

# Producing sustainably, acting responsibly

**bakambalaj**

Sustainability Report 2024



# Contents

## Introduction

- 6 About the Report
- 7 Message from the Chairperson of the Board of Directors
- 9 Message from the General Manager
- 11 Our 2024 Performance in Figures

## Bak Ambalaj at a Glance

- 13 About Bak Ambalaj
- 14 Capital and Shareholding Structure
- 15 Our Mission, Vision and Corporate Values
- 17 Our Journey of Success Over Half-Century
- 18 Our Awards

## A Glance at 2024

- 20 Highlights of 2024
- 21 Overview of the Packaging Industry
- 26 Developments in the Sustainability Ecosystem

## Our Sustainability Approach

- 28 Sustainability Governance and Organization
- 31 Sustainability Risks, Trends and Opportunities Management
- 44 Our Sustainability Approach and Strategy
- 49 Stakeholder Map and Stakeholder Relations
- 52 Corporate Memberships and Initiatives We Support
- 53 Material Topics and Materiality Matrix
- 55 Sustainable Development Goals We Contribute to

## Governance

- 57 Corporate Governance
- 58 Board of Directors, Senior Management and Committees
- 60 Risk Management and Internal Audit
- 61 Business Ethics, Legal Compliance and Transparency
- 64 Anti-Bribery and Anti-Corruption

## Value for Our Business

- 66 Financial Highlights
- 67 Operational Excellence and Quality
- 72 R&D and Innovation
- 76 Digital Transformation and Automation
- 78 Sustainable Supply Chain
- 83 Logistics Impacts
- 84 Data Security and Privacy
- 86 Support for Qualified Employment

## Value for People

- 89 Human Values
- 91 Employee Profile
- 92 Equal Opportunity, Diversity and Inclusion
- 93 Employee Training and Development
- 99 Occupational Health and Safety
- 103 Emergency Preparedness
- 104 Corporate Social Responsibility
- 105 From Sapling to Forest: Aegean Forest Foundation

## Value for Our World

- 109 Combating Climate Change and Environmental Approach
- 111 Management of Climate Risks and Opportunities
- 112 Packaging Optimization and Sustainable Products
- 114 Waste Management and Circular Economy Initiatives
- 118 Energy Efficiency and Management
- 120 Emission Management
- 124 Water Management
- 125 Chemical Management

## Annexes

- 128 Performance Indicators
- 133 GRI Content Index
- 140 SASB Index

## Contact

We approach our sustainability journey not only with an environmental focus but through a holistic perspective. We view climate change as a priority risk and shape our strategies accordingly. Through low-carbon production processes and recyclable packaging solutions, we contribute to the circular economy.

While developing environmentally friendly products that meet customer expectations, we conduct our activities with sensitivity toward our colleagues and communities. We offer a work environment that supports diversity, inclusion, and continuous development, we see our colleagues as our greatest strength.

**We look toward a sustainable future with a sense of responsibility; because we care not only about today but also about tomorrow.**



# Sustainable production with global standards

We elevate our sustainability journey through internationally recognized certifications. Thanks to our comprehensive performance, from environmental practices to ethical principles, we were awarded the Bronze Medal by EcoVadis. By obtaining the ISCC Plus Certificate, we have made significant progress in reducing the carbon footprint in our production processes and using recycled raw materials efficiently.



ecovadis



# Sustainable production with an eco-friendly approach

We make a difference in the industry with our Reborn® product portfolio. With the “Reduce, Recycle, Reuse” approach, we align with CEFLEX principles and fully comply with the European Union’s PPWR regulations. Thanks to their recyclable structures, we reduce our environmental footprint and contribute to the circular economy. Through our CEFLEX membership, we carry out production in line with international standards and continue to offer environmentally friendly packaging solutions.





# Sustainable production through digital transformation

We are moving forward confidently on our digital journey and enhancing our processes with technology-driven solutions. With the SAP TM – Transportation Management Project, we have digitized our logistics operations, making planning easier and optimizing resource use. Through digital monitoring systems at our production sites, we track processes in real time and make fast, accurate decisions. In this way, we increase our operational efficiency and support sustainable success.



# Sustainable production through innovative projects

We develop technology- and sustainability-focused projects and offer innovative solutions to meet customer needs. We take pride in being featured on the R&D 250 list and continue to grow through our investments. Together with our R&D team, we bring strong collaborations to life and prioritize creativity. Under the roof of Bak Academy, we support our colleagues through training and in-house innovation programs, and we encourage corporate entrepreneurship.



**32.5**  
TRY Million  
R&D  
Investment



## ABOUT THE REPORT

We are pleased to share our values, spanning from the economy to the environment, and from governance to social impact.

As Bak Ambalaj, Türkiye's leading flexible packaging manufacturer, we are diligently and consistently moving towards our goals by publishing our fourth sustainability report this year. Through this report, we continue to happily share the value arising from our production and services in different areas ranging from economy to environment, corporate governance to social impact. In line with the principles of transparency and accountability, we inform the public and all our stakeholders about the practices carried out by our company with a focus on sustainability.

As Bak Ambalaj Sanayi ve Ticaret AŞ, we have prepared our Sustainability Report 2024 covering only our domestic operations. In our report, based on data from the period of January 1 to December 31, 2024, we have taken a comprehensive approach to all our core activity areas, from production to export, R&D to supply chain,

and employee experience to environmental management. We have supported this study, which we have created in line with the GRI Standards, TSRS and SASB guidance, with the independent assurance process we have carried out within the scope of TSRS.

We meticulously conducted our reporting process under the leadership of Bakioğlu Holding Occupational Safety and Environment Directorate. During the preparation phase, we actively contributed to this process as all relevant departments within Bakioğlu Holding and Bak Ambalaj. We highly value any feedback from you to help us advance our sustainability practices further. You can send your comments and suggestions regarding our report to [sustainability@bakioglu.com.tr](mailto:sustainability@bakioglu.com.tr).

**Bak Ambalaj is a Bakioğlu Holding Packaging Group Company. You can access Bakioğlu Holding's consolidated Sustainability Report 2024 [here](#).**



GRI 2-1, 2-2, 2-3

ICON DESCRIPTIONS

🏠 Goes to cover.

☰ Goes to contents.

▶ Goes to related video.

## MESSAGE FROM THE CHAIRPERSON OF THE BOARD OF DIRECTORS

Throughout 2024, we strengthened our position in the circular economy with the power of digitalization and the efficiency driven by operational excellence.

Dear Stakeholders,

As Bak Ambalaj, we have completed an important year in which we moved forward with firm steps, remaining strongly committed to our values in a rapidly changing world, and further reinforced our belief in a sustainable future. In the first year of the second century of our Republic, we are not only producing packaging without compromising our understanding of excellence in quality; but also we are building a future that responds to the needs of a transforming world and is governed by the principles of sustainability.

Wars around the world, the climate crisis, and social imbalances continued to create economic volatility in 2024, deeply affecting the packaging industry. In the face of these fluctuations, we at Bak Ambalaj demonstrated a clear stance thanks to our expert team, visionary corporate structure, and the strategic flexibility we have developed over the years.

As we advanced with confidence on this path, our priority was to fully uphold our responsibility to our stakeholders by maintaining the balance between cost efficiency and sustainable growth. Remaining firmly committed to our corporate values, every decision we have made with ethics and transparency has been a powerful reflection of both our belief in the future and the responsibility we uphold.

Throughout 2024, we reinforced our position in the circular economy through the opportunities offered by digitalization and the efficiency enabled by operational excellence. In this year of transformation, where we combined our environmental responsibilities with our digital capabilities, we achieved measurable reductions in resource consumption through digital production control systems and ERP integrations. By introducing digital dashboards in our customer service and sales operations, we accelerated data-based decision-making processes and achieved tangible efficiency in order and delivery management. In after-sales processes, we adopted a proactive structure in risk management through a credit scoring system based on customer feedback.





## MESSAGE FROM THE CHAIRPERSON OF THE BOARD OF DIRECTORS

# As the first company within Bakioglu Holding to receive the Zero Waste Certificate, we will continue to expand our green transformation projects and set an example in environmental sustainability.

Another strategic area at the core of our business was the continuous development of human resources management systems for our employees, whom we see as our true “value.” In 2024, we expanded the projects aimed at enhancing the employee experience. Through the 11<sup>th</sup> Development Summit held under the roof of Bak Academy and more than 250 training modules offered via the Technical Academy, we delivered over 13,000 hours of training in total.

With the goal of transitioning to an effective and mobile communication structure suited to today’s dynamics, we launched our Bakbi Mobile application, along with our SAP Fiori Permission Management and Digital Announcement Boards. Through our AI-supported occupational health and safety system, we managed risks proactively.

With our corporate well-being initiatives, we created productive work environments that protect the satisfaction and well-being of our employees, ensuring that they feel safe and supported under all circumstances.

Since our establishment, we at Bak Ambalaj have shaped all our activities with a focus on sustainability. Our nature-focused collaborations with the Aegean Forest Foundation have been among the strong steps we have taken to balance our environmental impact. As the first company within Bakioglu Holding to receive the Zero Waste Certificate, we will continue to expand our green transformation projects and set an example in environmental sustainability.

As we step into 2025, our focus extends beyond making the necessary preparations against the risks surrounding us; we also prioritize initiatives and activities that will unlock the next level of our potential. In this new era, where digitalization is accelerating and sustainability has become the core axis of the business world, we will continue to create long-term value through our data-driven management approach and the strong bonds we have built with our stakeholders. Our work culture, shaped by the principle of “people first” since the day we were founded, will continue to inspire us in every new chapter.



I extend my heartfelt thanks to all our colleagues, business partners, and stakeholders who walk alongside us toward our future goals. With our principles of teamwork, passion, commitment, and belief, I look forward to reaching endless successes together...

Sincerely,

**Ali Enver Bakioglu**  
Chairperson of the Board of Directors

## MESSAGE FROM THE GENERAL MANAGER

Thanks to the advantages offered by our advanced production technologies, we have continuously increased our production capacity and maintained our strong position not only in the domestic market but also in international markets.

Dear Stakeholders,

The year 2024, as for many exporting companies, undoubtedly brought significant challenges for us as well. Looking at the key developments, it was a period marked by defining dynamics for the Turkish economy, such as high inflation, interest rate hikes, and currency fluctuations. This situation created pressure particularly on production costs and working capital needs. Meanwhile, volatility in energy and commodity prices made price management even more difficult for manufacturing sectors. The security crisis in the Red Sea, where 12% of global trade takes place, led to fluctuations in freight costs, while contractions in the European and American markets became a factor that put pressure on exporters' profit margins.

Despite all these difficult market conditions, we proactively revised our supply chain planning in advance to address logistics crises and succeeded in providing uninterrupted service to our customers in terms of stock management and delivery times. In the face of rising costs, we strengthened our internal processes through kaizen practices and digital solutions to boost operational efficiency. By increasing our local supplier rate to 92%, we both acted with preparedness in risk management and contributed to the local economy.

Thanks to the advantages offered by our advanced production technologies, we have continuously increased our production capacity and maintained our strong position not only in the domestic market but also internationally. By actively exporting to more than 50 countries, we have become a preferred business partner across a wide geography, especially in Europe. While expanding in key markets such as Germany, France, the United Kingdom, the Netherlands, and Italy, we have also built sustainable collaborations.





## MESSAGE FROM THE GENERAL MANAGER

# The year 2024 was a period in which, as Bak Ambalaj, we transformed our ways of doing business and deeply integrated sustainability into our corporate culture.

Drawing on over half a century of expertise and our position as a trusted authority in the sector, we have continued to assume responsibility, together with all our stakeholders, for a sustainable future during a period when the impacts of the climate crisis are becoming increasingly evident each year. Through our I-REC certified electricity purchasing strategy, we continue to meet 100% of our electricity needs from renewable sources and eliminate our Scope 2 carbon emissions. In line with the 1.5°C target set by the 2015 Paris Climate Agreement and the 2030 vision of the European Green Deal, we have taken and continue to take concrete steps in key areas such as reducing emissions, increasing the use of renewable energy, and enhancing energy efficiency.

Throughout 2024, aligned with these objectives, we put our sustainability roadmap into action and launched projects focused on increasing resource efficiency across our operations, reducing our carbon footprint, and managing our environmental impacts. Fully aware of our responsibility to leave a livable world to future generations, we continue to pursue our sustainability investments with determination.

In this context, we have left behind a year in which Bak Ambalaj proved its sustainability approach not only through its goals but also through significant practices and recognitions. We strengthened our commitment to sustainability through globally recognized assessments and initiatives. Our sustainability performance was awarded a Bronze Medal by EcoVadis, and as a result, our practices in areas such as environment, human rights, ethics, and sustainable supply chain were acknowledged at the international level.

In the CRIF ESG rating system, we achieved a "B – Good Level of Sustainability" score in the overall assessment, and in the sustainability-specific category, we received the highest level score of "A – Excellent Level of Sustainability." In the reporting process we conducted under CDP, our 2024 performance was rated "C" in the Climate category and "B-" in the CDP Supplier Engagement Assessment (SEA) category. In addition, by participating in HolyGrail 2.0, a Europe-based digital transformation initiative, we contributed to the scalable testing of digital watermark technologies aimed at improving the sorting of packaging waste and enabling high-quality recycling.

We saw that our R&D investment of TRY 32.5 million in 2024 reflects not only quantitative growth but also a vision for qualified transformation. We created a broad sustainable product portfolio—from recyclable monomaterial solutions and the PP and PE based Reborn product family that stands out with its high barrier performance, to refillable packaging and eco-friendly products developed with biodegradable and biobased content. We restructured our Reborn Product Family in compliance with the European Union's new PPWR (Packaging and Packaging Waste Regulation).

With these innovative solutions, specifically developed for different industries in food, hygiene, home care, and personal care packaging, we have fully aligned with both customer demands and EU regulations, becoming a solution partner with high environmental responsibility in the sector. By integrating digital design and simulation techniques into our R&D processes, we have shortened product development times while successfully ensuring cost and resource optimization.

Along with these achievements, as of 2024, we continued to be one of the pioneers of sectoral innovation and were included in the second group of 250 companies in the "R&D 250 – Companies in Türkiye with the Highest R&D Expenditures" study, published this year for the 11<sup>th</sup> time by Turkishtime. We also successfully passed the audit process for the 2022–2023 activity period conducted by the Directorate General of R&D Incentives of the Ministry of Industry and Technology and confirmed the continuation of our R&D Center status.

By combining our recycling-focused production approach with process optimization, we are advancing our environmental performance further each year on the path to achieving our circular economy goals. In this context, we play an active role in global initiatives such as CEFLEX and FPE, contributing at an international level to the transformation of sustainable packaging production in our industry.

In this year, in which we transformed our way of doing business and deeply integrated sustainability into our corporate culture, I would like to thank all our colleagues, business partners, and stakeholders for their efforts in this transformation. In the coming years, we will continue to move forward with an agile, inclusive, and sustainable perspective and remain one of the leading companies shaping the flexible packaging industry. With the belief that we will build a brighter future together, I wish all of us health, peace, and success.

Sincerely,

**Mehmet Emin Bozdağ**  
General Manager

## OUR 2024 PERFORMANCE IN FIGURES





# BAK AMBALAJ AT A GLANCE



## ABOUT BAK AMBALAJ

# At Bak Ambalaj R&D Center, we carry out our efforts to develop sustainable and environmentally friendly products.



GRI 2-1, 2-6

Bak Ambalaj Sanayi ve Ticaret AŞ, the first company of Bakioglu Holding, was established in Izmir in 1973 to produce printed and unprinted bags. As of today, we operate in Izmir Atatürk Organized Industrial Zone with more than 700 employees in five facilities spread over a total area of 100,390 m<sup>2</sup>. As Bak Ambalaj, one of Türkiye's Top 500 Industrial Enterprises, we continue to create value on a global scale in the packaging industry by blending our half-century of experience in the sector with sustainability principles.

In our company, which operates in the flexible packaging industry, we transform plastic and aluminum materials into high quality final products with our 50 years of experience. With the products we have developed, we offer printed, unprinted and laminated solutions for many different sectors, especially food, beverage, chemical and hygienic products. We add value to our customers with our high quality packaging solutions that increase the shelf life and sterility of products while ensuring that consumers have access to products with guaranteed food safety. We carry out all our production processes in accordance with national and international standards, without compromising on quality and environmental management.

We export more than 70% of our total production and provide services to more than 50 countries in 4 continents, mainly in Western Europe and America. As a dynamic company that can respond immediately to developments and changes in the global conjuncture, we make a sustainable contribution to our country's economy by using the advantage of proximity to global markets with our logistics centers in Europe and America.

We continuously enhance our collaborations with our four production facilities and over 200 companies. We strengthen our team and human resources every year with the right investments that always keep the quality of our services at the top. We continue to transform and develop our product portfolio, which we have developed with our workforce of over 700 employees, through innovation-based investments. Under the roof of BAK R&D Center (BAK AGM), the first R&D Center authorized by the Ministry of Industry and Technology in the flexible packaging

industry in Türkiye, we carry out our sustainable and environmentally friendly product development efforts. We contribute to the principles of circular economy with our innovative solutions such as "Reborn Product Family" and "Refill" packaging suitable for refilling.

### Combining Sustainability and Innovation for Our Future

We manage our entire value chain, from packaging design to the final product, with a responsible and healthy packaging approach, and we work without compromising on quality and environmental protection. By taking the lead in the sector, we offer high quality, end-to-end innovative packaging solutions that can substitute imported products for the sectors we serve. Thanks to the appropriate composition and designs we provide to the manufacturers, we ensure that the products reach the end user in a hygienic way.

Recognizing the large role of plastics in the economy, we aim to make the use of plastics safer and more sustainable. We continuously improve ourselves by adhering to national and international standards in our production processes and update them in line with our social responsibilities. With the awareness of being an ethical and responsible Company, we support the circular economy through our recycling and renewable energy investments and focus on reducing our impact on climate change through concrete actions.

We aim to create long-term value with our projects in the areas of combating the climate crisis, resource efficiency, recycling and the use of renewable energy. With all our efforts focused on digitalization, operational efficiency and customer experience, we are strengthening our sustainable production approach day by day. In line with our vertical integration business model and our impact-oriented, stable investments, we continue to increase the strength of the Turkish packaging industry in global competition.

We prioritize creating long-term value for our stakeholders and carry our sustainable packaging solutions into the future. With the strength we derive from our corporate values, we continue to grow, develop and remain "everlasting (baki)" as a globally respected packaging company.



## CAPITAL AND SHAREHOLDING STRUCTURE

We add value to the future with our strong capital and partnership structure.

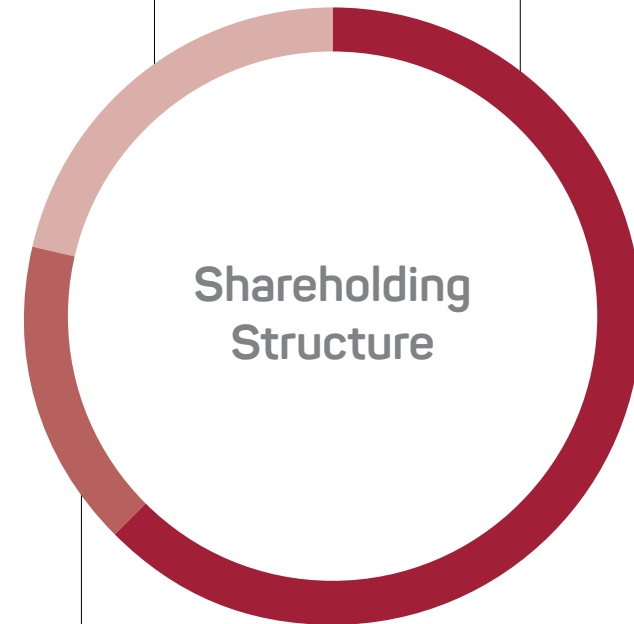
Shareholder	Share Value	Number of Shares	Shareholding (%)
Bakioğlu Holding <sup>(*)</sup>	45,114,290	4,511,429,000	62.66
Cem Bakioğlu	11,525,466	1,152,546,500	16.01
Other	15,360,244	1,536,024,500	21.33
<b>Total</b>	<b>72,000,000</b>	<b>7,200,000,000</b>	<b>100.00</b>

\* Each Company share has a nominal value of TRY 0.01. The capital is divided into 7,200,000,000 shares, each with a nominal value of TRY 0.01.

\* The Company's shares representing the capital are divided into three categories: (A), (B), and (C). The (A) group shares have privileges including the right to elect the majority of the Board of Directors and all of the auditors, as well as 15 (fifteen) votes per share at general meetings. The (A) group shares amount to TRY 200,000 and are registered shares. The (B) group shares amount to TRY 580,000 and are also registered shares. The (C) group shares amount to TRY 71,220,000 and are bearer shares.

Other  
21.33%

Bakioğlu Holding AŞ  
62.66%



Cem Bakioğlu  
16.01%

## OUR MISSION, VISION AND CORPORATE VALUES

### OUR MISSION

**Yesterday, today, tomorrow. We strive to remain “everlasting (baki)” with absolute determination.**

To remain “everlasting (baki)” as a respectable group of companies worldwide, adding value to its country by being the “best” in all its fields of activity through continuous investment and development.

### OUR VISION

**Our goal is 2025. We are progressing with endless faith.**

To rank among the “top 5 flexible packaging manufacturers of Europe” in 2025 while preserving our structure as a family business with national capital.

As Bak Ambalaj, we always strive to achieve the “best” and to carry the name of our country and our group further. To achieve this, we invest in knowledge, innovation, technology, our human values and our future. Our developmental journey is guided by our “Baki Constitution” and we strive to “stay” with our brand and the values we add. As Bakioğlu Holding Group Companies, we move forward relentlessly toward our goals with the strength and determination we draw from our values, in pursuit of the vision we have set as a company.



## OUR MISSION, VISION AND CORPORATE VALUES

### Our Corporate Values

Among our corporate values, which we have established with all our colleagues who work with us toward the same goals with determination and faith in the work we are passionate about, are "human value, trust, justice, a focus on quality and solutions, development and improvement, and social responsibility."



#### **We value people.**

Our focus is "people". We consider people as a "value", rather than a "resource". We begin all our activities by saying "People first".



#### **We give trust.**

We build relations based on trust. We do what we promise, and own our job, responsibilities, values and one another. We care to ensure integrity of our words and actions, and thereby give trust.



#### **Fairness is our tenet.**

We act in a culture of accountable, transparent and just organization. We lay importance on equal opportunities, and display "just approaches" towards our business and human relations.



#### **We act with a focus on quality and solution.**

We act in a constructive and improving manner in all our processes. We attach importance to quality for both our customers' and employees' satisfaction and trust, while exhibiting solution-oriented approaches. Thanks to this approach, we create "value" in all our local and international initiatives, pursuing our goal to become a global company.



#### **To Develop & Improve is what we do.**

We know that sustainability can only be achieved through development, change and innovation. We invest not only in technology, production and facilities but also in people. We share knowledge and enhance corporate memory.

"We improve as we develop".



#### **We are aware of our social responsibilities.**

We are sensitive to developments in our country and around us. We fulfill the tasks that are due upon us. We care about our nation, cultural values, family and environment.

## OUR JOURNEY OF SUCCESS OVER HALF-CENTURY

The year 2024 was a year in which we continued to grow and create value with our sustainability vision.

### 1973

- Bak Ambalaj, the first Group Company of Bakioğlu Holding, was established in Izmir.

### 1988

- Construction of new production facilities began on an area of 22,000 m<sup>2</sup> in the Izmir Atatürk Organized Industrial Zone.

### 1996

- By completing our Quality Assurance System studies, we were awarded the ISO 9002 Quality Management System Certificate by Bureau Veritas Quality International (BVQI).

### 1997

- We have certified our competence in hygiene and food safety at the international level and received hygiene and food safety certificates issued by the American Institute of Baking (AIB).

### 1998

- We offered 25% of Bak Ambalaj shares to the public on the Istanbul Stock Exchange, then known as the Istanbul Stock Exchange, today known as Borsa Istanbul.

### 2000

- We exported 45% of our total production, reaching an export level of USD 13.6 million.

### 2009

- We were awarded the TPM (Total Productive Maintenance) Excellence Award at a ceremony held in Japan.

### 2013

- We established our European Logistics Center in the Netherlands to centralize our logistics activities in Europe.

### 2017

- We completed the authorization process of our Bak Ambalaj R&D Center and received Authorized Economic Operator Status (Eurasian) certificate in the same year.

### 2020

- We were awarded the TSE COVID-19 Safe Production Certificate, which certifies hygiene and safety in our production processes.

### 2021

- We carried our vision of sustainable packaging to international platforms and became a member of the Sustainable Packaging Coalition (SPC).
- We were awarded the I-REC zero-carbon green electricity certificate to offset our carbon footprint.
- We received the G7 Master Facility Colorspace Certificate, the first and only one in Türkiye, certifying our technical competence in the sector at an international level.

### 2022

- We have successfully completed the "Corporate Carbon Footprint Calculation Project," which we initiated by approaching the fight against climate change on a voluntary basis.
- We have verified the carbon footprint for 2021 for all our facilities according to the ISO 14064-1:2018 standard.
- As Bak Ambalaj, we were the first company to receive the Zero Waste Certificate among Bakioğlu Holding Group Companies.
- We shared our 2021 Sustainability Report prepared in line with GRI Standards with the public.

### 2023

- As we leave behind the 50th anniversary of our establishment, we once again emphasized our goal of reaching the best with our principles of "teamwork, passion, commitment, and belief" that we have adopted since 1973.
- Under the roof of our R&D Center, we added a new one to our sustainable and recyclable packaging designs and developed Refill Packaging Design suitable for refilling after Reduce and Recycle approaches.

- We have completed our investment in a new Slitting Transfer Machine that can transfer slitted coils up to 1,000 mm in width at a speed of up to 450 m/min.
- We launched the Reborn Product Family, which consists of high barrier, long shelf life and 100% recyclable packaging.
- We were among the sponsors of the II International Packaging Industry Congress hosted by the Packaging Manufacturers Association.

### 2024

- We were awarded a bronze medal in the latest sustainability assessment conducted by EcoVadis.
- We were included in the second 250 list of the "R&D 250 – Türkiye's Top R&D Spending Companies" research, published for the 11<sup>th</sup> time this year by Turkishtime.
- We successfully passed the audit process for the 2022–2023 activity period, conducted by the Directorate General of R&D Incentives under the Ministry of Industry and Technology, receiving full marks and reaffirming the continuity of our R&D Center status.
- We have restructured our Reborn Product Family to comply with the European Union's new PPWR (Packaging and Packaging Waste Regulation).



## OUR AWARDS

### **Bronze Medal Award from EcoVadis for Our Impact-Oriented Services**

With our performance in the field of sustainability, we were awarded a bronze medal as a result of the evaluation conducted by EcoVadis in 2024. Our comprehensive initiatives in environmental impact, ethics, occupational health and safety, and supply chain management were acknowledged and appreciated on this international platform.

### **We Were Included in the R&D 250 List**

As a reflection of the importance we place on R&D investments, we were included in the second 250 list of the 'R&D 250 – Türkiye's Top R&D Spending Companies' research, published for the 11<sup>th</sup> time this year by Turkishtime.

### **Continuity of our R&D Center Approved**

We received full marks in the audit covering the 2022–2023 period, conducted by the Directorate General of R&D Incentives under the Ministry of Industry and Technology. In line with the evaluation of the members of the audit commission, it was found appropriate for our R&D Center to continue its activities.

### **We Made Our Reborn Product Family Compatible with PPWR**

We restructured our Reborn Product Family in line with the principles of environmental sustainability and circular economy, making it fully compliant with PPWR (Packaging and Packaging Waste Regulation), the European Union's new regulation on packaging and packaging waste.

### **Among Türkiye's Leading Companies in the Sustainable 500 Survey**

We ranked 83<sup>rd</sup> among Türkiye's 100 leading companies in the field of sustainability in the "Sustainable 500 - Green Traceability" Survey prepared by Inbusiness Magazine for the third time this year. This ranking also made our sustainability-oriented management approach visible to external stakeholders.

### **We Achieved Significant Success Among 250 Companies in Equal Opportunities**

In an equal opportunity themed survey published by Inbusiness Magazine, in which 350 sustainability reports were analyzed, Bak Ambalaj ranked 29<sup>th</sup> among 250 companies in the "Companies with less than 1,000 employees" category, proving once again our success in social sustainability.

### **Strong Performance in International CRIF Assessments**

With our evaluation results in the CRIF rating system, we concretely demonstrate the point reached in our sustainability journey. In this context, as Bak Ambalaj, we are proud to have achieved a "B-" Good Sustainability rating in the general category and an "A-" Excellent Sustainability rating in the sustainability category.





# A GLANCE AT 2024

2024



## HIGHLIGHTS OF 2024

# In 2024, we strengthened our sustainability journey with our environmental, social and governance-oriented projects.

### 100% Renewable Electricity

We meet 100% of our electricity needs from renewable sources with the I-REC Certified electricity purchasing practice.

### Our CDP Performance

We prepare CDP reports for supply chain research. In this context, we made significant progress in 2024 by achieving a "C" rating in the Climate topic and raising our CDP Supplier Engagement Assessment (SEA) rating to "B-" from "C-" last year.

### Strong Scores in Sustainability Assessments

In 2024, within the scope of the CRIF ESG Rating system, we were rated with a score of "B - Good Sustainability" in the general evaluation and "A - Excellent Sustainability," which is the highest grade in the sustainability heading.

### Bronze Medal from EcoVadis

Our sustainability performance was also evaluated by EcoVadis in 2024 and we were awarded the Bronze Medal. This medal shows that our commitment to ethical values, our efforts to protect the environment, the importance we attach to human rights and our sustainable supply chain management are internationally recognized.

### The Future with Green Innovation

We are preparing for the future with our efforts to use bio-based renewable raw materials and sustainable products.

### Support to Local Economy

By selecting 92% of our suppliers from local suppliers, we have minimized the risks arising from the source of supply and thus provide significant support to the local economy.

### Contribution to Digital Transformation and Circularity with HolyGrail 2.0

In 2024, Bak Ambalaj joined the HolyGrail 2.0 project, a pioneering digital transformation initiative based in Europe. Through this multi-stakeholder initiative led by the European Brands Association (AIM), we aim to test and scale digital watermark technology in order to improve the sorting of packaging waste and enable high-quality recycling.

### Among Türkiye's Leading Companies in the Sustainable 500 Survey

We achieved a significant success by ranking 83<sup>rd</sup> among Türkiye's 100 leading companies in the field of sustainability in Inbusiness Magazine's "Sustainable 500 - Green Traceability" Survey, which was prepared for the third time this year. This ranking proved once again how valuable and visible our sustainability-oriented management approach is not only internally but also to external stakeholders.



## OVERVIEW OF THE PACKAGING INDUSTRY

# The year 2024 was a year of transition in the flexible packaging industry, where sustainability-oriented transformation accelerated.

### General Assessment of the Year 2024

The year 2024 was a year of transition for the flexible packaging industry, as sustainability-oriented transformation accelerated and customer expectations were reshaped accordingly. Global demand for FMCG products remained steady from the food and pharmaceutical sectors, while companies continued to take important steps to reduce their carbon footprint and adapt to the circular economy.

Regulations such as the European Union's Green Deal and Extended Producer Responsibility (EPR) in the US are among the key factors determining the direction of our industry, while global brands' 2025 sustainability commitments have led to new standards across almost the entire supply chain.

With global developments, it is crucial that Türkiye's domestic market maintains its strength and that our exports to Europe comply with sustainability rules. Especially traceability, carbon intensity and recyclability rates of our products are among the issues we pay the most attention to as domestic producers. In addition, the concrete steps taken by companies to achieve their environmental and social goals and their reporting of the results of these steps are reshaping the rules of competition in the sector.

### Sectoral Trends and Technological Developments

In 2024, the key trends shaping the flexible packaging industry are:

- **Use of recycled content (PCR - Post-Consumer Recycled):** European brands' demand for at least 10% PCR content has prompted Turkish manufacturers to restructure their product composition.
- **Switch to mono-material packaging:** In order to facilitate recycling processes, packaging produced from a single raw material has started to be preferred.
- **Biodegradable and compostable packaging:** Organically sourced solutions are rapidly gaining popularity among environmentally conscious brands. But unfortunately, our development in this field remains limited due to the lack of infrastructure in Türkiye.
- **Smart packaging technologies:** QR codes, freshness indicators and traceability labels have found particular use in the pharmaceutical and food sectors.
- **Digital printing technologies:** These technologies improve environmental performance through low waste generation, short production cycles and customizable applications, while also providing a powerful marketing tool.





## OVERVIEW OF THE PACKAGING INDUSTRY

# The year 2024 stands out as a transition period for the flexible packaging industry, with environmental regulations and legal obligations leading the way.



From the perspective of the industry's agenda, the year can be regarded as a transition year for flexible packaging.

### Economic, Environmental and Legal Developments

The year 2024 is a transitional year for the flexible packaging industry, characterized by economic fluctuations, environmental regulations and legal obligations. The volatility in the global energy market, the persistence of geopolitical risks and price increases, especially in polymer-derived raw materials, put intense pressure on production costs. Increased competition in European markets and tighter sustainability criteria resulted in lower margins in export operations.

In parallel with these developments, the limitation of single-use plastics within the scope of the European Union's PPWR (Packaging & Packaging Waste Regulation) regulations and the raising of recyclability criteria in packaging required product design and material compositions to be reconsidered at the design stage. Specifically in Türkiye, legal regulations such as the Recovery Contribution Fee (GEKAP), the Zero Waste Regulation, and the reporting processes of the environmental agency have become key factors increasing the operational obligations of the sector.

From the perspective of the industry's agenda, the year can be regarded as a transition year for flexible packaging. We believe that this process, together with sustainability requirements and regulations, carries both risks and advantages. In light of all these developments in the world, we continue to be among the organizations that make a difference in our sector by turning risks into opportunities, developing innovative solutions with a focus on sustainability, strengthening the recycling infrastructure and investing in digitalization processes.

### Packaging Industry Shaped by Competition Dynamics

In 2024, at the global level, companies that complied with regulations such as the European Union's Green Deal and PPWR gained a competitive advantage in the international market. Companies that reduce carbon emissions and produce with renewable energy sources continue to stand out, especially among corporate buyers in Europe. In addition, producers with sustainability and traceability certificates such as ISCC Plus, FSC and EcoVadis are among the preferred business partners. Innovative applications such as smart packaging technologies, mono-material solutions and the use of recyclable materials were other important elements that provided a competitive edge.

Looking ahead to 2024 in Türkiye, we see that companies that prioritize cost control and operational efficiency stand out. Despite increases in energy and labor costs, companies that increased their production efficiency managed to maintain their competitiveness. Local companies, especially those exporting to EU markets, secure their markets by producing in accordance with the relevant regulations. Companies that increased their sustainability investments further strengthen their corporate reputation. Issues such as carbon footprint calculations, life cycle analysis (LCA) and recycling investments play a decisive role in evaluating the environmental performance of companies.

## OVERVIEW OF THE PACKAGING INDUSTRY

**In our R&D processes, we develop 100% renewable film structures and lamination solutions with a focus on sustainability as well as changing customer demands.**

### Impact of Digitalization and Automation on the Industry

In 2024, digitalization and automation played a decisive role in the flexible packaging industry, from production to supply chain management. Robotic automation systems, which have become widespread in production lines, have increased production efficiency while reducing human errors. Thanks to these systems, more consistent quality outputs were achieved, while waste rates were significantly reduced.

Thanks to Industry 4.0 applications, we can instantly monitor data such as machine performance, maintenance needs and energy use and optimize processes accordingly. Digital printing technologies have increased marketing power, especially in the food and cosmetics sectors, by enabling low waste production and short-run customized production.

In supply chain management, QR codes, blockchain-based traceability systems and smart labeling are becoming increasingly common. These solutions offer added value in terms of both legal compliance and customer confidence by enabling transparent tracking of the journey of products from field to shelf.

### Increased Sustainability Focus in Customer Demand

By 2024, consumers are much more interested in packaging with a low carbon footprint and recyclable or recycled content. At this point, mono-material solutions that facilitate recycling come to the fore, while interest in biodegradable and compostable packaging is constantly growing as brands seek to strengthen their environmentally conscious image.

To meet these demands, manufacturers are also turning to sustainable sources of raw materials and measuring their environmental impact by supporting their product portfolios with scientific tools such as Life Cycle Analysis (LCA). Sustainability criteria have also become an integral part of bidding processes.

Lightweighting has become very important due to both environmental and economic concerns. Thanks to solutions that offer the same protection performance using less material, we reduce logistics costs and reduce the carbon footprint. Therefore, in our R&D processes, we are developing new film structures and lamination solutions that are thinner but offer the same functionality to meet changing customer demands.





## OVERVIEW OF THE PACKAGING INDUSTRY

# We raised our CDP Supplier Engagement Assessment (SEA) score by two levels compared to 2023 to “B-”.

Especially in food and medical products, the demand for vacuum and atmosphere-controlled packaging has increased significantly, with high barrier structures extending shelf life. This shows that the structure of the packaging is now as strategically important as the product itself.

On the design side, packaging is no longer just a means of protection; it has become the showcase of the brand. There is a growing interest in aesthetic packaging with different surface textures that can create an emotional connection with consumers and attract attention. Accordingly, in 2024, matte-gloss combinations, surfaces suitable for digital printing and creative graphic designs were the key elements that set brands apart from their competitors, especially in the retail and e-commerce sectors.

The expectation of functional features that provide ease of use is especially prominent in baby food, household cleaning products and daily consumption products. Reclosable zip systems, easy-to-open lines and details such as spouts or valves increase the portability and practical use of the products and make them preferable.

Finally, the prospects for traceability and transparency in 2024 have become much more critical, especially in export markets. Thanks to QR codes, digital labels and blockchain-based content tracking systems, consumers can more easily access information on the origin and production conditions of the product. In line with these trends, the packaging industry continues to integrate digital solutions more holistically into its product range.

### Bak Ambalaj’s Strategic Position in the Sector

As Bak Ambalaj, we responded to all these transformations in the sector in 2024 with an agile and proactive approach. While expanding our recyclable and sustainable product portfolio, we increased our R&D and digitalization investments. Thanks to R&D Center (BAK AGM), the first R&D Center in Türkiye’s flexible packaging industry authorized by the Republic of Türkiye’s Ministry of Industry and Technology, we aligned our Reborn Product Family with the PPWR (Packaging and Packaging Waste Regulation), gaining a competitive advantage in international markets. At the same time, with our carbon footprint calculations, EcoVadis assessments, CDP reports and renewable energy investments, we have both complied with regulations and assumed a leading role in the sustainable future of the sector.

### Stakeholder Relations and Sectoral Impact

Throughout 2024, we regularly visited our customers and suppliers in Türkiye and abroad to increase sectoral information sharing and strengthen our stakeholder communication. Thanks to these visits, we continuously updated our product portfolio in line with sustainability expectations and contributed to the acceleration of transformation in cooperation. We also participated in important events such as the European Packaging Conference, SUSTPACK Europe and the Sustainable Packaging Summit organized by Packaging Manufacturers Association (ASD) in Türkiye in order to closely follow the developments that shape the packaging industry. The knowledge and networks we have gained through these platforms have strengthened both our product development processes in compliance with the PPWR and our strategic sustainability-oriented collaborations with global customers. Thus, we continued to lead the transformation of the sector not only with our products but also with our active sharing of knowledge and experience.

### Our Sustainability Impact in the Sector

We have demonstrated our international performance with a focus on sustainability on global assessment platforms such as EcoVadis and CDP. While we were rated with a “C” grade in 2024 within the scope of the CDP program, we raised our CDP Supplier Engagement Assessment (SEA) score by two levels compared to 2023 to “B-”. Our sustainability performance was awarded with a Bronze Medal by EcoVadis.

We also took part in events such as the European Packaging Conference, SUSTPACK Europe and the Sustainable Packaging Summit organized by the Türkiye Packaging Manufacturers Association (ASD) in order to closely follow the developments that shape the future of the industry. The knowledge we gained and the strategic networks we established on these platforms not only supported our PPWR-compliant product development processes, but also reinforced our collaborations with our global customers on the axis of sustainability.

We continue to lead the sustainable transformation of our industry not only with our products but also with our active sharing of knowledge and experience.

### Our Representation in Flexible Packaging Industry: FASD Membership

The Flexible Packaging Manufacturers Association (FASD) supports the development of the flexible packaging industry in Türkiye, increases cooperation between companies and works to increase the sector’s competitiveness in the national and international markets. FASD, which promotes the environment, technology and quality-oriented transformation of the packaging industry, also establishes a strong communication bridge with regulatory authorities and other stakeholders as the common voice of the industry.

## OVERVIEW OF THE PACKAGING INDUSTRY

As an active member of ASD, we contribute to the development of the sector on the axis of sustainability, quality and innovation.



As Bak Ambalaj, we are among the active members of FASD and contribute to the industry's common agendas on sustainability, innovation and compliance with technical standards. With Ali Enver Bakioğlu, our Chairperson of the Board, being among the Full Members of the FASD Board of Directors, we provide a strategic representation in the entire flexible packaging industry. With this meaningful responsibility, we make it possible to have a voice in the formation of sectoral policy and to reinforce our leadership role in sustainable packaging solutions.

### **Packaging Manufacturers Association (ASD) Management Representation**

Founded in 1992 to support the development of the Türkiye packaging industry, ASD is one of the most comprehensive representation structures of the sector at national level with over 200 members. As an active member of ASD, we contribute to the development of the sector on the axis of sustainability, quality and innovation. In addition, with our Chairperson of the Board Ali Enver Bakioğlu assuming the position of Vice Chairperson of the ASD Board of Directors, we are reinforcing our Company's leadership position in the sector.

### **Our CEFLEX Initiative**

Bringing together the flexible packaging value chain in Europe, CEFLEX (A Circular Economy for Flexible Packaging) is a multi-stakeholder initiative that aims to develop packaging solutions that are compatible with the circular economy. As Bak Ambalaj, one of the first stakeholders from Türkiye to join CEFLEX, we actively contribute to the projects carried out on this platform and develop solutions to increase the recyclability of flexible packaging.

### **Flexible Packaging Europe (FPE) Membership**

Flexible Packaging Europe (FPE), representing more than 85 manufacturers across Europe, is a leading organization that aims to defend industry interests and promote technical developments. As Bak Ambalaj, in addition to being an active member of FPE, we play an active role in shaping sectoral policies, strategies and sustainability agendas by taking part in the executive committee and sustainability committee of the association.



