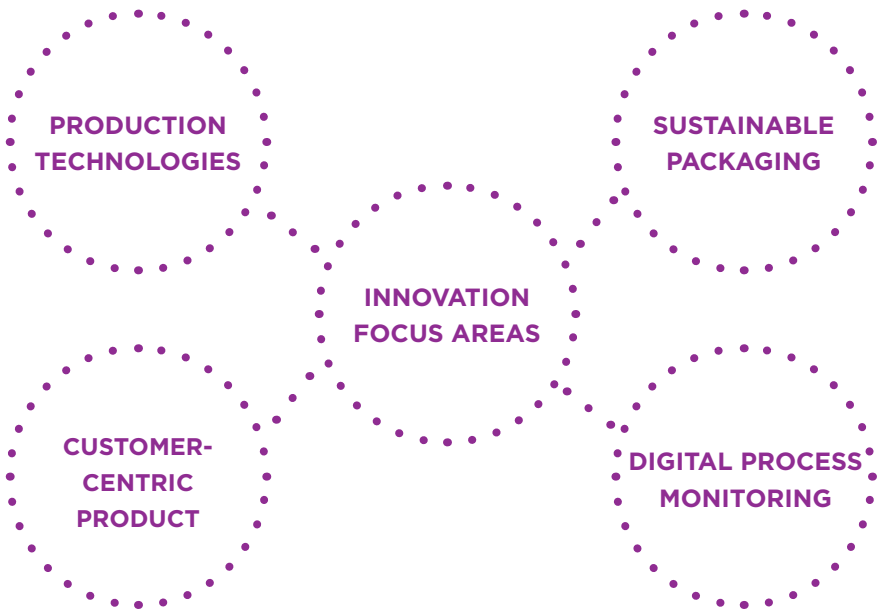
We shape our strategy around our green transformation and ESG objectives, while developing it in alignment with the requirements of the European Green Deal and the Carbon Border Adjustment Mechanism (CBAM).

In our operations, we deliver high-quality products and solutions aligned with evolving customer expectations while prioritizing increased efficiency and the effective use of resources throughout our production processes. To keep pace with continuously advancing technologies, we expand the use of data-driven monitoring and analysis practices across our production processes.

DIGITAL TRANSFORMATION AND OPERATIONAL IMPROVEMENTS

Across our operational processes, we adopt a practical and needs-based approach focused on energy efficiency, equipment performance and the effectiveness of our production processes. This approach enables us to monitor our performance more effectively while supporting the structured evaluation of improvement opportunities.

Throughout this process, we benefit from our employees’ Kaizen suggestions and the feedback of our customers and suppliers. Within the framework of our “open innovation” model, we support initiatives to improve our production processes through stakeholder participation.



“ While focusing on efficiency across all our production processes, we aim to deliver sustainable benefits through digital transformation. “

We strengthen these activities, which support our company’s competitive advantage and growth-oriented approach, through incentive programs provided by the Ministry of Trade of the Republic of Türkiye, joint innovation initiatives with our suppliers and digital platform integrations.

Our collaborations with suppliers, technical equipment providers and industry stakeholders make a significant contribution to the development of production technologies and the evaluation of new materials.

Through these collaborations, we strongly support knowledge sharing and technical advancement aimed at improving our processes.

INNOVATIVE MANUFACTURING AND DIGITAL TRANSFORMATION

Sustainable Product Development

We address sustainable product development, one of our priority areas, through product development and innovation-focused initiatives. In our efforts, we focus on alternative solutions that minimize raw material consumption, reduce the carbon footprint and prevent environmental impacts at the end of the product life cycle, while maintaining the functionality and quality of our products.

In our product development activities, we focus on optimizing resource use in line with customer expectations and industry requirements.

We manage these processes in coordination with our quality, production and relevant management functions and regularly evaluate them in accordance with our sustainability principles. In addition, through our collaborations with suppliers, we are committed to initiatives aimed at increasing the use of sustainable materials and improving environmental performance.

We closely monitor our sustainable product development activities through quality management systems, internal audits, production performance indicators and environmental performance data.