## DEVELOPMENTS IN THE SUSTAINABILITY ECOSYSTEM

# As Bak Ambalaj, we closely follow the expectations and developments in the packaging industry, set our targets and prepare for the future.

### Global and Local Developments in the Sustainability Ecosystem

The year 2024 was a year that deeply affected the packaging industry as well as all other sectors, with important regulations in the field of sustainability at both global and local levels, and the sectoral impacts of these regulations came to the fore. The Carbon Border Adjustment Mechanism (CBAM), implemented in alignment with the European Green Deal, has ushered in a new era for exporting companies operating in carbon-intensive sectors. In this context, carbon tax practices at the border and regular emission reporting expectations have started to indirectly affect the players in the packaging industry, especially manufacturers exporting to Europe.

The revised national sustainability strategies, aligned with Türkiye's 2053 Net Zero target, have necessitated that companies invest in systems to measure, report, and reduce carbon emissions. Recyclability, reuse, circular design and waste reduction were among the top investment priorities in our sector.

### Regulations and Reporting Standards Affecting the Packaging Industry

As of 2024, the packaging industry entered a new era of transparency in sustainability reporting. The Türkiye Sustainability Reporting Standards (TSRS) published by the Capital Markets Board (CMB) have made it mandatory for all large-scale companies, especially publicly traded companies, to systematically monitor and report their environmental, social and governance (ESG) performance. These standards have encouraged major players in the packaging industry to become more accountable and transparent to both internal and external stakeholders.

Although the Corporate Sustainability Reporting Directive (CSRD) enacted by the European Union does not directly apply to us, it has indirectly but significantly impacted our operations as large-scale companies among our clients have started to demand supply chain data. This situation has also made it imperative for our Company to monitor, analyze and improve its environmental and social impacts in a more systematic manner.



Although plastic packaging products have not yet been directly included in the scope of CBAM, carbon calculation and reporting obligations have turned into a strategic preparation area for both all sector companies and our Company due to the energy-intensive processes involved in the supply of raw materials.

### 2025 and Beyond: Expected Sustainability Directions for the Sector

In 2025 and beyond, the most critical expectations for the packaging industry are increased restrictions on the use of plastics and the inclusion of circular economy models in legislation. The European Commission's PPWR (Packaging and Packaging Waste Regulation), which is expected to come into force, requires packaging to be designed to be reusable or highly recyclable.

These regulations will require all manufacturers in our sector to establish integrated systems that will minimize environmental impacts from the design stage to production processes.

In order to adapt to these changes, packaging manufacturers are expected to increase their sustainability-oriented competencies, improve their environmental impact measurement systems and direct their R&D investments according to circular economy targets. At the same time, the importance of data-driven sustainability reporting is growing, while digital infrastructure investments are becoming a critical agenda across the industry. As Bak Ambalaj, we closely follow the expectations and developments in the packaging industry, set our targets and prepare for the future.

# OUR SUSTAINABILITY APPROACH





## SUSTAINABILITY GOVERNANCE AND ORGANIZATION

# We manage sustainability with our governance structure based on authority sharing and a holistic approach.

At the heart of our sustainability approach is our responsibility to people, the planet, our business and society. We shape our strategy in line with Bakioğlu Holding's mission, vision and corporate values, and we implement this strategy by integrating it into all our business processes. While the sustainability priorities and management approach determined at the Group level serve as a guide at every stage of Bak Ambalaj operations, we have created a strong internal structure to ensure that this approach is adopted throughout our entire organizational structure. We advance our efforts to generate sustainable value with the active participation and cooperation of all units.

At Bak Ambalaj, we carry out sustainability activities within a governance structure based on the sharing of authority and responsibility, starting from the Board of Directors of Bakioğlu Holding and extending to our business units. Bakioğlu Holding Board of Directors is the highest level decision-making body on sustainability across the Group. While determining the

main strategic orientations of Bakioğlu Holding and Group Companies, the Board considers sustainability risks and opportunities, and evaluates our Company priorities and the corporate policies we develop together with our business units.

### The Role of our Committee and Working Groups

We carry out decision-making and implementation processes on sustainability under the supervision of the Corporate Governance Committee structured at Group level. Within this structure, we play an active role with our Sustainability Committee and seven different sustainability working groups that we have established to realize our sustainability strategies.

Throughout 2024, we made decisions that integrated sustainability into our business processes with our Sustainability Committee, and we implemented operational practices in line with the strategies we determined with our working groups.

Thanks to these collaborations, we have made concrete progress in many areas such as reducing our carbon footprint, increasing energy and resource efficiency, strengthening sustainable supply chain management, expanding Zero Waste practices and improving employee rights.

### Sustainability Committee

We are actively working with our Sustainability Committee at Bak Ambalaj, just as we do at Bakioğlu Holding and Group Companies, to monitor our sustainability performance and take decisions to improve it. Accordingly, our Committee oversees the alignment between our sustainability priorities and our strategy and business objectives. In addition, the Committee monitors developments towards the set targets, determines the sustainability responsibilities of senior management and carries out performance monitoring processes. The Committee evaluates sustainability policies, strategies and implementation programs and presents its findings to the Bakioğlu Holding Board of Directors on a quarterly basis and to the General Assembly through annual reports.

In our sustainability organizational structure at Bak Ambalaj, we clearly define our responsibilities in this area as senior management. Our Group Sustainability Board, which also includes Bak Ambalaj executives, serves as the strategic decision-making body for sustainability efforts across Group Companies. The Board is responsible for the formulation and implementation of our strategy for sustainability priorities identified under the social, environmental, economic and governance headings. The Board fulfills this responsibility towards Bakioğlu Holding Board of Directors, Sustainability Committee and Executive Co-Chairpersons.

Our Sustainability Committee and Executive Co-Chairpersons, who report to the Board of Directors, are responsible for monitoring our sustainability performance and coordinating annual reporting processes.

### Working Groups

## SUSTAINABILITY GOVERNANCE AND ORGANIZATION

# With our committees and working groups, we integrate sustainability into the corporate culture.

Under our Sustainability Board, we operate with seven different sustainability working groups: Climate and Environment, Human Values, Occupational Health and Safety, Business Continuity, Circular Economy, Value Chain and Business Ethics. We take an active role in these groups with our Bak Ambalaj managers, and together we form the implementing elements of our management organization in the field. Based on the sustainability priorities we identify, we develop strategies, targets and action plans, monitor and analyze our performance, and implement best practices that can be disseminated both at Bak Ambalaj and other Group Companies.





## SUSTAINABILITY GOVERNANCE AND ORGANIZATION

# We extend our sustainability approach not only to our operations but also to our entire value chain.



We ensure sustainability at the corporate level with our policies

### ***Sustainability in the Value Chain Working Group***

We do not limit our sustainability management to our own operations, but extend it to cover social, environmental, economic and governance impacts across our value chain. In this context, we established a Sustainability in Value Chain Working Group to manage sustainability risks arising from supplier working conditions, audit processes, supplier development and product-service preferences across the Bakiöğlü Group, including Bak Ambalaj.

Through this Working Group, in which Bak Ambalaj representatives actively participate, we evaluate the environmental and social impacts, economic risks and governance dimensions of our products and services, and take the findings into account in the formulation of our business strategies.

We consider the Bakiöğlü Group Sustainability Management Policy binding not only for our Group Companies, but also for our suppliers and business partners as Bak Ambalaj. Accordingly, we expect all our stakeholders to adopt the sustainability principles set out in our policy, to disseminate their practices and to assume responsibility in our value chain in this direction.

### ***Stakeholder Engagement and Assurance of Policy Alignment***

As Bak Ambalaj, within the scope of our sustainability governance organization, we are working to ensure the establishment of a structure where external stakeholders can communicate their expectations in environmental, social, economic and governance areas and directly present their opinions and suggestions regarding our sustainability practices. To this end, we plan to establish the Stakeholder Council as a voluntary advisory body consisting of at least three members representing external stakeholder groups such as suppliers, non-governmental organizations, customers and

industry representatives. We expect the Council to provide recommendations on strategic directions, practices and areas for improvement within the framework of sustainability priorities at Group level.

We also take the Bakiöğlü Group Climate and Environment Policy as a reference in our sustainability management as a complementary document to these policies.

### ***Oversight and Evaluation of Climate Risks***

We manage strategic oversight of climate-related risks and opportunities under the responsibility of the Early Detection of Risk Committee. Through this committee, we identify climate-related financial and operational risks across the Company, take necessary measures and keep our risk management systems up-to-date. In addition, we regularly monitor our carbon footprint at Scope 1, 2 and 3 levels through greenhouse gas emission calculations according to ISO 14064-1:2018 standard.

### ***Target Tracking, Performance Monitoring and Verification Processes***

We carry out the relevant controls in processes to reduce our carbon footprint together with our internal audit and strategy teams. The accuracy of our performance data is supported by annual independent verification processes. Accordingly, we increase our transparency with the reports we prepare within the scope of CDP (Carbon Disclosure Project) and TSRS.

Many documents in our corporate policies such as the Environmental Policy, Human Values Policy, Wage and Compensation Policy define the sustainability framework of our Company. All of these documents are available to the public at [www.bakambalaj.com.tr](http://www.bakambalaj.com.tr) and [www.bakioglu.com.tr](http://www.bakioglu.com.tr). At the same time, we accept the Ethical Principles document published by Bakiöğlü Holding as the basic reference for all our working processes.

## SUSTAINABILITY RISKS, TRENDS AND OPPORTUNITIES MANAGEMENT

**Sustainability Risks and Trends Table**

CATEGORY	PHYSICAL RISKS	DEFINITION	HOW DO WE MANAGE THIS RISK?
Environmental	Climate Change and Weather Events	Events such as increased temperature, extreme precipitation, droughts, hurricanes and floods due to climate change can pose serious physical risks to organizations.	At Bak Ambalaj, we create crisis management plans to minimize the risks posed by climate change and weather events. By regularly organizing Disaster and Emergency Training, we ensure that all employees of our facilities are aware of and prepared for such situations. We also aim to continuously improve safety measures through regular audits.
	Maritime Transportation and Port Operations Risks	Maritime transportation and port operations can bring environmental risks such as maritime accidents, oil spills and ship traffic.	At Bak Ambalaj, we carry out extensive efforts to reduce our logistics impact. To this end, we adopt intermodal transportation strategies to use transport modes more efficiently, optimize planning processes and develop alternative transportation plans to address environmental risks. We reduce carbon emissions by cooperating with sustainable transportation companies and expand our practices in this area by continuously improving our logistics processes.
	Environmental Pollution and Chemical Risks	Industrial waste, chemical spills and environmental pollution can adversely affect water, air and soil quality, causing serious damage to ecosystems and human health.	<p>We prepare and implement Industrial Waste Management Plans to effectively manage industrial waste accumulated in our facilities. We store the wastes in accordance with environmental legislation and send them to licensed companies for proper disposal. The Waste Management Plans we implement are based on "Zero Waste" principles, which include reducing waste at source, collecting it separately and recycling it. As a result of this process, we are the first Group Company within Bakiöğlü Holding to receive the Zero Waste Certificate.</p> <p>In chemical management, Bak Ambalaj holds a Dangerous Goods Activity Certificate (TMFB) and manages chemical substances with a detailed and safe process management. We implement a comprehensive process management from the entry and exit of chemical products to the facility, storage, conditions of use and disposal of waste generated as a result of their use. We also provide regular training programs on the safe use of chemicals and occupational health and safety.</p> <p>At Solvent Recovery Facilities, we reduce chemical usage rates by recovering the solvent vapors we use during the process and reusing the recovered solvents. With the system that captures solvent vapors and recovers them for reuse, we achieved a high recovery rate of 96% in 2024. By reusing the solvents we recover, we significantly reduce our chemical usage rates. With this method, we minimize resource consumption and reduce polluting air emissions.</p>
	Decrease in Water Resources	Dwindling water resources are a serious physical risk for water-intensive industries. Water scarcity can disrupt production processes and have negative impacts on water-dependent organizations.	<p>To tackle the risk of dwindling water resources, we are undertaking extensive efforts to reduce water consumption. Accordingly, we optimize water use in our production processes to achieve our goal of reducing our water intensity. In 2024, our water intensity was realized as 3.16 m<sup>3</sup>/ton. Compared to 2023, water intensity decreased by 21% and wastewater intensity decreased by 20%.</p> <p>We discharge wastewater from our production processes in accordance with legal requirements. Regarding improvements in water consumption, we carry out regular checks to prevent water leakages. With these controls, we ensure efficient use of water resources and minimize water consumption. In addition, we continuously review our water management processes and continue our improvement efforts.</p>
	Natural Disasters	Natural disasters such as earthquakes, tsunamis, volcanic eruptions can cause serious physical damage to organizations' facilities and operations.	<p>We have established emergency plans and procedures at all our facilities to be prepared for natural disasters such as earthquakes, tsunamis and volcanic eruptions. To ensure operational continuity during and after natural disasters, we regularly review and update our emergency plans to keep them current.</p> <p>We organize various information meetings and awareness-raising webinars to raise awareness and support our employees against unexpected situations.</p>



SUSTAINABILITY RISKS, TRENDS AND OPPORTUNITIES MANAGEMENT

CATEGORY	PHYSICAL RISKS	DEFINITION	HOW DO WE MANAGE THIS RISK?
Environmental	Carbon Footprint and Carbon Market Risks	Regulations on carbon emissions, carbon trading and carbon pricing can affect organizations' carbon footprint management and finances.	<p>By improving sourcing efficiency, we reduce the direct use values in our production systems and adopt the perspective of reducing every source of emissions in our value chain. By achieving energy efficiency and investing in renewable energy, we significantly reduce emissions and protect against financial sanctions.</p> <p>We adopt a comprehensive emissions management strategy to reduce greenhouse gas emissions, minimize environmental damage and contribute to a sustainable future. As Bak Ambalaj, we calculate greenhouse gas emissions in all our operations in accordance with ISO 14064 and GHG Protocol Standards and ensure that they are verified by independent organizations.</p> <p>We set emission reduction targets through CDP (Carbon Disclosure Project) and continuously improve our performance to achieve these targets.</p> <p>We attach great importance to afforestation projects to reduce our carbon footprint. In 2024, we managed to offset a significant amount of carbon emissions as part of our sustainability activities. At the same time, we have developed various projects to increase energy efficiency and promote the use of renewable energy in our production processes.</p> <p>In order to reduce our environmental impact in our logistics processes, we adopt intermodal transportation strategies, use transportation modes efficiently and minimize carbon emissions. We also aim to further reduce our carbon footprint by cooperating with sustainable transportation companies.</p>
	Fire Risks	Forest fires, industrial facility fires and similar fires can cause physical asset loss, ecosystem destruction and air pollution. These fires can seriously threaten the natural environment and human health.	<p>We monitor the up-to-date knowledge and equipment of our emergency teams and provide them with regular training programs. In addition, we provide all our employees with practical fire extinguishing training by expert organizations.</p> <p>In 2024, we completed the Basic Health and Technical Occupational Safety Training for our Group Companies and offered them to our employees on an online platform.</p>
	Energy Efficiency and Sustainable Energy	Insufficient energy efficiency and difficulties in transitioning to sustainable energy sources can increase energy dependency and carbon footprint.	<p>We take various measures to prevent energy losses and leakages and create emergency plans against power outages. In 2024, our energy intensity was realized at 10.88 GJ/ton. In this context, we optimize energy consumption and reduce greenhouse gas emissions by carrying out energy efficiency projects.</p> <p>Our main strategy in energy management is to maximize efficiency and meet our main energy source, electricity, from renewable sources. Starting in 2021, our use of I-REC (International Renewable Energy Certificate) was realized at 100% in 2024.</p>
	Natural Resource Scarcity	A reduction or complete exhaustion of raw materials can cause disruptions in production processes and serious problems in material supply.	<p>We are working to produce recyclable packaging alternatives, lower weight and lower volume packaging from biobased materials and we are conducting research and investment activities in this direction. We take precautions against the risk of potential raw material shortages by selecting raw materials that can be recycled and have a low environmental burden. To this end, we adopt a circularity approach and seize opportunities to use raw materials and materials that are biobased and have low emission values compared to their environmental impact counterparts.</p>

SUSTAINABILITY RISKS, TRENDS AND OPPORTUNITIES MANAGEMENT

CATEGORY	PHYSICAL RISKS	DEFINITION	HOW DO WE MANAGE THIS RISK?
Social	Social and Societal Risks	Factors such as community and employee expectations about sustainability, social media interactions and public pressure can influence organizations.	<p>As Bak Ambalaj, we adopt the principle of establishing trust-based, open and collaborative relationships with our stakeholders. We learn the opinions, expectations, suggestions and complaints of our stakeholders through various communication tools and include them in our decision-making processes. Our Sustainability Committee evaluates feedback from internal and external stakeholders and takes this feedback into account in our organizational processes.</p> <p>We carry out various corporate social responsibility projects to add value to society and make social contributions. We develop projects and support social development initiatives together with non-governmental organizations, public institutions and various stakeholder groups. In this context, we actively contribute to the projects of the Aegean Forest Foundation and the Lifelong Learning Association.</p>
	Industrial Accidents	Chemical spills, explosions and other industrial accidents can lead to environmental pollution, harm to human health and loss of property.	<p>We conduct regular emergency drills for each shift, day and night, to maintain emergency preparedness. We choose drill scenarios according to the scenarios in the emergency plan, such as earthquake, fire, explosion and chemical leakage. We follow up on the actions taken by publishing the experiences and findings obtained at the end of the drills in drill reports.</p> <p>We prepare drill reports in line with the data obtained after each drill and carry out improvement activities according to the scenarios. We use these reports to improve the effectiveness of our emergency management processes and minimize potential risks.</p> <p>We organize various information meetings and awareness-raising webinars to raise awareness and support our colleagues against unexpected situations. We also provide regular training programs on the safe use of chemicals and occupational health and safety.</p>
Economic	Local and Global Market Fluctuations	Price fluctuations can affect supply chain costs and challenge businesses that depend on specific markets.	<p>We conduct strategic planning and scenario analysis in order to be prepared for global market fluctuations. We review our responses to high impact risks, such as rising energy and raw material costs, energy sustainability and extreme weather events, and identify actions in areas of opportunity, such as efficient transportation, production and distribution processes, recycling, low-emission energy use and the development of new technologies.</p> <p>We strive to ensure supply continuity through local procurement. In this way, we both minimize the risks arising from the source of supply and support the local economy. In 2024, local suppliers accounted for 85% of our purchases in terms of spending and 92% in terms of the number of suppliers. Through local procurement activities, we contribute to preventing disruptions in our supply chain and keeping costs under control. We also aim to provide social benefit by supporting the local economy. By collaborating with local suppliers, we increase the sustainability of our supply chain and optimize logistics costs.</p> <p>As Bak Ambalaj, with the product and service quality we provide, we both meet Türkiye's need for flexible packaging with domestic capital and resources and support our country's economy with the export activities we carry out to foreign markets, especially in the European Union geography. By strengthening our position in local and international markets, we aim for sustainable growth and increase our economic contribution.</p>



SUSTAINABILITY RISKS, TRENDS AND OPPORTUNITIES MANAGEMENT

CATEGORY	PHYSICAL RISKS	DEFINITION	HOW DO WE MANAGE THIS RISK?
Economic	Weaknesses in Supplier Relationships	Financial problems, management changes or ethical issues on the supplier side can adversely affect the supply of goods or services.	<p>As Bak Ambalaj, we use a supplier evaluation system to ensure reliability and sustainability in our supply chain in order to manage the risks that may arise from weaknesses in supplier relationships.</p> <p>Our supplier evaluation system is coordinated centrally for all Group Companies and ensures that our suppliers are evaluated based on criteria such as company profile, financial criteria, price performance, delivery performance, service performance, sustainability, ethical values, social responsibility, information security, quality and environment.</p> <p>We expect all suppliers we work with to show the same sensitivity for sustainability and we organize training programs to raise supplier awareness in this direction. Through these training programs, we inform our suppliers to comply with our sustainability policies and improve their processes. By contributing to the development of our suppliers, we aim to improve the overall performance of our supply chain.</p> <p>We monitor that our procurement processes are carried out in an environmentally sensitive manner through regular evaluations.</p>
	Technological Challenges and Data Security	Information systems issues, cyber-attacks or data security breaches can threaten the efficiency and security of the supply chain.	<p>We implement a comprehensive information security policy to safeguard the efficiency and security of our value chain. We have ISO 27001 Certification to ensure the effectiveness of our information security management system and its compliance with international standards. In this way, we fulfill worldwide requirements for the establishment, implementation, operation, monitoring, review, maintenance and continuous improvement of information security management systems. In 2024, we renewed the ISO 27001 Certificate and fulfilled the requirements of the Information Security Management System.</p> <p>We take comprehensive cyber security measures to protect against cyber-attacks and data security breaches. In 2024, we took steps to increase security and reliability by taking measures such as replacing active devices in the network structure with devices with intelligent management, high security level and low energy consumption, and continuing IoT firewall work. These measures include network security, data encryption, access controls and regular application of security patches.</p> <p>In order to ensure the security of our corporate information assets, we commissioned the Security Operations Center (SOC) and Threat Intelligence Product solutions in 2024, enabling 24/7 monitoring of information systems across the organization. By detecting potential threats in advance, we can intervene immediately and thus minimize the impact of possible security incidents.</p> <p>We provide our employees with regular training on ISMS and PDPL as refresher training every year. In 2024, we supported the training programs provided to new recruits within the scope of orientation with annual updates and awareness-raising content for employees whose tenure continues. We also conducted simulations with phishing attack scenarios for all our employees throughout the reporting period.</p> <p>In addition, we ensure full compliance with all our legal obligations under Law No. 6698 on the Protection of Personal Data (PDPL), Law No. 5651 on Internet Publications, and the newly enacted Cybersecurity Law No. 7545. We increase our employees' awareness of the legislation through refresher training and updates every year.</p>

SUSTAINABILITY RISKS, TRENDS AND OPPORTUNITIES MANAGEMENT

CATEGORY	TRANSITION RISKS	DEFINITION	HOW DO WE MANAGE THIS RISK?
Environmental	Sustainability Reporting Risks	Inaccurate reporting of sustainability performance, lack of transparency and misrepresentation of information can lead to legal issues, putting the credibility and transparency of organizations at risk.	<p>We receive independent verification services to increase reliability and accuracy in our reporting processes. In this context, we have our sustainability performance indicators such as greenhouse gas emissions, energy consumption, water use and waste management verified and certified by independent organizations. Our Sustainability Report 2024 has been prepared in accordance with GRI Standards.</p> <p>Our company is a member of various international initiatives to ensure accurate and transparent reporting of sustainability performance. As Bak Ambalaj, we continuously monitor and improve our performance by reporting our greenhouse gas emissions, water use and other environmental impacts through CDP Reporting. With CDP Reporting, we take important steps towards achieving our sustainability goals and increase the accuracy and transparency of our environmental data.</p>
	Change in Sustainability Reporting Standard	Changes or updates to international sustainability reporting standards can make it difficult for organizations to comply with these standards.	<p>We collaborate with independent audit and rating agencies to accurately and transparently report our sustainability performance. In this way, the reliability and compliance of our reports with international standards are ensured.</p> <p>We also collaborate with internationally authorized organizations and institutions to support and update our sustainability efforts and reporting.</p>
	Carbon Emission Measurement Limitation Risk	Under the carbon emission measurement obligation, countries and regions can set carbon limits and emission reduction targets for specific industries, companies or sectors. This can pose financial and legal risks for companies that do not comply with relevant legal regulations.	<p>Accurately measuring and reporting greenhouse gas emissions is critical to comply with regulatory requirements and minimize financial risks. For this reason, we calculate greenhouse gas emissions in all our operations in accordance with ISO 14064 and GHG Protocol Standards and ensure that they are verified by independent organizations.</p> <p>We also minimize our carbon emissions by increasing energy efficiency and investing in renewable energy sources.</p> <p>We continuously monitor and improve our performance by reporting our greenhouse gas emissions and other environmental impacts through the Carbon Disclosure Project (CDP).</p>



SUSTAINABILITY RISKS, TRENDS AND OPPORTUNITIES MANAGEMENT

CATEGORY	TRANSITION RISKS	DEFINITION	HOW DO WE MANAGE THIS RISK?
Social	Low Employee Engagement and Talent Loss	A lack of sustainability commitments and practices can lead to low employee engagement and employee attrition. It can also lead to difficulties in attracting new sustainability-sensitive talent.	<p>As Bak Ambalaj, we clearly communicate our sustainability practices to all our employees and ensure their active participation in the process. We encourage our employees to get involved in sustainability efforts by creating a transparent, inclusive and fair communication environment. In this way, we aim to increase our employees' awareness and commitment to sustainability.</p> <p>We regularly conduct performance evaluations to ensure that sustainability efforts are carried out effectively and continuously improved. We evaluate our sustainability performance through global platforms such as CDP and share the results with our employees.</p>
	Deficiency of Human Resources and Talent	Finding employees with expertise and skills in sustainability, as well as securing sufficient human resources to implement sustainability strategies, can be challenging.	<p>As Bak Ambalaj, we support the personal and professional development of high school and university students by providing them with internship opportunities. We enrich our employment resources by offering job opportunities to students who successfully complete their internship. We constantly monitor the development of students and provide the support they need through internship programs that we carry out with a sense of social responsibility. We hire highly motivated new graduates in line with our corporate values and prepare them for the future with our Bak Academy training programs. We frequently come together with young people and introduce our sector and our Company.</p>
	Employee Training and Compliance Challenges	Employees may experience difficulties in training or implementation to adapt quickly to sustainability-related changes.	<p>As Bak Ambalaj, we offer various training and development programs through Bak Academy to support the career and personal development of our employees. This academy supports working groups on different topics based on the principles of inclusion and diversity, while making our training programs more accessible and sustainable through digitalization. In this way, we aim to increase the overall performance and competitiveness of our Company while meeting the continuous learning needs of our employees.</p> <p>We organize various webinars to raise employee awareness on sustainability issues and increase the level of knowledge of employees through these events.</p> <p>We offer educational content that supports employees' professional and personal development through video learning platforms like the COBIDU platform. These platforms enable our employees to receive training regardless of their time or location.</p>
	Shifting Consumer Preferences	Sudden shifts in consumer demand for sustainable products and services can create challenges for organizations in their efforts to adapt.	<p>In the context of adapting to shifting consumer preferences, we are implementing a range of strategies to respond to our clients' growing demand for sustainable products and services. To this end, we develop our products using environmentally friendly materials and paying special attention to waste management. In particular, we focus on developing reusable and recyclable packaging solutions.</p> <p>In response to the rapidly evolving consumer demands in 2024, Bak Ambalaj placed a strong emphasis on sustainability-driven product design and innovation. Our innovations in the packaging industry are particularly focused on circular economy practices and the development of environmentally friendly products. In this context, we are consistently enhancing our R&amp;D activities to swiftly respond to consumer demands, while advancing our efforts in developing sustainable packaging solutions.</p>

SUSTAINABILITY RISKS, TRENDS AND OPPORTUNITIES MANAGEMENT

CATEGORY	TRANSITION RISKS	DEFINITION	HOW DO WE MANAGE THIS RISK?
Economic	Operational Challenges	Integrating and adapting new sustainable practices into operations may require changing the organization's existing business processes and infrastructure.	<p>We implement comprehensive strategies to perfect our operational processes and achieve our sustainability goals. In 2021, aligned with our Group vision, we established clear objectives and collaboratively developed our strategies across all Group Companies. To this end, we focused on improving our team's ability to focus and execute strategy. We have developed strategy roadmaps to enhance the long-term sustainability of our strategy implementation process.</p> <p>In order to achieve operational excellence, we adopt Total Productive Maintenance (TPM) strategies to increase productivity, ensure quality, and maximize efficiency in processes. By implementing this strategy at all levels, we aim to manage our production processes with the highest efficiency.</p> <p>Taking the digitalization strategy at the center of sustainability efforts, we develop automation systems and digital solutions that minimize the environmental impact of production processes. In line with our digital transformation roadmap, we implemented projects such as SAP TM (Transportation Management) Transportation Management Module and SAP Advanced Cash Management. We ensured sustainability in digital solutions by updating old software technologies.</p>
	Productivity and Business Continuity Risks	Changes in production processes and the adoption of sustainable practices can negatively impact business continuity and efficiency. Operational challenges during the transition may impact profitability.	<p>At Bak Ambalaj, we ensure sustainability in operational processes by increasing energy efficiency and investing in renewable energy sources. In 2024, we allocated resources to energy efficiency projects, and through these investments, we reduced energy consumption, enhanced operational efficiency, and contributed to business continuity.</p> <p>At Bak Ambalaj, we take a holistic approach to risk management. With our Early Risk Detection Committee, we aim to identify risks that could threaten the existence and growth of our company at an early stage. Operational, financial, and all other risks are assessed by the Early Risk Detection Committee and reported to our Board of Directors. Sustainability risks, including social, economic, and environmental risks, are monitored by Bakioğlu Group Sustainability Committee and Sustainability Council.</p>
	Digital Transformation Challenges	The integration of sustainable digital technologies can make organizations' digital transformation processes more complex.	<p>We created a "Digital Transformation Roadmap" to manage the digital transformation process in a systematic and planned manner. This roadmap guides the process of identifying and implementing our digital transformation strategies.</p> <p>To ensure sustainability in digital solutions, we have updated applications developed with outdated software technologies using new software technologies.</p> <p>To enhance employee experience and foster a digital mindset, we implemented the Mobile Employee Portal and digital announcement boards. These applications promote sustainable digital thinking within our company and contribute to the adoption of our digital transformation vision.</p>
	Supply Chain Security	Disruptions at any stage of the supply chain can hinder the timely procurement of materials and services and negatively impact the company's operations.	<p>We use a comprehensive supplier evaluation system to assess the performance of suppliers and work with reliable suppliers. With this system, we evaluate suppliers based on financial criteria, price performance, delivery and service performance, sustainability, ethical values, social responsibility, information security, quality and environmental criteria.</p>





## SUSTAINABILITY RISKS, TRENDS AND OPPORTUNITIES MANAGEMENT

CATEGORY	TRENDS	DEFINITION	HOW DO WE MANAGE THIS TREND?
Environmental	Green Energy and Carbon Footprint Reduction	Companies are implementing various strategies to increase the use of renewable energy and reduce their carbon footprint. They tend to promote sustainable energy use by investing in green energy projects.	<p>We are implementing various strategies to increase the use of renewable energy and reduce our carbon footprint. In 2024, thanks to our investments in renewable energy sources such as wind and solar power, we consumed 104,237.63 GJ of renewable energy. We continue to increase the use of renewable energy sources to meet our energy demand. We have certified that we obtain 100% of the electricity we use in our facilities from renewable sources with the I-REC International Renewable Energy Certificate.</p> <p>We have performed and verified carbon footprint calculations for all our facilities according to the ISO 14064 Standard. This project has enabled us to analyze our carbon footprint in detail and identify mitigation strategies.</p> <p>With our R&amp;D investments, we focus on recyclable product portfolios to support the development of a circular economy and sustainable product range. We have developed 100% recyclable packaging solutions, such as the "Reborn Product Family." We are developing new biodegradable and compostable products and investing in green technology for sustainable packaging production.</p>
	Circular Economy and Waste Reduction	Circular economy principles, which aim to use resources efficiently and reduce the amount of waste, are becoming increasingly accepted. Strategies focusing on recycling, reuse and waste reduction are becoming widespread.	<p>In 2024, as Bak Ambalaj, we produced packaging using recyclable raw materials to reduce our environmental impact and focused on the 'reuse' aspect of the 3R principle. We developed hygiene products and surprise packaging suitable for refilling. We realized our first packaging production with recycled raw materials suitable for food contact.</p> <p>In our solvent recovery facilities, we recover the vapors of the solvents we use in the process and reuse them in the process. With this practice, we reduce the amount of polluting air emissions and reduce the use of chemicals.</p> <p>Taking into account the benefits of recycling and material optimization, we take care to develop all our processes with minimal impact on the environment. To this end, we actively use materials such as Bio-Polyethylene (Bio-PE) and Bio-Polypropylene (Bio-PP). As part of our packaging and product optimization efforts, we focus on developing durable, easy-to-open, local and simple packaging.</p> <p>We are members of CEFLEX, a joint initiative of a consortium of European companies and associations representing the entire value chain of flexible packaging to improve the performance of flexible packaging in the circular economy. As In-House, we reuse the recycled films in production, and in 2024, we started calculating the recyclability rates of the resulting products using the CEFLEX methodology and sharing these with our customers.</p> <p>As Bak Ambalaj, we plan waste management by taking into account our entire value chain and carry out implementation processes. In 2024, we recovered a total of 6,924 tons of waste from our operations, including 1,462 tons of hazardous and 5,462 tons of non-hazardous waste. We apply separate recovery processes for hazardous and non-hazardous wastes and manage the waste generated in accordance with Environmental Legislation. In addition, we became the first Group Company within Bakioğlu Holding to receive the Zero Waste Certificate from the Ministry of Environment, Urbanization and Climate Change.</p>

SUSTAINABILITY RISKS, TRENDS AND OPPORTUNITIES MANAGEMENT

CATEGORY	TRENDS	DEFINITION	HOW DO WE MANAGE THIS TREND?
Environmental	Biodiversity Conservation	Companies are moving towards adopting environmentally friendly practices to protect biodiversity. Among the projects they have integrated into their sustainability strategies are habitat protection, afforestation and ecosystem restoration.	<p>As Bak Ambalaj, we contribute to afforestation and awareness-raising efforts in cooperation with the Aegean Forest Foundation. In 2024, we prevented 1,747.98 tons of CO<sub>2</sub> emissions by planting 4,253 trees.</p> <p>With the support of our company, and in collaboration with the Izmir Development Agency, we have been carrying out the Forests Powered by the Sun Project with the Aegean Forest Foundation since 2013, through which we established a solar energy facility with a capacity of 500 kWp. With this facility, over 900,000 kWh of energy is produced annually and the economic values obtained are used in afforestation projects.</p> <p>We create carbon sink areas within our afforestation projects, which we attach great importance to in the fight against climate change.</p>
	Carbon Footprint	Companies evaluate carbon impacts from a broad perspective, considering not only their operational carbon footprint but also the carbon emissions generated throughout the supply chain and during product usage.	<p>We have been preparing CDP (Carbon Disclosure Project) Reports for supply chain research since 2010. We also perform corporate carbon footprint calculations according to the ISO 14064 Standard and ensure that these calculations are verified by independent organizations.</p> <p>In line with our Climate and Environment Policy, we plan to promote the reduction of climate change risks in our operations by implementing methods such as internal carbon pricing and carbon offsetting in the upcoming periods. In addition, in line with our greenhouse gas emissions reduction targets, we aim to establish science-based targets that support the "1.5° Approach."</p>
	Plastic Alternatives and Packaging Innovations	The packaging industry is focusing on innovation to reduce the use of single-use plastics and develop environmentally friendly packaging options.	<p>With our R&amp;D Center, we have added a new dimension to our work on sustainable, recyclable, and waste-reducing flexible packaging designs by developing a reusable 'Refill' packaging design. In this design, which we targeted liquid hygiene products, we combined the valve, standing, spout and easy-to-carry handle feature in a single package. We offer the end consumer the opportunity to use the same package multiple times with this package, which has successfully passed explosion resistance tests and is suitable for refilling. In this way, as Bak Ambalaj, we maintain our position in the sector and continue to offer permanent solutions by adding a new one to our sustainable flexible packaging solutions.</p> <p>Additionally, we continue to carry out projects on packaging production that contribute to the circular economy. We have been conducting the 'Development and Characterization of Biodegradable PLA Films with Antioxidant and Antimicrobial Properties Using Banana Peel Waste' project in collaboration with a university. We have also developed projects on packaging structures with high barrier, heat sealable, suitable for different package types, high and low toughness, with various ratios or 100% paper.</p>



## SUSTAINABILITY RISKS, TRENDS AND OPPORTUNITIES MANAGEMENT

CATEGORY	TRENDS	DEFINITION	HOW DO WE MANAGE THIS TREND?
Social	Forest Protection and Reforestation	Forest protection and afforestation projects carried out within the scope of Corporate Social Responsibility contribute to the fight against climate change by increasing carbon storage capacity. These projects are also of great importance for protecting biodiversity and preventing soil erosion.	<p>As Bak Ambalaj, we contribute to nature by regularly donating saplings together with the Aegean Forest Foundation. In 2024, we prevented 1,747.98 tons of CO<sub>2</sub> emissions by planting 4,253 trees. In the last eight years, we have planted a total of 18,303 saplings.</p> <p>Within the scope of Corporate Social Responsibility, Bak Ambalaj makes significant contributions to combating climate change, protecting biodiversity and preventing soil erosion through forest protection and afforestation projects.</p>
	Employee Health and Wellbeing	While implementing programs and policies that support the physical and mental health of employees, companies also attach importance to measures that ensure work-life balance. Healthy working environments, ergonomic office arrangements and mental health services are key elements of this approach.	<p>At Bak Ambalaj, we run the Well-being Program to improve the quality of life of our employees. As part of this program, we organize events focusing on employee health and well-being.</p> <p>As part of the Employer Branding Project, we created an Employee Value Proposition with the slogan "Seninle Baki" (Everlasting with You) to increase employee engagement levels. We used employee views and data from senior management workshops to develop this proposition.</p> <p>We implement flexible and remote working models to ensure employees' work-life balance. In 2020, we made the remote working practice, which started with the pandemic, permanent as one day a week. We are also continuing our practice of shortening working hours by 30 minutes so that employees can get home from work earlier.</p> <p>We implement family-friendly policies such as maternity leave, parental leave and childcare services to support the family life of our employees. We also offer psychological counseling and guidance services to support the mental health of our employees.</p>
	Training and Awareness Raising	Education programs and campaigns play an increasingly critical role in raising awareness of sustainability issues. Companies are intensifying their efforts to raise awareness about sustainability among both their employees and consumers.	<p>We focus on digitalization and dissemination of technical and mandatory training in our company. We prepare online Occupational Health and Safety (OHS) Refresher Training by utilizing Greenbox technology and various teaching methods. We made training on basic health topics available to employees. We have made these training programs accessible to all employees through Bakioğlu Online Training Management Systems.</p> <p>Together with the Lifelong Learning Association, we conduct training and awareness-raising activities for professional development in line with the Sustainable Development Goals. With the association, we aim to raise social awareness by carrying out national and international projects in areas such as environment, agriculture, forestry, energy, information-communication technologies and flexible packaging.</p> <p>We regularly organize sustainability training for our employees. These training programs aim to enhance knowledge and awareness on sustainability practices and environmental responsibility.</p> <p>We regularly share our sustainability reports with our stakeholders and provide information about our sustainability performance. We also organize stakeholder meetings to discuss our sustainability strategies and projects.</p>
Economic	Global Collaboration and Stakeholder Engagement	Solutions to global challenges require global collaboration and stakeholder engagement in the context of sustainability. Increased collaboration and stakeholder engagement between businesses, governments, civil society and academia is key to this trend.	<p>In our company, we share information with our customers through Sedex (Supplier Ethical Data Sharing System). Sedex is one of the world's leading ethical trade membership organizations working with businesses to improve working conditions in global supply chains. This membership helps companies operate in a responsible and sustainable manner.</p> <p>We are members of CEFLEX, a joint initiative of a consortium of European companies and associations representing the entire value chain of flexible packaging to improve the performance of flexible packaging in the circular economy.</p>

SUSTAINABILITY RISKS, TRENDS AND OPPORTUNITIES MANAGEMENT

Sustainability Opportunities Assessment Table

CATEGORY	SUBJECT	EXPLANATION	OPPORTUNITIES	HOW DO WE MANAGE THIS OPPORTUNITY?
Environmental	Renewable Energy Use	Reducing the environmental footprint and creating a sustainable energy infrastructure by meeting energy needs from renewable energy sources such as solar, wind and hydroelectricity	Low carbon footprint, energy cost savings, reputation for environmental sustainability	<p>As Bak Ambalaj, we make energy consumption sustainable by purchasing electricity from I-REC (International Renewable Energy Certificate) certified renewable energy producers.</p> <p>We have increased our I-REC utilization rate to 100% by providing electricity from renewable sources in our company.</p>
	Water Efficiency and Management	Strategies for using water responsibly at source, monitoring and reducing water consumption	Conservation of water resources, significant savings on water bills and operating costs in the long term, and compliance with regulations	<p>We see maintaining the decline in water use intensity within Bak Ambalaj as one of the most critical elements of our sustainability goals. In 2024, we reached a water density of 3.16 m³/ton. Compared to 2023, water intensity decreased by 21% and wastewater intensity decreased by 20%.</p> <p>In 2024, we used a total of 78,023 m³ of municipal water and discharged 70,288 m³ of wastewater as part of our operations.</p> <p>We have commissioned advanced technologies that we use in wastewater treatment processes to prevent micro-plastics and other harmful particles, especially those produced in the plastics industry, from entering the environment. In this way, we ensure that wastewater is discharged in accordance with legal requirements and in the most efficient way.</p>
	Carbon-Free Transportation Solutions	Transportation methods that minimize carbon emissions by reducing fossil fuel use	Reducing carbon emissions, energy efficiency and security, sustainable transportation	<p>In order to minimize road transportation, we load via the Ro-Ro line and then connect to the train. In this way, we reduce the use of trucks and lorries and therefore minimize our carbon emissions.</p> <p>We take steps to reduce our environmental impact by using intermodal transportation in logistics processes. With this strategy, we ensure that costs are reduced and carbon emissions are reduced by combining different modes of transportation.</p>
	Recyclable Packaging Design	Design and use of environmentally friendly, recyclable and waste-reducing packaging materials	Biodegradable packaging, packaging from recycled materials, packaging waste reduction strategies, legal compliance and enhanced brand reputation	<p>At Bak Ambalaj, we have been producing recyclable, reusable and waste-reduced packaging that contributes to the circular economy since 2018.</p> <p>Our company's projects such as Reborn Recyclable Mono-PE Standing Bag have been developed to increase environmental sustainability and have been awarded by the industry.</p>



## SUSTAINABILITY RISKS, TRENDS AND OPPORTUNITIES MANAGEMENT

CATEGORY	SUBJECT	EXPLANATION	OPPORTUNITIES	HOW DO WE MANAGE THIS OPPORTUNITY?
Social	Social Innovation and Social Impact	Social responsibility projects and efforts to create social impact	Enhancing brand strength, connecting with communities, increasing customer loyalty and responsibility	<p>As Bak Ambalaj, we actively support the projects of the Aegean Forest Foundation and the Lifelong Learning Association, focusing on environment and education.</p> <p>We offer professional development opportunities to young talents by organizing summer and winter internship programs for university students.</p>
	Social Equality and Social Participation	Projects and policies that focus on diversity and equality, increasing inclusion in the workplace and in society so that every individual is fairly represented	Increasing employee loyalty and motivation, positive corporate image	<p>We organize various training programs to contribute to the personal and professional development of our employees. Under the roof of Bak Academy, we provide development and career support for employees. We digitalized our training and made them accessible to employees at any time.</p> <p>We aim to create a positive atmosphere in the workplace by offering employees various social and cultural activities. These activities include family festivals, festivals, motivational and sharing meals, sports and hobby activities.</p> <p>As part of our social responsibility projects, we organize social projects in which employees can participate voluntarily.</p> <p>We develop inclusive policies by carrying out programs to increase the ratio of female engineers, employment of disabled employees and professional development of young talents.</p>
	Flexible Working Opportunities for Employees	Policies to offer flexible working hours and remote working opportunities to ensure employees' work-life balance	The advantage of increasing employee job satisfaction and productivity, attracting and retaining talented employees	We offer flexible working hours to increase employee engagement. Since 2022, we have been offering remote working one day a week for our white-collar employees. We also continue to reduce working time by 30 minutes to enable office workers to get home from work earlier.
	Climate Change Training Programs	Training programs that raise awareness on climate change among employees and communities	Adopting strategies to take measures against climate change, strengthening community awareness	<p>We care that each and every employee is aware of climate and environmental protection and embraces this responsibility. To raise this awareness, we organize various climate and environmental management training for employees under the Bak Academy.</p> <p>In 2024, we organized training on sustainability, environmental awareness, ADR, disaster awareness and climate change with the participation of employees on climate and environmental management issues. With these training, we aim to raise awareness and raise the level of awareness of our employees on climate and environmental issues.</p>
	Digital Transformation in Training	Supporting education processes with digital technologies and the use of digital learning tools	Accessible educational opportunities, support for continuous professional development and environmental awareness	<p>We launched the Mobile Employee Portal and digital bulletin boards.</p> <p>With the support of our field experts, we started our own online OHS refresher training using Greenbox technology. First, we completed the "Basic Occupational Health and Safety Training." We completed the filming of the Basic Health Training, which we prepared together with our workplace physicians, in 2024 and made it available to all our colleagues through Bakioğlu Online Training Management Systems (Success Factors and IdeaLearning).</p>

SUSTAINABILITY RISKS, TRENDS AND OPPORTUNITIES MANAGEMENT

CATEGORY	SUBJECT	EXPLANATION	OPPORTUNITIES	HOW DO WE MANAGE THIS OPPORTUNITY?
Governance	Sustainability Commitments	Goals and actions set to fulfill environmental, economic, and social responsibilities and to achieve long-term success.	Strong sustainability vision, safe company image and legal compliance	As Bak Ambalaj, we adopt a strong vision in line with our commitments to environmental, social, and economic sustainability, by complying with global climate-related regulations, and we are moving confidently toward the future in line with our goals.



## OUR SUSTAINABILITY APPROACH AND STRATEGY

# We consider our business model, which focuses on the “circular economy,” as the “sustainable production model of the future.”

### Our Sustainability Approach

At Bak Ambalaj, we see sustainability as an element that creates value and difference for our Company. We are advancing our sustainability strategy by taking successful steps towards our common future with a structure that we directly integrate into all our operations.

We view sustainability as a ‘Win-Win’ approach and, with this mindset, we focus on sustainable business models that create long-term value for all our stakeholders.

We consider our business model, which focuses on the “circular economy,” as the “sustainable production model of the future.” We believe that a circular economy model must be observed at every step of production for a sustainable life.

In this strategy that we pursue together with our stakeholders, one of our biggest stakeholders is the planet we live on. We act with the awareness that the serious impacts of climate change on our planet not only pose physical and operational risks to our business model and value chain, but also present sustainability-focused opportunities. We see it as our corporate responsibility to leave a livable world to future generations for the continuity of humanity and all living things. Accordingly, we harness the power of sustainability to minimize our environmental footprint.

### Our Sustainability Strategy

The main focus of our sustainability strategy is the “Sustainable Living” approach, which is the sustainability motto and main commitment of our parent company Bakioglu Holding. We support this approach with three main dimensions of sustainability: environmental, economic and social.

### We add value to the economy through an innovative and sustainable production model

With the sustainable production model we adopt based on the circular economy principle, we build our processes on the axis of circularity and create long-term economic value.

### We contribute to the future of our planet by reducing our environmental footprint

We act with the awareness that resources are limited on a global scale, regularly measure our environmental impacts and create concrete action plans to minimize them. At the same time, we are developing our climate strategies to contribute to Türkiye’s 2053 Net Zero Carbon Goal.

### We create sustainable solutions that provide social benefit

We prioritize the responsibility of adding value to society in all our activities and support the quality of life in society with our sustainable packaging solutions. Acting with a corporate citizenship approach, we work for social welfare with a focus on “value for people.”

## OUR SUSTAINABILITY APPROACH AND STRATEGY

### **Our Sustainability Mission, Vision and Commitments**

In support of the vision of our parent company, Bakioglu Holding, we declare our sustainability mission, vision, and commitments that will guide our strategy and roadmap in our sustainability efforts.

#### **Our Sustainability Mission:**

"Sustainability is at the heart of our business. We work to make the future of our planet 'Baki' (everlasting)."

#### **Our Sustainability Vision:**

"Our goal is 2053. We are making steady progress to contribute to our country's Net Zero Carbon Target."

#### **"Bak Ambalaj's Journey to the Future"**

Our sustainability commitments that support our Sustainability Roadmap and Goals directly reflect our responsibility towards the environment and society.



## OUR SUSTAINABILITY APPROACH AND STRATEGY



### Our Environmental Commitments:

- We work to control and reduce our emissions through sustainable carbon management.
- We prioritize producing our packaging products using recycled materials. We make every possible effort to increase recycling rates wherever possible.
- We develop innovative practices and adopt best practices in waste management to reduce the amount of waste from our production processes.
- We take care to use water efficiently by reducing our water consumption.
- We optimize energy use by making improvements with a continuous improvement approach to minimize our energy consumption and increase energy efficiency.
- We prefer renewable, recyclable, biodegradable options in production. We always encourage sustainability in production.
- We contribute to the future of our world by developing sustainable packaging solutions.



### Our Social Commitments:

- We distinguish ourselves as a preferred employer in our industry by recognizing our employees as a 'value'.
- The health and safety of our employees is our first priority. We provide a safe and comfortable working environment for our human value, with whom we move towards our future goals.
- With an approach of equal opportunity and inclusiveness, we treat every employee equally and avoid discrimination.
- We develop practices to strengthen employee loyalty and support the professional and personal development of our employees.
- We define ethics as an integral part of sustainability and ensure that all our stakeholders act in accordance with our ethical principles.
- We maintain a zero-tolerance approach and are firmly committed to combating bribery and corruption at all times.
- We create social value through social responsibility projects we realize with corporate citizenship awareness.
- With the awareness that the sphere of influence of sustainability grows with stakeholder interaction, we prioritize stakeholder communication and always care about stakeholder opinions and expectations.
- We are always prepared for any disaster or emergency with our emergency action plans.
- We support qualified employment with our contributions to education.
- We see information as a value and we value its confidentiality and security.



### Our Economic Commitments:

- In our sector, we proudly represent our country's flag worldwide and make significant contributions to our national economy through our export activities.
- We develop innovative and sustainable products through our R&D activities.
- With our understanding of operational excellence and sustainable quality, we continuously optimize our business processes through digital transformation and similar practices to increase efficiency and ensure sustainability in the quality of our products.
- We put all our efforts to improve customer satisfaction and experience.
- We strive to minimize the negative impact of logistics factors, which play an important role in our value chain.



## OUR SUSTAINABILITY APPROACH AND STRATEGY

**With the physical and transition risk analyses we conduct regularly every year, we determine investment prioritization processes and directly guide capital allocation based on the results of these analyses.**

### Climate Risks and Operational Impacts

Due to temperature variations and sudden climate changes in our storage areas, we face moisture risks caused by condensation on our stretch-wrapped products, corrosion on metal machine parts, and quality deterioration in products stored in open areas. Increasing temperatures, especially in the summer months, increase the rate of solvent evaporation in our printing lines and increase the amount of volatile organic compounds, which both increases our environmental impact and points to areas where we need to pay attention in terms of occupational safety.

The increasing energy demand of our air conditioning devices (chillers, rooftops, etc.) can lead to loads on our electrical panels and loosening of connection points, bringing the risk of panel fire.

Furthermore, extreme weather events (floods, storms, etc.) can cause interruptions in our production and delays in our supply chain. These impacts pose serious financial risks for our Company, not only in our operational activities, but also in terms of our carbon emission costs and environmental taxes.

As a result of our analysis, we observe that climate-related risks are particularly concentrated in geographical and structural assets such as our facility storage areas, auxiliary facilities, electrical panels, transformers, supply chain operations and AOSB infrastructure. On the other hand, we have significant opportunities that offset these risks. These opportunities are our recycling activities that contribute to the circular economy, our internationally recognized recovery certificates, our use

of renewable energy certified by I-REC certificates and our solvent recovery systems. We effectively manage these risks and opportunities through energy monitoring analyzers, SCADA systems and integrated management systems (ISO 14001, ISO 50001). In this way, we create new opportunities while reducing risks by optimizing our operations with a climate focus.

### We direct our investments towards a low-carbon future

In high carbon-emission processes such as extrusion, drying, and lamination, we prioritize new equipment investments in areas that improve energy efficiency and establish a production infrastructure compatible with renewable energy sources. We also support secondary raw material investments that will increase our recycling capacity.

### We report our performance transparently

We regularly monitor our performance indicators such as carbon intensity, product output per unit of energy consumed, and recycled content ratio, and transparently share this data with our stakeholders in our sustainability reports.

### Our Strategic Responses to Climate Risks and Sustainability Goals

We base our sustainability strategy on climate risk and opportunity analyses and shape our decision-making processes according to the results of these analyses. With the physical and transition risk analyses we conduct regularly every year, we determine investment prioritization processes and directly guide capital allocation based on the results of these analyses.

### We optimize our production processes according to carbon and water footprint

We measure carbon emissions for each production unit, monitor annual performance and set reduction targets. We ensure resource efficiency by commissioning water recovery systems in processes with high water consumption. Thanks to our recovery certificates, we create differentiation in our sustainable product portfolio.

### We strengthen supply chain compliance

By choosing suppliers with low carbon footprint, we reduce the climate impact in the value chain. We monitor environmental compliance throughout the chain through sustainability surveys and audit mechanisms for our suppliers.

OUR SUSTAINABILITY APPROACH AND STRATEGY

We identify climate risks at an early stage and shape our strategies and operations accordingly.

Our Climate Compatible Strategic Approach

At Bak Ambalaj, we shape our strategic stance against climate change on the axis of energy efficiency, renewable energy use, sustainable raw material consumption and waste management. We regularly monitor indicators such as greenhouse gas emissions, water and energy consumption to measure the effectiveness of our projects in these areas. Based on the data we obtain, we conduct performance evaluations and identify areas for continuous improvement.

We implement scenario analyses, carbon footprint measurements, energy use intensity analyses and water management practices to increase the adaptation capacity of our business model to climate conditions. We design all these processes to be climate compatible from the outset to increase environmental resilience across our Company and reduce long-term risks.

Uncertainties and Scenario Analysis Approach

In our scenario analyses, we consider key areas of uncertainty such as temperature increases, extreme weather events, energy price fluctuations, regulatory changes and

technological transformations. We anticipate the potential impacts of climate change on our production processes, supply chain and energy infrastructure and take measures against physical and transition risks.

We conduct our scenario analysis based on internationally recognized methodologies. In particular, we monitor indicators such as our carbon emissions, water use and electricity consumption on a monthly basis. We plan our investment budget based on these indicators. The environmental risk analyses conducted annually under ISO 14001 are instrumental in updating our scenarios and identifying new opportunities.

Our Adaptive Capacity and Implementation Tools

We are taking systematic steps to restructure our business model to adapt to climate change in the short, medium and long term. We invest in new equipment that ensures energy efficiency in processes with high energy consumption and contribute to reducing our carbon footprint through circular practices such as solvent recycling stations.



We calculate the carbon and water footprint separately for each of our production units. We use these calculations effectively when setting our reduction targets and planning our priority investments. In our supply chain, we prefer suppliers with low carbon intensity and we implement our audits according to our sustainability criteria.

Financial Resilience and Asset Management

Our flexibility to respond to climate-related risks and opportunities is underpinned by our investment plans and resource allocation models. As Bak Ambalaj, we keep our budget plans ready, especially for energy efficiency and recycling investments. We assess our existing assets for adaptability to climate risks. We apply these assessments to our decisions on repurposing or decommissioning in the context of operational efficiency and climate impacts.

STAKEHOLDER MAP AND STAKEHOLDER RELATIONS

At Bak Ambalaj, we build strong ties with our stakeholders through transparent, multi-channel and regular communication based on trust.



As Bak Ambalaj, we place stakeholder engagement at the center of our sustainability approach, we build our entire communication strategy on building relationships based on trust, openness and cooperation, and we develop trust-based relationships as reflected in our corporate values. We regularly monitor the opinions, expectations, suggestions and feedback of our stakeholders and guide our decision-making mechanisms accordingly.

Stakeholder Notification Channels

We directly receive suggestions, requests and complaints from our stakeholders through the contact addresses on our website. We forward these notifications to our relevant units without any delay and take the necessary actions. Among the most common notification topics we encounter are job applications, information requests from prospective suppliers and potential customers wanting to contact our sales teams.

Rapid Response on Social Media

We forward the suggestions and complaints received in our social media message boxes to the relevant units within 24 hours at the latest and provide the necessary feedback quickly. With this approach, we concretely demonstrate the importance we attach to the principles of open communication and quick solutions.

Customer Satisfaction Is Always in Our Focus

In order to understand the expectations and feedback of our customers, one of our most important stakeholders, we conduct a comprehensive analysis with the Customer Satisfaction Survey we organize every two years. We evaluate the results of our surveys at the level of the Board of Directors and the Executive Board, and in line with the decisions taken, we implement our actions for improvement and development in coordination with our Directorates.

Strategic Stakeholder Engagement and Feedback Management

As the Sustainability Committee within Bakioğlu Holding, we regularly evaluate all feedback from our stakeholders and constantly update our strategies in line with these evaluations. In addition, in line with our goal of contributing to the Sustainable Development Goals, we continue to develop active collaborations with local, national and international non-governmental organizations and sectoral initiatives.



STAKEHOLDER MAP AND STAKEHOLDER RELATIONS

Bak Ambalaj Stakeholders and Communication Methods

Stakeholder Group	Communication Method and Frequency
Customers	Emails (instant)
	Corporate websites and social media (continuous)
	Social Media (continuous)
	Meetings (instant)
	Fairs (periodic)
Employees	Intranet (continuous)
	Mobile application (bakbi app) (continuous)
	SMS and email (instant)
	Notice boards and internal communication bulletin (monthly)
	Social media (continuous)
	Employee events and training programs (periodic)
Suppliers and Subcontractors	Meetings (instant)
	Corporate websites and social media (continuous)
	Face-to-face and online interviews (instant)
Shareholders and Investors	Emails (instant)
	Social media and press (continuous)
	Corporate websites (continuous)
Sector Associations	Activity reports (annual)
	Memberships (permanent)
	Meetings (instant)
	Events and sponsorships (instant)
	Email, online and face-to-face meetings (instant)
Universities and Research Institutions	Social media (continuous)
	Emails (instant)
	University events (semesterly)
	Online meetings and university fairs (continuous)
	Summits (periodic)
Civil Society Organizations	Social media (continuous)
	Online or face-to-face meetings (instant)
	Events, donations and sponsorships (instant)

Stakeholder Group	Communication Method and Frequency
Group Companies	Activity reports (annual)
	Social media (continuous)
	Notice boards (continuous)
	Intranet (continuous)
Regulatory Organizations	Email and SMS (instant)
	Corporate websites (continuous)
	Social media and press (continuous)
Local Governments	Activity reports (annual)
	Corporate websites (continuous)
	Projects (instant)
	Emails (instant)
	Social media (continuous)
	Face-to-face interviews (instant)
Banks and Financial Institutions	Corporate websites (continuous)
	Social media and press (continuous)
	Activity reports (annual)
International Organizations	Activity reports (annual)
	Corporate websites (continuous)
	Social media and press (continuous)
Independent Audit and Rating Agencies	Activity reports (annual)
	Corporate websites (continuous)
	Social media and press (continuous)
Society	Online and face-to-face meetings (instant)
Media	Social media (continuous)
	Emails (instant)
Competitors	Social media and press (continuous)
	Corporate websites (continuous)
	Activity reports (annual)

## STAKEHOLDER MAP AND STAKEHOLDER RELATIONS

We communicated important developments and projects to a wider audience through press releases published on traditional media channels.



### 2024 Stakeholder Communication Outputs

Throughout 2024, Bak Ambalaj effectively used a wide range of communication channels to reach different stakeholder groups and provide regular information about our sustainability efforts. Our communication activities carried out in this context are listed below.

- **Websites:** We regularly shared developments regarding our Group Companies and our sustainability practices with the public through our corporate websites.
- **Press Releases:** We communicated important developments and projects to a wider audience through press releases published on traditional media channels.
- **Social Media:** We regularly published our sustainability efforts, special day posts and organization announcements on platforms such as Facebook, LinkedIn and Instagram.
- **Mailing:** Within the scope of special day communications, we sent e-mails to our external stakeholders and kept in constant contact with them.
- **Events:** We reached our target audience by using both our physical and digital communication channels in fair participations, promotional film announcements and similar events.
- **Corporate Videos:** With our corporate video, we effectively conveyed our dynamic organizational structure, state-of-the-art production lines and corporate culture within the framework of our corporate values.

## CORPORATE MEMBERSHIPS AND INITIATIVES WE SUPPORT

As Bak Ambalaj, we actively contribute to many national and international initiatives and sectoral organizations as a member in order to improve our sustainability performance on a global scale and lead the transformation in our sector.

### CDP (Carbon Disclosure Project)

As Bak Ambalaj, we have been providing reporting for CDP's supply chain research since 2010. In 2024, we were rated "C-" under the CDP Climate Change Program and shared our performance transparently with the public. In addition, according to the CDP Supplier Engagement Assessment (SEA) results, we improved our score from "C-" in 2023 to "B-" this year, demonstrating that we have improved our climate-focused management capacity in our supply chain.

### SEDEX (Supplier Ethical Data Sharing System)

Supporting ethical and sustainable trade in global supply chains, Sedex offers companies an online data sharing and evaluation platform. As Bak Ambalaj, we share data on our sustainability performance with our customers through the Sedex system and strengthen supply chain transparency.

### FPE (Flexible Packaging Europe)

As Bak Ambalaj, a member of FPE, which represents more than 85 manufacturers and defends the interests of the flexible packaging industry at European level, we take an active role in the association's executive committee.

### ÇEVKO (Environmental Protection and Packaging Waste Recovery and Recycling Foundation)

As Bak Ambalaj, a member of ÇEVKO Foundation, which works for the sustainable recovery of packaging waste, we contribute to integrated waste management practices.



### CEFLEX (Circular Economy for Flexible Packaging)

Aiming to improve the performance of flexible packaging in the circular economy, CEFLEX is a joint initiative bringing together companies and associations across the flexible packaging value chain in Europe. As Bak Ambalaj, one of the first stakeholders of this initiative from Türkiye, we take an active role in important projects that contribute to the circular economy under CEFLEX.

### FASD (Flexible Packaging Manufacturers Association)

Our company is an active member and strong supporter of FASD. In addition, Ali Enver Bakioğlu, our Chairperson of the Board, takes his place among those who pioneered the development of the flexible packaging industry as a Full Member of the Board of Directors of FASD and makes significant contributions to our Company's role as an expert and pioneer in the industry.

### ASD (Packaging Manufacturers Association)

Founded in 1992 and representing the Türkiye packaging industry with more than 200 company members, ASD is one of the active members of Bak Ambalaj and we are working for the development of the industry. In addition, Ali Enver Bakioğlu, our Chairperson of the Board, continues to serve as Vice Chairperson of the ASD Board of Directors and takes his place among those leading the development of the sector.

### EcoVadis

As part of the EcoVadis system, which independently evaluates the environmental, social and ethical performance of companies, Bak Ambalaj was awarded the Bronze Medal. In this context, we continue our efforts focused on monitoring and continuous improvement in the areas of Environment, Labor and Human Rights, Ethics and Sustainable Procurement.



## MATERIAL TOPICS AND MATERIALITY MATRIX

# The material topics we have identified within Bakioğlu Holding reflect the overall sustainability approach of Bakioğlu Group.

As of 2024, we have redefined our sustainability priorities within the scope of the Bakioğlu Group Sustainability Management Program that we have carried out in the past years. During the program process, we held special workshops where both the Group's common sustainability goals were determined and each Group Company identified its priority areas in line with its own dynamics. As Bak Ambalaj, we have identified our material topics by taking into account all the impacts resulting from our activities.

As a first step in this process, we created a broad universe of topics covering issues of critical importance for the packaging industry. To create this universe, we reviewed industry best practices and competitor analyses, and used WEF Global Risk Reports and international reporting frameworks such as GRI Standards and SASB. In line with our initiatives, we evaluated 49 sustainability issues that we identified for materiality.

As part of the study, we prioritized 17 United Nations Sustainable Development Goals by matching them with Bak Ambalaj's sustainability perspective. We also positioned our external stakeholders within the scope of our sustainability agenda and analyzed their expectations and approaches.

In order to conduct in-depth analysis on the topics identified, we conducted a comprehensive survey with the participation of Sustainability Working Group members, managers, employees and external stakeholders. Within the scope of this survey, we reached a total of 45 working group members, managers from Bakioğlu Holding and Group Companies, 239 Bak Ambalaj employees and 39 external stakeholders, and conducted an evaluation process with broad and joint participation.

We evaluated the survey results together with a special team of Bak Ambalaj executives. Prior to this process, we organized a training session to raise awareness on sustainability management and reporting standards. We consolidated all the data obtained as a result of these training meetings and created our final priority matrix.

Our sustainability priorities are based on our corporate strategy, values, stakeholder expectations, industry standards, corporate commitments, Sustainable Development Goals and global sustainability trends.

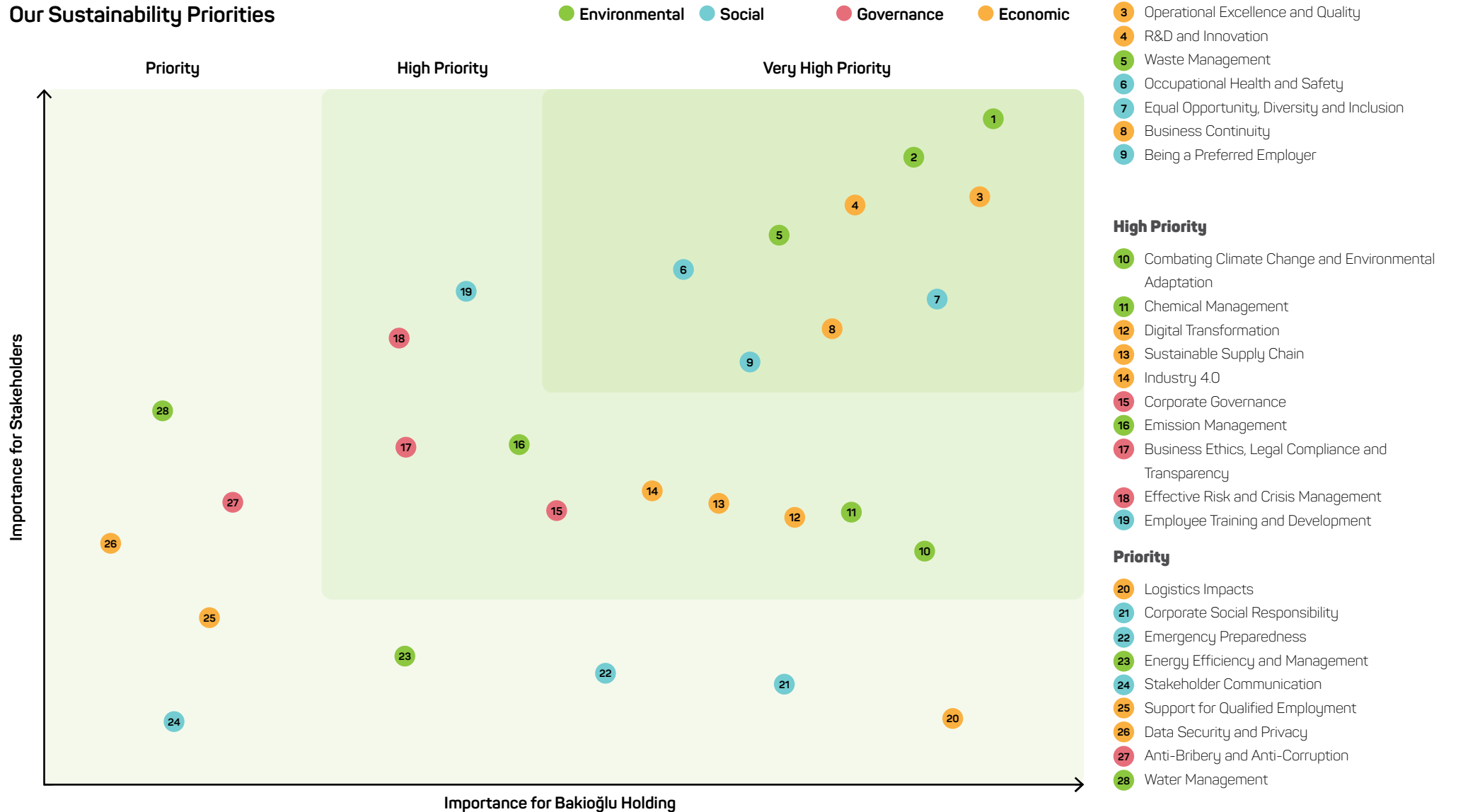
The material topics we have identified within Bakioğlu Holding reflect the overall sustainability approach of Bakioğlu Group and we are committed to this approach with a shared responsibility as all Group Companies.

Accordingly, we have categorized a total of 28 topics in the areas of environmental, social, governance and economic sustainability at three levels: "very high priority," "high priority" and "material."



## MATERIAL TOPICS AND MATERIALITY MATRIX

### Our Sustainability Priorities



SUSTAINABLE DEVELOPMENT GOALS WE CONTRIBUTE TO

Bak Ambalaj 2024 Material Topics	SDGs
Environmental	
Packaging Optimization and Sustainable Products	
Circular Economy	
Waste Management	
Combating Climate Change and Environmental Adaptation	
Chemical Management	
Emission Management	
Energy Efficiency and Management	
Water Management	
Social	
Occupational Health and Safety	
Equal Opportunity, Diversity and Inclusion	
Being a Preferred Employer	
Employee Training and Development	
Corporate Social Responsibility	
Emergency Preparedness	
Stakeholder Communication	

Bak Ambalaj 2024 Material Topics	SDGs
Economic	
Operational Excellence and Quality	
R&D and Innovation	
Business Continuity	
Digital Transformation	
Sustainable Supply Chain	
Industry 4.0	
Logistics Impacts	
Support for Qualified Employment	
Data Security and Privacy	
Governance	
Corporate Governance	
Business Ethics, Legal Compliance and Transparency	
Effective Risk and Crisis Management	
Anti-Bribery and Anti-Corruption	



# GOVERNANCE



## CORPORATE GOVERNANCE

With our management approach shaped on the basis of transparency, accountability and ethical business principles, we act in full compliance with all legal regulations.

We believe that building a strong and sustainable company is based on a sound corporate governance approach. In line with this belief, as Bak Ambalaj, we adopt the fundamental principle of creating long-term sustainable value for all our stakeholders by conducting our activities in line with global trends and our strategic goals.

We consider corporate governance as a fundamental part of our corporate culture, not just a compliance requirement. While fully complying with the Capital Markets Board's (CMB) Corporate Governance Principles, we also integrate them with Bakioğlu Holding's ethical principles and governance values defined within the scope of the "Everlasting (Baki) Constitution," which defines the focal points of our Company. With our management approach shaped on the basis of transparency, accountability and ethical business principles, we act in full compliance with all legal regulations.

Guided by transparency, we share the effectiveness and transparency of our management practices annually with the public through the Corporate Governance Compliance Report prepared in accordance with CMB regulations. We present the results of these practices to all our stakeholders in our Annual Reports.

### Corporate Governance Structure

We structured our Board of Directors in accordance with our Corporate Governance Principles. Our Board of Directors consists of a total of 6 members, 2 of whom are independent and the majority of whom are non-executive members. With this structure, we ensure that our strategic decisions are taken with impartiality and oversight.

Within our Board of Directors, we build our corporate governance structure on strong and transparent foundations through the Corporate Governance Committee, the Audit Committee, and the Early Detection of Risk Committee.

As the highest decision-making body of our Company, the Board of Directors of Bak Ambalaj undertakes fundamental responsibilities such as setting corporate goals, shaping strategic orientations and monitoring risks and opportunities. We review our strategic goals at regular monthly Board of Directors meetings and take appropriate decisions with a common mind.

In our Corporate Governance Committee, we develop proposals for the principles of remuneration of the members of the Board of Directors and senior executives in line with the long-term goals of our Company. We transparently share all the benefits we provide to our senior executives with the public through our Annual Reports.

SDGs We  
Contribute to





## BOARD OF DIRECTORS, SENIOR MANAGEMENT AND COMMITTEES

At Bak Ambalaj, we set our goals, determine our strategic orientations and monitor risks and opportunities from a comprehensive perspective with our Board of Directors, our highest strategic decision-making body. Our Board of Directors, consisting of a total of 6 members including the Chairperson and Vice Chairperson, guides the long-term vision of our Company.

Together with our 12-member Executive Management team operating under the Board of Directors, we work in a coordinated manner to implement the defined strategies, monitor goals, and ensure operational excellence.

### Bak Ambalaj Board of Directors

BAK AMBALAJ SAN. TİC. AŞ BOARD OF DIRECTORS					
Name	Person Representing the Legal Entity	Position	Term of Office	Independent Board Member or not	Executive Board Member or not
Ali Enver Bakioğlu	-	Chairperson of the Board	3 Years	Not Independent Member	Non-Executive
Sertaç Bakioğlu	-	Vice Chairperson of the Board	3 Years	Not Independent Member	Non-Executive
Cem Bakioğlu	-	Board Member	3 Years	Not Independent Member	Non-Executive
Bakioğlu Holding	Mehmet Emin Bozdağ	Board Member	3 Years	Not Independent Member	Executive
Mustafa Muammer Demir	-	Board Member	1 Year	Independent Member	Non-Executive
Ayşe Yenel	-	Board Member	1 Year	Independent Member	Non-Executive





## BOARD OF DIRECTORS, SENIOR MANAGEMENT AND COMMITTEES

### Bak Ambalaj Management Committee

BAK AMBALAJ SAN. TİC. AŞ CORPORATE GOVERNANCE COMMITTEE	
Name	Position
Mustafa Muammer Demir	Committee Chairperson
Ayşe Yenel	Committee Member
Duygu Tunalıgil	Committee Member

### Bak Ambalaj Audit Committee

BAK AMBALAJ SAN. TİC. AŞ AUDIT COMMITTEE	
Name	Position
Ayşe Yenel	Committee Chairperson
Mustafa Muammer Demir	Committee Member

### Bak Ambalaj Early Detection of Risk Committee

BAK AMBALAJ SAN. TİC. AŞ EARLY DETECTION OF RISK COMMITTEE	
Name	Position
Ayşe Yenel	Committee Chairperson
Mustafa Muammer Demir	Committee Member
Aslı Sanal	Responsible Personnel

### Bak Ambalaj Senior Management

BAK AMBALAJ SAN. TİC. AŞ SENIOR MANAGEMENT	
Name	Position
Mehmet Emin Bozdağ	General Manager
Hamdi Çakmak	Supply Chain Manager
Erkin Öztürk	Senior Sales Manager
Aslı Sanal	Financial Affairs Manager
Hüsnü Koray Ergincan	Human Values Manager
Yasemin Dumlu Demir	Quality Manager
Murat Güngör	Operations Director
Özgür Özdikmen	Sales Director
Şerife Özlem Çetintaş	Sales Manager
Metin Efe Tunalı	Sales Manager
Levent Bakioğlu	Technical Manager
Akın Akdam	Maintenance Manager

## RISK MANAGEMENT AND INTERNAL AUDIT

# At Bak Ambalaj, we proactively manage risks and strengthen corporate assurance through our internal audit processes.

SDGs We Contribute to



At Bak Ambalaj, we consider risk management as a strategic priority that directly affects the sustainability of our Company, and we conduct all our activities within the framework of a corporate culture with high risk awareness. Our comprehensive approach that addresses financial, operational, environmental and social risks together is an integral part of our corporate governance structure.

### Corporate Risk Management Structure

We carry out all risk management activities in our company under the leadership of the Early Detection of Risk Committee. Within the Committee, in addition to operational and financial risks, we identify all kinds of risks that may jeopardize the existence and development of our Company in advance and ensure that the necessary measures are taken. We periodically report our evaluation results to the Board of Directors.

GRI 3-3

We monitor, prioritize and integrate our sustainability-oriented social, environmental and governance risks into our Group strategies through the Bakiöglu Group Sustainability Committee and Sustainability Board. In addition, with the Audit Directorate operating under the roof of Bakiöglu Holding, we regularly address our risks covering issues such as bribery, corruption and non-compliance with ethical principles within the scope of audit processes.

### Internal Audit Activities

We have been conducting our internal audit activities together with Bakiöglu Holding Audit Department since 2011. We audit financial, operational and information technology processes and check that all our activities comply with legal and internal regulations. Our Audit Department is authorized to provide opinions directly to the Bak Ambalaj Audit Committee and the Board of Directors.

In 2024, we conducted internal audit activities with a systematic and disciplined approach in line with the risk-focused annual audit plan. We assessed the effectiveness of control mechanisms during audits of identified risk areas and recorded the findings. We reported all findings in our records to the relevant units and ensured that corrective actions were initiated.

### Digitalization in our Internal Control Culture

As Bak Ambalaj, we organized awareness training for employees throughout 2024 in order to spread the internal control culture throughout the organization. We made information materials on internal control processes available through digital platforms.

In order to contribute to business continuity and reduce our environmental impact, we also stopped printing some of our training documents. We are implementing a digital evaluation project based on a barcode system to increase the traceability of our training processes. In this way, we both contribute to our sustainability goals and plan to manage our processes more efficiently.

### Audit Finding Tracking System (DBTS)

We launched the digital infrastructure of the Audit Finding Tracking System (DBTS) to increase the transparency and traceability of audit activities. Thanks to this system, we regularly and transparently monitor the development of our internal control system by tracking the corrective actions regarding the findings in real time.

We aim to promote a culture of continuous audit through the effective use of digital audit tools. Considering the DBTS infrastructure as an important component of this process, we monitor the findings instantly and quickly implement our continuous improvement actions.

### 2024 Risk Management Practices

Throughout 2024, we carried out risk management, risk identification, measurement, prioritization and monitoring processes with a systematic methodology. As part of our risk assessment activities, we held regular meetings with process owners to review current practices. We also conducted risk analyses and updated risk control matrices accordingly. Accordingly, we aimed to prevent potential operational disruptions and non-compliances by strengthening our risk-based controls to ensure business continuity.

To improve the quality of audit activities, we conducted continuous development and competency-building training programs for our audit teams. With these training, we aim to ensure audit quality at the corporate level by adapting to both new audit techniques and changing legislation.

In terms of business ethics risks, we effectively used the ethics hotline and internal reporting channels, and shared awareness-raising content with our employees along with regular briefings on compliance with ethical rules.

We conduct all audit and risk processes within the framework of corporate governance principles and ensure full compliance with legal regulations. During the reporting period, no incompliance, bribery, corruption, breach of data confidentiality or violation of fair competition rules were encountered in the provision of products and services, and no lawsuits or sanctions were filed against our Company.

## BUSINESS ETHICS, LEGAL COMPLIANCE AND TRANSPARENCY

# We continue to strengthen our ethical culture and sustain our corporate trust environment through the strong ethical organization system we manage.

In achieving sustainable development goals, it has become a fundamental requirement for companies to conduct their activities in accordance with ethical principles, within a legal framework and in a transparent manner. This approach not only strengthens corporate reputation, but also ensures that responsibility towards society and the environment is concretely demonstrated and communicated to stakeholders.

### **We Are Guided by Our Ethical Values**

As Bakioğlu Group, we act with a fair, transparent, libertarian and accountable approach in all our relations extending from within the Company to the outside world. Prepared with this understanding, "Bakioğlu Group Corporate Culture Guide and Ethical Principles" is our compass; our guiding basis in our decision-making processes and daily practices.

Based on this foundation, Bak Ambalaj attaches great importance to raising awareness throughout the organization to internalize ethical values. In this context, we organize corporate culture training for our employees covering the themes of business ethics, anti-bribery and anti-corruption. Through these training, we aim to strengthen our corporate culture based on ethical principles and achieve our sustainability goals on the solid foundations we have established.

You can access our Ethical Principles Guide [here](#).

### **Our Corporate Ethical Approach and Ethics Line Application**

"Within Bakioğlu Holding, our zero-tolerance policy towards unethical behavior was systematized through the establishment of the Ethics Committee and the Ethics Line Regulation, both of which were developed as part of our 'Business Ethics, Transparency, and Legal Compliance' framework introduced in 2021.

As of 2024, this mechanism continues to operate, allowing us to uphold a secure and effective system for the safe submission of all notifications and consultation requests related to misconduct, discrimination, non-compliance, or other breaches of ethical principles. Bakioğlu Holding Audit Department monitors our Ethics Committee and Ethics Line practices and when necessary, we take appropriate actions by evaluating within the framework of the relevant regulation.

We manage the Ethics Line through a third-party independent service provider. Our employees can reach this line by phone or e-mail at any time of the day. Likewise, our external stakeholders can also make notifications through the system. With this transparent and inclusive structure, we encourage all our employees and stakeholders to contribute to a work environment that complies with ethical principles.



We evaluate all notifications submitted to the Ethics Line together with KPMG Independent Audit firm within the scope of the regulation. We report these notifications to the relevant units and conduct preliminary examinations through our Audit Department. We share the results of the review with the Ethics Committee and follow up the final actions through the Committee.

Throughout 2024, we evaluated all notifications received by the Ethics Line with the same rigor and took necessary actions while maintaining the transparency of the process. We continue to strengthen our ethical culture and sustain our corporate trust environment through the strong ethical organization system we manage.

### **Legal Compliance Processes**

As Bak Ambalaj, we fully comply with legal regulations and sectoral standards in all markets in which we operate. Considering legal compliance as one of the fundamental elements of responsible production, we closely monitor both local and international legislative developments, constantly update our processes and adopt a proactive compliance approach.

Together with our Quality Department, we regularly scan the regulations applicable in the main markets such as Türkiye, the European Union and the United States every month, especially with regard to our food contact packaging. We share updated legislation with the relevant business units in a timely manner and obtain valid Declaration of Compliance and analysis reports from our suppliers when necessary. We evaluate these documents in detail in terms of quality and conformity.

SDGs We  
Contribute to





## BUSINESS ETHICS, LEGAL COMPLIANCE AND TRANSPARENCY

**In line with our sustainability goals, we maintain a transparent, reliable, and standards-compliant operation in collaboration with all our stakeholders.**

### Our Compliance with International Best Practice Frameworks

The audit activities we conduct through our Audit Directorate are based on international internal audit standards, and we also take into account global best practices in these processes.

We assess the adequacy and effectiveness of our internal control systems in line with COSO Enterprise Risk Management and COSO Internal Control Framework. We monitor our information technology processes based on COBIT (Control Objectives for Information and Related Technologies) guidance. Although the COSO and COBIT frameworks do not constitute a legal obligation, they are reference standards that we voluntarily implement in our Company and are widely used worldwide in the fields of risk management and internal audit.

Thanks to the multi-layered structure we have established, we can quickly adapt to changes in legislation. At the same time, we continuously ensure legal compliance by informing process owners and making necessary adaptations. Thus, in parallel with our sustainability goals, we maintain a transparent, reliable and standard-compliant operation together with all our stakeholders.

### Impact of Business Ethics, Transparency and Legal Compliance on Stakeholder Relations

As Bak Ambalaj, we believe that it is necessary to strengthen the principles of business ethics, transparency and legal compliance in partnership with all our stakeholder relations. Thanks to the corporate stance we have developed in this direction, we maintain our trust-based communication with our stakeholders while at the same time creating the basis for sustainable collaborations.

The systematic implementation of our business ethics principles since 2017 and the support of employee training have ensured that our ethical approach has become an integral part of our corporate culture. Thanks to our principles serving as a guide not only in internal processes but also in external stakeholder relations, we are able to go beyond short-term goals and build relationships that create long-term value.



Our decision-making processes, grounded in ethical principles, enable us to maintain a consistent and accountable structure in our activities involving employees, suppliers, customers, and society. With our approach to transparent communication, we go beyond mere information sharing and create an open environment where stakeholders can actively participate in the process.

With our Ethics Committee and Ethics Line practices, we provide an accessible application mechanism for all our stakeholders. These mechanisms facilitate the reporting of potential unethical behavior or non-compliance, while also contributing to the strengthening of a culture of trust within the organization. We take our transparency a step further by making all these practices publicly accessible through our website.

## BUSINESS ETHICS, LEGAL COMPLIANCE AND TRANSPARENCY

**As Bak Ambalaj, we consider it our corporate priority that our employees act in line with a common corporate culture, ethical values and sustainable business principles.**



### **We Unite Around Shared Values Through Corporate Culture and Ethics Training**

As Bak Ambalaj, we see it as our corporate priority that all our employees act in line with a common corporate culture, ethical values and sustainable business principles.

Throughout 2024, with the fundamental training programs organized for our employees, we aimed to raise awareness on Corporate Culture, Mission, Vision, Values, and Ethical Principles. We conveyed the core values of the organization in more depth to our executives through special face-to-face sessions. Our newly recruited field employees completed the Corporate Culture Training on ethical principles through our digital platforms (LMS). In this context, we provided 191.5 person\*hours of Corporate Culture and Ethical Principles training to a total of 228 employees in 2024.

We do not limit awareness of ethical issues to conveying information, but also aim to transform them into behaviors that are lived within the organization.

In this framework, we organize feedback sessions based on case studies, enabling participants to receive professional feedback on concrete situations.