By regularly analyzing indicators related to production efficiency and resource utilization, we clearly identify areas for improvement. Based on feedback from our customers, suppliers and employees, we continuously improve our processes and successfully implement new practices.

What Was Achieved in 2024?

Our activities in sustainable product development and digitalization focused on enhanced monitoring of production processes, the wider adoption of data-driven assessment methods and the implementation of efficiency-oriented improvements.

Data analysis-based monitoring of production processes was initiated.

The environmental impacts of production processes were assessed through carbon footprint calculations.

Improvements were implemented to increase efficiency across production lines.

We continued our R&D activities focused on sustainable packaging solutions.

Innovative Production and Digital Transformation Targets

We aim to create added value for our company and our industry by improving our existing practices and evaluating new solutions.

- Designing and implementing sustainable packaging solutions.
- Embedding and strengthening a culture of innovation across the company.
- Minimizing energy and raw material consumption while maintaining production continuity through modernization initiatives.
- Increasing the level of digitalization and automation across production processes.
- Establishing a fully digitalized and fully traceable production structure.

PRODUCT QUALITY AND CONSUMER SAFETY

In line with Good Manufacturing Practices (GMP) requirements, we fully comply with criteria related to customer health and safety. To maintain system safety at the highest level, we periodically verify our hazard and risk analyses every six months and closely monitor all applicable internal and external legislation to ensure the continuous improvement of our processes.

In line with our commitment to delivering safe products, we carry out our production activities without compromising quality and in accordance with current regulations and hygiene requirements.

Practices implemented within the scope of our customer health and safety management include:

- Integrating current standards and regulations into our management systems,
- Implementing testing and inspection activities that ensure product quality,
- Maintaining an end-to-end traceability system,
- Monitoring legal requirements and managing emergency communication processes.

We conduct our product safety assessments in accordance with our quality plans, covering the entire process from incoming material inspection through production, storage and shipment. We consider customer feedback received after delivery as an important source of strategic data for the continuous improvement of our product safety processes.



OPERATIONAL EFFICIENCY AND PROCESS IMPROVEMENT

We approach operational efficiency with the principle that “you can’t manage what you don’t measure.” We regularly monitor data related to our production performance and evaluate the information obtained to support greater stability across our processes. At the core of this approach are the principles of defining value, creating value streams, pursuing excellence and continuous improvement.

Increasing production efficiency, managing energy use more effectively and optimizing raw material consumption are among the key areas we prioritize in improving our operational processes.

Through revisions to our electricity and natural gas infrastructure, we achieve energy savings and ensure production continuity. In this way, we increase production output while reducing costs.

Through these initiatives, we maintain production continuity and use our resources as efficiently as possible.

To strengthen operational efficiency, we have implemented various improvements across our production infrastructure:

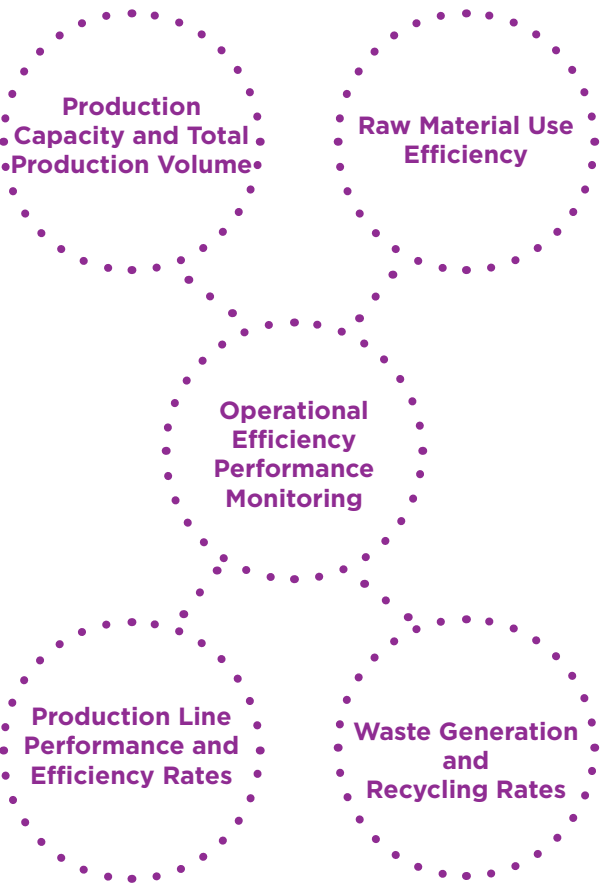
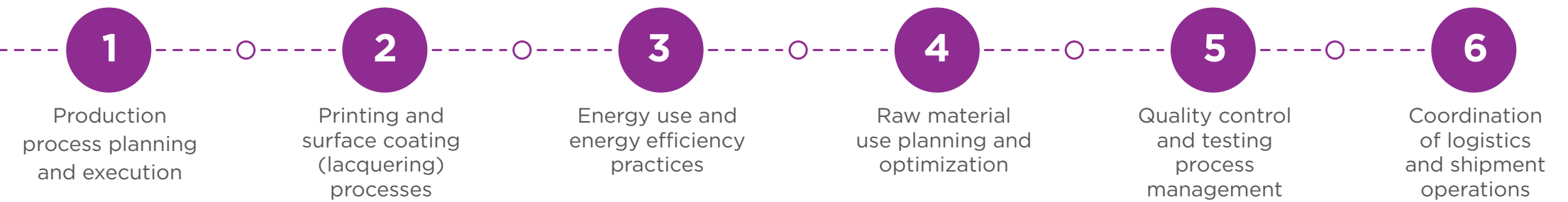
- Modernization of production lines,
- Implementation of high-speed automation systems,
- Investments in electricity and natural gas infrastructure revisions to achieve energy savings and ensure uninterrupted production,
- Use of automated systems in palletizing and shipment processes,
- Capacity expansion and quality improvement investments.

These practices have contributed to greater stability in production flows while also enhancing process traceability and the level of operational control.

“ We continuously monitor and improve operational efficiency through a data-driven management approach. “

QUALITY MANAGEMENT AND PROCESS IMPROVEMENT APPROACH

Through the practices implemented within our quality management systems, regular analysis of production performance data and improvement initiatives carried out by our technical teams, we enhance the efficiency of our operations. We base our operational efficiency approach on considering the processes extending from production to shipment as an integrated whole. By evaluating different operational steps collectively, we make interactions between processes more visible and address areas for improvement from a holistic perspective. We regularly monitor and evaluate our operational efficiency performance based on key performance parameters related to our production processes.



OPERATIONAL EFFICIENCY AND PROCESS IMPROVEMENT

Operational Efficiency Targets

Through operational efficiency, we support the continuity and competitiveness of our production processes. In this context, we consider more effective resource utilization, process improvement and systematic performance monitoring among our key priorities. We implement our targets in a way that both enhances the effectiveness of our production processes and reduces our environmental impacts.

- Increasing efficiency across production processes.
- Optimizing and reducing energy consumption.
- Reducing resource use intensity per unit of production.
- Developing and expanding our process management approach.
- Regularly monitoring and evaluating operational performance.
- Encouraging active employee participation in process improvement initiatives.
- Fully integrating 5S standards and Standard Operating Procedures (SOPs) across all processes.

What Was Achieved in 2024?

We carry out our efforts to improve operational efficiency with a focus on more effective management of production processes and improved resource utilization. In this context, we prioritize both data-driven analyses and process improvement initiatives.

Initiatives were developed to improve resource efficiency across our production processes. Energy consumption data was regularly monitored and analyzed. Production-related emissions were assessed through carbon footprint calculations. Technical improvements were implemented to reduce production downtime and losses caused by equipment failures.



APPENDICES



PERFORMANCE INDICATORS

Social Performance Indicators

EMPLOYEE COUNT BY CATEGORY	WHITE-COLLAR		BLUE-COLLAR	
	MALE	FEMALE	MALE	FEMALE
2022	30	50	276	73
2023	33	53	267	63
2024	34	49	270	67

EMPLOYEE COUNT BY EMPLOYMENT TYPE	Full-Time		Part-Time	
	MALE	FEMALE	MALE	FEMALE
2022	306	123	0	0
2023	299	117	0	0
2024	304	116	0	0

EMPLOYEE COUNT BY CONTRACT TYPE	Fixed-Term		Indefinite-Term	
	MALE	FEMALE	MALE	FEMALE
2022	0	0	304	123
2023	0	0	296	117
2024	0	0	303	114

TOTAL NUMBER OF EMPLOYEES	
2022	429
2023	416
2024	420

* The figures stated above do not include security personnel and occupational physicians engaged through consultancy services.