We believe that compliance with ethical principles should not be limited to internal processes. In our communication processes with our external stakeholders, we adopt a systematic and policy-based approach rather than a situational one. In this context, we standardize our responses to feedback received through the communication channels on our website and social media accounts in line with the guidelines set by our Company. Thus, we demonstrate that we maintain equal distance to all our stakeholders and address special circumstances with the same corporate sensitivity.

Ethical training are one of the cornerstones for the sustainability of our transparency and responsible governance approach. In the coming period, we aim to extend this approach to more employees and integrate it into all our processes.

## ANTI-BRIBERY AND ANTI-CORRUPTION

# In combating bribery and corruption, Bakioğlu Holding is firmly committed to ethical principles.



### Zero Tolerance Against Bribery and Corruption

At Bak Ambalaj, we build our understanding of business ethics on the principles of transparency, honesty and accountability. In this context, we follow a zero-tolerance policy against bribery and corruption in all our activities. We see our commitment to full compliance with high ethical standards as well as compliance with legal regulations as an integral part of our corporate stance.

In combating bribery and corruption, Bakioğlu Holding is firmly committed to ethical principles. We define bribery not only as financial gain, but also as any indirect benefit, such as benefits in kind, privileges, gifts and similar means. In order to raise awareness of our employees on this issue, we have made Ethical Principles Training compulsory and provide clear guidance on how they should act in risky situations they may encounter.

### Our Anti-Bribery and Anti-Corruption Principles

- We make every effort to comply with the laws and regulations of both the Republic of Türkiye and the other countries in which we operate.
- We maintain our records and reports in accordance with the principles of completeness, accuracy, and transparency, ensuring that all transactions accurately reflect their true nature.
- We adopt a zero-tolerance approach to bribery and corruption.
- In our relationships with individuals in both the public and private sectors, we avoid any behavior, offers, or implications that could be perceived as bribery.
- We maintain a clear position in the face of external offers of bribes.
- We remain vigilant against corruption, misconduct, and money laundering incidents that may be carried out by individuals inside or outside our company and report even the slightest suspicion to our manager.

In 2022, with the implementation of the Ethics Committee and Ethics Line Regulation, we established a corporate mechanism where our colleagues can report violations of ethical principles in a secure environment. Thanks to this system, we are able to detect unethical behavior early in the fight against bribery and corruption and take the necessary actions quickly.

We regard combating bribery and corruption not only as a legal responsibility but also as an indispensable principle on the path to societal trust and sustainable success in the business world. With the policies and practices we have established in this direction, we resolutely fulfill our promise to be a transparent, fair and reliable organization towards all our stakeholders.

SDGs We  
Contribute to



### Ethics Education Practices in Combating Bribery

To strengthen our corporate culture based on ethical values, we consider anti-bribery and anti-corruption as a fundamental part of employee awareness. In this context, we offer each new colleague a structured orientation process that includes the Ethical Principles module within the Corporate Culture Training.

In 2024, we organized face-to-face training for our white-collar employees, where we comprehensively conveyed our mission, vision and values, as well as ethical principles. For our blue-collar employees, we provided continuous and easy access to ethical principles by using digital training modules accessible through the Learning Management System (LMS).

We carefully shared the quantitative outputs of these training activities we conducted throughout the year with our stakeholders under the title "We Build a Culture of Trust through Ethical Awareness and Training" together with the relevant indicators.

In all the activities we carry out as a result of our experiences, we do not limit our ethical culture to theoretical knowledge, but also reflect it in practice. To ensure the sustainability of our efforts against bribery and corruption, we evaluate all reported cases together with our Audit Department through the Ethics Line and Ethics Committee system we have established, and take necessary actions transparently in line with the decisions of the Ethics Committee.



# VALUE FOR OUR BUSINESS

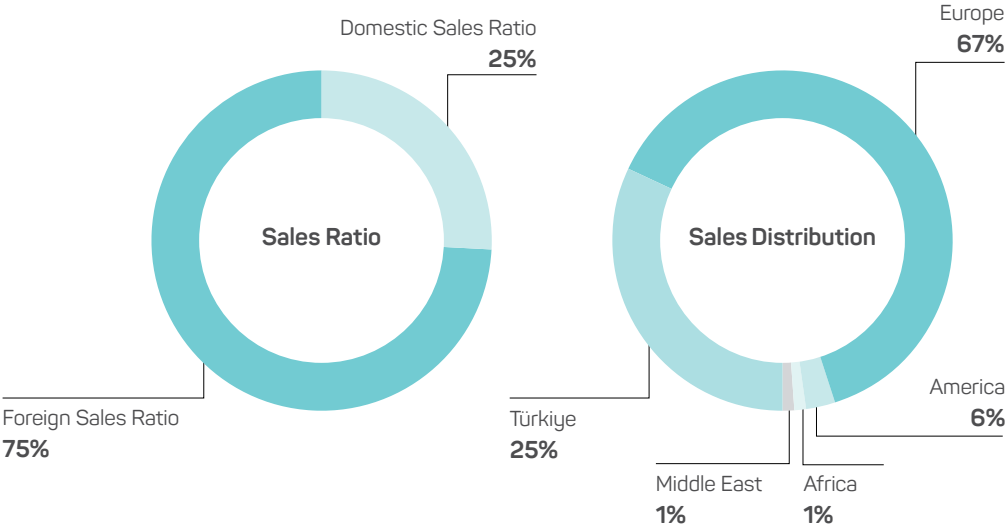
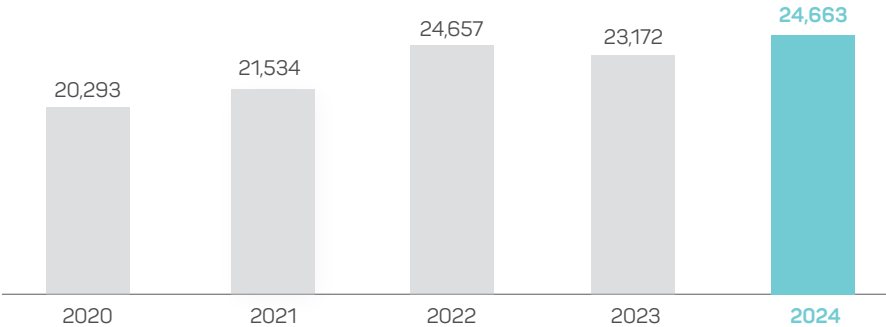


FINANCIAL HIGHLIGHTS

We develop our activities with a sustainable-oriented production approach.

Financial Summary (TRY million)		
	2023	2024
Net Sales Revenues	4,936	4,383
Operating Profit	584	-40
Total Assets	5,210	4,426
Total Investments	168	127
EBITDA	825	221
Net Debt	913	531
Return on Equity (ROE)	2%	-13%

Total Production Sales Amount (tons)



## OPERATIONAL EXCELLENCE AND QUALITY

# With our operational strategy based on the Total Productive Management (TPM) methodology, we operate with the goal of zero breakdowns, zero defects, and zero accidents.

At Bak Ambalaj, we carry out our journey to achieve operational excellence with a holistic approach covering all areas such as quality, environmental impact, occupational health and safety. In line with this approach, our company operates with the vision of bringing our production systems to the level of "World-Class Manufacturing." With an understanding of sustainable excellence, we draw strategies that always improve, reduce environmental impact and adapt to the future with our long-established business and product portfolio.

With our operational strategy based on the Total Productive Management (TPM) methodology, we operate with the goal of zero breakdowns, zero defects, and zero accidents. With the TPM approach, we maximize our efficiency in production and bring reliability, speed and flexibility to our business environment.

We put the PQCDSEH indicators (Performance, Quality, Cost, Delivery, Safety, Environment and Morale) adopted at Bakiöğlü Holding level at the center of our operational targets and take concrete steps to improve each indicator. By moving forward in an integrated manner with our Group Companies, we aim to create a value chain that not only looks out for individual success but also for common success.

### Our TPM Practices for Manufacturing Excellence

At Bak Ambalaj, the basis of our operational excellence approach is to increase efficiency, secure quality and integrate sustainability into our entire way of doing business by nurturing our production processes with a culture of continuous improvement. Accordingly, we have created road maps for the TPM Excellence and TPM Continuity stages within the scope of the TPM (Total Productive Management) program that we have implemented in all our Packaging Group Companies.

### Basic Principles of our TPM Approach

With the TPM methodology, we adopt a management approach that aims to maximize our business performance by systematically eliminating losses caused by failure, accident, defect and downtime modes. With the TPM approach, which plays a critical role in line with our sustainable production targets, we aim to increase reliability in our production lines, gain agility, and gain a competitive advantage with speed and flexibility.



We focus on the effective utilization of machines, equipment, employees and supporting processes to achieve the key objectives of Total Productive Management. In 2024, within this scope, we successfully completed Autonomous Maintenance Step 3 activities on all our planned production lines, and we aim to implement Step 4 applications on all lines in 2025.

### Our TPM Practices: Target: Zero Breakdowns, Zero Defects, and Zero Accidents

In line with our goals of zero breakdowns, zero defects, and zero accidents, we are implementing robotic process automation (RPA) applications to digitalize our operational processes, increase efficiency, and minimize error margins. Within this scope, we carry out numerous operations through software robots, including customer order entries,

SDGs We  
Contribute to



preparation of export documents, creation and delivery of quality analysis certificates to customers, entry of purchase invoices into the system, and execution of accounting processes.

Within the framework of TPM, we are expanding the following practices in a sustainable manner.

- Kobetsu Kaizen
- Autonomous Maintenance
- Planned Maintenance
- Quality Maintenance
- Training and Competency Development
- Health, Safety and Environment (HSE)
- Early Product and Equipment Management



## OPERATIONAL EXCELLENCE AND QUALITY

# We Aim for “Continuous Improvement” Through Kaizen Sharing.

Under all these headings, we proceed in coordination with our coordination committees within a broad structure with the Supply Chain Management Committee. Within Bakioğlu Holding, we have structured coordination committees consisting of the committee chairpersons of each of our Group Companies in order to design our processes with common sense and to maximize the benefit of group synergy. We are also moving forward by planning Early Governance and Office TPM committees.

In addition to all these, we continue our support as a participant and speaker in events such as ISO Academy, MMO Kaizen Shares, etc. in order to share the knowledge we have gained in the sector and to spread the culture of continuous improvement.

### **Digitally Supported TPM and Process Monitoring**

We have commissioned various digital systems to increase the traceability of our TPM practices and make efficiency gains measurable:

- **OEE Measurement Standardization and Dashboards:** We standardized our Equipment Efficiency (OEE) measurement methodology across all lines. We created visual dashboards where we can monitor this data instantly. This allows us to identify areas of loss faster and prioritize opportunities for improvement.

- **Kaizen Tracking System:** With this system, we can monitor all the steps of our Kaizen studies in a digital environment; we report the implementation rates of the proposed improvements, the performance of the teams and the gains achieved from a single point.
- **Loss Cost Management:** With this system, which enables the tracking of financial provisions for losses, we make the economic impact of remediation projects transparent and measurable.
- **Mobile PM and Digital Care Management:** With this system, where we can carry out preventive maintenance activities via mobile devices, we reduce the risk of failure and increase maintenance efficiency.

With these systems, we digitally monitor every process from recommendations to audit results and gradually roll out all systems in line with our planned digitalization schedule.

### **Zero Loss Culture and Best Practice Sharing**

We take the zero loss culture, which is one of the main goals of our TPM practices, as a basis for sustainable growth throughout our Company in all our operations. Through quarterly Kaizen Sharing Events, we disseminate good practices in our Group Companies and support organizational learning by receiving direct information

from Kaizen team leaders. We contribute to knowledge sharing in the sector by actively participating in platforms such as MMO Kaizen Sharing, ISO Academy and KalDer. We also have the opportunity to observe the best practices on site and integrate them into our internal processes through benchmark visits to leading global companies.

### **Strategic Contribution of TPM**

Our TPM practices serve as one of the most important tools that support Bakioğlu Holding Group of Companies and our Company in achieving its vision of “World Class Production.” The outputs we achieve through TPM create positive impacts on PQCDSTEM indicators, supporting sustainable and systematic development across the entire Company.

### **Learning and Development Culture Strengthened by Kaizen**

The Kaizen philosophy, one of the cornerstones of our Total Productive Management approach, offers a development approach based on continuous improvement and corporate learning. We are determinedly continuing our efforts to expand and integrate our Kaizen efforts, which are carried out to create a permanent culture that will support sustainable growth with the goal of zero loss in our Group, into more processes.

The activities carried out under the leadership of Bakioğlu Holding Operational Excellence Department and in cooperation with the Kobetsu Kaizen Coordination Committee of our Packaging Group Companies prioritize

active participation, coordination and implementation integrity. We see Kaizen processes not only as an area of technical improvement, but also as a learning platform and we strengthen knowledge sharing between teams.

In 2024, we organized the Kaizen Sharing Event on a quarterly basis as part of our practices to develop a learning culture among our employees. At this event, we shared successful practices in our Group Companies by hearing directly from Kaizen team leaders and encouraged inter-company interaction.

We continued to increase our Kaizen projects, prioritizing major losses in parameters that directly affect efficiency, such as OEE, Fire and Cycle Cost. In this process, we successfully completed OEE Measurement Standardization, Kaizen Tracking System, Loss Cost Management and Kaizen Validation to strengthen the data infrastructure.

By implementing our digital projects such as Mobile PM, MII, and the Operational Excellence Portal according to the planned schedule, we integrate our culture of improvement with digital transformation and continuously advance our organizational performance through the gains achieved from best practices.

## OPERATIONAL EXCELLENCE AND QUALITY

Within the scope of our digital route, we successfully launched the SAP TM Transportation Management module at Bak Ambalaj for our products reaching more than 50 countries across 4 continents.



### MMO Kaizen Sharing Event

This year, with great enthusiasm, we held the 10<sup>th</sup> MMO Kaizen Sharing Event on November 29-30, featuring the participation of 84 companies and the exhibition of 270 kaizens in the showcase area. Parallel to the exhibition event, panels were organized to share experiences on the topics of Circular Economy and Kaizen.

Our Kaizens Qualified to be Presented in the Exhibition

- Facilitating the Opening of Ink Buckets
- Streamlining Film Passing through the Ballerina Roller of the Wicket Bag Machine

### Kaizen Coaching Program

In 2024, within the scope of our TPM practices, we designed the Kaizen Coaching Program to enable our employees to learn the culture of continuous improvement, adopt this culture as a mindset, and support their development through knowledge

and skill sharing. Within the scope of the program, we contribute to the creation of a common language and adaptation to our corporate culture by coaching our newly established Kaizen teams one-on-one with our experienced Kaizen leaders.

In addition to all these, we continue to take an active role as a participant and speaker in platforms such as ISO Academy in order to share the knowledge we have gained in the sector and contribute to its dissemination.

### 2024 Improvement in Operational Efficiency and Project Implementations

In 2024, Bak Ambalaj, together with the Project Development unit, accelerated our activities in project development in order to increase operational efficiency and optimize our processes. In particular, we focused on improving employee ergonomics, improving occupational health and safety conditions, increasing machine and employee productivity and reducing costs.

### Process Improvement and Procurement Functions

Apart from the operational areas, the process improvement work I carried out in the Central Procurement unit included restructuring contract flows and analyzing subcontractor management processes. Thus, as Bak Ambalaj, we have contributed to the creation of a more efficient and transparent operating model.

### Academy-Industry Cooperation Projects

Through the long-term internship programs we run within the scope of industry-university cooperation, we have implemented various trial projects for artificial intelligence and image processing applications. We continue to explore technology-oriented solutions with our collaborations on issues such as

identifying occupational health and safety risks, face and vehicle recognition systems, visual field and traffic management.

### Strategic Planning and Sustainable Business Development

We continued to strengthen our strategic planning process, which started in 2021, with our sustainable business model in 2024. We dynamically managed the strategy maps created in line with the 2030 vision of our Group Companies by regularly reviewing them and implementing update processes.

Within the scope of our digital route, we successfully launched the SAP TM Transportation Management module at Bak Ambalaj for our products reaching more than 50 countries across 4 continents. In this way, we increased the visibility of the process and improved our planning competence that will lead to operational excellence. At the same time, we have successfully completed projects for digital monitoring of operations management indicators and paperless investment processes.

### Automation in Slitting Plant

In this context, we are developing an automation project for the pre-shipment packaging process at our Bak Ambalaj Slitting facility. The targeted outputs are improvements in the areas of employee ergonomics, productivity increase, quality standardization and inventory management, which are among our main objectives. After completing the process analyses, we carried out collaborative work and bidding processes with suppliers for potential solutions.

## OPERATIONAL EXCELLENCE AND QUALITY

# We support our process improvement-oriented projects with 6 Sigma and other advanced analysis techniques.

### Our Approach to Target Process Automation and Next Generation Technologies

#### Our Project Development and Upcycling Practices

In order to put the project management activities we carry out under the roof of Bakioğlu Group on a systematic and institutionalized basis, Bak Ambalaj has established a comprehensive structure to increase the effectiveness of project management processes. Under the leadership of our project development unit, we plan and implement all our projects in accordance with PMI (Project Management Institute) systematics.

Within the framework of this approach, the Project Development Unit prepared and implemented in-house Project Management Training. Our goal is to increase efficiency in the projects carried out, raise the level of contribution of all project stakeholders to the project and build a strong project management culture within Bakioğlu Holding. For this reason, we plan to update and repeat our training every year.

We use simulation analysis techniques to assess whether the outputs of our projects are achieving their objectives as planned before they are finalized. Especially in investment projects, we measure the realization potential of the targeted added value with software-

supported simulation tools and offer data-based contributions to decision-making processes.

#### Projects We Will Develop with a Focus on 2025

We are planning to focus our projects for 2025 on the implementation of new technologies that will provide efficiency and cost advantages. In this context, we are working intensively on research and pilot application projects in areas such as robotic automation, artificial intelligence, camera-based recognition systems and data mining.

We have set goals to apply data analysis-based process optimization techniques in our parametrically controlled production processes, increase production standardization, and achieve the correct product right the first time. To this end, we work closely with our production, quality and R&D units to plan projects.

Additionally, we continue our efforts to determine optimal production conditions by monitoring parameters and conducting analyses in quality and production processes. In this way, we aim to achieve high productivity and operating equipment effectiveness (OEE), ensuring the production of quality and defect-free products.



In these planned implementations, we create active collaborations with our production, quality and R&D units and handle the processes in a holistic manner.

#### Our Deepening Approach Through 6 Sigma and Advanced Management Methods

We not only focus on investment projects, but also support our process improvement-oriented projects with 6 Sigma and other advanced analysis techniques. In this way, we reveal data-driven improvement opportunities such as:

- Identifying sources of variability in processes,
- Reducing variations,
- Increasing standardization.

#### Investing in the Future with New Technologies

As the Project Development unit, we pioneer the dissemination of new generation technologies such as AGV (Automated Guided Vehicle) in our Group Companies. Additionally, we conduct pilot trials and field applications on the advanced technologies listed below:

- Robotic automation systems
- Camera recognition and image processing systems
- Data mining and business intelligence applications

By developing projects integrated with these technologies, we create the basis not only for current performance but also for future readiness. As Bak Ambalaj, we define our permanent goal as reinforcing our leadership in the sector by developing innovative projects and strengthening our leadership in sustainable growth.



OPERATIONAL EXCELLENCE AND QUALITY

As Bak Ambalaj, our main goal is to ensure the protection of natural resources while maintaining a high level of quality and efficiency.

**Quality**  
As Bak Ambalaj, we conduct all our business processes with a quality approach based on human health, environmental responsibility and stakeholder satisfaction. From production to logistics, and from the supply chain to customer experience, we embrace Total Quality Management principles across our entire value chain, securing our commitment to quality through international standards and certification processes. We regularly evaluate and certify our quality processes through both internal and independent external audits and never compromise on our service quality.

By integrating our total quality management approach with the principles of environmental responsibility and sustainability, we have successfully completed numerous certification audits in the last five years. By demonstrating outstanding performance in both announced and unannounced audits, we have proven that our production processes fully comply with quality, safety, and regulatory standards. We openly share

these achievements with all our stakeholders in line with our transparency and trust-based management approach.

**Our Quality Approach**  
Each Bakiöğlu Group company operates within the framework of quality management systems designed in accordance with its own product and service structure. As Group Companies and Bak Ambalaj, our main goal is to ensure the protection of natural resources while maintaining a high level of quality and efficiency. With this awareness, we always manage our processes in line with sustainability principles.

You can find detailed information about our quality policies [here](#).

**Our Quality Certificates and International Standards**  
As Bak Ambalaj, which is based on the Total Quality Approach in all our operations from production to logistics processes, we support the meticulousness in our business processes and the care we show to our product quality with internationally recognized standards

and certificates. Our performance against the system standards we comply with is monitored and documented through regular independent external audits.

- In order to ensure quality at all stages of our business processes, we hold the following management systems certificates:
- ISO 9001: Quality Management System
  - ISO 14001: Environmental Management System
  - ISO 14064: Greenhouse Gas Emissions Management
  - ISO 22000: Food Safety Management System
  - ISO 27001: Information Security Management System
  - ISO 45001: Occupational Health and Safety Management System
  - ISO 50001: Energy Management System
  - AIB International: Food Contact Packaging Facilities Inspection Standard
  - BRCGS PM: BRCGS Global Standard Packaging Materials Standard
  - ISCC Plus: Sustainability and Carbon Certification
  - I-REC: International Renewable Energy Certificate

You can access our certificates [here](#).

Quality Control Practices

**Automation and Error Reduction in Design Processes**  
As of 2024, we have implemented the Print Inspection device on selected production lines, significantly reducing the need for manual intervention in print design controls

and minimizing the risk of human error. In line with the positive results we obtained from the pilot applications, we aim to extend the system to all our production lines.

**Process Assurance with Visual Inspection**  
We inspect the post-press semi-finished products with automated visual inspection systems that we integrate into the transfer machines before they move on to the next operations. Thanks to this system, we detect errors during production and intervene immediately. After our quality unit carries out the controls, we separate the faulty products, thus increasing customer satisfaction and preventing possible complaints. We continue our efforts to expand this system, which we are gradually implementing.

**Rapid Test Process Against Blocking Risk**  
We have included an accelerated blocking test device in our investment plans to detect blocking and delamination risks in cold seal coated products more quickly and reliably. With this investment, we aim to create a more efficient and effective control mechanism by reducing the duration of quality testing processes.

Quality Management System Certificates Table

	ISO 9001	ISO 14001	ISO 14064	ISO 22000	ISO 27001	ISO 45001	ISO 50001	AIB Int	BRCGS PM	ISCC PLUS
Bak Ambalaj	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓



## R&D AND INNOVATION

# We continued to carry out our innovative activities that led our company to success through our R&D Center.

Rapidly increasing global population and consumption rates have made sustainable solutions that reduce environmental impact no longer a choice, but a necessity. As Bak Ambalaj, with the awareness of this transformation, we give strategic priority to R&D and innovation in order to create a more sustainable value chain at every step by assuming our responsibilities. In our projects and activities, where we shape the future today, we focus on technological and comprehensive research to develop our portfolio and offer environmentally friendly solutions. We develop our services and shape our innovations by analyzing the needs of the sector and our customers in the best way possible.

In 2024, we continued to conduct the R&D activities that have brought our Company success since its establishment, through our established and high-capacity center. We will continue to develop innovative projects that combine sustainability, functionality and performance criteria by deepening our research covering our entire value chain.

### Bak Ambalaj R&D Structure

As Bak Ambalaj, we continue our work under a single roof with our R&D Center, which was approved by the Ministry of Industry and Technology in August 2017 and is the first in the printed flexible packaging industry. As Bak Ambalaj R&D Center (BAK AGM), with our innovation-focused approach and strong infrastructure, we hold the potential to lead both our industry and sustainable packaging solutions.

At our center, staffed with experts from various engineering and scientific disciplines, we adopt a value chain approach that begins with structural formulation processes and extends through product packaging, shelf life, and end-user experience. In our center, we simulate, test and optimize all experience processes in detail until the moment the final product is opened by the consumer. In order to provide effective responses to evolving needs, we maintain continuous training programs that increase the technical know-how of our teams as an important part of our R&D agenda.

In our special laboratory areas within BAK R&D Center, we conduct versatile qualitative and quantitative analyses such as surface characterization, oxygen and moisture barrier measurements, material component analysis, tensile and adhesion strength tests with advanced technology devices. Thanks to our laboratory competence, we conduct applied research at a level that can respond to the technical expectations of not only our company but also our stakeholders.

Our center closely monitors technological developments and, through projects tailored to customer demands, provides comprehensive solutions in areas such as product development, innovation, production efficiency enhancement, value engineering, cost savings, and technical training. Accordingly, we also provide technical consultancy services to both our existing and potential customers.

### Our 2024 Priority R&D Focus Areas

#### • Sector-oriented sustainable solutions

- o Barrier improvements
- o Polymeric material developments

#### • Packaging machine-oriented sustainable solutions

- o Special developments for fast horizontal and vertical (VFFS, HFFS) packaging machines
- o Enhancements for different packaging grips
- o Special enhancements for packaging machines with special additional processing

#### • Material-oriented sustainable solutions

- o Paper-based flexible packaging solutions
- o Recycling compliant packaging solutions supported by liquid systems
- o Bio packaging solutions

SDGs We Contribute to



Working in strong synergy with our business partners, BAK R&D Center is open to the development and implementation of every idea focused on production technologies, raw materials, machinery and products. With this approach, we not only produce technical solutions, but also prepare the ground for future collaborations that support sustainable success.

### Shaping the Future with BAK R&D Center

As one of the first printed flexible packaging R&D centers officially registered by the Republic of Türkiye Ministry of Industry and Technology, we continue to lead the way in our innovation journey with the Bak Ambalaj R&D Center. We carry out our activities uninterruptedly with the aim of offering innovative solutions to evolving needs, and we realize many projects that create value in flexible packaging technologies. We share the pride of being included in the AR-GE 250 list together with all our colleagues.

## R&D AND INNOVATION

# Developing mono packaging structures, new generation sustainable materials and recyclable products were among our priorities.

Throughout 2024, we focused on projects that addressed flexible packaging components individually and examined their role in recycling and sustainability. We conducted R&D activities across a broad spectrum, ranging from heat-resistant, high oxygen barrier, and 100% recyclable packaging designs to structural solutions that minimize the impact on the recycling performance of liquid product groups. Within the scope of these efforts, our priorities included the development of mono-structured packaging, the use of next-generation materials compliant with sustainability certifications, and the design of bio-based, compostable, and recyclable products.

Alongside this, through our projects that examine additional components enhancing the efficiency of flexible packaging—transformed from conventional to sustainable structures—on packaging lines, we have embraced a holistic focus on sustainability.

At Bak Ambalaj, we put innovative practices that support sustainable transformation in flexible packaging technologies at the center of our work. Throughout 2024, we have conducted projects aimed at improving the performance of paper-based flexible food packaging, which has resurfaced after a long hiatus. We focused on

the development of structures that are suitable for food contact and resistant to environmental factors and harsh production conditions. In this context, we conducted research on 100% recyclable flexible packaging structures with increased thermal resistance for the first time in Türkiye.

At the same time, we are developing projects on paper-based alternative packaging solutions with high and low toughness, compatible with different packaging machines in our product portfolio. While focusing on recyclability and building designs to be composed entirely of biological ingredients, we are also completing our improvement efforts for liquid-based groups that may negatively affect these ratios. We continue to make tangible contributions to our sustainable transformation goals in the industry with this holistic approach that combines packaging durability, environmental compatibility and production efficiency.

### 2024 Innovative Projects

During 2024, we launched five new R&D projects to contribute to sustainability and developed various innovations to improve the performance and environmental compatibility of packaging.

#### ***Sup Packaging with Zipper Supporting Recyclability in Mono PP Constructions***

In this project, we went one step further than conventional mono PP structures and developed a zipper application that enables easy openability in demanding horizontal packaging machines. Thanks to this structure, which we have optimized to contribute to recyclability, we have created an alternative to PET-ALU-containing composite packages commonly used in the market. With the project, we have achieved full compliance with the principles of circular economy by creating a structure that is both functional and environmentally superior.

#### ***NC Packaging System Increasing Recycling Efficiency with Resin-Free Ink***

With this project, we have taken the recycling-compatible ink studies we have been conducting since 2017 to the next level. We aimed to increase the quality of the final material obtained from the recycling process with new packaging structures prepared with special ink systems that do not contain NC (nitrocellulose). We examined packaging combinations with different resin types and identified the structures that offer the highest performance in terms of thermal resistance. In this way, we have improved not only the recyclability of the packaging, but also the quality of the post-recycled product.

#### ***High Barrier Recyclable Monocomponent Packaging for Products with High Oxygen Activation***

Vacuum brick-type packaging produced in traditional ALU composite structures is known for its ability to maintain its high barrier values even after vacuumization. In this project, we designed a monocomponent packaging structure that offers similar barrier performance but is fully recyclable. By integrating liquid-based systems as well as polymeric structures, we optimized the structure to minimize oxygen permeability after vacuum application. With this project, we took a significant step towards replacing ALU-based structures with environmentally friendly alternatives.

#### ***Development of Recyclable Structures in Flexible Packaging with Mono Structures in Compliance with Liquid Regulations***

Our main objective in this project is to develop recyclable packaging solutions for liquid products in flexible packaging, in full compliance with European Union regulations (in particular PPWR). At the heart of our design process is compliance with the standards set by testing authorities recognized by all our customers in Europe. Unlike existing liquid packaging, we were able to combine both performance and compatibility in mono solutions with a new structure that can be fully integrated into the recycling chain. Our testing processes are still ongoing and we are planning large-scale validation studies for the final product.



## R&D AND INNOVATION

# We move forward with collaborations and develop high performance, sustainable and functional packaging.

### **Recyclable Mono Packaging with Increased Thermal Resistance**

We developed this project to eliminate inefficiencies in the production line due to the inability of PP and PE based recyclable films to meet the high thermal resistance provided by the PET layer. With the new structure, we have significantly increased the thermal resistance of mono-packs, guaranteeing resistance to high-temperature processes in packaging machines. With this project, we aimed to increase not only environmental compatibility but also the operational efficiency of our customers. Thus, we have put forward a comprehensive approach that supports sustainability from end to end.

### **R&D Projects We Developed on Packaging Durability**

Throughout 2024, Bak Ambalaj R&D Center focused on innovative projects to improve the durability performance of our packaging. With three different projects, one in cooperation with universities and two based on natural resources, we are completing an important part of our goal of maximizing technical competence in environmentally friendly packaging structures.

### **Development of a Natural Coating to Provide Oxygen Barrier for Biodegradable Food Packaging**

Within the scope of this project, we carried out studies to solve the problem of oxygen permeability of biodegradable food packaging. We continue our efforts to achieve a packaging solution that is both environmentally friendly and extends product shelf life by using coating materials derived from natural resources.

### **High Barrier Recyclable Monocomponent Packaging for Products with High Oxygen Activation**

In this project, we aim to address the high barrier requirement in vacuum packaging, traditionally offered with ALU composite structures, by using a recyclable mono structure. We develop the packaging structure, which we support with different polymeric combinations, to provide the necessary barrier stability for products with high oxygen activation.

### **Recyclable Mono Packaging with Increased Thermal Resistance**

The high thermal resistance provided by conventional PET-based packaging has been one of the weak points of recyclable structures. In this project, we aimed to increase the thermal resistance capacity, especially with PP and PE based films. This enabled our customers to switch to recyclable packaging without any loss of efficiency in their packaging lines.

### **International Assurance for Sustainable Production Our Vision**

#### **ISCC Plus Certificate**

As Bak Ambalaj, we took an important step to manage our environmental and social impact areas in a stronger way in 2024 and were awarded the ISCC Plus (International Sustainability and Carbon Certification) certificate. In this way, we have joined a voluntary and globally recognized certification system that ensures the traceability of biobased, renewable and circular raw materials.



With this certificate, we internationally certify not only our company's products but also the compliance of our entire supply chain with environmental, social, and economic sustainability criteria.

### **Our Strategic Preparations for PPWR Compliant Structures**

The year 2024 marked a significant turning point for the industry, with the long-awaited draft of the European Union's Packaging and Packaging Waste Regulation (PPWR) published in November, signaling the beginning of a major transformation across the sector. We evaluate the text, which was published in line with our expectations, by focusing on four main topics in terms of sustainable packaging design.

- Increasing the rate of recycled materials
- Component simplification with transition to mono structures
- Reducing material use by avoiding excessive packaging
- Content design free of harmful and risky chemicals

As Bak Ambalaj, we carried out comprehensive preparation processes with a proactive approach throughout 2024 in these four key areas. In the packaging solutions we developed, we aimed not only to comply with regulations, but also to increase product durability and functional performance.

In this context, we spent a year focusing on new raw material technologies and redefining existing production standards. With these efforts, we are not only adapting to sustainability in packaging, but also pioneering innovative and durable structures.

This transformation, in line with the ISCC Plus certification process detailed above, has enabled our packaging structures to achieve an optimal balance between regulatory expectations, environmental responsibility and technical requirements.

## R&D AND INNOVATION

# We realized R&D projects focusing on sustainable packaging solutions and academic collaborations.

### **Best Practice Example: A New Page in Sustainable Packaging with PapBorn**

As Bak Ambalaj, we continue to contribute to the circular economy with the projects we carry out with the aim of producing 100% recyclable, reusable, waste-reduced, biodegradable and fully compostable packaging. Within this framework, we continued our university-collaborated project in 2024 titled "Development and Characterization of Biodegradable PLA Films with Antioxidant and Antimicrobial Properties Using Banana Peel Waste."

On the other hand, we have developed projects on paper-based structures with high barrier properties, heat sealability, compatibility with different packaging machines, high and low toughness in various ratios or completely paper-based structures. As a result of these efforts, we introduced the "PapBorn" product family, which we shaped in line with our sustainability vision.

Developed in line with the technical competence of Bak Ambalaj R&D Center and our sustainability goals, PapBorn is the third product family announced by our Company. With PapBorn, an important milestone in our journey to expand our innovative and green product range, we now have the infrastructure and capacity to offer printed and laminated paper packaging to our customers.

Offering a range of application options from heat seal solutions to reverse printing on transparent paper, the PapBorn family draws on Bak Ambalaj's past experience in paper construction. With this ever-evolving product family, we continue to produce both environmentally friendly and technically high-performance solutions.

### **Our Refill Packaging Solution for a Circular Future**

In line with our sustainability vision, we have added a new one to our efforts for reusable packaging solutions that minimize waste generation. Developed by Bak Ambalaj R&D Center, the refillable "Refill" packaging design was designed specifically for liquid hygiene products. This innovative solution offers ease of use by combining a structure with valve, stand, spout and handle for easy transportation in a single package.

Thanks to its structural durability, the packaging successfully passed explosion tests, and its refillable structure allows the end user to use the packaging more than once.

This makes it possible to both reduce packaging waste and contribute to circular economy goals.

With this project, Bak Ambalaj not only expands our sustainable product portfolio, but also reinforces our leadership in the sector and continues to produce permanent solutions that consider user experience and environmental impact together.

### **Academic Contributions, R&D Collaborations and Participations**

With BAK R&D Center, which participates in congresses and seminars with its academic publications, we cooperate with universities, institutes and research centers both in our country and abroad. BAK R&D Center also took an active role in TUBITAK, Horizon and Green Deal projects and carried out innovative work.

We have continued to contribute to the industry and academic studies through projects carried out on this platform, which brings together academics, researchers, and industry professionals from around the world to share experiences and research findings in the fields of science, engineering, and technology.

During the reporting period, we conducted scientific publication efforts for our projects aimed at contributing to our customers' packaging performance, our suppliers' technical developments, packaging literature, and the industry, as well as increasing the recognition of the Bak Ambalaj name in scientific platforms.

### **Patent and Utility Model Applications**

- We have received approval for our patent application numbered 2019/17854 for the "Mixer Equipped with Foam-Reducing Apparatus."

- We have submitted our utility model application numbered 2023/002366, titled "Packaging Material with Dual Handles," to the Turkish Patent and Trademark Office.

### **Our R&D Performance in Figures**

As Bak Ambalaj, we continue our R&D investments with determination in order to reinforce our leading position in the sector with our innovative solutions and to take firm steps towards our 2025 vision.

Throughout 2024, we have made a total R&D investment amounting to TRY 32.5 million. With our team of 30 experts from different disciplines, we have successfully implemented a total of 9 R&D projects, mainly on flexible packaging production and measurement methods. With these efforts, we continue to produce value-added products and solutions with a focus on sustainability while integrating technological developments into our production processes.

### **Our Strategic R&D Targets for 2025 and Beyond**

- Our R&D and innovation projects for the future are shaped under the following headings:
- Packaging design with increased explosion resistance in mono structures
- Process efficiency in printing and lamination with corona refresh control
- New structures for food packaging compliant with toxic NIAS limits
- Easy to open mono PP packaging in curvilinear direction
- Flexibility optimized mono PE Petfood packaging design

## DIGITAL TRANSFORMATION AND AUTOMATION

We implement various practices to provide our employees with digital thinking competence and to spread this culture throughout the organization.

At Bak Ambalaj, we consider digitalization as a cultural transformation and a redesign of the way we do business. In line with the Digital Transformation Manifesto adopted by Bakioğlu Holding, we are building a data-driven future where we focus on people while strengthening our structure centered on agility, efficiency and sustainability. We closely follow technological innovations in the sector and evaluate these developments in a way that minimizes our environmental impact as well as creating economic value.

As Bak Ambalaj, under the leadership of Bakioğlu Holding, we are taking the leadership role in the digital transformation journey that we manage with the aim of determining, managing, operating and ensuring the sustainability of information systems vision and strategies. At the same time, we contribute to achieving our Group goals by positioning technology and digital solutions in the right way. Throughout 2024, we have developed digital systems across numerous areas—from production and occupational safety to human resources and customer relations—enhancing our business processes to be both more efficient and more flexible.

### Our Digital Transformation Approach

In our digital transformation strategy, digitalization is a multi-layered transformation process for Bak Ambalaj, covering organizational agility, cultural adaptation and employee experience. With this human-centered approach, we aim to manage sustainability and efficiency together.

The AI-supported Occupational Health and Safety Monitoring System implemented across the group has digitized the safety culture, enabling us to protect employee health with next-generation solutions. At the same time, we continue to continuously enhance the employee experience on a data-driven and digital platform through solutions such as the Bakbi Mobile Employee Application, Badi AI-Powered Digital Assistant, and Human Values Analytics.

### Our 2024 Digitalization and Automation Projects

The year 2024 was a period when our digitalization journey accelerated in our production lines. Thanks to the data collection systems integrated into our ERP systems, we have made production processes manageable without the need for human intervention. With these systems:

- We have achieved a structure where we can instantly monitor the performance of our production lines.

We develop data-driven decision processes for efficiency in production and continuity in quality.

- We increased process reliability by minimizing human errors.
- We achieved a significant reduction in the costs incurred in quality control processes.
- With predictive maintenance practices, we were able to intervene before a failure occurs.
- We increased our productivity by identifying quality problems early in the production process.
- Thanks to the alarm systems we installed in line with the data we obtained, we were able to take quick and preventive actions against possible malfunctions or quality deviations.

### Occupational Health and Safety

In the field of occupational safety, we use our artificial intelligence-supported camera systems to detect behaviors that threaten occupational safety and provide the opportunity to intervene immediately. We prioritize and improve occupational health and safety practices based on our “value for people” approach.

SDGs We Contribute to



### Digitalization in Human Values

In 2024, we continue our Mobile Employee Portal and digital bulletin boards practices, which we launched with the aim of improving the experience of our employees, our most important asset, and moving to a mobile communication structure that is effective and suitable for today's dynamics. We implement various practices to provide our employees with digital thinking competencies and to spread this culture throughout the organization. These efforts not only strengthen our Company's digital transformation vision, but also create the competency infrastructure necessary for sustainable success.



## DIGITAL TRANSFORMATION AND AUTOMATION

# We ensure sustainable efficiency by carrying our communication with our stakeholders to digital platforms.

### Digitalizing Supplier and Customer Experience at Bak Ambalaj

In 2024, alongside the digitalization of the employee experience, we also transitioned the Supplier Procurement Contract Management process to digital workflow environments. Thanks to Customer Portals, we made it possible to track the status of customer orders in real-time, enhancing transparency, traceability, and speed in Bak Ambalaj's customer experience.

With our SAP TM (Transportation Management) system, we are moving our logistics operations to a more systematic and controlled structure. By tracking all steps—from shipment planning to transportation monitoring—through this system, we achieve cost and time advantages in operational processes. Through SAP TM integration, we enhance reliability and efficiency in our logistics workflows, taking another step forward in digitalization.



### Digital Accessibility: Our Commitment to an Equal Work Environment for Everyone

At Bak Ambalaj, we reflect our digital transformation vision not only on production processes but also on the creation of an inclusive work culture. To this end, we work in partnership with Baknet AŞ, our Information Technologies and Digital Transformation company, and our Human Values teams to ensure that our disabled colleagues can play an active role both in the field and in the office environment.

We carefully select and provide our employees with technological equipment that supports various business applications, primarily Microsoft software, to ensure that our colleagues with disabilities can easily access digital platforms. By using these tools, our employees write emails through voice command technology, work comfortably in Excel and Word files, prepare presentations, and efficiently manage their processes in various business software.

We support all these efforts with smart automation workshops and training on using visual analytics products. Within this framework, one of our key objectives is to enhance digital competencies, strengthen problem-solving skills, and prepare for the future with sustainable digital strategies through training and innovative projects, together with all our stakeholders.

### New Era in Information Security with ISO 27001:2022 Certificate

We took an important step by adapting our information security management system to the latest international standards in order to support our employees' contributions to digital transformation and to enable our

organization to achieve continuous growth and competitive advantage. In 2024, we successfully completed the transition to the 2022 version of the ISO 27001 Information Security Management System.

With this transition, we protect the confidentiality, integrity and accessibility of our information assets more effectively. As Bak Ambalaj, we have successfully completed the process by systematically integrating controls that will minimize the operational risks of our activities. Additionally, we implement critical measures to ensure the continuity of our digital systems, enhance resilience against cyber threats, and promote a culture of information security throughout the organization.

### 2025: Our Digital Competency Targets

In line with our 2025 goals, we are steering our corporate transformation processes by reviewing our "Digital Transformation Roadmap." As part of this roadmap, we are implementing comprehensive training programs to raise our digital literacy level and develop digital competencies in all our employees. We continue our efforts with priorities such as more effective use of AI-powered applications, widespread adoption of data-driven decision-making processes, and making automation infrastructures more flexible.