NUMBER OF HOURLY EMPLOYEES	MALE	FEMALE
2022	276	73
2023	267	63
2024	270	67

NUMBER OF EMPLOYEES WITH DISABILITIES	MALE	FEMALE
2022	12	-
2023	12	-
2024	12	-

SENIOR MANAGEMENT STRUCTURE	MALE	FEMALE
2022	4	-
2023	4	-
2024	4	-

SENIOR MANAGEMENT STRUCTURE BY NATIONALITY	DOMESTIC	FOREIGN
2022	4	-
2023	4	-
2024	4	-

MIDDLE MANAGEMENT STRUCTURE	MALE	FEMALE
2022	6	9
2023	8	7
2024	9	7

PERFORMANCE INDICATORS

Social Performance Indicators

TOTAL NUMBER OF HOURLY EMPLOYEES	
2022	348
2023	329
2024	336

NUMBER OF NEW HIRES	
2022	45
2023	135
2024	111

NUMBER OF EMPLOYEE DEPARTURES	
2022	72
2023	150
2024	90

EMPLOYEE TURNOVER RATE (%)	
2022	17%
2023	36%
2024	22%

* The employee figures presented in the tables do not include security personnel and occupational physicians engaged through consultancy services.

TRAINING HOURS PER EMPLOYEE	
2022	1.00
2023	23.06
2024	9.63

AVERAGE YEARS OF SERVICE BY GENDER	MALE	FEMALE
2022	7	7
2023	5	7
2024	7	6

NUMBER OF EMPLOYEES PARTICIPATING IN TRAINING	MALE	FEMALE
2022	304	122
2023	296	114
2024	300	111

OHS TRAINING HOURS PROVIDED TO EMPLOYEES BY CATEGORY	WHITE-COLLAR	BLUE-COLLAR
2022	11	51
2023	10	399
2024	11	99

NUMBER OF EMPLOYEES ON MATERNITY LEAVE & PATERNITY LEAVE	MALE	FEMALE
2022	15	5
2023	11	4
2024	12	6

NUMBER OF EMPLOYEES USING MATERNITY LEAVE & PATERNITY LEAVE	MALE	FEMALE
2022	15	6
2023	11	4
2024	12	3

PERFORMANCE INDICATORS

Social Performance Indicators

EMPLOYEES PARTICIPATING IN OHS TRAINING					
2022	110				
2023	409				
2024	110				

OHS TRAINING HOURS PER EMPLOYEE					
2022	12				
2023	12				
2024	12				

RETURN-TO-WORK AND RETENTION RATE AFTER MATERNITY AND PATERNITY LEAVE					
2022	%100				
2023	%80				
2024	%100				

EMPLOYEE COUNT BY AGE GROUP	Under 30	Age 30-50	Over 50
2022	61	325	43
2023	46	322	48
2024	74	314	32

	Total Number of OHS Committee Members	Number of Employee Representatives on the OHS Committee	Number of OHS Committee Meetings	Total Number of OHS Committee Members	Number of OHS Committee Meetings
2022	10	3	6	10	6
2023	11	3	6	11	6
2024	12	3	6	12	6

NUMBER OF EMPLOYEES RETURNING FROM MATERNITY AND PATERNITY LEAVE	MALE	FEMALE
2022	15	6
2023	11	3
2024	12	5

NUMBER OF ACTIVE SUPPLIERS			
2022			
2023	THERE ARE 104 LOCAL SUPPLIERS.		
2024			

EMPLOYEE COUNT BY EDUCATION LEVEL	PRIMARY EDUCATION AND BELOW	HIGH SCHOOL	UNIVERSITY AND ABOVE
2022	165	166	94
2023	214	154	98
2024	184	158	99

AGE DISTRIBUTION OF SENIOR MANAGEMENT	Under 30	Age 30-50	Over 50
2022	0	1	3
2023	0	1	3
2024	0	1	3

PERFORMANCE INDICATORS

Social Performance Indicators

Number of White-Collar Employees by Age Group	MALE			FEMALE		
	Under 30	Age 30–50	Over 50	Under 30	Age 30–50	Over 50
2022	11	17	2	10	40	-
2023	13	18	2	9	44	-
2024	14	18	2	9	40	-

Number of Blue-Collar Employees by Age Group	MALE			FEMALE		
	Under 30	Age 30–50	Over 50	Under 30	Age 30–50	Over 50
2022	29	213	34	11	55	7
2023	16	211	40	8	49	6
2024	42	207	21	9	49	9

Number of Employees Hired	MALE			FEMALE		
	Under 30	Age 30–50	Over 50	Under 30	Age 30–50	Over 50
2022	27	12	1	3	2	0
2023	27	74	9	6	18	1
2024	23	53	0	10	25	0

Number of Employees Who Left the Company	MALE			FEMALE		
	Under 30	Age 30–50	Over 50	Under 30	Age 30–50	Over 50
2022	30	27	1	7	6	1
2023	18	81	14	6	29	2
2024	30	41	2	3	13	1

PERFORMANCE INDICATORS

Environmental Performance Indicators

ENERGY CONSUMPTION WITHIN THE ORGANIZATION (KWH)	Natural Gas	Diesel	Electricity
2022	11735780	1277322	7756395
2023	12755201	1213870	8150963
2024	12156712	960541	8460572

GREENHOUSE GAS EMISSIONS (tCO ₂ e)	Scope 1	Scope 2	Scope 3
2022	-	-	-
2023	3.322,21	3.578,27	50.611,12
2024	2.766,07	3.671,89	17.206,71

ENERGY CONSUMPTION (KWH)	
2022	20769497
2023	22120034
2024	21577825

ENERGY INTENSITY (KCAL/TRY)	
2022	-
2023	-
2024	6,97

VOLUME OF WATER DISCHARGED (M ³)	
2022	7.137
2023	6.152
2024	6.362

WATER CONSUMPTION (M3)	GROUNDWATER	MUNICIPAL WATER
2022	0	9.529
2023	0	8.434
2024	0	8.370

AMOUNT OF HAZARDOUS WASTE DISPOSED (KG)	
2022	81.676
2023	86.751
2024	118.986

AMOUNT OF NON-HAZARDOUS WASTE DISPOSED (KG)	
2022	3.789.182
2023	3.881.653
2024	4.190.066

GRI CONTENT INDEX

GRI STANDARD	DISCLOSURE	LOCATION IN REPORT
General Disclosures	2-1 Organizational Details	About The Report Our Operating Sectors
	2-2 Entities Included in the Organization’s Sustainability Reporting	About the Report
	2-3 Reporting Period, Frequency and Contact Point	About the Report
	2-4 Restatements of Information	No restatements of information have been made in the report.
	2-5 External Assurance	No external assurance has been conducted
	2-6 Activities, Value Chain and Other Business Relationships	Our Operating Sectors Supplier Relations and Responsible Supply Chain
	2-7 Employees	Employee Experience and Workplace Culture Social Performance Indicators
	2-8 Workers Who Are Not Employees	Employee Experience and Workplace Culture
	2-9 Governance Structure and Composition	Corporate Governance Structure
	2-10 Nomination and Selection of the Highest Governance Body	Corporate Governance Structure
	2-11 Chair of the Highest Governance Body	Corporate Governance Structure
	2-12 Role of the Highest Governance Body in Overseeing the Management of Impacts	Corporate Governance Structure
	2-13 Delegation of Responsibility for Managing Impacts	Corporate Governance Structure
	2-14 Role of the Highest Governance Body in Sustainability Reporting	Sustainability Management and Structure
	2-15 Conflicts of Interest	Business Ethics, Compliance and Human Rights
	2-16 Communication of Critical Concerns	Business Ethics, Compliance and Human Rights
	2-17 Collective Knowledge of the Highest Governance Body	Sustainability Management and Structure
	2-18 Evaluation of the Performance of the Highest Governance Body	Sustainability Management and Structure
	2-19 Remuneration Policies	Employee Experience and Workplace Culture
	2-20 Process to Determine Remuneration	Employee Experience and Workplace Culture
	2-21 Annual Total Compensation Ratio	Employee Experience and Workplace Culture
	2-22 Statement on Sustainable Development Strategy	Strategic Priorities and Targets
	2-23 Policy Commitments	Key Policies and Principles
	2-24 Embedding Policy Commitments	Key Policies and Principles