In this process of integrating digitalization into our corporate culture, we will continue to develop close collaborations with technology providers and closely monitor the latest developments in information technologies. As Bak Ambalaj, we aim to continuously improve our structure that produces digital solutions and integrates solutions into corporate values.

## SUSTAINABLE SUPPLY CHAIN

**In our entire value chain, where we meticulously identify our stakeholders, we take care to turn to environmentally sensitive technologies and leave the least impact on nature.**

The “Sustainability in Value Chain Working Group” was established to ensure more systematic monitoring of sustainability practices and performances in our value chain across the Bakioglu Group. Through this Working Group, which includes representatives from Bak Ambalaj, we evaluate the social, environmental, governance, and economic risks and opportunities arising from products and services across our Company’s value chain, taking these findings into account when determining our business strategy.

The Working Group focuses on key areas such as supplier working conditions, supplier audits and development, as well as the management of multifaceted risks that may arise from the supplied products and services. Thanks to this structure, we carry out evaluation and development processes based on sustainability criteria in supply relations more effectively.

In our entire value chain, where we meticulously identify our stakeholders, we take care to turn to environmentally sensitive technologies and to leave the least impact on nature. With this approach, we expect all suppliers we work with to act with the same ethical values and sense of responsibility that we carry. We encourage our suppliers in this direction and support them to adopt sustainable business practices. In line with our vision, we continue to grow with new investments and expand our supplier pool in line with the needs. As Bak Ambalaj, we constantly encourage our business partners to participate in this growth journey.

SDGs We Contribute to



## SUSTAINABLE SUPPLY CHAIN

# We aim to sustain our relationships with suppliers who align with our corporate culture.

### Supply Chain Management Policies

In 2024, a Sustainable Procurement Policy covering Bakioğlu Holding and Packaging Group Companies was prepared and shared with the public. Through this policy, we clearly define the environmental and social responsibility criteria we expect from our suppliers and embed a sustainability-oriented procurement approach into the corporate framework.

We require our suppliers to adopt the same working principles as us, and we protect this through our labor contracts and audits. Within this scope, we carry out efforts to reduce the environmental impacts that may arise from logistics, production, transportation, storage, operations, treatment, and maintenance activities within the supply chain, and we consistently prioritize product and application choices that align with the most suitable alternatives for a low-carbon economy.

All procurement processes conducted within our company, including supplier management, supplier evaluation and development, contract management, price management, and market analysis and monitoring, are carried out in accordance with Bakioğlu Holding's Ethical Principles.

You can find the details of our sustainability procurement policy [here](#).

### Our Supply Chain Management Approach

- We make all our decisions in accordance with the principles of transparency and impartiality, based on objective criteria and independent of external influences. In this context, we are conducting the process with the participation of all concerned, including but not limited to the following issues.
- We do not accept proposals from suppliers who fail to comply with applicable laws, manipulate fair decision-making for undue gain, discriminate against employees or stakeholders based on religion, language, race, political views, gender, social status, or similar grounds, violate occupational health and safety standards, employ child labor, or knowingly disregard environmental protection requirements and cause intentional harm to the environment.
- We ensure that information and documents obtained during communication with suppliers are not shared with third parties without the consent of the source and owner of the information.

- We develop systems to ensure that no employee is a party to a commercial relationship other than the supplier-customer relationship that he/she establishes with suppliers during his/her duty, and that he/she does not do any business with any supplier in which he/she will have a common interest. In this context, we regularly organize ethical principles refresher training.
- We aim to sustain our relationships with suppliers who align with our corporate culture.
- We conduct our relations with our business partners and suppliers in an honest and fair manner, and we pay attention to transparency and impartiality in selection processes. We demonstrate the necessary diligence to fulfill all our obligations in a timely manner.
- We believe that the goods and services provided by our partners and suppliers directly impact the quality of the products and services we deliver, and therefore, we select our suppliers and partners from organizations that operate in accordance with the desired quality and standards.
- We carefully protect the confidential information of our business partners and suppliers. We do not work with business partners and suppliers who violate the law and do not act in accordance with business ethics.
- As Bakioğlu Holding and all Group Companies, we act with a "zero tolerance" approach to bribery and corruption, and we are committed to conducting our activities fairly, honestly and in compliance with legal and ethical rules. We aim to ensure full compliance with legal regulations, ethical and professional principles and universal rules in all policies and procedures we prepare.
- As Bakioğlu Holding and all Group Companies, we act in accordance with the ethical principles set out in the above-mentioned "Working Procedures and Principles" in all commercial relations and agreements we conduct, and we expect our suppliers to commit to the same ethical principles.
- In the commercial agreements we make with our suppliers, we clearly include our ethical values and mutual compliance commitments in Bakioğlu Holding's "Working Procedures and Principles" under the heading "Ethical Values."
- As Bakioğlu Holding and Group Companies, we aim to transform our purchasing model from purchases made through supplier research to contracted purchases and we continue our efforts in this direction.
- As the Central Procurement Unit, we are aware of our special responsibility to comply with environmental laws. We make every effort to raise environmental awareness among our partners and suppliers. Environmental laws set binding principles and standards for us. Accordingly, we are aware of both the legal requirements and the environmental conditions and rules adopted by Bakioğlu Holding in all our works, and we continue our activities in full compliance with the relevant legislation.



## SUSTAINABLE SUPPLY CHAIN

# As Bak Ambalaj, we see our suppliers as our strategic stakeholders who share our sustainability goals.

### Supplier Selection and Evaluation Process

We continuously improve our supply chain management and shape our selection and evaluation processes according to the principles of transparency, performance and environmental responsibility. We coordinate our supplier evaluation system centrally in full compliance with Bakioğlu Holding Group Companies and regularly update it according to the activities we carry out throughout the year.

As of 2024, we have expanded our evaluation process, which we had been conducting under 6 main headings in previous years, to 14 main headings, making it much more comprehensive and systematic. Thus, we are able to monitor the sustainability performance of our suppliers in a much more sensitive and comprehensive manner. We conduct our supplier selection and evaluation process based on the following criteria:

### Supplier Selection Criteria

We make supplier selection by taking the following criteria into consideration.

- Compliance with specifications
- Quality
- Price
- Delivery conditions
- Expertise
- Compliance with Bakioğlu Holding corporate culture
- Ethics

- Sustainability
- References
- Independent audit reports, if any
- ISO and other standardization certificates

### Supplier Evaluation System

- Company profile and general company information
- Financial adequacy and stability
- Price performance and competitiveness
- Delivery performance and on-time delivery success
- Service performance and quality of technical support
- Sustainability practices and targets
- Compliance with ethical values and principles of behavior
- Social responsibility and respect for employee rights
- Level of information security and data protection practices
- Product and service quality and customer feedback
- Environmental management and environmental impact performance
- Compliance with BRC and AIB systems
- Occupational health and safety practices
- Compliance with Sedex criteria and social audit history



We record every document shared with us by our suppliers—including ISO certificates and legal compliance documents, environmental licenses, and policy and procedure manuals—along with the evaluation questionnaires completed by suppliers, and based on this information, we generate supplier assessment scores. We reassess these scores based on any non-compliance that may occur throughout the year. These non-conformities include information security breaches, non-compliance with occupational health and safety rules, faulty or delayed deliveries and quality-related customer returns.

With the significant updates implemented in 2024, we elevated the 'Environment' criterion—previously included under 'Quality'—to an independent category within our assessment criteria and have since monitored it separately. In addition, this year, for the first time, we defined a unique assessment area under the heading of sustainability and created a "Sustainability Risk Analysis Table"

for our suppliers. Within the scope of this analysis, we are preparing to launch special evaluation processes for suppliers that are above a certain risk threshold.

We evaluate each supplier within our company under one or more headings depending on their field of activity and level of cooperation. We repeat this evaluation process regularly every year and focus on continuously improving our sustainable collaborations. In addition, with our innovations in the scoring mechanism during the evaluation process, we have significantly reduced the uncertainties created by suppliers not returning the questionnaires.

As of 2024, we planned the evaluation processes carried out by Group Companies in previous years in line with a common calendar, making them more efficient and focused. Thanks to this collaborative approach, we are expanding the scope of our supplier evaluation, increasing the rate of feedback and making it easier to analyze processes.

## SUSTAINABLE SUPPLY CHAIN

# At every stage of our supply chain, we act with environmental responsibility and shape our partnerships in accordance with sustainability principles.

While conducting our supplier selection and evaluation processes with this systematic structure, we care that all our business partners contribute to our sustainability vision, and we aim to create a more resilient and responsible supply chain together.

### Sustainability-Oriented Approach in Our Supply Processes

At Bak Ambalaj, we conduct our procurement processes not only according to cost and quality parameters, but also with the aim of reducing environmental impact and generating sustainable value. From production to logistics, transportation, and storage, as well as operations, treatment, and maintenance processes, we focus on minimizing waste at every stage of our supply chain, supporting recycling and recovery practices with the latest technologies and innovations.

In order to minimize the disruptions that may occur in our logistics operations, we prioritize sea transportation over land transportation, thereby reducing our carbon footprint and conducting more uninterrupted and efficient distribution processes. Thanks to the cost advantage and emission reduction provided

by maritime transportation, our logistics activities are on a stronger ground in terms of environmental sustainability.

Another key focus of our supply chain is sustainable raw material choices. We try to reduce our impact on the environment by using recyclable, biodegradable and compostable materials in our product structures. To this end, we communicate regularly with our suppliers and openly share our raw material preferences and transformation decisions regarding product structures. Where necessary, we support our requests for certified products with documents and request environmental compliance certificates from our suppliers.

We prioritize sustainability criteria in supplier selection and regularly update our supplier list. We ensure quality and continuity with our contracts, and develop alternative scenarios against possible disruptions by conducting risk analyses based on supply diversity. In this way, we are creating a flexible and resilient structure that ensures security of supply, while respecting environmental sustainability.

We carry out our audit processes periodically and we attach great importance to the environmental compatibility of our suppliers' activities. We prepare action plans for the nonconformities identified in the audits and closely monitor the implementation of these plans. We prepare training content to support the development of our suppliers on the sustainability axis, and we encourage systemic transformations to reduce environmental impacts.

Within Bakioğlu Group, supplier audits are carried out centrally on behalf of all Group Companies. Thanks to this practice, we, as Bak Ambalaj, act in an integrated manner with the standard sustainable procurement practice carried out across the Group. While increasing the effectiveness of inspections, we have the opportunity to evaluate the data we obtain with a comprehensive approach.

### Digitalization and Sustainability in Procurement Training

As Bak Ambalaj, we aim to increase transparency by digitalizing our procurement processes, while spreading sustainability awareness with our business partners. To this end, we took important steps across the Group in 2024.

With the launch of the electronic procurement platform, we achieved a higher level of transparency in all our procurement tenders. With this systematic transition, we, as Bak Ambalaj, increased our process traceability and at the same time strengthened our competitiveness in procurement processes across the Group. This process transformation enabled us to achieve significant gains in both cost management and supply chain efficiency.

In addition, during the reporting period, we made various improvements to our SAP system to increase authorization, control and efficiency. We initiated efforts to prepare new reporting and approval screens and made our procurement processes more systematic and traceable through infrastructure improvements.

In 2024, as Bak Ambalaj, we have completed the planning of sustainability-themed training programs for our suppliers, aiming to extend our sustainability perspective across the entire supply chain. As of 2025, we have prepared the content of these training, which we aim to put into practice, in a way to encourage the adoption of environmental, social and ethical criteria in the supply chain. We have finalized the training formats we will use in this process and have put the dissemination planning into action.

### Supplier Profile

We strive to ensure supply continuity through local procurement. In this way, we both minimize the risks arising from the source of supply and support the local economy. In 2024, local suppliers accounted for 85% of our purchases in terms of spending and 92% in terms of the number of suppliers.

### Supplier Management Based on Sustainability Criteria

When evaluating our suppliers, we focus not only on the quality of products and services but also consider their environmental responsibility, ethical business practices, information security, and sustainability performance. To this end, we audit each supplier on relevant topics, determine the extent to which they comply with our sustainability principles and clearly identify areas for improvement.

## SUSTAINABLE SUPPLY CHAIN

As of 2025, we aim to offer our sustainable supply training programs to all our suppliers.

### Services from our Supplier Network

#### Raw Material Purchases:

- Our main group main line of business is commodity raw material producers in the packaging industry
- Producers of other auxiliary materials needed to process and package these raw materials - Masterbatches, Inks (Local Wild Mix) etc.
- Local manufacturers of packaging materials such as pallets, chipboards and tubes, all of which are used to package our products

#### Investment and Technical Acquisitions:

Manufacturers and suppliers of technical products such as energy equipment, machinery and spare parts and construction materials

**Logistics Services:** Our logistics business partners providing domestic and international transportation, storage and customs clearance services

**Indirect Materials and Services:** Office, production support materials, cleaning products, safety equipment and professional services

### Supply Chain Expenditures

Procurement Expenditures		
	Local Procurement	International Procurement
2019	87%	13%
2020	89%	11%
2021	87%	13%
2022	86%	14%
2023	84%	16%
2024	85%	15%

### 2024 Risk Management Activities in Supply Chain

In addition to the activities and practices that create value in our supply chain, Bak Ambalaj has the necessary agility to manage the risks we face. In 2024, we effectively managed supply chain risks by:

- Engaging alternative suppliers,
- Sourcing from geographically closer regions by evaluating logistics risks,
- Procuring locally whenever possible,
- Planning purchases in coordination with supplier production and shipment schedules.



### Our 2025 Goals

As Bak Ambalaj, we aim to further deepen our transformation process, which we carry out with a focus on digitalization and sustainability, by 2025. In this context, we have set important targets to reduce environmental impacts, increase process efficiency and strengthen transparency in all links of the supply chain.

As a first step to reduce impacts, we aim to offer our sustainable procurement training to all our suppliers by 2025. With these training, we aim to raise the sustainability awareness of our suppliers and support their compliance with environmental and social responsibility criteria.

On the other hand, with the active use of our electronic tender platform in all our Group Companies, we are securing transparency in procurement processes and significantly increasing our competitiveness. In 2025,

we aim to further increase the utilization rate of this system and to obtain measurable quality data on transactions made through the platform.

The development work we have started on the SAP system in our company will continue in 2025. We plan to maximize traceability and operational efficiency in procurement processes by digitalizing authority matrices, checkpoints and approval mechanisms. With the new reporting screens, we aim to accelerate decision-making processes and increase systemic audit power.

We aim for 2025 to be a year of expanding our digital capabilities and strengthening our sustainable value creation in the supply chain. We will continue to build a more transparent, greener and more resilient supply system by preparing both our internal processes and the structures we establish with our business partners for the future.



## LOGISTICS IMPACTS

In our logistics processes, we strive to minimize environmental impacts by adopting alternative transportation modes, digital tracking systems, and a management approach focused on strategic planning.

As Bak Ambalaj, we actively use land and sea transportation by offering both port delivery and door delivery options to our customers. In our logistics activities, depending on customer demands or transit times, we sometimes resort to alternative options such as air transportation or minivans.

Our logistics contracts are centralized across the entire Group and each Group Company independently manages its own loading operation. Accordingly, we carry out our vehicle and vessel organizations in line with weekly and monthly forecasts. We complete our operations every day of the week by loading products from our factories to our domestic and international customers.

### Our Strategic Approach to Logistics Planning

We are conducting more effective planning processes in order to stick to the delivery deadlines we have predetermined with our customers. Within this framework, we transparently obtain demand forecasts and insights from our customers prior to logistics processes, enabling us to maintain long-term logistics planning and seize opportunities to select transportation models with lower environmental impact.

### Reducing Our Logistics Impact with Best Practices

Through 2024, we are focused on reducing our dependence on road transportation by expanding our intermodal transportation system. By integrating Ro-Ro and train transportation, we have significantly reduced the use of road transportation, especially at customer addresses with European port connections such as Trieste, Koper and Sete. In this way, we have reduced both our transportation costs and carbon emissions from land transportation.

In addition, thanks to the SAP Transportation Management (TM) module that we commissioned at Bak Ambalaj as of March 2024, we are able to monitor shipments more closely, increase the tonnage per load and monitor carbon emissions per kilogram more effectively.

### We Follow Our Processes Digitally

In order to make our logistics activities traceable, we can monitor all our shipment processes centrally and instantly with SAP TM. Through our customer portals, both our customers and logistics process managers can instantly access order status and shipment information.



We also analyze data from transportation companies through digital portals and Excel-based tracking systems, and continue to ensure transparency and control in operational flows.

### Our Sustainability Approach in Supplier Logistics Processes

In order to reduce the environmental impact of our logistics processes, we prioritize sustainability criteria not only in our own operations but also in our collaborations with our suppliers. We encourage environmentally friendly solutions in shipments from our suppliers and conduct project-based studies on issues such as packaging optimization, transportation planning and joint route improvement. Through these practices, we aim to reduce the carbon footprint across the supply chain.

### Our Future Logistics Goals

As Bak Ambalaj, we plan to increase our environmental investments in logistics and make our processes smarter in 2025 and

SDGs We  
Contribute to



beyond. In this context, we will make rail transportation mode more widespread and offer alternative transportation solutions instead of road transportation for our customers with rail connections.

We also aim to cooperate more with logistics companies that measure and report their environmental footprint. In this way, we plan to create a transportation infrastructure with high standards not only in terms of operational but also environmental performance.

With the supplier portal project launched across the Group, we aim to take logistics efficiency to the next level by digitalizing supplier management. With this system, we plan to make it possible to monitor training on order management, supplier performance measurement and sustainable logistics practices.

## DATA SECURITY AND PRIVACY

# We protect our information assets with infrastructures resilient against digital risks.

### Cornerstones of Our Information Security Policy

Information Security Management at Bak Ambalaj is based on the following basic principles:

- **Reliability:** Preventing unauthorized individuals, organizations, or other operating systems from accessing or obtaining information.
- **Integrity:** Maintaining the integrity and accuracy of assets.
- **Availability:** Ensuring that information is accessible and usable upon authorized request.

As Bak Ambalaj, while we evaluate the opportunities offered by digitalization, we also meticulously manage the risks it brings with it. In order to ensure the security of our corporate information assets, we commissioned the Security Operations Center (SOC) and Threat Intelligence Product solutions in 2024, enabling 24/7 monitoring of information systems across the organization. By detecting potential threats in advance, we can intervene immediately and thus minimize the impact of possible security incidents.

With the rapid action capability offered by our SOC system, we significantly shortened our response time to incidents. Our advanced threat intelligence product allows us to identify risks specific to our organization in advance by constantly analyzing external threats.

GR1 3-3, 418-1

In this way, we update our security policies in an agile manner and respond to the changing threat environment with proactive solutions.

Throughout the year, we regularly trained our employees on ISMS (Information Security Management System) and PDPL (Personal Data Protection Law) as refresher training every year. We supported the training provided to new recruits within the scope of orientation with annual updates and awareness-raising content for employees whose tenure continues. We also conducted simulations with phishing attack scenarios for all our employees throughout the reporting period. Within the scope of data security and privacy, we continue to serve our customers, employees and all stakeholders with secure, transparent and verifiable sources in every field we operate.

### Our Objectives with the Information Security Policy:

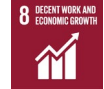
- Establish, develop, and maintain a management system necessary to identify, assess, and implement controls for security needs, risks, vulnerabilities, and opportunities related to our business strategy and information security processes,
- Ensure the confidentiality, integrity, and availability of all information stored physically and electronically by fully complying with legal, operational, and contractual requirements,



- Fully comply with all legal requirements related to customs regulations,
- Develop and implement controls for security risks, set out principles for handling risks, and continuously review technological expectations and developments to track risks,
- Reduce the impact of information security risks on business continuity and ensure business continuity,
- Be capable of responding quickly to potential information security incidents and reducing their impact,
- Increase awareness of information security among users and employees, ensuring they understand their responsibilities, and regularly evaluate information security performance and the effectiveness of the information security management system,

- Ensure the protection of personal data,
- Determine, assess, and enhance the security requirements of the electronic infrastructure provided, ensuring service continuity by keeping up with technological advancements,
- Ensure that external service providers meet the requirements and needs of the information security system,
- Ensure an acceptable level of security for external access to the system,
- Define information security requirements for third parties, customers, and suppliers, and ensure they comply with the information security management system,
- Protect and enhance the Company's reputation against information security based threats,
- Set information security standards for Group Companies, regularly audit them, and ensure compliance.

SDGs We  
Contribute to



## DATA SECURITY AND PRIVACY

# We authorize and classify all data within our organization, maintaining strict control through measures such as DLP systems, automated access controls, and cloud backup solutions.

### Our Information Security Strategy in Compliance with International Standards

We shape our information security management within the framework of ISO 27001 standard. Like all Group Companies within Bakiöğlü Holding, we carry out and audit our processes in line with this standard. We operate the Group-wide Information Security Management System (ISMS) under the leadership of Baknet AŞ and with the participation of multi-disciplinary teams.

Click [here](#) to view our ISO 27001 Certificate.

In addition, we ensure full compliance with all our legal obligations under Law No. 6698 on the Protection of Personal Data (PDPL), Law No. 5651 on Internet Publications, and the newly enacted Cybersecurity Law No. 7545. We increase our employees' awareness of the legislation through refresher training and updates every year.

### Our Technological Infrastructure Protecting Our Critical Systems and Data

Within the framework of our information security policy, we have built strong data classification and authorization systems.

**Security Operations Center (SOC):** A centralized security monitoring service that enables 24/7 monitoring of our information systems and immediate detection and response to potential threats.

**Threat Intelligence Product:** A system that enables us to identify risks specific to our organization in advance by analyzing global threat data and proactively update our security policies.

**Data Loss Prevention System (DLP):** A solution that prevents data breaches by providing controls to prevent unauthorized leakage of sensitive data.

**Security Information and Event Management (SIEM):** A system that centrally collects and analyzes in-house digital activities, detects abnormal situations and informs security teams.

**Microsoft Intune Endpoint Management System:** A cloud-based management solution that enables remote access, control and update of devices to ensure the security of corporate devices and compliance with policies.

**Secure Email Gateway (SEG):** A system that protects corporate e-mail security by filtering incoming and outgoing e-mails against threats such as spam, viruses and phishing.

**Secure Web Gateway (SWG):** A solution that provides protection against harmful content and guarantees secure web usage by controlling internet access over the corporate network.

With these technologies, beyond ensuring the security of our information systems, we support our business continuity and build our corporate sustainability on strong foundations.

### Secure Data Processing and Risk Management

We do not only consider data security as an internal responsibility but also secure the data processing processes we carry out with our customers, suppliers and public institutions within this scope. We have established authorization mechanisms for all sensitive information and used cloud-based backup systems to maximize data security.

We classify all data in our organization, authorize access to data and keep it under control with measures such as DLP systems, automatic authorization controls and cloud backup systems.

Our risk management system, which we carry out within the framework of ISO 27001, covers the processes of identifying, prioritizing and controlling risks related to information security and ensures the prevention of potential vulnerabilities. Throughout 2024, we also actively focused on technical vulnerability management activities in our systems. In this way, we laid the foundation for new investments in the process of identifying, prioritizing and eliminating vulnerabilities in the system.

### 2025 and Beyond: Stronger and Proactive Cyber Security

In the coming period, we aim to expand the scope and increase the effectiveness of our information security system. We are planning to deploy new generation monitoring tools, especially in the management of technical vulnerabilities, and we are working on analytical systems that will detect threats in advance. With all these investments, we aim to protect our organization's digital assets more robustly, strengthen the trust of our stakeholders and contribute to our sustainability goals.



## SUPPORT FOR QUALIFIED EMPLOYMENT

# We build the future with strategic manpower management.

Within the framework of the Sustainable Development Goals, we are building together not only the qualified workforce of today but also the qualified workforce of the future. Under the leadership of Bakioğlu Holding, we resolutely maintain our belief in the fundamental role of qualified education and employment in development. We see it as a strategic investment to support the preparation of new generations for the business world, starting with university-age youth.

As Bak Ambalaj, we implemented many practices in 2024 in order to recruit qualified labor force and retain existing talents in a sustainable manner. We aimed to increase employee loyalty and satisfaction through a wide range of activities ranging from our employer brand to employee experience, from training to social interaction projects.

Within the scope of the "Employer Branding Project," we reshaped our recruitment process and digital content based on insights gained from focus group discussions with our employees. We welcomed our new employees with a much more inclusive and informative experience with our "Welcome Kit" and updated orientation programs. We started to share our corporate culture and employee experience with external stakeholders through our corporate social media accounts, where we share career and internship opportunities and our world at Bakioğlu Holding.

### Investing in Young Talents

In this reporting period, we continued to recognize young talents at an early stage and create professional development areas for them by strengthening our cooperation with universities. Within the scope of collaborations with universities, we establish contact with young talents at an early stage with practices such as career events, project-based student participation with IZTECH COOP protocol, internship programs and company-specific career fairs.

### Cem Bakioğlu Anatolian High School

Cem Bakioğlu Anatolian High School was built on 5,000 m<sup>2</sup> of treasury land with the contribution of Bakioğlu Group Companies in 1995 as a gift to Turkish National Education. In 2004, with the contribution of the Group Companies, an additional building consisting of 15 classrooms and an indoor sports hall was added to education and training. Until 2005, the school had the status of General High School, and since the 2005-2006 academic year, it has been continuing its education and training activities as Anatolian High School.

As Bak Ambalaj, we continue to support Cem Bakioğlu Anatolian High School, which has successful graduates every year, and thus Turkish National Education.

SDGs We  
Contribute to



## SUPPORT FOR QUALIFIED EMPLOYMENT

We take great pride in guiding students throughout their internship journey and supporting them as they navigate this valuable new experience.

### **Support to Continued Dialogue, Closer to Europe Project**

We supported the “Continued Dialogue, Closer to Europe Project,” which aims to contribute to the development of sustainable civil society dialogue between Türkiye and EU member states. In this project, we worked with young people between the ages of 15 and 18, experts and educators to create a complementary digital information delivery platform and mobile application with creative and innovative educational materials on environmental and energy issues. The designed online platform can also be used as an open library where young people can access up-to-date digital resources on EU Energy, Environment, Education and Culture policies. The activities we conducted within the scope of the project include physical and interactive conceptual framework meetings, design of e-learning objects, Hackathon/ Ideathon and project market events. With this project—designed to be scalable and replicable at both national and international levels—we aim to contribute to the United Nations Sustainable Development Goals, particularly Quality Education, Climate Action, and Sustainable Cities and Communities. In alignment with the EU Youth Strategy 2019–2027, we also strive to increase the number of green-collar youth.

### **Scholarship Programs**

In 2024, we continued to support our scholarship recipients under the Scholarship Regulation, which provides scholarships for the talented children of employees at Bakioğlu Holding and our Group Companies pursuing undergraduate and higher education. We also support the education of employees’ children who face challenges in their educational journey due to special circumstances.

### **Summer Internship Program**

We have been contributing to the professional development of young talents since the day we were founded. During the 2024 reporting period, through our Summer Internship Program covering the June–September timeframe, we provided university students with the opportunity to gain hands-on experience across various areas of expertise within our Company. During this period, our interns shared their valuable experiences with closing presentations and provided feedback to our department managers.

We take great pride in guiding students throughout their internship journey and supporting them as they navigate this valuable new experience.



### **Winter Internship Program**

Within the scope of the Winter Internship Program, we first analyze the number of interns needed by the departments. After identifying interns in terms of quality and quantity, we collaborate with vocational high schools and provide internship opportunities to our students as a result of the guidance of counselors and the evaluation of Human Values. We regularly observe our high school students and offer them all the support they need in order to raise them as useful individuals for our society.

Each year, we also analyze the number of staff required for the projects and studies we carry out in line with our Company targets. Following these evaluations, we onboard selected third- or fourth-year university students—identified as potential contributors to the project throughout its duration—into our organization, providing them with valuable experience and preparing them for professional life before graduation.

### **New Graduate Recruitment Processes**

In our Group Companies, which are constantly growing with investments, we offer opportunities to new talents as a result of the staff analysis conducted every year. We recruit new graduates who meet the basic criteria of the relevant position, are compatible with our corporate values, have high awareness and motivation, and prepare them for the future with our Bak Academy training and development programs.

### **Our Online Programs Connect Talents with Industry Professionals**

In addition to our internship programs, we also carry out various online programs by taking advantage of digitalization. Among these, our flagship program ‘Connecting Talents with Professionals’ brings together university students—currently pursuing relevant degrees—with our departmental professionals through online meetings, enabling them to engage directly with experts in fields aligned with their academic background and career aspirations. We answer what university students, the professionals of the future, are curious about business life.





# VALUE FOR PEOPLE





## HUMAN VALUES

# We see our employees as a “value” and we grow together.

As Bak Ambalaj, we develop a responsible approach towards our employees by acting in line with the Human Values and Corporate Development principles of Bakioğlu Holding. We work relentlessly in line with our Group’s mission: to achieve excellence in every field we operate in, contribute to the value of our country, and sustain our presence as a globally respected group of companies. With our long-term human resources and sustainable investments, we aim to enhance quality and value at every step, delivering benefits to our customers and society.

At the heart of our sustainability journey, we recognize that our employees—the very essence of who we are—hold a central place. Behind every success we have achieved to date lies the dedication, effort, and contribution of each and every colleagues. To achieve our future goals, we view our human resources not merely as a component of production processes, but as the cornerstone of our corporate value. With this perspective, we define our employees not as a mere ‘resource’ but as a shared ‘human value’ with whom we grow together.

We integrate the principles of equal opportunity, inclusivity, and diversity into all our human resources policies, and are committed to providing a work environment where our employees feel safe and a sense of belonging. We are building a stronger future together with our practices that encourage development, support open communication and prioritize prosperity.

At Bak Ambalaj, as in the Bakioğlu Group, we always support our more than 700 employees in all our policies and activities in order to provide them with skills appropriate to the requirements of the future and to support their qualified employment. We aim to be a strategic partner with Sustainable Human Values Policies. We believe that we can achieve all these goals only with the right talents who are passionate about their work.

### Human Values and Corporate Development Policy

At Bak Ambalaj, in line with Bakioğlu Holding’s Human Values and Corporate Development Policies, and in accordance with our Group’s mission, we aim to:

- Be a group of companies preferred by a qualified workforce that embraces universal values such as being “fair, libertarian, collaborative, and egalitarian.”



- Comprehend global and industry changes and prepare our organization for this transformation both qualitatively and quantitatively,
- Keep the employee profile up to date in line with the Group strategy,
- Provide our employees with realistic and sustainable feedback within the framework of the individual performance management system designed in line with group goals and strategies, thereby supporting their professional development,
- Assign employees to different departments to provide them with opportunities to develop themselves in various fields, gain experience, and participate in management,
- Sustain a happy and peaceful work environment continuously, enhancing employee experience, satisfaction, and engagement, and
- Be a strategic partner through Sustainable Human Values Policies.

We believe that we can achieve all these goals only with the right talents who are passionate about their work.

## HUMAN VALUES

An exciting future filled with many more milestones and firsts awaits us, everlasting in partnership with you.

### Our Corporate Values



#### **VALUE FOR PEOPLE** *We Value People*

- Our focus is “people”. We consider people as a “value”, rather than a “resource”. We begin all our activities by saying “People first”.



#### **TRUST** *We Give Trust*

- We build relations based on trust. We do what we promise, and own our job, responsibilities, values and one another. We care to ensure integrity of our words and actions, and thereby give trust.



#### **FAIRNESS** *Fairness Is Our Tenet*

- We act in a culture of accountable, transparent and just organization. We lay importance on equal opportunities, and display “just approaches” towards our business and human relations.



#### **QUALITY & SOLUTION CENTRICITY** *We Act With a Focus on Quality and Solution*

- We act in a constructive and improving manner in all our processes. We attach importance to quality for both our customers’ and employees’ satisfaction and trust, while exhibiting solution-oriented approaches. Thanks to this approach, we create “value” in all our local and international initiatives, pursuing our goal to become a global company.



#### **DEVELOP & IMPROVE** *To Develop & Improve Is What We Do*

- We know that sustainability can only be achieved through development, change and innovation. We invest not only in technology, production and facilities but also in people. We share knowledge and enhance corporate memory. “We improve as we develop”.



#### **SOCIAL RESPONSIBILITY** *We Are Aware of Our Social Responsibilities*

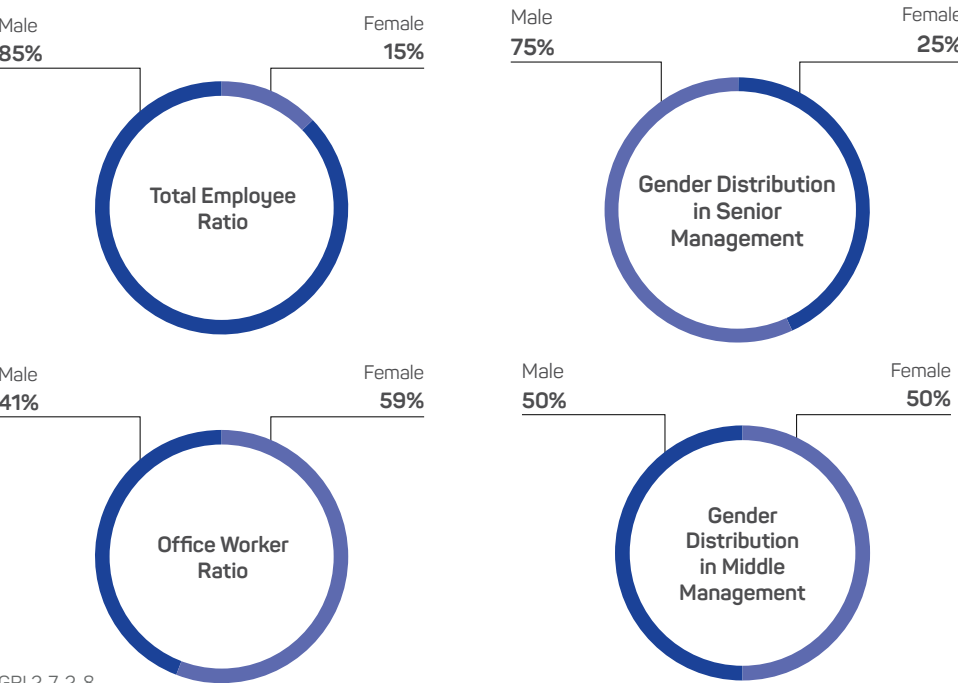
- We are sensitive to developments in our country and around us. We fulfill the tasks that are due upon us. We care about our nation, cultural values, family and environment.

HUMAN VALUES

EMPLOYEE PROFILE

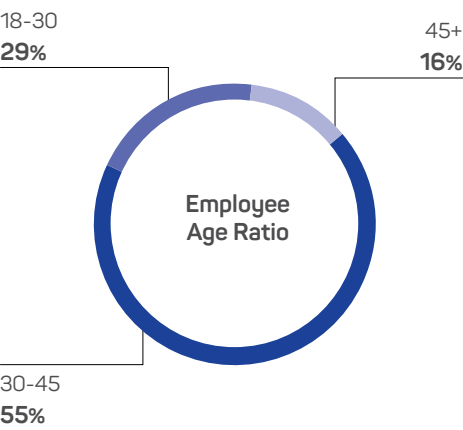
As Bak Ambalaj, we continue to contribute to the sustainable transformation in the sector with our 704 employees, each of whom is the carrier of our corporate culture. With our human resources approach based on diversity and inclusion, we encourage development at both individual and corporate levels and build a flexible organizational structure that adapts to changing needs. We build our sustainable growth on the trust we have in our human resources, the culture of cooperation we have developed together and the common values we share.

Distribution of Number of Employees

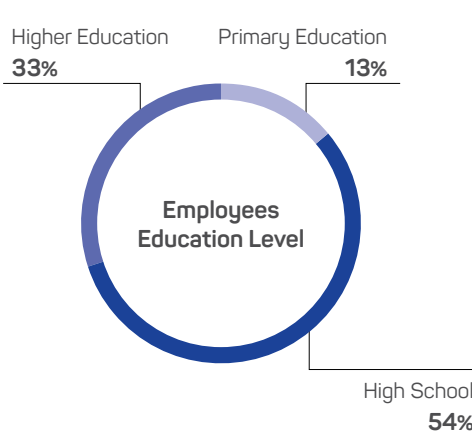


GRI 2-7, 2-8

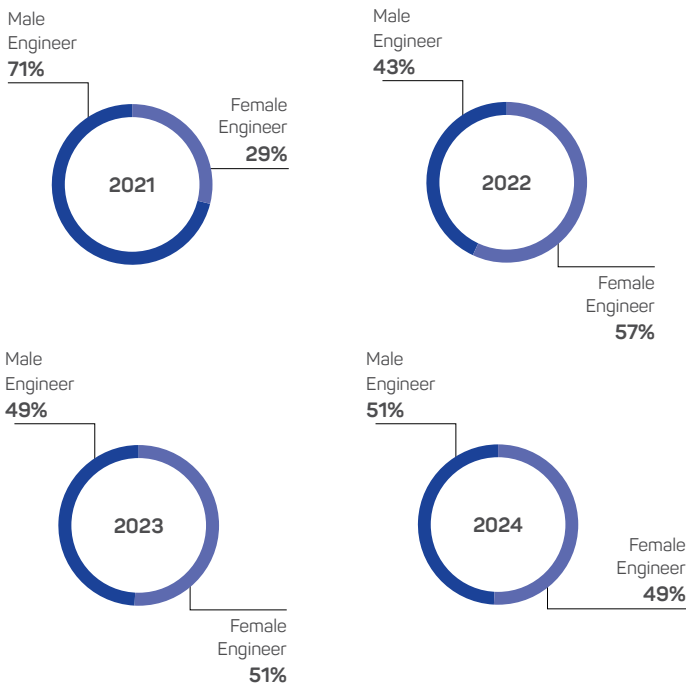
Employee Age Distribution and Ratio



Percentage of Employee Education Level



Engineer Employment Ratio





## HUMAN VALUES

# We adopt a corporate responsibility approach that prioritizes people.

## EQUAL OPPORTUNITY, DIVERSITY AND INCLUSION

As Bak Ambalaj, we see it as a corporate responsibility to create an equal, inclusive and fair working environment where all our employees can realize their potential. We consider the principle of equal opportunity not only as a discourse but also as an active policy that we integrate into all our human values processes. We create a corporate culture of equality, justice and trust, where every employee feels important and valuable, and can freely express their differences.

We recognize diversity as a richness and we do not discriminate on the basis of age, gender, ethnicity, disability, faith, sexual orientation or any other difference. We sensitively develop our processes by ensuring that inclusion and diversity are protected through our company policies and procedures.

We create impartial and secure channels for our employees to apply in case of any discrimination. During the reporting period, we did not receive any applications or complaints of discrimination from our employees or other stakeholders.

With the importance we attach to diversity and inclusion, we aim to create a safe working environment where all our employees feel valued and can showcase their unique identities.

As Bak Ambalaj, we improve our profile as a preferred employer every year with a qualified workforce that adopts a fair, libertarian, sharing and egalitarian culture in line with universal values. We always prioritize creating a peaceful and safe working environment to increase employee loyalty. We ensure the protection of inclusion and diversity through company policies and procedures.

We attach great importance to equal opportunities and women's employment for a sustainable future. With 49% female engineers, we concretely advocate and support equality in the sector. While 15% of our total workforce is made up of women due to our field-oriented working environment, this rate reaches 59% among our office employees. At Bak Ambalaj, 25% of our senior managers and 50% of our mid-level managers are women. We offer equal opportunities to women in all positions, including engineering and technical roles, and continue to promote women's employment in production.

### Gender Equality and Women's Empowerment

At Bak Ambalaj, we consider gender equality as an integral part of our corporate culture. We develop equitable policies at all levels to support women's sustainable participation in the workforce. We implement systems that observe gender equality in our recruitment, career development, remuneration and promotion processes and support the professional development of our female employees. We actively create role model manager profiles to ensure that women are more visible in leadership positions.



As a result of these studies, the focus group interviews we conducted to understand the experiences of our female employees in depth allowed us to shape our internal awareness policies. To this end, we implement special training, workshop and development programs for women.

In order to increase female employment in traditionally male-dominated fields such as production, operations and engineering, we highlight our female leaders in our interactions with universities. With these events, we aim to inspire young women and support them on their career journey.

### We Build a Strong Corporate Culture with Ethical Values

Our ethical principles include respecting diversity and inclusion, combating all forms of discrimination, protecting the confidentiality of personal data, avoiding conflicts of interest and communicating transparently with all our stakeholders. We not only limit these principles to corporate commitments but also conduct regular training and awareness raising activities to support our employees to internalize them in their daily business practices.

We have documented our code of ethics at the corporate level with the "Bakioğlu Holding Ethical Principles Guide" and made it a common reference point in all our Group Companies. This guidance is accessible to all our employees and defines clear and safe channels of communication that we can use in the face of ethical dilemmas. We evaluate violations of ethical principles with an independent and impartial approach.

### Integration of Disabled Workers and Technological Support

An important element of our understanding of inclusion and diversity is support for the employment of people with disabilities. Our company employs 18 disabled employees. We are working to make the physical conditions in the work environment suitable for our disabled employees. We work with our Baknet Company to ensure that our employees work efficiently in the office environment.

We support our employees by providing them with the necessary equipment to use Microsoft products easily. With this equipment, we ensure that our disabled employees can easily perform tasks such as preparing e-mails, working on Excel and Word files and creating presentations with voice commands.

SDGs We  
Contribute to



## HUMAN VALUES

# Through Bak Academy, we offer our employees training content tailored to each position and individual development journey.

## EMPLOYEE TRAINING AND DEVELOPMENT

At Bak Ambalaj, we see the development of our human resources as one of the fundamental building blocks of our sustainable growth strategy. We offer versatile training and development programs to help our employees adapt to the changing business world, continuously improve their competencies and realize their potential.

In this context, Bak Academy, which operates under the leadership of Bakioğlu Holding Human Values and Corporate Development Group, is positioned as a strategic learning and development platform for all our employees. Through Bak Academy, we offer our employees training content tailored to each position and individual development journey. During the training, we do not limit the learning process to the transfer of technical knowledge, but also support personal development, leadership and cultural adaptation.

We shape our training programs based on competency-based needs analysis and regularly monitor the impact of learning outcomes on business results through post-implementation evaluations. Thus, we ensure that our employees are ready not only for their current roles but also for the responsibilities they will assume in the future. These efforts, which we continue to strengthen the learning organization culture and develop a common language within the organization, also support our Company's competitive advantage in the sector by increasing its innovation capacity.

We aim to make greater use of technology and data analytics to optimize our Human Values processes and make more effective decisions. With this goal, we intend to be more efficient and effective in many areas from recruitment processes to performance management.