GRI 2: General Disclosures 2021

GRI STANDARD	DISCLOSURE	LOCATION IN REPORT
GRI 2: General Disclosures 2021	2-25 Processes to Remediate Negative Impacts	Business Ethics, Compliance and Human Rights
	2-26 Mechanisms for Seeking Advice and Raising Concerns	Business Ethics, Compliance and Human Rights
	2-27 Compliance with Laws and Regulations	Key Policies and Principles Business Ethics, Compliance and Human Rights
	2-28 Membership Associations	Industry Memberships
	2-29 Stakeholder Engagement and Approach	Stakeholder Relations and Communication
	2-30 Collective Bargaining Agreements	Social Performance Indicators
Material Topics		
GRI 3: Material Topics 2021	3-1 Process to Determine Material Topics	Double Materiality Analysis
	3-2 List of Material Topics	Double Materiality Analysis
	3-3 List of Material Topics	Double Materiality Analysis
Information Security and Privacy		
GRI 3: Material Topics 2021	3-3 Management of Material Topics	Information Security and Privacy
Employee Rights		
GRI 404: Training and Education 2016	3-3 Management of Material Topics	Employee Experience and Workplace Culture
	404-1 Average Hours of Training per Year per Employee	Employee Experience and Workplace Culture Social Performance Indicators
	404-2 Programs for Upgrading Employee Skills and Transition Assistance Programs	Employee Experience and Workplace Culture
	404-3 Percentage of Employees Receiving Regular Performance and Career Development Reviews	Employee Experience and Workplace Culture Social Performance Indicators
Environmental Responsibility		
GRI 302: Energy 2016	3-3 Management of Material Topics	Climate Change Mitigation and Emissions Management
	302-1 Energy Consumption Within the Organization	Environmental Performance Indicators
	302-2 Energy Consumption Outside of the Organization	Environmental Performance Indicators
	302-3 Energy Intensity	Environmental Performance Indicators
	302-4 Reduction of Energy Consumption	Climate Change Mitigation and Emissions Management Environmental Performance Indicators
	302-5 Reductions in Energy Requirements of Products and Services	Climate Change Mitigation and Emissions Management

GRI STANDARD	DISCLOSURE	LOCATION IN REPORT
GRI 303: Water and Effluents 2018	3-3 Management of Material Topics	Water Resources Management
	303-1 Interactions with Water as a Shared Resource	Water Resources Management
	303-2 Management of Impacts Related to Water Discharge	Water Resources Management
	303-3 Water Withdrawal	Water Resources Management Environmental Performance Indicators
	303-4 Water Discharge	Water Resources Management Environmental Performance Indicators
	303-5 Water Consumption	Water Resources Management Environmental Performance Indicators
GRI 307: Environmental Compliance	3-3 Management of Material Topics	Environmental Responsibility
	307-1 Non-compliance with Environmental Laws and Regulations	Environmental Responsibility
Business Ethics and Legal Compliance		
GRI 205: Anti-corruption 2016	3-3 Management of Material Topics	Business Ethics, Compliance and Human Rights
	205-1 Operations Assessed for Risks Related to Corruption	Business Ethics, Compliance and Human Rights
	205-2 Communication and Training About Anti-corruption Policies and Procedures	Business Ethics, Compliance and Human Rights
	205-3 Confirmed Incidents of Corruption and Actions Taken	Business Ethics, Compliance and Human Rights
GRI 206: Anti-competitive Behavior 2016	3-3 Management of Material Topics	Business Ethics, Compliance and Human Rights
	206-1 Legal Actions for Anti-competitive Behavior	Business Ethics, Compliance and Human Rights
GRI 403: Occupational Health and Safety 2018	3-3 Management of Material Topics	Occupational Health and Safety
	403-1 Occupational Health and Safety Management System	Occupational Health and Safety
	403-2 Hazard Identification, Risk Assessment and Incident Investigation	Occupational Health and Safety
	403-3 Occupational Health Services	Occupational Health and Safety
	403-4 Worker Participation, Consultation and Communication on Occupational Health and Safety	Occupational Health and Safety
	403-5 Worker Training on Occupational Health and Safety	Occupational Health and Safety Social Performance Indicators
	403-6 Promotion of Worker Health	Occupational Health and Safety
	403-7 Prevention and Mitigation of Occupational Health and Safety Impacts Directly Linked by Business Relationships	Occupational Health and Safety

GRI STANDARD	DISCLOSURE	LOCATION IN REPORT
GRI 403: Occupational Health and Safety 2018	403-8 Workers Covered by an Occupational Health and Safety Management System	Occupational Health and Safety
	403-9 Work-related Injuries	Occupational Health and Safety Social Performance Indicators
	403-10 Work-related Health	Occupational Health and Safety
GRI 406: Non-discrimination 2016	3-3 Management of Material Topics	Business Ethics, Compliance and Human Rights
	406-1 Incidents of Discrimination and Corrective Actions Taken	Business Ethics, Compliance and Human Rights
GRI 407: Freedom of Association and Collective Bargaining 2016	3-3 Management of Material Topics	Business Ethics, Compliance and Human Rights
	407-1 Operations and Suppliers in Which the Right to Freedom of Association and Collective Bargaining May Be at Risk	Business Ethics, Compliance and Human Rights
GRI 408: Child Labor 2016	3-3 Management of Material Topics	Business Ethics, Compliance and Human Rights
	408-1 Operations and Suppliers at Significant Risk for Incidents of Child Labor	Business Ethics, Compliance and Human Rights
GRI 409: Forced or Compulsory Labor 2016	3-3 Management of Material Topics	Business Ethics, Compliance and Human Rights
	409-1 Operations and Suppliers at Significant Risk for Incidents of Forced or Compulsory Labor	Business Ethics, Compliance and Human Rights
Resource Efficiency		
GRI 301: Materials 2016	3-3 Management of Material Topics	Waste Management and Resource Efficiency
	301-1 Materials Used by Weight or Volume	Waste Management and Resource Efficiency
	301-2 Recycled Input Materials Used	Waste Management and Resource Efficiency
	301-3 Reclaimed Products and Their Packaging Materials	Waste Management and Resource Efficiency
GRI 306: Waste 2020	3-3 Management of Material Topics	Waste Management and Resource Efficiency
	306-1 Waste Generation and Significant Waste-related Impacts	Waste Management and Resource Efficiency
	306-2 Management of Significant Waste-related Impacts	Waste Management and Resource Efficiency
	306-3 Waste Generated	Waste Management and Resource Efficiency Environmental Performance Indicators
	306-4 Waste Diverted from Disposal	Waste Management and Resource Efficiency Environmental Performance Indicators
	306-5 Waste Directed to Disposal	Waste Management and Resource Efficiency Environmental Performance Indicators