### Bak Academy

***Guided by the group's values, Bakioğlu Leadership Principles (Belief, Passion, Teamwork, and Commitment), and the competencies that stem from these, Bak Academy aims to:***

- Focus on continuous development within our organizational climate, which is governed by universal values such as justice, accountability, and transparency,
- Concentrate on all employees, considering them to have high performance and potential,
- Develop the skills necessary for future needs,
- Establish a systematic approach to developing behavioral and technical competencies, with digital tracking of progress,
- Support the development of key employees to retain them,

- Train the future "Top Executives" in both professional and leadership areas,
- Attract high-performing professionals with strong potential to our companies,
- Conduct effective "Human Values Planning" across the group,
- Support organizational growth and change to ensure sustainability.

### ***Bak Academy Training Programs:***

- Core Training
- Professional Development Program
- Management Development Program
- Sales Development Program
- Foreman Development Program
- Vocational and Technical Training
- Vocational Certification
- Technical In-House Trainer Development Program
- Digital Training
- Catalog Training

SDGs We  
Contribute to



HUMAN VALUES

With our belief in the continuity of development, we organized the 11<sup>th</sup> Bak Academy Development Summit.

Bak Academy Development Tools

- 360 “Focus on You” Feedback Sessions
- 11<sup>th</sup> Development Summit
- Bak Academy Physical Library
- Bak Academy Digital Video Learning (COBIDU)
- Foreign Language Support Program
- Financial Affairs Development Support Program (SMMM)

Competency Development Programs

Program Type	Number of Graduates
Management Development Program (MDP)	17
Professional Development Program (PDP)	16
Foreman Development Program (FDP)	1
Focus on Your Development with a Mentor	23
360 Development Assessment	55

11<sup>th</sup> Bak Academy Development Summit: “Those Who Light Their Own Path”

With our belief in the continuity of development, we started our journey with the opening speech of Mr. Cem Bakioğlu, Chairperson of the Board of Bakioğlu Holding, at the launch of the first Executive Development Program held in 2013 at the AOSB Atatürk Conference Hall. This journey, which we started at the time with the participation of only 50 of our managers, has expanded in scope and impact over the years, transforming into a strong corporate summit that today reaches more than 400 participants.

Since 2013, we have aimed to make this development journey more lasting and meaningful with a slogan. For each year, we have come up with slogans and mottoes in line with our development goals that are at the center of that year. Since 2016, we have started to organize our Summit around a specific theme each year, accompanied by guest speakers. Between 2016 and 2020, we shaped our meetings within this framework by setting special mottos aligned with the development goals of each year. Throughout this journey, we have collectively demonstrated how much we prioritize development and have continuously evaluated the opportunities and needs that lie ahead of us together.



In this year’s program flow, we took it to a whole new level with the theme “Those Who Light Their Own Path.” On May 9, 2024, with a program centered around our theme, we came together with over 400 participants at a Summit where, instead of guest speakers, we featured the inspiring contributions of our own managers, whom we value much more. From our opening speeches to the flow of content, we carefully shaped every detail around the theme we set.

Effective Baki Employee, Relationship Management, Develop and Improve Training

Our core development training aim to enhance the fundamental and functional competencies and corporate values of Bakioğlu Holding and Packaging Group employees—such as personal integrity, teamwork, communication, desire for growth, self-discipline, and resource management—and to raise awareness in these areas. We have organized these basic training under three headings: Effective Baki Employee, Relationship Management

and Develop Arrival. We ensure that all new monthly paid employees receive these basic training in order. This year, 72 employees participated in our core training.

Competency Development Programs: PDP, MDP and FDP

Since its establishment, Bak Academy has started its first development activities with executive development. This year, 16 people graduated from PGP, 17 people graduated from YGP and 1 person graduated from FGP in Bak Ambalaj from our competency development programs, which lasted approximately 1 year and were designed modularly. In this year’s program, we had the opportunity to both get to know our participants through their closing presentations and to give them supportive feedback on their development journey.



## HUMAN VALUES

# We organized the Corporate Culture and Ethical Principles training with 82 participants in total with our internal trainers.



### Digital Training

We developed mandatory digital training programs—such as Product Safety, Quality and Hygiene, Environmental Awareness, 5S, Data Protection, Information Security, Hazardous Materials Transport, Basic Occupational Health and Safety, and Integrated Quality Management Systems—using our internal resources and experts. In addition, we made behavioral development training such as Stress Management and Child Psychology available to all our employees through Bakioğlu Holding online training management systems.

We assigned the ADR training, which ensures the safe and compliant transportation of hazardous materials by road, to 465 of our employees and ensured its completion.

We delivered environmental training, aimed at imparting the knowledge, skills, values, and attitudes necessary to protect the environment, promote sustainable use of natural resources, and contribute to solving environmental issues, to 504 of our employees. Additionally, we assigned the 5S training—which aims to create and maintain a quality work environment under the motto “Right, Appropriate, and As Needed”—to 129 employees and ensured its successful completion.

### Optional (Catalog) Training Programs According to Need

In 2024, we completed our Catalog Training Programs—published annually and allowing our employees to select courses aligned with their personal development needs—with approximately 80 different training topics. These included diverse categories such as Jodo – The Martial Art of Relationship Defense, Critical Thinking, Instant Feedback, Analytical

Reporting Training, Transactional Analysis-1, Nonviolent Communication, Ways to Transform Conflicts, Effective Memory Techniques, and The Life of the Unshakable Individual, providing valuable insights and knowledge. We realized our training programs with approximately 324 participants throughout Bak Ambalaj.

### Technical Internal Training Programs

The “Technical Academy Project,” which we initiated as part of the “Technical Skill Development” for the growth of our field teams, has been continued with various applications within our Packaging Group Companies. Approximately 21 subject matter experts from across our Company took part in this project, one of the aims of which is to transfer corporate memory in a sustainable and standardized manner. With the support of subject matter experts, 134 internal training were organized throughout the Company.

### Professional Development Training Programs

Within the scope of Professional Development, Basic Hydraulics/Electrohydraulics Training, Train-the-Trainer Training, Basic Pneumatics and Electropneumatics Training, and PLC S7/1500 Basic Automation Training were completed in a practical manner with the participation of different Group Companies. In addition, VQA certifications in fields such as Bridge Crane Operator, Forklift Operator and Welding continued rapidly.

### Corporate Culture and Ethical Principles Training

As Bakioğlu Group, personal integrity, trust and human focus are at the center of our way of doing business. Our ethical principles are not merely rules but a set of values that guide our decision-making processes and form the foundation of our culture. We act with a mindset that chooses the future by preferring “better” over “good,” making decisions that prioritize the well-being of our employees, business partners, and society.

Our core principles of respect for diversity, anti-discrimination, honest communication, protection of personal privacy and avoiding conflicts of interest enable us to build a safe and inclusive work environment. We regularly organize training sessions to ensure our ethical principles are understood, internalized, and upheld; and we provide safe channels through which our employees can seek support when facing dilemmas. We organized the Corporate Culture and Ethical Principles training with 82 participants in total with our internal trainers.

### 360 Development Evaluation Process

We conducted the eleventh cycle of our 360 Development Assessment Process at the beginning of 2024. The evaluation, which was conducted through the online system, was attended by 55 employees working in specialist and above roles at Bak Ambalaj. In this process, in which an average of 18 people evaluated each of our colleagues, we collected approximately 1000 pieces of feedback data. At the end of the evaluation process, we presented each participant with a 12-page individual development report. Based on these reports, we planned over 260 hours of one-on-one feedback sessions under the title “You Are Our Focus,” specifically for Bak Ambalaj.

We carry out this process not only for individual development, but also to support team development, to carry team development to Company development and this development to a holistic transformation across the Group.

This process, which we designed with our human and development-oriented approach, has attracted international attention thanks to its innovative application structure. In 2022, we achieved significant success in five different international award programs where more than 500 jury members from different countries participated in the evaluations.

## HUMAN VALUES

Thanks to the COBIDU Platform, we offer a fun online training experience without time and space barriers to support the professional and personal development of our employees.

### In-House Mentoring Program

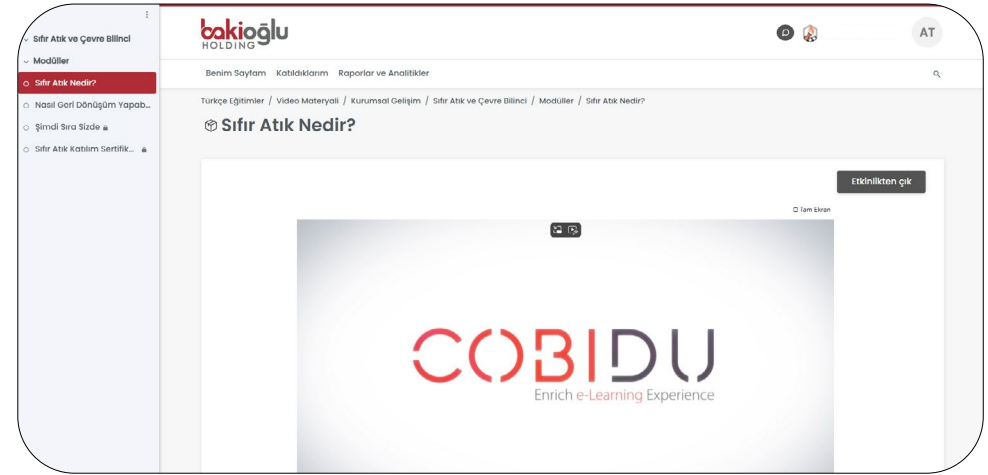
We participated in the "Grow with a Mentor" program, designed to support the development of all leaders within Bakiöğlü Holding and our Group Companies by fostering peer learning and the sharing of knowledge, skills, and experience beyond hierarchical structures. Conducted under the motto "Are You Willing to Learn and Teach?", this program is an internal mentorship initiative where more experienced managers provide one-on-one mentoring to newly appointed managers, helping them enhance their leadership competencies, establish a common leadership language, and adapt to the corporate culture. In 2024, 23 mentees and 23 mentor candidates were included in the program. Within the scope of the program, our mentees had a total of 5 development meetings with their mentors matched from cross companies and departments and 1 vision meeting with the top management. As Bak Ambalaj, we have shown a strong participation in this centrally managed development process with a high number of mentees and mentors at 25%.

### OHS Renewal Training

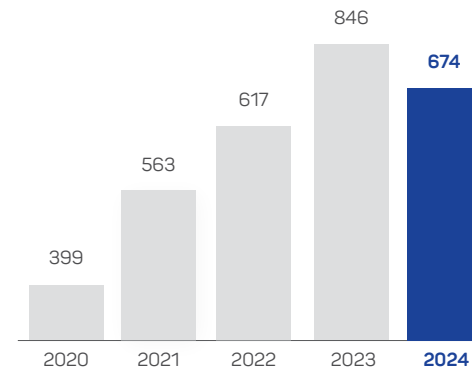
As Bakiöğlü Holding and Packaging Group Companies, we launched a project focusing on digitalization and dissemination of technical and compulsory training. Within the scope of this project, we prepared our basic occupational safety and basic health training with our own resources, in accordance with our corporate culture and the needs of our employees, by utilizing Greenbox technology and teaching methods together with subject matter experts. We both evaluated our in-house know-how and created a sustainable and organization-specific content. In this way, we not only meet the requirements of the legislation, but also provide a training that our employees can understand and apply, and that is suitable for the field.

### Digital Video Learning Platform

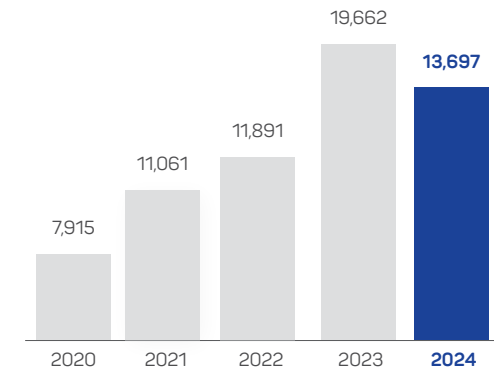
Due to the increasing number of employees who take personal development as their own responsibility, we have launched a new video learning platform. Thanks to the COBIDU Platform, we offer a fun online training experience without time and space barriers to support the professional and personal development of our employees.



### Number of Employees Trained



### Employee Training (person\*hour)



## HUMAN VALUES

With the initiative “Günlerden Sen,” we aim for our employees to feel valued not only in their professional lives but in every aspect of their lives.

### Employee Experience

#### We Add Value to Our Employees

At Bak Ambalaj, we place the principle of “respect for humanity” at the core of all our human values processes, adopting a comprehensive approach that considers not only the professional development of our employees but also their needs at every moment of life. We meticulously design our social benefits so that our employees feel supported both in their professional and personal lives.

The social supports we offer in this context are as follows:

**Birth Assistance:** We provide support to share the joy of a new life with our employees.

**Marriage Assistance:** We stand by our employees during this special time as they unite their lives.

**Child Assistance:** We support families to contribute to the education of future generations.

**Bereavement Assistance:** We stand by our employees and their families during difficult times.

**Education Assistance:** We provide support to our colleagues’ children at every stage of their educational journey.

**Natural Disaster Assistance:** We value being a beacon of hope during unexpected calamities.

**Fuel Assistance:** We support our employees’ needs during the cold seasons.

**Clothing Assistance:** We contribute to basic needs that make daily life easier.

**Holiday Allowance and Food Support:** We contribute to helping our employees have more meaningful holidays with their loved ones.

**Other Social Assistance:** We stand by our employees with various supports aimed at making daily life easier.

With these supports, we aim to increase employee loyalty, strengthen the sense of corporate belonging and create a sustainable workforce.

Our corporate culture, nourished by the principles of equal opportunity, inclusion and diversity, is shaped by comprehensive approaches to improve employee experience. With this understanding, we have implemented many practices that we have listened to the voices of our employees and shaped together throughout 2024. The focus group discussions we conducted as part of our Employer Branding Project allowed us to design tailored initiatives based on the expectations and experiences of our employees. Thus, we reshaped not only the internal development processes but also the policies related to special occasions that our employees can emotionally connect with.



### Sevgili Bakioğlu Holding Çalışanları,

Doğum günlerini özel yapan şey; o günü sevdiğimizle ve gönümüzce geçirmektir. Bu düşünceden yola çıkarak, İyilik Seninle Baki alt markamız kapsamında sizlere güzel bir haberimiz var!

Çalışan deneyimini iyileştirmek ve sizlere iş & özel yaşam uyumu konusunda destek olmak amacıyla “Günlerden Sen” diyoruz! Bu yenilik ile doğum gününüzde bir gün ücretli izin hakkına sahip olacağınızın bilgisini mutlulukla paylaşıyoruz.

Hep birlikte daha mutlu, dengeli ve verimli bir çalışma hayatı dileğiyle...

Detaylar için [bakbi!](#)

### Beyond the Employee Experience with “Günlerden Sen”

We believe that the foundation of sustainable success lies in employees who feel valued, whose contributions are recognized, and whose well-being is supported. With this approach, throughout 2024, we have taken more inclusive and meaningful steps in our human values initiatives by listening to the voices of our employees.

Within this scope, as Bak Ambalaj, we are capturing our employees’ moments of personal happiness into the corporate memory through the “Günlerden Sen” initiative, launched simultaneously across all Bakioğlu Ambalaj Group companies. Starting from 2024, by granting each employee with a birthday an additional full day of leave, we enable them to enjoy their special day with their loved ones while also nurturing our people-centered culture.

This practice, which strengthens internal belonging, increases employee satisfaction and contributes to work-life balance, attracted great interest from our employees. This benefit, which enables our employees to spend time with their loved ones, dedicate time to themselves, or simply rest, reflects the value we place on people within our corporate culture.

### Flexible and Responsive Working Models

We aim to increase happiness at work by providing our employees with the flexibility they need through work-life balance practices. Since 2022, we have been offering remote working one day a week for our white-collar employees. We also continue to reduce working time by 30 minutes to enable office workers to get home from work earlier.



## HUMAN VALUES

# At Bak Ambalaj, we are working to strengthen our employer brand with a holistic approach that focuses on employee experience.

### ***Our Meaningful International Women's Day Event***

On March 8<sup>th</sup>, International Women's Day, instead of the traditional gift distribution, we prioritized fostering a deeper connection with our female employees and focusing on their real needs by organizing a special experience-oriented workshop.

### ***Programs Supporting Comprehensive Well-being***

In order to support the physical and mental health of all our colleagues, especially our female employees, within the scope of the Expert Support Program implemented in cooperation with Heltia, we have provided access to psychologists, dietitians, physiotherapists, family counselors, parenting consultants, lactation consultants, and child development specialists. With this practice, we actively support our employees in the process of establishing a work-life balance.

### ***Well-being Webinar Series***

Through the seminars we organized throughout the year on the themes of mental, financial and physical well-being, we provided our employees with information that will contribute to their well-being outside of work. We aim to improve the quality of life of our employees by transforming the good life into a sustainable element in our corporate culture. All webinar topics are given in Bakioğlu Holding bulletin contents.

### ***Corporate Discount Agreements***

We support our employees to spend their time outside of work more productively through discount agreements offered at gyms, health services, restaurants and beauty centers.

### ***Bak Ambalaj Welcome Kit***

We facilitate the adaptation process of our new employees with the Welcome Kit, which we have updated to strengthen the sense of belonging from the first day of work.

### ***"Professionals of the Future"***

As Bak Ambalaj, we support the personal and professional development of high school and university students through the internship opportunities we provide. We consider our interns as "professionals of the future," and by offering employment opportunities to those who successfully complete their internships, we enrich our employment resources for the future. With our internship programs, which we carry out with a sense of social responsibility, we constantly observe our students to ensure that they become useful individuals for our society, and we provide them with all the support they need. We recruit new graduates who meet the basic criteria of the relevant position, are compatible with our corporate values, have high awareness and motivation, and prepare them for the future with our Bak Academy training and

development programs. We frequently come together with young people and try to introduce our sector and our Company.

### ***University-Industry Collaborations***

At Bak Ambalaj, we are working to strengthen our employer brand with a holistic approach that focuses on employee experience. The sustainable connections we establish with young talents, our university-industry collaborations, and the internship and development programs designed inspired by our employees' experiences aim to create an inspiring brand for both our current and potential employees.

We continued to develop and maintain our approach of connecting our employer brand with young professionals in 2024 through career fairs, seminars, interview simulations, and production site visits, which we have also organized in previous years.

- On March 18-19, 2024, by participating in the METU Career Fair, we shared our industry awareness and job/internship opportunities with young talents.
- On May 11-12, 2024, at the İYTE IZPEAK event, where we were the main sponsor, we organized an ideathon; our employees from various expertise areas such as production, human resources, and supply chain shared their inspiring experiences with students. We also answered the questions of young talents in our booth area.

- On May 24, 2024, we participated in the Ege University Chemical Engineers Career Day.
- In September 2024, within the scope of the İYTE COOP Project, we positioned university students to take on project-based roles within our companies.
- Between October 17-19, 2024, we participated in the Career and Employment Days organized by the Bornova Municipality Golden Bracelet Employment Center, sharing our job and internship opportunities.

In addition to these comprehensive communication activities, during the 2023-2024 Academic Year, we provided our high school interns with the opportunity to become acquainted with working life. Between June and September 2024, through our Summer Internship Program, we offered university students the opportunity to experience different areas of expertise and gain valuable outcomes. In the closing presentations of the program, the interns shared their observations and suggestions directly with the relevant managers.

We carry out all these efforts to build sustainable ties with young talents, continuously improve the employee experience and strengthen our brand from the inside out. We continue to develop our human resources brand as a structure that reflects and maintains our development strategy, corporate culture, values and development-oriented approach.

## OCCUPATIONAL HEALTH AND SAFETY

# We plan and implement our OHS training for both new employees and existing employees in accordance with legal periods.



In all Group Companies of Bakioğlu Holding, occupational health and safety practices are seen as a natural consequence of the understanding of human value and an ethical responsibility. At Bak Ambalaj, we attach great importance to protecting the health of our employees, minimizing risks in the workplace and providing a safe working environment with the ethical understanding we have acquired from our Group.

With our occupational health and safety practices, we help prevent occupational accidents and occupational diseases, as well as protect the reputation of our business and fulfill our legal obligations. When we ensure the safety of our employees, we also increase their satisfaction and thus realize our sustainability strategies in a stronger way.

### Occupational Health and Safety Policy

As Bak Ambalaj, we consider providing a safe and healthy working environment for all our employees and subcontractor employees working at our sites as one of our fundamental responsibilities. We shape our occupational health and safety practices in accordance with relevant legal regulations, international standards, and Bakioğlu Holding policies. Guided by the principles of "Health First" and "Safety First," we demonstrate the same level of care not only for our own staff but also in practices concerning subcontractor employees, conducting activities aimed at raising their awareness.

### OHS Management System

We carry out occupational health and safety processes at Bak Ambalaj with a comprehensive approach through our central Occupational Safety Unit. Through OHS Boards, we always aim to spread the occupational health and safety culture and ensure that employees take an active role in this process.

We plan and implement our OHS training for both new employees and existing employees in accordance with legal periods. Thus, we ensure the continuity of awareness on occupational health and safety.

At Bakioğlu Holding and our Group Companies, we carry out our occupational health and safety practices in full compliance with all applicable legal regulations, primarily the relevant directives and communiqués issued by the Republic of Türkiye Ministry of Labour and Social Security. In this process, we base our practices on national and international standards such as ISO, TSE, and NFPA, implementing them through a comprehensive approach aligned with Bakioğlu Holding's policies.

We effectively implement the ISO 45001 Occupational Health and Safety Management System in our company and review the effectiveness of the system through periodic audits. Throughout the Group, we carry out all our occupational health and safety activities under a centralized structure and act jointly with the awareness of our corporate responsibility. This approach, in which we prioritize safety at every step, contributes to achieving our goal of a sustainable business environment.

SDGs We  
Contribute to



### Our Approaches to Prevent Work Accidents

At Bak Ambalaj, we consider the health and safety of our employees as one of our top priorities and accordingly, we implement a comprehensive and integrated occupational health and safety management system.

### We Identify Risks in Advance

Thanks to the risk assessments and hazard analyses we regularly conduct in all our production areas, we identify potential hazards in advance and eliminate risks with effective measures. We constantly update the assessments we prepare specifically for each area, taking into account the real conditions on the ground.

### We Bring Safety Culture to the Field with a Proactive Approach

We not only comply with the legislation but also create a participatory and preventive safety culture that actively involves our employees in the process. We define safety as the shared responsibility of all our employees.

### We Reinforce Safe Behaviors Through Training

We regularly provide occupational health and safety training to all our employees. We offer them the opportunity to experience what they have learned in the field through practical exercises. To enhance our situational awareness on occupational safety, improve our safety culture, optimize on-site processes, and maintain effective communication with our employees, we regularly prepare Single Point Lessons (SPL) and conduct training accordingly.

## OCCUPATIONAL HEALTH AND SAFETY

# We have created our Near Miss System to prevent work accidents and detect potential hazards at an early stage.

### ***We Use Personal Protective Equipment Effectively***

We ensure the complete and correct use of personal protective equipment (PPE) suitable for all positions. When we need personal protective equipment, we provide easy access by using PPE vending machines or foremen in our facilities.

### ***We Minimize Risks Through Technical Measures***

We support safety measures in our machinery and equipment with technical systems. In this context, we actively use lockout and tagout systems (LOTO), rotating equipment protection systems and sensor security solutions in our production areas.

### ***We Continuously Audit and Observe***

Through behavioral observations, field inspection tours, and internal audits conducted periodically at our sites, we systematically identify non-compliances and take swift and effective actions. We make occupational safety sustainable by providing proactive intervention against risk factors with our near-miss notification system.

### ***We Learn from Incidents and Continuously Improve***

Every event is a learning opportunity for us. For this reason, we conduct detailed analyses following incidents and near misses and develop corrective and preventive action plans to prevent the recurrence of similar events.

### ***Our 2024 Occupational Health and Safety Actions and Awareness Initiatives***

As Bak Ambalaj, we took our occupational health and safety practices to a higher level in 2024 with technology-supported solutions and awareness-raising training. In line with our determination to prevent occupational accidents, we have implemented projects to reinforce the safety culture both in physical sites and in employee behavior.

We ensured that our employees were informed and raised awareness on current issues with our monthly behind-the-door announcements. Near-miss reports submitted by our employees were voted on by our teams at the facilities, and the top-rated reports were broadcast on televisions located in common areas, helping us maintain our occupational health and safety awareness throughout the year.

### ***Near Miss Notification System***

We have created our Near Miss System to prevent work accidents and detect potential hazards at an early stage. In this system, which is accessible to all our employees, each employee actively contributes to the process with their observations. Each notification is evaluated by our Occupational Health and Safety Unit, directed to the relevant units, necessary actions are determined and closure rates are regularly monitored.

### ***Subcontractor Tracking Application***

We actively use the Subcontractor Tracking System to ensure the control and safety of subcontractor teams that will work in our fields. Using this system, we clearly identify and record which work will be done by whom and when. We regularly communicate this information to our relevant colleagues via daily e-mail notifications. Thus, we manage subcontractor activities in the field in a more effective and controlled manner and provide a safe working environment.

### ***Proactive Security Management with Smart Camera Systems***

The AI-powered smart camera systems deployed in our sites in 2024 contributed to the prevention of potential accidents by detecting hazardous behaviors in real time. With this system, we continuously analyze dangerous behaviors, detect them instantly and alert the relevant teams. In this way, we have the chance to prevent incidents before they happen and follow up in a systematic way.

### ***Improving Emergency Preparedness and Response Capabilities***

As part of the projects carried out throughout the year in our company, we provided emergency awareness training for our employees. In the same process, we increased the professional response capacity of emergency teams by implementing theoretical and practical special training programs for emergency teams.

Following the training, we tested the effectiveness of the emergency plans in the field with drills organized specifically for each facility. At Bak Ambalaj, we see drills not only as a test of procedural practices, but also as a tool for teams to strengthen their ability to act together.

### ***Awareness Raising against Home Accidents: First Aid Training***

In line with our vision to promote a culture of occupational safety not only in the workplace but in all areas of life, we have developed a special training module for our employees on "First Aid for Home Accidents." With the training programs, we taught the right first response methods against accidents that may occur at home and contributed to our employees gaining the individual awareness that will carry them forward in life.

### ***Strong Institutional Resilience with Earthquake Awareness***

In our country, which is located in an earthquake zone, we organized a special earthquake webinar with Yoshinori Moriwaki to raise awareness of earthquake preparedness among all our employees. With this event, we informed our employees about personal protection measures and created an important awareness ground to strengthen the earthquake safety culture at the corporate level.



## OCCUPATIONAL HEALTH AND SAFETY

# We conduct occupational health and safety training and projects that will create changes in the behavior of our employees and stakeholders.

We regard the projects implemented in 2024 as our priorities centered on the health and safety of our employees. We will continue our investments and improvement efforts to provide a safer working environment at every stage of our business processes.

### **Ergonomics for a Healthy Work Environment**

At Bak Ambalaj, we believe that protecting the physical health of our employees and providing a comfortable working environment is one of the key elements of sustainable success. In this context, we prioritize ergonomics not only for comfort but also for occupational safety and health.

Our health unit conducts ergonomics risk assessments to reduce the risks associated with heavy lifting, repetitive movements and working in fixed positions. In line with the data we obtain, we implement improvements in the relevant areas.

In addition, we periodically conduct health screenings for the musculoskeletal system of our employees and take preventive actions in a timely manner. As Bak Ambalaj, we make ergonomic arrangements for all our employees an integral part of our business processes.

### **Behavior-Oriented Occupational Health and Safety Activities**

We build the understanding of occupational health and safety that we want to integrate into the corporate culture with empathy for our employees, starting with management behaviors. In this context, we conduct occupational health and safety training and projects that will create changes in the behavior of our employees and stakeholders.

We aim to increase the safety awareness of our employees in terms of the areas and machines they work in through regular Safety Talks. We conduct these conversations in a planned manner to encourage our employees to think about the potential risks they may face and to report any risks immediately.

On the other hand, through Weekly Management Walks, we both strengthen our on-site observations and engage directly with our employees. In these walks conducted together with our General Manager, relevant department managers and supervisors, occupational physician, occupational safety experts, and section heads, we assess the current status of workplace safety, identify potential risks on-site, and directly listen to suggestions and requests from our employees to collaboratively plan the necessary actions. In this way, we create an OHS approach based on participation and continuous improvement.



OCCUPATIONAL HEALTH AND SAFETY

During the 2024 reporting period, a total of 3,395 person-hours of occupational health and safety training were successfully completed at Bak Ambalaj, with the participation of 545 individuals.

Determinedly Moving Towards Our Zero Accident Target

At Bak Ambalaj, we continue our occupational health and safety practices in line with the “Zero Accident Target.” We carry out our processes within a structured performance management system consisting of monitoring, auditing, and improvement steps to measure the performance of our occupational health and safety practices. With this system approach, we base our efforts on a continuous improvement cycle aimed at creating a safer and healthier work environment for our employees, working together at every step to achieve progress.

As an important part of our continuous improvement approach, we regularly monitor our OHS performance through key performance indicators (KPIs) that we set each year.

We prioritize occupational health and safety in our facilities and carefully manage all our processes in this area. We strengthen interdepartmental communication through weekly management walks and bring OHS-related development areas to the agenda in line with observations made in the field.

We implement ergonomic adjustments to minimize risks that may harm employee health, such as heavy lifting and repetitive movements in the workplace, in order to protect the physical health and well-being of our employees. Throughout 2024, we conducted ergonomics-focused analyses of the manual handling of equipment used in material handling and work production. In these analyses, we conducted comprehensive ergonomics studies using various evaluation methods such as LMM-HHT, LMM-SZ and REBA.

During the 2024 reporting period, a total of 3,395 person-hours of occupational health and safety training were successfully completed at Bak Ambalaj, with the participation of 545 individuals. With these training, we aim to spread the safe working culture throughout our entire organization.



Overview of Occupational Health and Safety in 2024 with Data

Lost Day Rate	
2018	0.33
2019	0.21
2020	0.19
2021	0.49
2022	0.48
2023	0.42
2024	0.44

Injury Rate	
2018	12
2019	18
2020	14
2021	28
2022	31
2023	29
2024	21

## EMERGENCY PREPAREDNESS

We see being prepared and resilient for possible disasters and crisis situations as our fundamental responsibility for both the safety of our employees and business continuity.

As Bak Ambalaj, we adopt a comprehensive emergency management approach to keep our level of preparedness high against potential emergencies that threaten employee safety and operational continuity. In this direction, we carry out our emergency plans that support our occupational health and safety practices in harmony with all Group Companies under the roof of Bakioğlu Holding and regularly monitor them.

### Our Proactive Planning Based on Emergency Scenarios

We prepare our emergency plans in legal periods according to the hazard class of our company, and we regularly revise them in line with updates in the legislation or incidents. Within these plans, we consider the following scenarios.

- Earthquake
- Fire
- Explosion and flash
- Work accidents
- Situations requiring first aid
- Chemical leaks

- Food poisoning
- Electrical hazards
- Natural disasters such as floods and inundations

Our occupational safety unit periodically checks the currency of all our emergency plans and revises them when necessary.

### We Increase Our Level of Preparedness with Drills and Practical Training Programs

At Bak Ambalaj, we conduct emergency drills every year for all shifts, including the night shift. Additionally, hands-on fire drills involving live fire extinguishing exercises are regularly conducted for all shifts to provide our employees with practical application experience. We carry out our drills with the participation of all our employees.

We follow up on the actions taken by publishing the experiences and findings we obtain at the end of the drills in drill reports. We monitor the knowledge and equipment currency of



emergency teams and provide regular training to the teams. In addition, we continue to provide all our employees with practical fire extinguishing training by expert organizations.

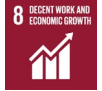
### Our Competent and Well-Equipped Emergency Response Teams

In addition to the "Extinguishing," "Rescue," "Protection," and "First Aid" teams established as a legal requirement, we have also formed the following specialized teams tailored to the specific needs of our facilities.

- Chemical Response Team
- Ammonia Response Team
- Energy Sources and Fire Pump Officers
- Counting and Evacuation Officers

We define all our emergency teams separately on a shift basis, monitor their assignments through our occupational safety unit and renew them when necessary. Before the drills, we provide information training to the colleagues in charge and provide them with written job descriptions.

SDGs We  
Contribute to





## CORPORATE SOCIAL RESPONSIBILITY

# We grow together with our sense of responsibility for the future.

As Bak Ambalaj, we see it as a fundamental responsibility to go beyond our business and contribute to the development of society. We develop projects both locally and nationally with non-governmental organizations, public institutions and stakeholders in the fields of environment, education and health. We allocate our company's resources to community and environment-oriented projects with a transparent and reliable approach.

As Bak Ambalaj, we integrate our activities with the perspective of social development and environmental sustainability. We concretize our corporate social responsibility approach with projects for the environment, education, health and social benefit and work for a more livable future together with all our stakeholders. We prioritize creating long-term social impact while implementing our projects shaped with a sense of responsibility.

### Corporate Social Responsibility Policy

As Bakiöğlü Holding and Group Companies, we continue our journey that has left half a century behind in the flexible packaging industry with the same excitement and determination as the first day. We strongly believe that one of the cornerstones of this journey is to create long-term value for all our stakeholders in line with our sustainability approach.

We focus on our social contributions and their long-term impact with our strategies shaped in line with the accumulation of the past and the needs of the future.

We consider the projects we realize, especially in areas such as environment and education, as critical priorities not only for our country but also for the sustainable future of our planet.

As Bak Ambalaj, our primary responsibility focus throughout 2024 was to increase environmental sustainability and contribute to quality education. In this context, we act jointly not only on our own initiative but also as an active stakeholder in the social responsibility organizations under the roof of Bakiöğlü Group.

In line with our policy, we structure our projects according to the criteria of transparency, social benefit and sustainable impact, and develop meaningful collaborations with public institutions, non-governmental organizations and other companies. While continuously improving our ways of doing business, we address our social responsibilities with the same rigor. As Bak Ambalaj, we move forward with a pioneering approach that always aims for the better by sharing our responsibilities on this path that we shape the future.

You can find our full corporate social responsibility policy [here](#).

### 2024 Social Responsibility Practices

In 2024, as in every year, we resolutely continued our social responsibility practices that add value to society, prioritizing environment, education and health.

#### SDGs We Contribute to



In each of our projects, we aimed to both raise individual awareness and contribute to long-term solutions with our corporate impact.

### Supporting Green Future in Cooperation with Aegean Forest Foundation

As Bak Ambalaj, we have maintained a strong partnership with the Aegean Forest Foundation in 2024, with which we have been in cooperation for many years. In addition to actively contributing to the reforestation projects we carried out with the Foundation, we regularly donated saplings on behalf of our employees, their families and stakeholders. We have demonstrated our corporate responsibility towards nature by contributing to campaigns launched especially after forest fires.

Under the leadership of our Bakiöğlü Holding Board Members, who are among the founders of the Aegean Forest Foundation, we are pleased to take part in these projects not only as donors but also as strategic stakeholders.

### Equal Opportunity in Education with Lifelong Learning Association

Throughout 2024, we actively contributed to the projects of the Lifelong Learning Association established by Bakiöğlü Holding Board Members and Packaging Group Companies. We continued to contribute to the education-based development of society through projects focused on professional development, lifelong learning and social inclusion.

### Our Contributions in Education

In the field of education, we continued our communication with Cem Bakiöğlü Anatolian High School, donated by Mr. Cem Bakiöğlü, our Chairperson of the Board, throughout 2024. We provided support for the school's current needs.

Additionally, throughout the reporting period, we continued to contribute to the education of young people through our scholarship programs aimed at successful but financially needy students studying at leading universities such as Istanbul Technical University.

As Bak Ambalaj, we supported and evaluated the ITU Artificial Intelligence Engineering Scholarship Program and Koç University Anatolian Scholars. In 2024, we allocated TRY 1,141,142 for donations and aid activities.

### We Bring Hope on Behalf of Each of Our Employees at LÖSEV

We believe in the great power and impact of social solidarity. With this belief, we donate to the Foundation for Children with Leukemia (LÖSEV) on behalf of all our employees at the end of each year and take our place among the organization's regular donors. With this contribution, we not only fulfill a social responsibility, but also take pride in sharing our responsibility towards society with our employees.

### Sectoral and Social Sponsorships

In 2024, we continued to support initiatives aimed at advancing our industry and the broader industrial ecosystem.

- We took part in the Women's Day Event organized by Izmir Atatürk Organized Industrial Zone as a Silver Sponsor.
- We supported the 30th Anniversary Gala Dinner of Izmir Italian Chamber of Commerce and Industry as Diamond Sponsor.

With these sponsorships, we have contributed to raising awareness on important topics in our sector and the business world, and to the process of learning from each other by sharing.

## FROM SAPLING TO FOREST: AEGEAN FOREST FOUNDATION

As Bak Ambalaj, we prioritize combating deforestation at the core of our environmental strategy and take action to create carbon sinks in today's world, where the impact of climate change is rapidly intensifying.

### Aegean Forest Foundation Vision and Mission

We are proud to support the Aegean Forest Foundation, founded by Mr. Cem Bakioğlu, the Founder and Honorary President of Bakioğlu Holding, who operates with the motto "Let Future Generations Not Say There Are No Forests." As Bak Ambalaj, we are honored to contribute to this meaningful initiative. The corporate philosophy of the Aegean Forest Foundation, which we have supported since its establishment, is a reflection of Bakioğlu Group's environment-oriented approach.

### Our Sustainable Cooperation with From Sapling to Forest: Aegean Forest Foundation

With the support of nature lovers, the Aegean Forest Foundation continues to improve the sustainability of forests and education through the projects it realizes. The Foundation, which has supported the planting of over 14 million saplings in Izmir and its surroundings to date, serves as our reliable solution partner; it conducts efforts to protect native species, establish fire-resistant forest structures and policies to adapt to climate change, and develops preventive training projects aimed at reducing carbon losses in the fight against forest fires. Within the scope of protocols signed with the

General Directorate of Forestry of the Ministry of Agriculture and Forestry, the Foundation, which carries out afforestation efforts, continues to establish new forest areas across many regions of Türkiye, primarily in Izmir, Adana, Ankara, Aydın, Kırıkkale, Izmit, Istanbul, Hatay, Manisa, Elâzığ, Adıyaman, Eskişehir, Bursa, Mersin, Denizli, Sivas, and Çanakkale.

The Aegean Forest Foundation started its journey with 70 thousand saplings planted around Izmir Airport in 1995 with the contribution of Bakioğlu Holding and Group Companies. As Bak Ambalaj, we are in a long-term and sustainable cooperation with the Aegean Forest Foundation, founded under the leadership of Cem Bakioğlu, who was impressed by the barren appearance of Izmir Adnan Menderes Airport and dreamed of a green world. As Bak Ambalaj, we also contribute every year to the millions of saplings that the Foundation turns into trees. Accompanying the mission of leaving a more livable world to future generations, we embrace afforestation and the expansion of forest areas in the fight against deforestation as a corporate responsibility to contribute to global efforts against climate change.

### 2024 Afforestation Activities with Aegean Forest Foundation

In 2024, within the scope of collaborations conducted together with the Aegean Forest Foundation, the reforestation of areas affected by forest fires was among our top priorities. In this context, the "No Izmir Without Forests" campaign carried out by the Foundation became one of the most comprehensive environmental solidarity projects of the year.

As a reflection of our commitment to environmental sustainability, we donated 4,253 saplings in 2024. This contribution is also an important part of the 20,000 saplings donation campaign of Bakioğlu Holding Group Companies, of which we are a part. With this latest support, the total number of sapling donations we have made in the last 8 years has reached 17,900. With these donations, we are proud to support the reforestation of fire-damaged areas and the restoration of the ecosystem.

### Our Contribution as Bak Ambalaj

We contribute to the work of many non-governmental organizations, including the afforestation and awareness-raising activities carried out by the Aegean Forest Foundation, which we cooperate with and support.

We regularly donate saplings in different projects for our employees and their families. In 2024, Bak Ambalaj planted 4,253 trees. In this way, we prevented 1,747.98 tons of CO<sub>2</sub> emissions.

Afforestation Works (Number of Saplings Planted)	
2017	2,574
2018	1,037
2019	1,451
2020	651
2021	5,936
2022	1,355
2023	643
2024	4,253

As in previous years, in 2024 we increased individual awareness and supported the expansion of afforestation projects by gifting sapling certificates to our employees, customers, and suppliers on special occasions.

Through these projects, we continue to fulfill our corporate social responsibility and strengthen the love of nature and environmental awareness in different segments of society.

## FROM SAPLING TO FOREST: AEGEAN FOREST FOUNDATION

# The Forests Powered by the Sun Project promotes the use of clean energy and creates a lasting impact in combating climate change through every tree planted and through expansive educational initiatives that amplify its effects.

### Forests Powered by the Sun Project

Since 2013, we continue to support the Forests Powered by the Sun Project, which has been realized in cooperation with the Aegean Forest Foundation and Izmir Development Agency. Within the scope of the project, the 500 kWp capacity Solar Power Plant established in 2014 at Izmir Menderes Oğlanası location generates over 900,000 kWh of renewable energy annually.

A portion of the energy produced directly meets the energy needs of the olive groves managed by the Aegean Forest Foundation, while the remaining part is converted into economic income and used to finance the Foundation's reforestation and educational activities. This not only contributes to clean energy production but also aims to prevent over 770 tons of carbon emissions.

The Forests Powered by the Sun Project promotes the use of clean energy and creates a lasting impact in combating climate change through every tree planted and through expansive educational initiatives that amplify its effects. As Bak Ambalaj, we are proud to support this strategic and environmentally strong project.

### Our Common Goals in Fighting Forest Fires

As Bak Ambalaj, our cooperation with the Aegean Forest Foundation is not limited to planting saplings, but we also support sustainable strategies to protect forest ecosystems. Accordingly, we fully align the goals set by the Foundation in the fight against forest fires with our own environmental approach and we continue our efforts in line with these goals.



We support the Aegean Forest Foundation's main objectives regarding forest fires and contribute to the work carried out in the following areas:

- We support awareness-raising and prevention-based activities to reduce fire risks.
- We structure our social responsibility projects in this context to harmonize the vulnerabilities of communities.
- We contribute to training for all segments of society, from local people to children, from farmers to industrial organizations, and together with the Foundation, we try to disseminate these training.

We also share a sensitivity to biodiversity, a central concept in natural science and natural asset management. We adopt as a prerequisite that all reforestation projects we support under the roof of Bakiöğlü Holding include ecologically based and biodiversity-friendly practices. Recognizing that forests with high species richness are more resilient, we make sure that reforestation projects are strong not only in terms of quantity but also quality.

With this common perspective, we contribute to the creation of ecosystems that are more resilient to natural disasters and support the development of an environmentally responsible and conscious approach throughout society.



## FROM SAPLING TO FOREST: AEGEAN FOREST FOUNDATION

# We support afforestation and climate awareness projects for a climate neutral future.

### Our Shared Vision: A Climate Neutral Future

Within the scope of our cooperation with the Aegean Forest Foundation, we support the steps taken to raise social awareness and increase carbon sink areas in the fight against climate change. In line with the reforestation and awareness-raising activities that the Foundation aims to realize, we are transforming this solidarity with nature into a long-term responsibility. Thus, we contribute to the establishment of a carbon sink that captures carbon dioxide with the forest areas to be created, and at the same time, we increase social awareness by raising individuals' awareness of the climate change adaptation process. We add value to the future with our afforestation and education efforts to contribute to Europe's 2050 climate-neutral world vision and Türkiye's 2053 climate-neutral targets.

As Aegean Forest Foundation, together with our voluntary efforts and achievements, and thanks to the valuable contributions of Bakioğlu Holding and our Group Companies, we continuously increase our capacity and multiplier effect through the support of our partner institutions, organizations, local governments, business community, international networks, and volunteers.



Ege Orman Vakfı UNCCD'ye akredite bir kuruluştur.



Ege Orman Vakfı Climate Scorecard'ın Türkiye partneridir.



Ege Orman Vakfı CAN Europe üyesidir.



Ege Orman Vakfı AÇIK AÇIK üyesidir.







# VALUE FOR OUR WORLD





## COMBATING CLIMATE CHANGE AND ENVIRONMENTAL APPROACH

# As Bak Ambalaj, we are working for a more livable future.

Climate change stands before us as a global crisis with its full reality, possessing the potential to completely alter not only environmental but also economic and social balances. The effects such as rising temperatures due to greenhouse gases accumulating in the atmosphere, increase in extreme weather events, decrease in water resources and deterioration of ecosystems deeply threaten all living life. Among the main causes of this crisis are human-induced factors such as the use of fossil fuels, deforestation, and carbon emissions resulting from industrial activities.

As Bak Ambalaj, we are working more intensively to reduce our environmental impact for a more livable future in today's world where the effects of climate change are increasing and our natural resources are rapidly depleting. We recognize that climate change has serious negative impacts on the environment and human health, as well as on the economy and natural resources. Therefore, we aim to minimize current risks and be better prepared for future impacts through the measures we take and environmentally focused practices.

As Bak Ambalaj, we act with the awareness of the climate crisis and the risky process it carries with it, and we accept the fight against climate change as a fundamental responsibility. We continuously improve our operations to minimize our environmental impact. In the light of improvements and developments, we are shaping our short, medium and long-term strategies in line with the transition to a low carbon economy without slowing down.

### Our Strategic Environmental Management Policy

As Bak Ambalaj, we see combating climate change as a priority in our strategic approaches and we take an active role in this field. In line with our corporate governance principles, we resolutely embrace Bakioğlu Group's shared vision of sustainability by embracing not only our individual but also our sectoral responsibilities in the fight against climate change.

Bakioğlu Group's Climate and Environmental Policy sets out not only the legal obligations but also the basic principles and practices that we must adopt as Bak Ambalaj. In this context, we fully comply with the regulations applicable in all regions where we operate and closely monitor local and global developments on climate and environmental issues.

SDGs We Contribute to



In line with our corporate governance principles, we are committed to carrying out our environmental and climate management processes in full compliance with all existing legal regulations.

By taking an active role in national and international sectoral or public initiatives, we implement globally recognized principles and best practices and continue to move forward with an understanding of continuous improvement.

In line with our Climate and Environment Policy, we take circular economy as a basis in all steps and implement systems to minimize the environmental impact of our operations.

We monitor the environmental impacts along our company's value chain at every stage of the product life cycle and reshape our processes with this awareness. With this awareness, we monitor the environmental protection practices of our suppliers through audits and ensure that actions are taken for the identified areas of improvement.



## COMBATING CLIMATE CHANGE AND ENVIRONMENTAL APPROACH

### Our Management System in Compliance with International Standards

We manage all our climate and environmental practices in accordance with internationally recognized standards.

#### Standards We Adhere to

As Bak Ambalaj, we carry out our environmental and climate management activities in accordance with international standards such as ISO 14001 Environmental Management System Standard, ISO 50001 Energy Management System Standard, ISO 14064 Greenhouse Gas Emissions Calculation Standard, GHG Protocol Standard. We ensure our level of system compliance with these standards and the accuracy of the result outputs through independent audit studies.

#### Renewable Energy: I-REC Certificate

We meet all of our electrical energy needs from I-REC certified suppliers and prefer renewable resources in our entire energy supply chain. With this internationally recognized certification, we provide documented proof that our electricity is generated from renewable sources and that the suppliers support the sustainability of these resources. With all the knowledge and experience we have gained, we are determinedly moving towards our vision for the future and our goal of becoming one of the top five flexible packaging manufacturers in Europe by 2025.

### Our CDP Reporting and Performance Tracking

We transparently share our climate performance on a global scale.

We regularly report our climate change strategies, emission reduction targets and the practices we have realized in this direction through the CDP (Carbon Disclosure Project) platform. Since 2010, we have been contributing to supply chain research. For 2024, we received a "C" score within the scope of CDP reporting. With this score, we see our corporate sensitivity to climate risks and our areas open to improvement, while supporting our continuous improvement targets. According to the CDP Supplier Engagement Assessment (SEA) results, we raised our score from "C-" in 2023 to "B-" this year.

### EcoVadis Assessment and Sustainability Performance

We prove our environmental, ethical and supply chain performance on independent assessment platforms.

We also monitor and report our performance in sustainability through international platforms. In this context, we were awarded the Bronze Medal as a result of the corporate sustainability assessment conducted by EcoVadis in 2024. We emphasize the importance we place on sustainability criteria in our collaborations with suppliers by making it more visible through platforms such as EcoVadis, and we continue to advance in the business world in accordance with principles of transparency and accountability.



The EcoVadis assessment is conducted under four main headings: environmental practices, compliance with ethical principles, human and labor rights, and sustainable supply chain management. While the bronze rating we have achieved in this process certifies our strengths, we also clearly see our areas open for improvement.

### International Sustainability Assessments - CRIF

In 2024, within the scope of the CRIF ESG Rating system, we were rated with a score of "B - Good Sustainability" in the general evaluation and "A - Excellent Sustainability," which is the highest grade in the sustainability heading.

In sub-categories:

- Environmental Performance: **B**
- Social Performance: **C**
- Corporate Governance: **B**

With these scores, we shed light on our strategies for the coming period by identifying our strengths and areas open to improvement in sustainability management.

### Climate Training and Awareness Raising Activities

Under the Climate and Environment Working Group, operating within the Sustainability Board and led by our General Manager, we organize annual training sessions aimed at expanding our employees' awareness and knowledge of the environmental risks we face. Through these training programs, we aim to continuously improve our performance, particularly in areas such as climate change, energy efficiency, emission management, biodiversity, and logistics optimization.

In 2024, we conducted a total of 227 person-hours of training within our Company, comprising three separate modules. These training programs consist of the following modules: Basic Sustainability Training, Sustainability Communication, Reporting and KPI Training, and Sustainability Governance and Integration into Operations. Through these efforts, we both raise the individual awareness of internal employees and strengthen our sustainability culture at the corporate level.

## MANAGEMENT OF CLIMATE RISKS AND OPPORTUNITIES

# While managing the risks of climate change, we also aim to develop a transformation-oriented corporate resilience and minimize environmental impacts.

Climate change is not only an environmental threat, but also a business sustainability issue that needs to be assessed at a strategic level. This transformation, which brings physical, transition and regulatory risks for businesses, also offers significant opportunities in the field of green transformation. As emphasized in international standards and reports, adapting to climate change scenarios is becoming a factor that directly affects the competitiveness of companies.

At Bak Ambalaj, we consider climate change not only as a threat but also as an opportunity for transformation, and we shape our corporate strategy with this multidimensional perspective. As we develop our product range and transform our business models, we place climate-related risks and opportunities at the center of our strategic decision-making processes.

Our corporate climate risk management approach is based on the active participation of all business units and we ensure that each unit manager takes responsibility for risk mitigation in their own processes. We identify and mitigate high-impact physical risks that

threaten business continuity, such as energy crises, vulnerabilities in raw material supply and extreme weather events.

This approach, supported by scenario analysis, is strengthened by the integrated risk management infrastructure developed within Bakioğlu Holding. Thanks to these analyses, we manage medium and long-term uncertainties more effectively with our team. We support our climate adaptation strategies with science-based data in all the steps we take for the future. As a public company, we recognize the impact of our reputation on market value. For this reason, we also consider climate risks as reputational risks and incorporate them into our prioritization efforts.

On the other hand, the climate crisis is not only a threat, but also a unique opportunity to create sustainable business models. To this end, we focus on developing efficient transportation solutions, increasing resource efficiency in our production processes and integrating low-carbon energy technologies. We are increasing our capacity to seize climate opportunities through our efforts in recycling technologies, low-emission production systems and green innovation.

While managing the risks of climate change, we also aim to develop a transformation-oriented corporate resilience and minimize environmental impacts. As Bak Ambalaj, we take proactive steps against the climate crisis in line with our sustainable growth vision and continuously improve our strategic competence in this area

### Our Corporate Climate Risk Management Structure

At Bak Ambalaj, we see managing climate risks as a corporate responsibility. Under the leadership of our General Manager, our Climate and Environment Working Group operates within the Sustainability Board framework, developing strategies to enhance our performance in areas such as climate change, energy efficiency, emission management, biodiversity, and logistics optimization.





## PACKAGING OPTIMIZATION AND SUSTAINABLE PRODUCTS

# We develop R&D strategies to minimize our environmental impact.

### Our Approach to Packaging Optimization and Sustainable Product Development

Despite the low demand and supply chain disruptions faced by the packaging industry, which has contracted since the last quarter of 2022, Bak Ambalaj remained committed to our sustainable production targets in 2024 without compromising our production quality. We conducted research on alternative materials in the face of shortages and delays in raw material supply. As Bak Ambalaj, we have always met customer expectations and fulfilled our environmental responsibility by sustaining production with suitable alternatives.

As Bak Ambalaj, we actively develop solutions to global environmental threats such as microplastic pollution and waste increase. With the work we carry out in our R&D center, we develop green product options using raw materials with low environmental impact. In this context, we focus on reducing the use of petrochemical-based plastics, increasing the proportion of recycled materials and designing packaging structures in line with sustainability goals.

With the following sustainable packaging solutions, we aim to meet both customer demands and our environmental responsibilities:

- Products made with biobased raw materials
- "Inhouse Recycled" products where waste and second quality products are recycled and reused
- Energy-saving products with low thermal adhesion
- Products containing recycled content (PCR) used in non-food applications
- Ingredients suitable for food contact, obtained with advanced chemical recycling technologies

Our future goals include maintaining this position and continuing to develop advanced technologies and sustainable solutions. As the pioneer of new technologies and innovation, we are determined to set the standards of our industry with leadership and shape the future.

### 2024 R&D Activities and Innovative Production Solutions: R&D Center (BAK AGM)

#### Our Reuse-Oriented Designs

We continue to strengthen the reuse approach, which is the second step of the "reduce, reuse, recycle" principle in the circular economy. In addition to designs for hygiene

SDGs We  
Contribute to



# REBORN

products in the form of stand-up packaging (SUP), we have successfully completed the production of reusable surprise packaging that is differentiated according to its intended use.

### Our Recycling-Oriented Production Developments

In 2024, we continued to recycle material obtained from internal waste and use it in production. For the first time, we successfully completed the production of PCR-containing products suitable for food contact. We also continued to secure certifications for biodegradable and compostable packaging from our suppliers.

We crowned the training programs we started in the ISCC Plus process in 2023 with certification in 2024 and we continue our journey in this field with confident steps.

### Material Selection and New Generation Structures

We use environmentally friendly materials derived from bio-resources such as Bio-Polyethylene (BioPE), Bio-Polypropylene (Bio-PP) in our R&D processes. We develop packaging structures that are durable, easy to open and simple in design. As Bak Ambalaj, we design production systems to prevent problems such as delamination and blocking.

### Expertise in Composite and Mono Structures

We are working on recyclable structures in all production processes, from composite structures to mono structure transitions. We develop solutions to facilitate the integration of customers' packaging machines at converting stages such as printing, lamination, slitting, SUP, valve.



## PACKAGING OPTIMIZATION AND SUSTAINABLE PRODUCTS

**With the Reborn product family, we focus on 100% recyclable content and a high barrier structure that ensures extended shelf life.**



### **New Packaging Portfolio: PapBorn**

Following BakSpecials and Reborn brands, we introduced our new product family focusing on paper-oriented packaging structures under the brand name "PapBorn." This portfolio, created through the naming process we carried out together with our employees, strengthened our claim in the field of sustainability with 100% paper-based packaging solutions.

As Bak Ambalaj, the first Turkish member of the CEFLEX international consortium, we closely follow all international developments and regulations in the field of sustainable packaging. Thanks to these collaborations, we continuously update and improve our R&D activities in all environmental processes covering the product life cycle.

### **Sustainable Product Designs from Bak Ambalaj R&D**

#### **Reborn Product Family**

Reborn Product Family, which we developed within BAK R&D Center, is one of our strategic product groups that lead our sustainable packaging solutions. Thanks to the Reborn packaging developed through our R&D studies, we both reduce our environmental impact and meet the expectations for high-performance products with 100% recyclable combinations.

Reborn packaging structures offer high barrier properties, especially for products that require a long shelf life. Thanks to this feature, we contribute to both product safety and the prevention of food waste. As Bak Ambalaj, we continue to expand the Reborn Family by continuing our product development activities that increase circularity.

With Reborn coffee packaging, we focus on 100% recyclable content and a high barrier structure that ensures a long shelf life. With this solution, we create a strong alternative for our customers who put sustainability at the center of their lives.

With the Reborn Product Family, we take our eco-friendly production approach even further and continue to offer innovative packaging solutions that contribute to the circular economy.

Click [here](#) to access and review Reborn product options in detail.

### **Refill: Our Reusable Packaging Design**

As Bak Ambalaj R&D Center, we continue to develop and expand our sustainability-oriented approach in flexible packaging designs. Following the principles of "Reduce" and "Recycle," we have implemented the Refill Packaging design by concretizing the third fundamental step in preventing waste generation: the "Reuse" principle.

In our Refill packaging solution designed for liquid hygiene products, we combine all functional features in a single package with its standing form, valve structure, spout content, and handle for ease of transport. Having successfully passed explosion resistance tests, we have developed this product with a refillable design that offers end users the opportunity to use the packaging multiple times.

With this design, we have taken a concrete step towards reducing packaging waste. We have reduced our resource consumption and carbon footprint, while at the same time implementing a powerful practice to develop sustainable consumer habits.

As Bak Ambalaj, we diversify our sustainable flexible packaging solutions with Refill Packaging and we are determined to increase environmental benefit by making a difference in the sector with a focus on reusability.

Click [here](#) for information about our sustainable product groups including "Refill" product groups.

## WASTE MANAGEMENT AND CIRCULAR ECONOMY INITIATIVES

# As Bak Ambalaj, we integrate circular economy into all our processes with the principle that “nothing is waste.”

The concept of circular economy, which was limited to recycling in the past, is no longer seen only as the recycling of waste generated after production, packaging, distribution and consumption. New generation sustainability approaches find this definition insufficient. Instead, it takes a much broader view of the product's life cycle, inspired by the cycles in nature.

According to this new understanding, every product is not an object that will disappear at the end of its life, but a resource that will continue to generate value in different ways. Practices such as reuse, repair and repurposing reveal the multi-layered meaning of circularity today.

As Bak Ambalaj, we adopt a sustainable production model for the efficient use of resources and reducing the environmental impact of waste. Accordingly, we correctly separate and dispose of waste generated in all our production and operational processes at the source, and prioritize recycling and reuse opportunities.

### Sustainability with the “Nothing Is Waste” Approach

At Bak Ambalaj, we do not limit the circular economy to waste recovery alone; we operate based on the fundamental principle that “nothing is waste,” encompassing all processes from design to end use. We are getting closer to our sustainability goals every day by adopting methods that ensure maximum efficiency in resource use and require less energy and materials.

### Concrete Steps Toward Our Zero Waste Goal

Throughout 2024, we were determined to minimize waste generation in our production processes and reduce the source of waste as much as possible. In this context, we developed and continued to implement Industrial Waste Management Plans to effectively manage industrial waste generated at our facilities.

At Bak Ambalaj, we base our plans on “Zero Waste” principles, which ensure that waste is reduced at its source, collected separately and, if possible, recycled into the economy.

SDGs We  
Contribute to



The Zero Waste approach does not only cover disposal processes. Through this approach, we provide a multidimensional strategy aimed at preventing waste, making the most efficient use of resources and minimizing environmental impacts.

As a result of these efforts, our application process to the Ministry of Environment, Urbanization and Climate Change in 2020 was successfully finalized in 2022. As Bak Ambalaj, we became the first Group Company under Bakiolu Holding to hold a “Zero Waste Certificate.”

### Recycling and Waste Management

In 2024, a total of 6,924 tons of waste was generated as a result of our activities. Of this amount, 1,462 tons are hazardous and 5,462 tons are non-hazardous waste. We adopt our basic principle in the fight against waste as preventing the generation of waste at its source, as well as managing the resulting waste in the right way.

Accordingly, we continuously review our processes to cover all production steps and prioritize improvements that will reduce waste generation during production. We aim to keep waste generation to a minimum, especially through systematic improvements in the use of raw materials, auxiliary materials and production processes.

## WASTE MANAGEMENT AND CIRCULAR ECONOMY INITIATIVES

# As Bak Ambalaj, we manage our processes with the principles of circular economy and environmentally friendly production approach.

### Recycling and Waste Management

We prioritize the reintegration of inevitably generated waste into the circular economy through recovery, rather than direct disposal. In this context, we managed a significant portion of our waste through recycling methods throughout 2024.

The success we have achieved as Bak Ambalaj in the last five years shows that we have consistently applied this approach. We sent almost all of the waste generated as a result of our company activities to recycling. We kept the rate of waste sent to disposal to a minimum. With this strategy, we not only reduce our environmental impact, but also create economic value by increasing our resource efficiency.

As Bak Ambalaj, we put circular economy principles at the center of our business processes and we are committed to zero disposal target with our environmentally responsible production approach.

Recovered Waste (tons)		
	Non-Hazardous Wastes	Hazardous Wastes
2019	3,457	1,019
2020	4,244	983
2021	4,044	1,288
2022	4,839	1,390
2023	3,053	1,635
2024	5,462	1,462

### Best Practices in Recycling

As Bak Ambalaj, we consider the material losses that arise in our production processes as resources and develop recovery-oriented practices. We are significantly reducing the use of forestry materials through optimization efforts to reduce secondary packaging raw materials.

We reduce the use of wooden pallets and develop solutions that support the use of less material. In this context, we fulfill our

environmental responsibility through practices such as reducing the number of packaging layers, reducing the total product weight and redesigning the material composition with environmentally friendly alternatives.

### Our Chemical Recovery Processes

With the solvent recovery units in our facilities, we recover the solvent vapors used in the processes and reuse these solvents in production. In this way, we reduce the use of chemicals and at the same time contribute to the reduction of polluting air emissions. The reuse of recovered solvent both reduces our environmental impact and increases our operational efficiency.

### Turning Circularity into Reality with HolyGrail 2030

As Bak Ambalaj, we continue to rethink the life cycle of packaging and contribute to the circular economy in line with our "Packaging is a sustainable value" approach. With this vision, we actively participated in the HolyGrail 2030 project, one of the most innovative sustainability initiatives in Europe, as of 2024.

Since 2013, we have been cooperating with Mondelez International, our strategic business partner, and this year we are taking our collaboration with digital watermarking technology further with a focus on sustainability. As part of the project, we are implementing a live demonstration process in Belgium that tests the traceability and recycling performance of flexible polypropylene (PP) packaging in real-life

conditions. With this process, we aim to be able to reuse high-quality recycled polypropylene (rPP) in the production of flexible PP packaging.

With the HolyGrail 2030 initiative, we aim to revolutionize waste management by digitally marking packaging and automatically sorting it using high-resolution cameras. As Bak Ambalaj, we have been one of the leading actors contributing to global circular economy solutions by sharing experience and contributing to structural testing in the process of integrating this system into flexible packaging.

Thanks to the collaborative environment we have created with the multi-stakeholder structure within the scope of the project, we are accelerating our goal of optimizing the entire life cycle of packaging together.

### Our Practice of Using Recycled Film

In the reporting period of 2024, we continued the use of recycled film, which we started in previous years and implemented in-house. In this context, we continued to reuse in-house recycled films in production processes. By continuing our recyclability rate calculations in line with the CEFLEX methodology launched in 2023, we have determined the recycled material ratios for our products. We transparently shared the statements regarding these ratios with our customers in line with sustainability principles.



## WASTE MANAGEMENT AND CIRCULAR ECONOMY INITIATIVES

# We carry out diligent efforts to prevent waste generation by controlling it at its source.

### **Sustainable Packaging Production Activities**

We have been consistently advancing our efforts toward sustainable packaging production since 2018. We prioritize contributing to the circular economy with recyclable, reusable and waste-reduced products. For recycling compliance, we use the calculation tools and guidance documents of sources such as KIDV, RecyClass and CEFLEX, which are valid throughout Europe, as a guide and we check the compliance of our products through these systems. We certify the conformity of our reusable packaging with sophisticated migration analyses.

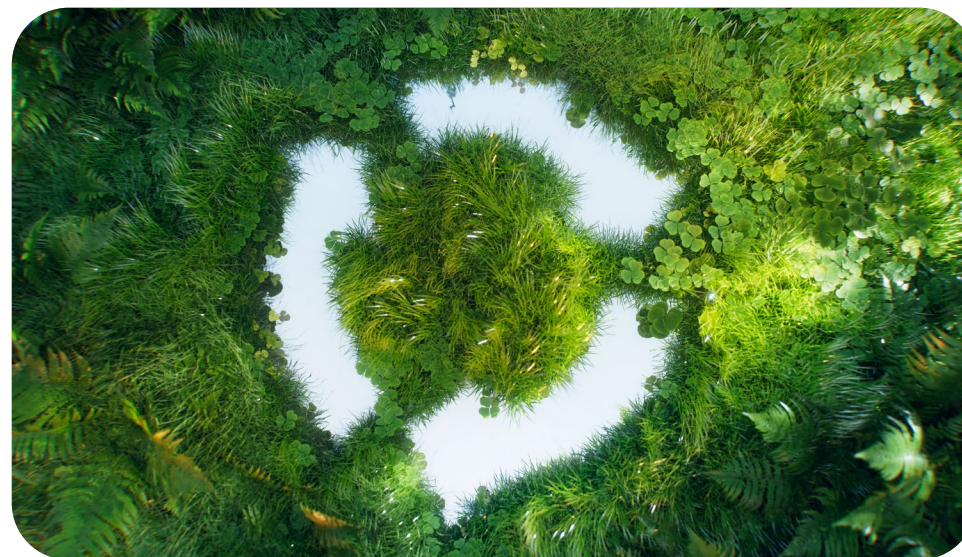
### **Circular Economy as an Environmental Strategy**

As the demand for resources increases with the growing world population, the circular economy approach has become one of today's most effective strategies to meet this need while minimizing environmental impacts. This approach, which ensures the uninterrupted progress of supply processes and the reduction of our environmental footprint, is one of the most important elements of our environmental strategy at Bak Ambalaj. We adopt circularity in all stages of our production and service and realize our investments with sustainability in this field.

### **Advancing Toward a Circular Future Through Partnerships**

In line with the Sustainable Development Goals, we work with all stakeholders in the value chain to develop the circular economy by acting with the principle of "Partnerships for the Goals." Redesigning the production and utilization processes of plastic raw materials to reduce their environmental impact is a strategic area of responsibility for our industry. As a manufacturer aware of this responsibility, we systematically apply circular principles in both product design and production processes.

As Bak Ambalaj, we aim to reduce resource consumption and respond to customer demands with less environmental impact by adopting climate-friendly production models. We continuously improve our environmental performance through practices based on recycling and process optimization. With our international partnerships such as CEFLEX and the Sustainable Packaging Coalition, we effectively contribute to the circular economy and sustainable packaging production.



We sustain our leading position in the flexible packaging industry by reinforcing it with environmentally responsible practices. We prioritize the use of recycled content in our production processes. We work diligently to prevent waste generation from the very beginning by controlling waste generation at the source. We design our waste management policy to maximize opportunities for recycling and reuse, managing the process through a comprehensive and integrated approach across our entire value chain.

We integrate digitalization into our environmental management strategy with a sense of responsibility. We make our processes more visible and traceable through analytical applications and systematically monitor our operational performance indicators.

At the same time, in line with the paperless office target, we prevent tree cutting and contribute to the protection of natural resources by digitizing our investment approval processes.

In 2024, we utilized 3,011.79 tons of environmentally friendly materials with a lower environmental impact compared to conventional alternatives. In our production processes, we continued to expand our sustainable product portfolio by using 259.51 tons of eco-certified raw materials, 533.90 tons of biodegradable content, and 20.32 tons of raw materials compliant with circular economy principles.

## WASTE MANAGEMENT AND CIRCULAR ECONOMY INITIATIVES

**We ensure that the raw materials we use are recyclable, life cycle compatible, and environmentally responsible.**

### Our Technology-Backed Sustainability and Transparency Approach

We integrate digitalization into our environmental management strategy with a sense of responsibility. We make our processes more visible and traceable through analytical applications and systematically monitor our operational performance indicators. At the same time, in line with the paperless office target, we prevent tree cutting and contribute to the protection of natural resources by digitizing our investment approval processes.

## Packaging Strategies that Add Value to the Product Life Cycle

As Bak Ambalaj, our main goal is to carry out production with the least impact on the environment in line with the protection of natural resources and the health of all our stakeholders who use our products. With this understanding, we develop sustainable packaging strategies that center on the product lifecycle, and we take environmentally friendly solutions as a basis at every stage, from raw material selection to the end-use process.

We ensure that the raw materials we use are recyclable, life cycle compatible, and environmentally responsible. For all stakeholders in our supply chain, we prefer recycled and biodegradable products and contribute to a sustainable value chain.

### Our Focus on Recyclability and Compostability

Since 2018, we have been focusing on the production of 100% recyclable and compostable packaging to contribute to the circular economy. As a pioneer in the sector, we prioritize the use of environmentally friendly materials and contribute to the spread of sustainable packaging awareness.

We continue our R&D studies with high sensitivity and meticulousness to ensure that our materials have 100% recyclable content. Through these efforts, we are fulfilling our environmental responsibility and at the same time reinforcing our leadership in industry transformation.



## Sustainability Committee and Circular Economy Working Group

We have structured our practices and performances in many areas such as packaging optimization, environmentally friendly design, recycling and recovery, biodegradability, hazardous material and waste management and product life cycle in line with Bakioğlu Holding's sustainability strategies.

Our work in all these areas is systematically monitored and guided by the Circular Economy Working Group established under the Sustainability Committee operating within

Bakioğlu Holding. Through these processes, which we carry out in harmony with Group Companies, we institutionalize our circular economy-oriented transformation and make a strong contribution to a sustainable future.



## ENERGY EFFICIENCY AND MANAGEMENT

# At Bak Ambalaj, we see energy management not only as an operational requirement but also as an indispensable part of environmental and economic sustainability.

SDGs We  
Contribute to



Today, inefficient use of energy resources has become one of the greatest risks to our sustainable and shared future. Due to multifaceted impacts such as potential restrictions in energy access, price fluctuations, accelerated climate change, and depletion of natural resources, energy management has become a strategic priority for businesses to remain viable.

The new regulations shaped by the European Union Green Deal and the expansion of emission-based taxation systems on a global scale in the coming years will inevitably bring about a transformation process across all sectors.

Acting with this awareness, Bak Ambalaj considers energy management not only an operational necessity but also an indispensable part of environmental and economic sustainability. We consider our efforts to increase energy efficiency as an effective tool in the fight against climate change and develop our processes with this understanding.

We are taking strong steps to become a flexible packaging company that uses energy more efficiently, consumes fewer resources, and systematically manages carbon emissions, aiming to be prepared today for the energy needs of the future. Beyond planning, in recent years we have concretely supported our future environmental goals through proper investments and implementations.

### Our Energy Management Approach and the Systems We Implement

As Bak Ambalaj, our basic principle in energy management is to maximize energy efficiency and to procure electricity, our main energy source, through the most environmentally friendly methods possible. In this direction, we prioritize providing our energy from renewable sources certified by I-REC (International Renewable Energy Certificate). We are also evaluating the possibilities of using our own renewable energy sources for the future.

Alongside our energy procurement strategy, we are building efficient and sustainable energy systems to ensure our operational continuity. By regularly monitoring the performance of our systems, we aim to achieve maximum efficiency through periodic maintenance and improvement efforts.

We continue to effectively implement the ISO 50001 Energy Management System throughout the Company in order to systematize our energy management processes. Through this system we have implemented, we continuously improve our energy performance, optimize our energy costs, and keep our emissions under control. We regularly monitor, measure and analyze energy consumption within the framework of our Energy Management System. In light of this data, we regularly evaluate improvement opportunities and ensure that necessary

actions are taken. As Bak Ambalaj, we revise our energy management processes according to current requirements and make them more effective every day.

In the field of energy management, we adopt a sustainable approach by acting with a holistic and integrated approach. We work with determination to fulfill our environmental responsibilities and demonstrate an exemplary energy management performance in our sector.

In 2024, we did not generate electricity; we sourced all our energy needs externally and did not engage in internal production or sales to the grid.



## ENERGY EFFICIENCY AND MANAGEMENT

# As of 2023, we meet 100% of our electricity consumption from renewable sources and certify this rate with I-REC certificates.

Throughout 2024, we procured all of our electricity consumption from I-REC (International Renewable Energy Certificate) certified renewable resources. Thus, we have ensured that all our grid electricity is managed with renewable energy.

### Our Renewable Energy and Energy Efficiency Strategy

As Bak Ambalaj, we act with the awareness of the critical role of energy management in combating climate change. We shape our energy strategy with a sustainability perspective to increase energy efficiency, maximize the use of renewable resources and reduce our carbon emissions. We monitor our energy transparently with data-based management.

As of 2023, we meet 100% of our electricity consumption from renewable sources and certify this rate with I-REC certificates. In line with our green energy purchase policy, we aim to keep our Scope 2 emissions at zero level. While we do not have direct on-site renewable generation systems such as solar or wind, we continue to reduce our carbon footprint through our green energy procurement processes.

### Energy Efficiency Projects

In order to reduce our energy consumption, we implemented efficiency-oriented improvement projects throughout 2024. We regularly monitor our energy performance and optimize our processes through systematic evaluations.

- Pump optimization: The 110 kW pump of the Babcock Wanson boiler was reduced to 75 kW, resulting in an annual energy saving of 207,000 kWh.
- Improvement of cooling systems: A total energy saving of 5,743 kWh was achieved by deactivating the 15 kW pump in the cooling groups.
- Solvent recovery: At the Bak-1 plant, solvent recovery tower pumps were operated with a driver, resulting in annual energy savings of 205,835 kWh.

As a result of these projects, our energy intensity for 2024 was realized at 10.88 GJ/ton.

### Our Energy Targets for the Future

For 2025 and beyond, we are planning projects that will deliver further improvements in energy efficiency. We aim to reduce our carbon emissions by protecting our use of renewable energy and working to reduce

natural gas consumption. As Bak Ambalaj, we will continue to use energy efficiently in the coming years.

In line with the targets we have set for 2025 and beyond:

- We will ensure continuity by maintaining our I-REC certified green energy use.
- We will implement technological transformation projects to reduce our natural gas consumption.

- We will expand digital monitoring and optimization practices in processes to reduce energy intensity.
- We will prioritize technical investments to prevent energy losses through asset performance management.

### Energy Values and Source Distribution

Energy Intensity (GJ/ton)	
2019	9.84
2020	11.34
2021	11.97
2022	8.27
2023	7.94
2024	10.88

We monitor our total energy consumption, including direct and indirect sources. We procure our electricity needs entirely from the grid and calculate our natural gas consumption by converting it to kWh based on the standard cubic meters (Sm<sup>3</sup>) values and upper heating value (HHV) in the supplier invoices.

When converting our energy consumption into kilowatt-hours, we apply HHV-based constant coefficients in all conversions to ensure consistency.

## EMISSION MANAGEMENT

# At Bak Ambalaj, we act with an eye to long-term impacts for a more livable world.

The increase in greenhouse gas emissions, one of the main causes of climate change, deeply affects not only ecosystems but also human life. In light of this threat, reducing emissions and managing environmental impacts are of paramount importance to both safeguard the future of our planet and fulfill our social responsibility. As Bak Ambalaj, we act for a more livable world by considering the long-term effects of every step we take today.

With this mission, we have identified the reduction of life-threatening emissions in all areas where our Company operates as one of our main priorities. We are committed to minimizing our impact on the environment by conducting comprehensive and effective studies in our production areas.

### Our Greenhouse Gas Emissions Calculation and Independent Assessment Strategies

We regularly monitor direct (Scope 1) and indirect (Scope 2 and Scope 3) greenhouse gas emissions resulting from our operations using internationally recognized methods and calculate them on an annual basis. In this context, we define and report our organizational boundaries according to the operational control

approach in the carbon footprint calculations we carry out in line with the ISO 14064 standard and the GHG Protocol.

In accordance with the Corporate Value Chain (Scope 3) Standard of the Greenhouse Gas Protocol, we define our Scope 3 emission sources by category. In this context, we evaluate our indirect emissions from the supply chain annually and strengthen the data infrastructure that will form the basis for future measurement and improvement activities.

Throughout the reporting period, we based our calculations directly on our operational data. We carry out our work with specific emission factors and inputs determined according to the type of emission sources and monitor them periodically.

### Scope 2 Emissions Neutralized

In 2024, we are proud to completely eliminate our Scope 2 indirect emissions. We achieved this success by providing all of our energy needs from renewable sources certified by the International Renewable Energy Certificate (I-REC). With our 100% renewable



energy use, we continue our strategy of providing our energy consumption from more sustainable sources by eliminating carbon emissions from electricity.

### Our Contract-Based Tools

We structure the contracts for our renewable electricity supply in accordance with the I-REC system. In this way, we certify all of our energy consumption with internationally recognized green energy sources that are recognized in voluntary markets.

### Emission Intensity and CDP Performance

As a result of our 2024 activities, we reduced our emission intensity to 4.04 CO<sub>2</sub>/ton. Thanks to our investments in energy efficiency and transition to renewable energy sources, we achieved a 10.2% improvement in this area compared to 2023. This result is a direct outcome of our investments in energy efficiency and our transition to renewable energy sources.

SDGs We  
Contribute to





## EMISSION MANAGEMENT

# We reduce our emissions through our energy efficiency and renewable energy strategies.

We continue to transparently report our emission management performance not only through internal assessments but also on an international scale. Accordingly, we report through CDP (Carbon Disclosure Project), an independent platform where climate change risks and greenhouse gas strategies are monitored globally. Since 2010, we have been regularly providing data to CDP's supply chain surveys to both monitor and improve our performance. In 2024, we achieved a C-level score in the CDP assessment. In line with our energy efficiency initiatives and renewable energy utilization strategy, we continue our efforts to reduce our emissions with determination.

### Gases Based on Emission Calculations

We take seven main greenhouse gases into account when calculating our carbon footprint. As of 2024, the gases we consider are the following:

- Carbon dioxide (CO<sub>2</sub>)
- Methane (CH<sub>4</sub>)
- Dinitrogen monoxide (N<sub>2</sub>O)
- Hydrofluorocarbons: R32, R410A, R134A
- Halocarbon
- FM200

### GWP Coefficients and Source Data

We use IPCC AR6 Supplementary Material GWP 100 values to calculate our greenhouse gas emissions in CO<sub>2</sub> equivalent:

CO<sub>2</sub>: 1

CH<sub>4</sub>: 27,9

N<sub>2</sub>O: 273

R134a: 1.530

R410a: 2.255,5

R32: 771

Halocarbon: 7.200

FM200: 3.600

### Our Calculation Methodology

We calculate our emissions in accordance with the ISO 14064 standard and the GHG Protocol. We set our organizational boundaries according to the operational control approach. We conduct the measurement process annually and base our calculations on direct activity data.

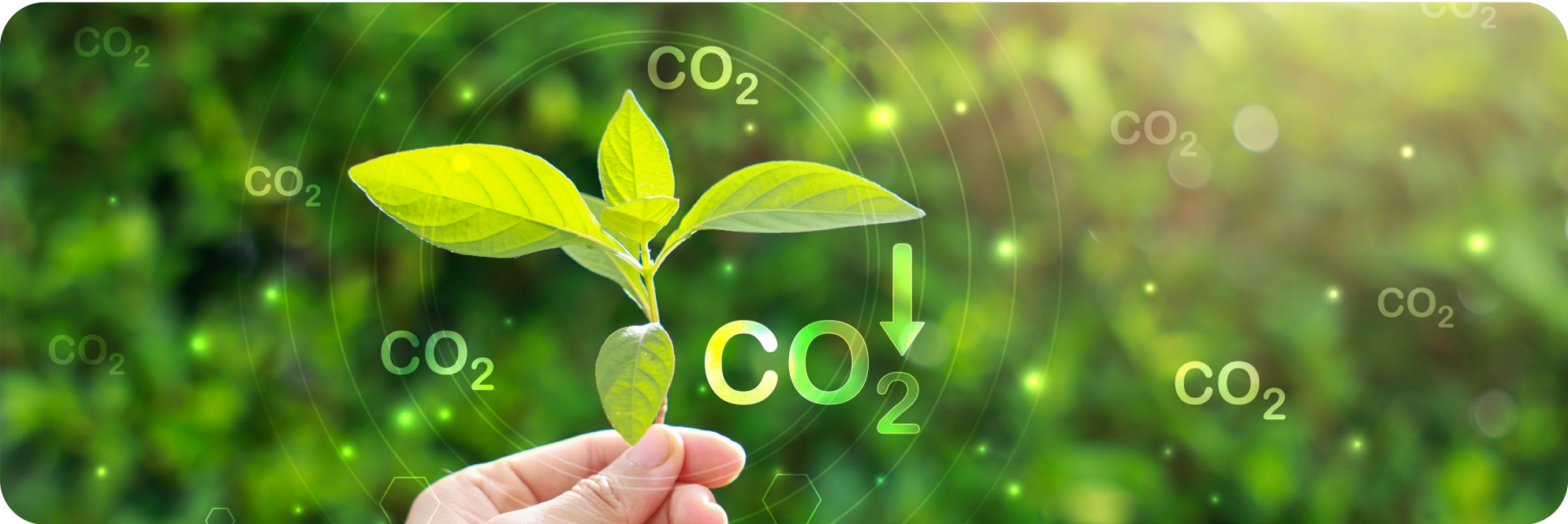
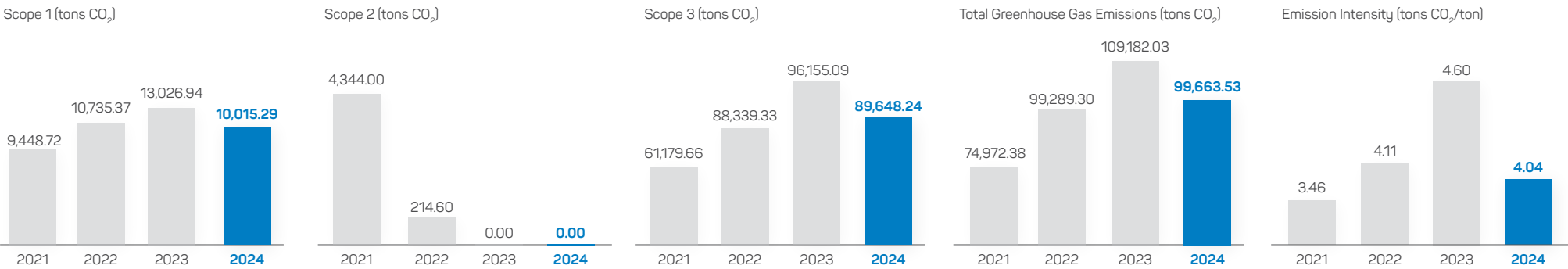
The methodology we use is compliant with TSRS standards and we report using the same methodology on platforms such as CDP. We calculate all our emissions independently according to each regulatory system, thus avoiding double counting.





EMISSION MANAGEMENT

Bak Ambalaj Greenhouse Gas Emissions Data



## EMISSION MANAGEMENT

**In addition to greenhouse gas emissions, we also meticulously monitor flue gas emissions from our operations, which directly affect air quality.**

### Our Strategies to Combat Climate Change

As Bak Ambalaj, we are developing new practices and projects to reduce climate change risks in our operations in line with Bakioğlu Group's climate and environmental policy.

### Afforestation Projects

As Bak Ambalaj, we attach great importance to afforestation projects to reduce our carbon footprint since the day we were founded. In order to increase our contribution to nature and fulfill our responsibility to the environment, we actively support afforestation projects.

### Monitoring and Control of Flue Gas Emissions

In addition to greenhouse gas emissions, we also meticulously monitor flue gas emissions from our operations, which directly affect air quality. We ensure that our emissions remain

at legal and harmless levels by periodically measuring the flue gases from our production facilities by accredited organizations.

### Carbon Reduction Targets

In line with our Climate and Environment Policy, we aim to encourage practices and investments to mitigate climate change risks by using tools such as "internal carbon pricing" and "carbon neutralization" in our operations. In our targeting efforts to reduce greenhouse gas emissions, we aim to create science-based target systems that will support the "1.5° Approach."



## WATER MANAGEMENT

In response to the escalating water crisis exacerbated by climate change, we are undertaking a comprehensive redesign of our processes to utilize our resources more efficiently and sustainably.

### We Use Our Water Resources Responsibly and Efficiently

As Bak Ambalaj, we structure our production activities to prioritize the protection of water resources against the water crisis, which is becoming an increasingly serious threat due to the effects of climate change. In this context, we optimize our technological infrastructure to use water in the most efficient way; we adopt reducing water consumption per production as a fundamental goal by using water at its source, in a controlled and responsible manner.