GRI STANDARD	DISCLOSURE	LOCATION IN REPORT
Corporate Culture		
GRI 401: Employment 2016	3-3 Management of Material Topics	Social Performance Indicators
	401-1 New Employee Hires and Employee Turnover	Social Performance Indicators
	401-2 Benefits Provided to Full-time Employees That Are Not Provided to Temporary or Part-time Employees	Employee Experience and Workplace Culture
	401-3 Parental Leave	Social Performance Indicators
GRI 404: Training and Education 2016 Customer Satisfaction	3-3 Management of Material Topics	Employee Experience and Workplace Culture
	404-1 Average Hours of Training per Year per Employee	Employee Experience and Workplace Culture Social Performance Indicators
	404-2 Programs for Upgrading Employee Skills and Transition Assistance Programs	Employee Experience and Workplace Culture
	404-3 Percentage of Employees Receiving Regular Performance and Career Development Reviews	Employee Experience and Workplace Culture
Customer Satisfaction		
GRI 416: Customer Health and Safety 2016	3-3 Management of Material Topics	Customer Focus and Satisfaction
	416-1 Assessment of the Health and Safety Impacts of Product and Service Categories	Customer Focus and Satisfaction
	416-2 Incidents of Non-compliance Concerning the Health and Safety Impacts of Products and Services	Customer Focus and Satisfaction
Greenhouse Gas Emissions		
GRI 305: Emissions 2016	3-3 Management of Material Topics	Climate Change Mitigation and Emissions Management
	305-1 Direct (Scope 1) GHG Emissions	Climate Change Mitigation and Emissions Management Environmental Performance Indicators
	305-2 Energy Indirect (Scope 2) GHG Emissions	Climate Change Mitigation and Emissions Management Environmental Performance Indicators
	305-3 Other Indirect (Scope 3) GHG Emissions	Climate Change Mitigation and Emissions Management Environmental Performance Indicators
	305-4 GHG Emissions Intensity	Climate Change Mitigation and Emissions Management Environmental Performance Indicators
	305-5 Reduction of GHG Emissions	Climate Change Mitigation and Emissions Management Environmental Performance Indicators
	305-6 Emissions of Ozone-depleting Substances (ODS)	Climate Change Mitigation and Emissions Management Environmental Performance Indicators
	305-7 Nitrogen Oxides (NOx), Sulfur Oxides (SOx), and Other Significant Air Emissions	Climate Change Mitigation and Emissions Management Environmental Performance Indicators

GRI STANDARD	DISCLOSURE	LOCATION IN REPORT
Sustainable Product Development		
GRI 3: Material Topics 2021	3-3 Management of Material Topics	Innovative Production and Digital Transformation
Supplier Relations and Responsible Supply Chain		
GRI 204: Procurement Practices 2016	3-3 Management of Material Topics	Supplier Relations and Responsible Supply Chain
	204-1 Proportion of Spending on Local Suppliers	Supplier Relations and Responsible Supply Chain
	3-3 Management of Material Topics	Supplier Relations and Responsible Supply Chain
GRI 308: Supplier Environmental Assessment 2016	308-1 New Suppliers that Were Screened Using Environmental Criteria	Supplier Relations and Responsible Supply Chain
	308-2 Negative Environmental Impacts in the Supply Chain and Actions Taken	Supplier Relations and Responsible Supply Chain
GRI 414: Supplier Social Assessment 2016	3-3 Management of Material Topics	Supplier Relations and Responsible Supply Chain
	414-1 New Suppliers that Were Screened Using Social Criteria	Supplier Relations and Responsible Supply Chain
	414-2 Negative Social Impacts in the Supply Chain and Actions Taken	Supplier Relations and Responsible Supply Chain
Consumer Safety		
GRI 3: Material Topics 2021	3-3 Management of Material Topics	Product Quality and Consumer Safety
Product Quality and Safety		
GRI 3: Material Topics 2021	3-3 Management of Material Topics	Product Quality and Consumer Safety

GLOSSARY OF TECHNICAL TERMS

TERM	DEFINITION
ADR	Regulation on the Carriage of Dangerous Goods by Road
CSRD	Corporate Sustainability Reporting Directive
ESG	Environmental, Social and Governance
EFRAG	European Financial Reporting Advisory Group
EnYS	Energy Management System
ESRS	European Sustainability Reporting Standards
GHG	Greenhouse Gas
GMP	Good Manufacturing Practices
GRI	Global Reporting Initiative
HACCP	Hazard Analysis and Critical Control Points
IAOSB	Izmir Atatürk Organized Industrial Zone
KIO	Klemsan Internet Objects
PPE	Personal Protective Equipment
MES	Manufacturing Execution System
MFA	Multi-Factor Authentication
MOTAT	Mobile Hazardous Waste Tracking System
OHSAS	Occupational Health and Safety Assessment Series
OEK	Significant Energy Use
PDCA	Plan – Do – Check – Act
RCA	Root Cause Analysis
SASB	Sustainability Accounting Standards Board
CBAM	Carbon Border Adjustment Mechanism
SOP	Standard Operating Procedure
TPM	Total Productive Maintenance



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