Considering the fact that a significant portion of the world's population still lacks access to adequate clean water and wastewater infrastructure, we consider generating minimum wastewater and recycling it in the most effective ways as an indispensable part of our circular economy approach.

Throughout 2024, we resolutely continued our efforts to minimize our water use intensity in line with our sustainable water management targets. In this reporting period, our water use per production was 3.16 m<sup>3</sup>/ton. Water intensity decreased by 21% and wastewater intensity decreased by 20% compared to 2023. At the same time, we discharged the wastewater generated as a result of our operations into the sewerage systems, treated in full compliance with legal regulations. Throughout the year,

GRI 3-3, 303-1, 303-2, 303-2, 303-4, 303-5

we used a total of 78,023 m<sup>3</sup> of municipal water and discharged 70,288 m<sup>3</sup> of wastewater in our operations.

With the anticipation that water demand will increase even more in the coming period, especially in big cities, we are constantly improving our existing systems to increase water savings and manage wastewater in the most efficient way. Accordingly, we carry out regular inspections and maintenance activities to prevent water leakages, thereby reducing the amount of lost water and effectively fulfilling our environmental responsibility.

### We Monitor Water Consumption Instantly and Use Our Resources Effectively

We carry out our water management processes through our fully integrated automation system. We monitor the pure and soft water we obtain from municipal water with process-based meters, and we track consumption at end-use points in detail through invoices and meter data. When we detect any anomaly, we quickly perform physical scans and prevent possible losses.

By regularly performing daily, weekly and monthly maintenance of our automation system, we increase efficiency in water use and proactively implement actions to prevent leaks that may occur in both domestic water and product water lines.



In addition, we hold regular meetings every month to monitor the use of energy and natural resources, especially water consumption, and evaluate the current situation with our relevant teams. In this way, we make water management not just a technical process, but a culture of consciousness that spans the entire organization.

Water Intensity	m <sup>3</sup> /ton
2019	3.22
2020	2.89
2021	3.47
2022	3.23
2023	3.99
2024	3.16

Wastewater Intensity	m <sup>3</sup> /ton
2019	2.88
2020	2.35
2021	3.10
2022	2.89
2023	3.55
2024	2.85

### Water Management and Compliance Processes

The total amount of water withdrawn directly in our company during 2024 was 78,023 cubic meters. We obtained all of this water from the municipal network (AOSB), which is classified as fresh water.

Within the scope of water quality permits, standards and regulations, we did not experience any non-compliance during the reporting period. In addition, there were no incidents involving the discharge of hazardous substances, exceeding permit limits, violations of pre-treatment requirements or exceeding the maximum daily load (TMDL) limit, and no criminal or administrative processes.

We have also conducted all processes in harmony with an integrated environmental management approach, with no negative situations where our water management decisions conflicted with other environmental choices such as energy production, land use or greenhouse gas emission management.

SDGs We  
Contribute to





## CHEMICAL MANAGEMENT

# We manage chemical processes in consideration of the environment and human health, and take safe steps towards our goal of sustainable production.

As Bak Ambalaj, we continued our efforts to minimize our environmental impact in 2024, as we do every year, and continued to take the necessary measures in every area we operate. We recognize that chemicals can have a profound impact on the environment and human health, and that managing the chemicals we use is critical to our sustainable future. Based on this awareness, we have shaped our chemical management strategy in line with our sustainability goals.

We carry out the management of chemical substances with a detailed and safe process management as we apply in all our operations. In this context, we manage a comprehensive process management from the entry and exit of chemical products to the facility, storage, conditions of use and disposal of wastes generated as a result of their use in the most appropriate manner in accordance with legal regulations and environmental standards.

As of 2024, we have carried out various studies to increase the use of environmentally friendly alternatives in our R&D and production processes. We are continuing our pilot projects to reduce the use of chemicals and achieve the same function with less harmful substances. In this way, we aim to minimize the environmental impact of our operations.

### Chemical Safety and Risk Management Practices

As Bak Ambalaj, we have a Dangerous Goods Activity Certificate (TMFB) and we provide a safe storage environment for chemicals by checking compliance during the storage of chemical substances with "Chemical Risk Assessment Procedures" and "General Safety Instructions for Working with Chemicals" prepared specifically for our company. In addition, we continuously assess the risks in flammable and explosive atmospheres and implement the necessary actions in the field for the risk assessments determined within the scope of our "Explosion Protection Documents."



At the same time, we complete the authorization processes by evaluating occupational safety, safety data sheets (SDS) and disposal compliance for all chemicals prior to any approval for use. We procure chemicals only from approved suppliers and check their conformity by meticulously reviewing the necessary technical documents. We carry out storage and utilization processes under safety precautions and dispose of our wastes in accordance with environmental legislation. We monitor and control all these activities in line with our sustainability approach.

With our procedures and instructions for chemical management, which we have established in line with our Group-wide environmental, health and safety policies, we manage chemicals in a way to cover the entire process from procurement to storage, from use to disposal. We conduct our processes in an integrated and holistic manner with ISO 14001 Environmental Management System and ISO 45001 Occupational Health and Safety Management System.

SDGs We Contribute to



### Key Implementation Topics of Chemical Management

- We conduct risk assessments for each chemical in line with the SDS.
- We properly label all chemicals and store them under controlled conditions.
- We structure the supply, use and disposal processes according to the relevant legal regulations.
- We regularly train our staff on occupational health, safety and environmental impacts.
- We define our emergency response procedures for situations such as chemical spills, leaks or exposures.

## CHEMICAL MANAGEMENT

# We periodically train employees in charge of chemical use on occupational health, safety and environmental impacts.

### Our Safety Measures for Flammable and Hazardous Substances

We keep flammable and other hazardous chemicals under control in our production areas with special safety procedures. In this context:

- We regularly conduct chemical risk analyses.
- We follow the instructions for use, storage and handling.
- We continue our activities in areas equipped with ex-proof equipment, static electricity preventive systems and automatic fire detection-extinguishing systems.
- We reduce risks by providing early warning with gas detectors, flame sensors and smoke detection systems.

### Reducing the Use of Pollutant Air Emissions

We sustainably manage the solvent vapors we use during the process in the Solvent Recovery facilities at our Bak Ambalaj plants. With the system that captures solvent vapors and recovers them for reuse, we achieved a high recovery rate of 96% in 2024. By reusing the solvents we recover, we significantly reduce our chemical usage rates. With this method, we minimize resource consumption and reduce polluting air emissions.

We are building our sustainable future in partnership by realizing environmentally friendly production that we dominate in all production steps of our company.

### Chemical Management Employee Training Programs

As Bak Ambalaj, we attach great importance to Chemical Management Employee Training Programs. We periodically train employees in charge of chemical use on occupational health, safety and environmental impacts. We provide regular theoretical and practical training to all our employees on chemical safety, firefighting, use of personal protective equipment and emergency response. We prepare our training programs specifically for job descriptions, repeat them periodically and support them with drills to continuously improve our level of preparedness.

In addition to the training we provide on the safe use of chemicals and occupational health and safety, we also provide our employees in our relevant departments with training on the standards and rules required for the international transportation of dangerous goods through our activities within the scope of ADR (European Agreement on Conformity and International Agreement for the International Carriage of Dangerous Goods). In 2024, when we continued our operations by adopting safe and environmentally friendly practices, 286 person\*hours of training were provided.







# ANNEXES







## PERFORMANCE INDICATORS

Financial Summary	2023	2024
Net Sales Revenues (TRY Million)	4,936	4,383
Total Production Sales Amount (Tons)	23,172	24,663
Operating Profit (TRY Million)	584	-40
EBITDA (TRY Million)	825	221
Net Debt (TRY Million)	913	531
Return on Equity (ROE)	2%	-13%
Total Assets (TRY Million)	5,210	4,426
Donation Amount for Social Aid Purposes (TRY)	864,656	1,141,142

Environment	2021	2022	2023	2024
Environmental activity expenses (TRY)	309,648	740,356	1,897,764	5,588,858
Environmental investment expenditures (TRY)	309,648	155,000	1,137,150	984,763

R&D	2022	2023	2024
Number of R&D Employees (person)	29	31	30
Total R&D Expenditure Amount (TRY)	19,171,530	21,233,065	32,546,248
Total Number of Patent Applications (pcs)	0	1	0
Total Number of Registered Patents (pcs)	0	1	0
Total Number of R&D Projects (pcs)	11	10	9

Supplier Structure	2020	2021	2022	2023	2024
Number of Local Suppliers	736	754	783	784	760
Number of Overseas Suppliers	72	84	74	79	66



## PERFORMANCE INDICATORS

### Environmental Performance Data

	2020	2021	2022	2023	2024
Total Direct Energy Consumption (GJ)					
Diesel Consumption	110	1,195	915	842.39	660.54
Gasoline Consumption	0	610	1,387	1,538.49	492.99
Natural Gas Consumption (kWh)	138,452	158,240	101,081	87,288.11	152,835.10
Total Indirect Energy Consumption (GJ)	89,924	98,813	100,546	98,737.20	104,237.63
Total Renewable Energy Consumption (GJ)	-	62,356	100,546	98,737.20	104,237.63
Energy Intensity (GJ/Ton)	11.34	11.97	8.27	7.94	10.88
Total Direct Greenhouse Gas Emissions (Scope 1) (Ton CO <sub>2</sub> )	-	9,448.72	10,735.37	10,205.52	10,015.29
Total Indirect Greenhouse Gas Emissions (Scope 2) (Ton CO <sub>2</sub> )	-	4,344.00	214.6	0.00	0.00
Total Indirect Greenhouse Gas Emissions (Scope 3) (Ton CO <sub>2</sub> )	-	61,180	88,339.3	96,155.09	89,648.24
Emission Intensity (Tons CO <sub>2</sub> /Ton)	-	3.46	4.11	4.60	4.04
Water Withdrawal by Source (m³)					
Mains Water	58,254	75,035	79,650	94,651	78,023
Well Water	0	0	0	0	0
Water Density (m³/Ton)	2.89	3.47	3.23	3.99	3.16
Total Wastewater Discharge (m³)	47,311	67,050	71,194	84,216	70,288

	2020	2021	2022	2023	2024
Total Waste Amount (Ton)	5,231	5,333	6,233	4,688	6,924
Recovered (R Code) Non-Hazardous Waste (Ton)	4,244	4,044	4,839	3,053	5,462
Recovered (R Code) Hazardous Waste (Ton)	983	1,288	1,390	1,635	1,462
Hazardous Waste Disposed (D Code) (Ton)	0.007	0.017	0.039	0.64	0.011
Other Hazardous Waste Sent to Interim Storage (Ton)	3.2	0.4	3.138	0.01	0.025
Total Raw Material Utilization (Tons)	25,572	28,102	30,489	30,154	30,999.90
Low Environmental Impact Compared to Equivalents Raw Material Usage (Tons)	160.4	283.3	2,881.4	2,502.2	3,011.79
Biodegradable Environmental Product Certified Raw Material Usage (Ton)	15.8	81.8	241.2	300.8	533.90
Raw Material Use in Compliance with Circular Economy Principles (Tons)	2.7	49	34.7	18.7	20.32
Number of Saplings Planted in Afforestation Works (pcs)	651	5,936	1,355	643	4253
Environmental Training (person*hour)	38	152	634	607	291
ADR Training (person*hour)			224	323	280

## PERFORMANCE INDICATORS

### Social Performance Data

	2020	2021	2022	2023	2024
Employee Training Programs - Number of Participants (Person)	399	563	617	846	687
Office Worker Female	74	92	92	96	102
Field Worker Female	4	7	7	12	8
Office Worker Male	58	63	65	72	67
Field Worker Male	260	413	588	657	510
Employee Training Programs - Total Hours (Person*hour)	7,915	11,061	11,891	19,662	13,697
Office Worker Female	3,487	3,554	4,415	4,334	4,539
Field Worker Female	23	98	40	169	38
Office Worker Male	2,874	2,719	2,625	3,424	3,455
Field Worker Male	1,531	4,690	4,811	11,677	14,043
Injury Rate	14	28	31	29	21
Lost Day Rate	0.19	0.49	0.48	0.42	0.44
Occupational Disease Rate	0	0	0	0	0
Number of Fatal Work Accidents	0	0	0	0	0
OHS Training Provided to Employees - Number of Participants	269	489	478	713	545
OHS Training Provided to Employees - Total Hours (Person*hour)	2,001	4,876	2,468	6,420	3,395
Total Hours of Disaster and Emergency Training (Person*Hours)	114	161	187	622	130

	2020	2021	2022	2023	2024
<b>Ratio of Entry Level Wage to Minimum Wage (%)</b>					
Female Employees	140	138	185	204	194
Male Employees	136	136	176	191	183
<b>Total Employee Wage Payments by Gender (TRY)</b>					
Total Wages of Female Field Employees	43,368	55,492	109,764	208,560	357,133.50
Total Wages of Female Office Workers	653,298	821,846	2,426,560	4,746,273	7,241,547.83
Total Wages of Male Employees with Field Workers	2,551,124	3,242,205	8,309,497	15,939,869	24,344,746.00
Total Wages of Male Office Workers	691,283	849,154	2,157,963	4,408,644	6,880,254.83
<b>Median Salary Level by Gender (TRY)</b>					
Median Wage of Female Field Worker	5,421	6,166	13,721	26,070	40282.25
Median Wage for Female Office Worker	9,074	11,911	28,888	57,184	89151.58
Median Wage of Male Field Worker	5,595	6,537	14,812	28,363	36926.75
Median Wage for Male Office Worker	12,344	15,163	34,806	69,978	91725.08





## PERFORMANCE INDICATORS

### Employee Demographics Data

	2020	2021	2022	2023	2024
Total Workforce (Number)	632	652	726	721	704
Direct Employment	632	652	726	721	704
Female	78	92	91	93	103
Male	554	560	635	628	601
Direct Labor Force (Number)	632	652	726	721	704
Office Worker	128	145	148	151	160
Female	70	84	83	85	95
Male	58	61	65	66	65
Field Worker	504	507	578	570	544
Female	8	8	8	8	8
Male	496	499	570	562	536
<b>Direct Labor Force by Contract Type (Number)</b>					
Indefinite Term Employment Contract	632	652	726	721	704
Female	78	92	91	93	103
Male	554	560	635	628	601
Direct Labor Force by Education Level (Number)	632	652	726	721	704
Uneducated	0	0	0	0	0
Primary Education	136	108	119	103	93
High School	322	348	394	405	382
University and Above	174	196	213	213	229
Direct Labor Force by Age Groups (Number)	632	652	726	721	704
Female	78	92	91	93	103

	2020	2021	2022	2023	2024
18-30	24	30	33	38	31
30-45	45	52	46	47	60
45+	9	10	12	8	12
Male	554	560	635	628	601
18-30	163	169	215	255	173
30-45	306	302	327	308	329
45+	85	89	93	65	99
Senior Management Structure (Number)	12	12	12	12	12
Female	5	5	5	4	3
18-30	0	0	0	0	0
30-45	4	4	3	3	1
45+	1	1	2	1	2
Male	7	7	7	8	9
18-30	0	0	0	0	0
30-45	4	5	3	3	1
45+	3	4	4	5	8
Middle Management Structure (Number)	16	17	23	28	24
Female	5	7	12	14	12
18-30	0	0	0	1	0
30-45	5	7	12	8	11
45+	0	0	0	5	1
Male	11	10	11	14	12

## PERFORMANCE INDICATORS

	2020	2021	2022	2023	2024
18-30	0	0	0	0	0
30-45	10	9	10	13	8
45+	1	1	1	1	4
Newly Recruited Employees (Number)	85	90	131	123	95
Office Worker Female	8	24	10	15	20
Office Worker Male	3	10	10	11	8
Field Worker Female	0	0	0	0	0
Field Worker Male	74	56	111	97	67
Employees Quitting (Number)	51	79	83	100	127
Office Worker Female	10	12	11	13	11
Office Worker Male	5	7	7	9	8
Field Worker Female	0	2	0	0	0
Field Worker Male	36	58	65	78	108
Employee Circulation	7.3%	9%	8.7%	12.3%	12.5%
Number of Employees on Maternity Leave	7	9	1	5	2
Number of Employees Returning from Maternity Leave	7	9	1	1	4
Number of Employees Who Have Not Quit Their Jobs for the Last 12 Months After Returning from Maternity Leave	7	9	1	0	3
Total Number of Employees with Disabilities	15	16	19	19	18
Female	3	2	2	2	3
Male	12	14	17	17	15
Number of Employees Covered by Collective Bargaining Agreement	0	0	0	0	0

### Supplier Evaluation

Supplier Evaluation and Development Programs	2024
Number of Suppliers Conducted Environmental Assessment	58
Number of Suppliers Undergoing Environmental Assessment	58
Number of Suppliers Assessed for Sustainability	98
Number of Suppliers Who Underwent Sustainability Assessment	98
Number of Suppliers Conducted Ethics Assessment	206
Number of Suppliers Subjected to Ethics Assessment	206
Number of Suppliers Conducted Information Security Assessment	49
Number of Suppliers Who Underwent Information Security Assessment	49

### Sustainability Training

Sustainability Training	
Training duration (person*hour)	227

Employee Training Programs on Ethics	
Training Hours (person*hour)	272.5
Anti-Bribery and Anti-Corruption Training	
Training Hours (person*hour)	191.5

## GRI CONTENT INDEX



2025

For the Content Index – Essentials Service, GRI Services reviewed that the GRI content index has been presented in a way consistent with the requirements for reporting in accordance with the GRI Standards, and that the information in the index is clearly presented and accessible to the stakeholders.		
<b>Statement of use</b>	Bak Ambalaj has reported in accordance with the GRI Standards for the period January 1-December 31, 2024.	
<b>GRI 1 used</b>	GRI 1: Foundation 2021	
<b>Applicable GRI Sector Standard(s)</b>	Since the sector standard for the packaging industry has not yet been prepared, no sector standard has been used.	
GRI STANDARD	DISCLOSURE	LOCATION
GRI 2: General Disclosures 2021	<b>Organization and Reporting Practices</b>	
	2-1 Organizational details	About the Report, page 6 About Bak Ambalaj, page 13 Capital and Shareholding Structure, page 14
	2-2 Entities included in the organization's sustainability reporting	About the Report, page 6
	2-3 Reporting period, frequency and contact point	Reporting is done on an annual basis.
	2-4 Restatements of information	About the Report, page 6
	2-5 External assurance	There is no revised declaration. The report has not received an independent external assurance statement.
	<b>Activities and Employees</b>	
	2-6 Activities, value chain and other business relationships	About Bak Ambalaj, page 13 Sustainable Supply Chain, pages 78-82
	2-7 Employees	Employee Profile (Human Values), page 91 Performance Indicators, pages 128-132
	2-8 Workers who are not employees	Employee Profile (Human Values), page 91 Performance Indicators, pages 128-132
	<b>Governance</b>	
	2-9 Governance structure and composition	Board of Directors, Senior Management and Committees, pages 58-59
	2-10 Nomination and selection of the highest governance body	In accordance with the minimum qualifications required for the election of Board members, the Company acts within the framework of the applicable regulations.  Board of Directors, Senior Management and Committees, pages 58-59
	2-11 Chair of the highest governance body	Board of Directors, Senior Management and Committees, pages 58-59
	2-12 Role of the highest governance body in overseeing the management of impacts	Board of Directors, Senior Management and Committees, pages 58-59
	2-13 Delegation of responsibility for managing impacts	2-13 Delegation of responsibility for managing impacts Sustainability Governance and Organization, pages 28-30 Our Sustainability Approach and Strategy, pages 44-48
	2-14 Role of the highest governance body in sustainability reporting	Sustainability Governance and Organization, pages 28-30 Our Sustainability Approach and Strategy, pages 44-48
	2-15 Conflicts of interest	Business Ethics, Legal Compliance and Transparency, pages 61-63
	2-16 Communication of critical concerns	Sustainability Governance and Organization, pages 28-30 Our Sustainability Approach and Strategy, pages 44-48 Stakeholder Map and Stakeholder Relations, pages 49-51
	2-17 Collective knowledge of the highest governance body	Board of Directors, Senior Management and Committees, pages 58-59
	2-18 Evaluation of the performance of the highest governance body	Board of Directors, Senior Management and Committees, pages 58-59
	2-19 Remuneration policies	Equal Opportunity, Diversity and Inclusion (Human Values), page 92
	2-20 Process to determine remuneration	Equal Opportunity, Diversity and Inclusion (Human Values), page 92
	2-21 Annual total compensation ratio	Performance Indicators, pages 128-132 Employee Compensation Policy



## GRI CONTENT INDEX

GRI STANDARD	DISCLOSURE	LOCATION
GRI 2: General Disclosures 2021	<b>Strategy, Policies and Practices</b>	
	2-22 Statement on sustainable development strategy	Message from the Chairperson of the Board of Directors, pages 7-8 Message from the General Manager, pages 9-10Our Sustainability Approach and Strategy, pages 44-48 Material Topics and Materiality Matrix, pages 53-54Sustainable Development Goals We Contribute to, page 55
	2-23 Policy commitments	Sustainability Governance and Organization, pages 28-30
	2-24 Embedding policy commitments	Sustainability Governance and Organization, pages 28-30
	2-25 Processes to remediate negative impacts	Stakeholder Map and Stakeholder Relations, pages 49-51 Business Ethics, Legal Compliance and Transparency, pages 61-63 Anti-Bribery and Anti-Corruption, page 64
	2-26 Mechanisms for seeking advice and raising concerns	Business Ethics, Legal Compliance and Transparency, pages 61-63
	2-27 Compliance with laws and regulations	During the reporting period, there were no incidents of non-compliance with laws and regulations and no penalties were imposed for non-compliance with laws and regulations.  Business Ethics, Legal Compliance and Transparency, pages 61-63
	2-28 Membership associations	Corporate Memberships and Initiatives We Support, page 52
	<b>Stakeholder Engagement</b>	
	2-29 Approach to stakeholder engagement	Stakeholder Map and Stakeholder Relations, pages 49-51
	2-30 Collective bargaining agreements	There is no collective labor agreement.
<b>MATERIAL TOPICS</b>		
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Material Topics and Materiality Matrix, pages 53-54
	3-2 List of material topics	Material Topics and Materiality Matrix, pages 53-54
<b>Sustainable Supply Chain</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics	Material Topics and Materiality Matrix, pages 53-54 Sustainable Supply Chain, pages 78-82
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	Sustainable Supply Chain, pages 78-82 Performance Indicators, pages 128-132
GRI 308: Supplier Environmental Assessment 2016	308-2 Negative environmental impacts in the supply chain and actions taken	During the reporting period, there were no significant negative environmental impacts in Bak Ambalaj's supply chain network.  Sustainable Supply Chain, pages 78-82
GRI 414: Supplier Social Assessment 2016	414-2 Negative social impacts in the supply chain and actions taken	During the reporting period, there were no significant negative social impacts in Bak Ambalaj's supply chain network.  Sustainable Supply Chain, pages 78-82

## GRI CONTENT INDEX

GRI STANDARD	DISCLOSURE	LOCATION
	<b>Anti-Bribery and Anti-Corruption</b>	
GRI 3: Material Topics 2021	3-3 Management of material topics	Material Topics and Materiality Matrix, pages 53-54 Business Ethics, Legal Compliance and Transparency, pages 61-63 Anti-Bribery and Anti-Corruption, page 64
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	Business Ethics, Legal Compliance and Transparency, pages 61-63 Anti-Bribery and Anti-Corruption, page 64
	205-2 Communication and training about anti-corruption policies and procedures	Business Ethics, Legal Compliance and Transparency, pages 61-63 Anti-Bribery and Anti-Corruption, page 64
	205-3 Confirmed incidents of corruption and actions taken	During the reporting period, there was no case of corruption at Bak Ambalaj.
	<b>Circular Economy</b>	
GRI 3: Material Topics 2021	3-3 Management of material topics	Material Topics and Materiality Matrix, pages 53-54 Packaging Optimization and Sustainable Products, pages 112-113 Waste Management and Circular Economy Studies, pages 114-117
GRI 301: Materials 2016	301-1 Materials used by weight or volume	Packaging Optimization and Sustainable Products, pages 112-113 Waste Management and Circular Economy Studies, pages 114-117
	301-2 Recycled input materials used	Packaging Optimization and Sustainable Products, pages 112-113 Waste Management and Circular Economy Studies, pages 114-117
	301-3 Reclaimed products and their packaging materials	Packaging Optimization and Sustainable Products, pages 112-113 Waste Management and Circular Economy Studies, pages 114-117
	<b>Energy Efficiency and Management</b>	
GRI 3: Material Topics 2021	3-3 Management of material topics	Material Topics and Materiality Matrix, pages 53-54 Energy Efficiency and Management, pages 118-119
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Energy Efficiency and Management, pages 118-119 Performance Indicators, pages 128-132
	302-2 Energy consumption outside of the organization	Energy Efficiency and Management, pages 118-119 Performance Indicators, pages 128-132
	302-3 Energy intensity	Energy Efficiency and Management, pages 118-119 Performance Indicators, pages 128-132
	302-4 Reduction of energy consumption	Energy Efficiency and Management, pages 118-119 Performance Indicators, pages 128-132
	302-5 Reductions in energy requirements of products and services	Energy Efficiency and Management, pages 118-119 Performance Indicators, pages 128-132
	<b>Water Management</b>	
GRI 3: Material Topics 2021	3-3 Management of material topics	Material Topics and Materiality Matrix, pages 53-54 Water Management, page 124

## GRI CONTENT INDEX

GRI STANDARD	DISCLOSURE	LOCATION
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Water Management, page 124
	303-2 Management of water discharge-related impacts	Water Management, page 124
	303-3 Water withdrawal	Water Management, page 124 Performance Indicators, pages 128-132
	303-4 Water discharge	Water Management, page 124 Performance Indicators, pages 128-132
	303-5 Water consumption	Water Management, page 124 Performance Indicators, pages 128-132
<b>Combating Climate Change and Environmental Adaptation</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics	Material Topics and Materiality Matrix, pages 53-54 From Sapling to Forest: Aegean Forest Foundation, pages 105-107
GRI 304: Biodiversity 2016	304-2 Significant impacts of activities, products and services on biodiversity	From Sapling to Forest: Aegean Forest Foundation, pages 105-107
<b>Emission Management</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics	Material Topics and Materiality Matrix, pages 53-54 Emissions Management, pages 120-123
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Emissions Management, pages 120-123 Performance Indicators, pages 128-132
	305-2 Energy indirect (Scope 2) GHG emissions	Emissions Management, pages 120-123 Performance Indicators, pages 128-132
	305-3 Other indirect (Scope 3) GHG emissions	Emissions Management, pages 120-123 Performance Indicators, pages 128-132
	305-4 GHG emissions intensity	Emissions Management, pages 120-123 Performance Indicators, pages 128-132
	305-5 Reduction of GHG emissions	Emissions Management, pages 120-123 Performance Indicators, pages 128-132
<b>Waste Management</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics	Material Topics and Materiality Matrix, pages 53-54 Waste Management and Circular Economy Studies, pages 114-117
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Waste Management and Circular Economy Studies, pages 114-117
	306-2 Management of significant waste-related impacts	Waste Management and Circular Economy Studies, pages 114-117
	306-3 Waste generated	Waste Management and Circular Economy Studies, pages 114-117 Performance Indicators, pages 128-132
	306-4 Waste diverted from disposal	Waste Management and Circular Economy Studies, pages 114-117 Performance Indicators, pages 128-132
<b>Support for Qualified Employment</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics	Material Topics and Materiality Matrix, pages 53-54 Support for Qualified Employment, pages 86-87 Human Values, pages 89-98
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Performance Indicators, pages 128-132
	401-3 Parental leave	Performance Indicators, pages 128-132



## GRI İÇERİK ENDEKSİ

GRI STANDARD	DISCLOSURE	LOCATION
	<b>Occupational Health and Safety</b>	
GRI 3: Material Topics 2021	3-3 Management of material topics	Material Topics and Materiality Matrix, pages 53-54 Occupational Health and Safety, pages 99-102
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Occupational Health and Safety, pages 99-102
	403-2 Hazard identification, risk assessment, and incident investigation	Occupational Health and Safety, pages 99-102
	403-3 Occupational health services	Occupational Health and Safety, pages 99-102
	403-4 Worker participation, consultation, and communication on occupational health and safety	Occupational Health and Safety, pages 99-102
	403-5 Worker training on occupational health and safety	Occupational Health and Safety, pages 99-102 Performance Indicators, pages 128-132
	403-6 Promotion of worker health	Occupational Health and Safety, pages 99-102
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Occupational Health and Safety, pages 99-102
	403-8 Workers covered by an occupational health and safety management system	Occupational Health and Safety, pages 99-102
	403-9 Work-related injuries	Occupational Health and Safety, pages 99-102 Performance Indicators, pages 128-132
	403-10 Work-related ill health	Occupational Health and Safety, pages 99-102 Performance Indicators, pages 128-132
	<b>Employee Training and Development</b>	
GRI 3: Material Topics 2021	3-3 Management of material topics	Material Topics and Materiality Matrix, pages 53-54 Employee Training and Development (Human Values), pages 93-98
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Employee Training and Development (Human Values), pages 93-98 Performance Indicators, pages 128-132
	404-2 Programs for upgrading employee skills and transition assistance programs	Employee Training and Development (Human Values), pages 93-98 Performance Indicators, pages 128-132
	<b>Equal Opportunity, Diversity and Inclusion</b>	
GRI 3: Material Topics 2021	3-3 Management of material topics	Material Topics and Materiality Matrix, pages 53-54 Board of Directors, Senior Management and Committees, pages 58-59 Equal Opportunity, Diversity and Inclusion (Human Values), page 92
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Board of Directors, Senior Management and Committees, pages 58-59 Performance Indicators, pages 128-132
	405-2 Ratio of basic salary and remuneration of women to men	There is no gender-based discrimination in employee salaries at Bak Ambalaj.
	<b>Business Ethics, Legal Compliance and Transparency</b>	
GRI 3: Material Topics 2021	3-3 Management of material topics	Material Topics and Materiality Matrix, pages 53-54 Business Ethics, Legal Compliance and Transparency, pages 61-63 Anti-Bribery and Anti-Corruption, page 64
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	During the reporting period, Bak Ambalaj did not experience any incidents of discrimination.
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	Bak Ambalaj does not employ child labor and expects its stakeholders in the value chain, particularly its suppliers, to comply with the age requirements set out in relevant laws and regulations.

## GRI CONTENT INDEX

GRI STANDARD	DISCLOSURE	LOCATION
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Bak Ambalaj and all its stakeholders in the value chain, particularly its suppliers, do not employ forced labor.
	<b>Corporate Social Responsibility</b>	
GRI 3: Material Topics 2021	3-3 Management of material topics	Material Topics and Materiality Matrix, pages 53-54 Support for Qualified Employment, pages 86-87 Corporate Social Responsibility, page 104 From Sapling to Forest: Aegean Forest Foundation, pages 105-107
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Support for Qualified Employment, pages 86-87 Corporate Social Responsibility, page 104 From Sapling to Forest: Aegean Forest Foundation, pages 105-107
	<b>Data Security and Privacy</b>	
GRI 3: Material Topics 2021	3-3 Management of material topics	Material Topics and Materiality Matrix, pages 53-54 Data Security and Privacy, pages 84-85
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	During the reporting period, there were no substantiated complaints regarding breach of customer confidentiality and loss of customer data.  Data Security and Privacy, pages 84-85
	<b>Packaging Optimization and Sustainable Products</b>	
GRI 3: Material Topics 2021	3-3 Management of material topics	Material Topics and Materiality Matrix, pages 53-54 Packaging Optimization and Sustainable Products, pages 112-113
	<b>Operational Excellence and Quality</b>	
GRI 3: Material Topics 2021	3-3 Management of material topics	Material Topics and Materiality Matrix, pages 53-54 Operational Excellence and Quality, pages 67-71
	<b>R&amp;D and Innovation</b>	
GRI 3: Material Topics 2021	3-3 Management of material topics	Material Topics and Materiality Matrix, pages 53-54 R&D and Innovation, pages 72-75
	<b>Business Continuity</b>	
GRI 3: Material Topics 2021	3-3 Management of material topics	Material Topics and Materiality Matrix, pages 53-54 Operational Excellence and Quality, pages 67-71

## GRI CONTENT INDEX

GRI STANDARD	DISCLOSURE	LOCATION
	<b>Being a Preferred Employer</b>	
GRI 3: Material Topics 2021	3-3 Management of material topics	Material Topics and Materiality Matrix, pages 53-54 Human Values, pages 89-98
	<b>Chemical Management</b>	
GRI 3: Material Topics 2021	3-3 Management of material topics	Material Topics and Materiality Matrix, pages 53-54 Chemical Management, pages 125-126
	<b>Digital Transformation</b>	
GRI 3: Material Topics 2021	3-3 Management of material topics	Material Topics and Materiality Matrix, pages 53-54 Digital Transformation and Automation, pages 76-77
	<b>Industry 4.0</b>	
GRI 3: Material Topics 2021	3-3 Management of material topics	Material Topics and Materiality Matrix, pages 53-54 R&D and Innovation, pages 72-75 Digital Transformation and Automation, pages 76-77
	<b>Corporate Governance</b>	
GRI 3: Material Topics 2021	3-3 Management of material topics	Material Topics and Materiality Matrix, pages 53-54 Corporate Governance, page 57
	<b>Effective Risk and Crisis Management</b>	
GRI 3: Material Topics 2021	3-3 Management of material topics	Material Topics and Materiality Matrix, pages 53-54 Sustainability Risks, Trends and Opportunities Management, pages 31-43 Risk Management and Internal Audit, page 60
	<b>Logistics Impacts</b>	
GRI 3: Material Topics 2021	3-3 Management of material topics	Material Topics and Materiality Matrix, pages 53-54 Logistical Impacts, page 83
	<b>Emergency Preparedness</b>	
GRI 3: Material Topics 2021	3-3 Management of material topics	Material Topics and Materiality Matrix, pages 53-54 Emergency Preparedness, page 103
	<b>Stakeholder Communication</b>	
GRI 3: Material Topics 2021	3-3 Management of material topics	Stakeholder Map and Stakeholder Relations, pages 49-51 Corporate Memberships and Initiatives We Support, page 52 Material Topics and Materiality Matrix, pages 53-54



## SASB INDEX

**Table 1. Sustainability Disclosure Topics and Metrics**

SUBJECT	METRIC	CATEGORY	UNIT OF MEASURE	CODE	BAK AMBALAJ'S RESPONSE
Greenhouse gas emissions	Gross total Scope 1 emissions, percent covered by emission limitation regulations	Quantitative	Metric tons (t)CO <sub>2</sub> -e, Percent (%)	RT-CP-110a.1	<p><b>Gross Total Scope 1 Emissions</b> As of 2024, Bak Ambalaj's Scope 1 greenhouse gas emissions amounted to <b>10,015.29 tons CO<sub>2</sub>-e</b>. The greenhouse gases included in the calculations are:</p> <ul style="list-style-type: none"> <li>Carbon dioxide (CO<sub>2</sub>)</li> <li>Methane (CH<sub>4</sub>)</li> <li>Dinitrogen monoxide (N<sub>2</sub>O)</li> <li>Hydrofluorocarbons (R32, R410A, R134A)</li> <li>Halocarbon</li> <li>FM200</li> </ul> <p>The global warming potential (GWP) coefficients used in these calculations are based on IPCC AR6 Supplementary Material GWP 100 data:</p> <ul style="list-style-type: none"> <li>CO<sub>2</sub>: 1</li> <li>CH<sub>4</sub>: 27,9</li> <li>N<sub>2</sub>O: 273</li> <li>R134a: 1.530</li> <li>R410a: 2.255,5</li> <li>R32: 771</li> <li>Halocarbon: 7.200</li> <li>FM200: 3.600</li> </ul> <p>The methodology is implemented in compliance with the ISO 14064 standard and the GHG Protocol; organizational boundaries are determined based on the operational control approach. The calculation process is carried out annually and uses direct activity data. Emission reduction or compensation practices (offset mechanisms, carbon credits, etc.) are not included in the calculations as they do not exist.</p> <p><b>Percent Covered by Emission Limiting Regulations</b> Since there is currently no Emissions Trading System (ETS) in place in Türkiye, Bak Ambalaj is not currently subject to international regulations such as California's Cap-and-Trade Program (AB32), the EU Emissions Trading System (EU ETS), or Quebec's Cap-and-Trade System. Therefore, the rate for the portion of 2024 Scope 1 emissions subject to these regulations is not available. The verification process of the relevant data within the scope of ISO 14064 has been completed.</p>

SASB INDEX

SUBJECT	METRIC	CATEGORY	UNIT OF MEASURE	CODE	BAK AMBALAJ'S RESPONSE
Greenhouse gas emissions	Discussion of the long and short term strategy or plan for managing Scope 1 emissions, emission reduction targets and performance analysis against these targets	Negotiation and Analysis	None	RT-CP-110a.2	<p><b>Greenhouse Gas Emission Management Strategy and Approach</b>            Bak Ambalaj considers combating climate change among its fundamental responsibilities. The Company aims to play a leading role in the transition to a low-carbon economy. In this direction:</p> <ul style="list-style-type: none"> <li>• <b>Holistic System Setup:</b> A comprehensive system has been implemented, based on the procurement of all consumed electricity from certified renewable sources and the regular monitoring of emissions.</li> <li>• <b>Governance and Accountability:</b> The management of climate-related risks and opportunities is addressed within the multi-layered governance structure of Bakiöğlü Group. The Board of Directors and relevant committees base their strategic decisions and investment plans on risk and opportunity analyses. The Sustainability Committee coordinates performance monitoring and senior management responsibilities.</li> <li>• <b>Adaptability and Goal Orientation:</b> National development plans, industrial and environmental policies are taken into consideration along with the TCFD recommendations, the Paris Agreement, and the United Nations Sustainable Development Goals (SDGs).</li> </ul> <p><b>Scope 1 Emission Reduction Targets and Performance Analysis</b>            In line with the "1.5° Approach," the Company aims to develop science-based target systems. The targets are structured in short (0-3 years), medium (3-10 years) and long-term (10+ years) periods in line with the TCFD and are in line with Türkiye's 2053 Net Zero Emission target.</p> <ul style="list-style-type: none"> <li>• <b>Emission Data (tons CO<sub>2</sub>-e):</b> <ul style="list-style-type: none"> <li>• 2024: 10,015.29</li> </ul> </li> <li>• <b>Emission Intensity (tons CO<sub>2</sub>/ton):</b> <ul style="list-style-type: none"> <li>• 2024: 4.04</li> </ul> </li> <li>• <b>Calculation Methodology:</b>            Organizational boundaries are defined according to the operational control approach and are based on direct activity data. The calculations take into account CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O, HFCs (R32, R410A, R134A), PFC, SF<sub>6</sub> and NF<sub>3</sub>; GWP coefficients are taken from IPCC AR6 Supplementary Material GWP 100. Accuracy is confirmed according to the ISO 14064 standard and through independent annual verification processes.</li> <li>• <b>Emission Limiting Regulations:</b>            Since there is no Emissions Trading System (ETS) in place in Türkiye, the organization is not subject to regulations such as AB32, the EU ETS, or the Quebec ETS. The verification process of the relevant data is ongoing and the results will be shared after verification. No participation in voluntary emission limitation systems (e.g. carbon offset programs).</li> <li>• <b>Performance Monitoring and Reporting:</b>            Indicators such as carbon intensity, energy consumption/ton of product and recycled content ratio are monitored and data are transparently shared in annual sustainability reports. In addition, Bak Ambalaj has been providing regular data to CDP's supply chain surveys since 2010 and achieved a "C" level score in the 2024 CDP assessment. In the CDP Supplier Engagement Assessment (SEA) category, the Company received a "B-" rating.</li> </ul> <p><b>Practices, Investments and Projects Supporting Scope 1 Mitigation</b>            In line with the goal of reducing carbon footprint, energy efficiency projects are carried out and performance is regularly monitored.</p> <ul style="list-style-type: none"> <li>• <b>Energy Efficiency:</b>            In the scope of the projects implemented in 2024, the following have been achieved:           <ul style="list-style-type: none"> <li>• Annual energy savings of 207,000 kWh by reducing the 110 kW pump of the Babcock Wanson boiler to 75 kW capacity,</li> <li>• Saving 5,743 kWh with optimization in cooling systems,</li> <li>• Saving 205,835 kWh by operating solvent recovery tower pumps with a drive,</li> <li>• Energy and emission efficiency through improvements in solvent LEL control system.</li> </ul> </li> </ul> <p>In the coming period, technological transformation projects, digital monitoring and asset performance management investments are planned to reduce natural gas consumption.</p> <ul style="list-style-type: none"> <li>• <b>Chemical and Solvent Recovery:</b>            With the Solvent Recovery Facilities, solvents used in processes are recovered, reducing chemical use and pollutant air emissions. Pilot projects for less harmful chemicals are underway.</li> <li>• <b>R&amp;D and Product Development:</b>            Recyclable, biobased, reusable and compostable packaging solutions are being developed.</li> <li>• <b>Waste Management:</b>            Industrial Waste Management Plans are implemented; waste is reduced at source, recovered and reused with "Zero Waste" principles. Production wastes are granulated by mechanical methods and reused.</li> <li>• <b>Logistics and Supply Chain:</b>            Logistics emissions are reduced through route planning; intermodal transportation is expanded and suppliers with low carbon footprint are preferred.</li> </ul> <ul style="list-style-type: none"> <li>• <b>Potential Risks and Limiting Factors</b></li> <li>• <b>Physical Risks:</b> Extreme climate events can cause physical damage to facilities, production interruptions, supply chain disruptions and security risks.</li> <li>• <b>Transition Risks:</b> Regulations such as carbon pricing, ETS applications, single-use plastic restrictions and SDCC may increase costs and require operational changes.</li> <li>• <b>Verification Process:</b> The verification process of Scope 1 emissions data under ISO 14064 has been completed.</li> </ul> <p>Bak Ambalaj shapes its strategies by taking these risks into account and aims to mitigate risks and seize emerging opportunities.</p>

SASB INDEX

SUBJECT	METRIC	CATEGORY	UNIT OF MEASURE	CODE	BAK AMBALAJ'S RESPONSE
Energy management	(1) total energy consumed, (2) percentage of grid electricity, (3) percentage of renewable energy, and (4) total self-generated energy	Quantitative	Gigajoule (GJ), Percent (%)	RT-CP 130a.1	<p>During 2024, Bak Ambalaj's total energy consumption amounted to 105,941.37 GJ. This amount includes both direct and indirect energy consumption.</p> <ul style="list-style-type: none"> <li>Direct energy consumption: <ul style="list-style-type: none"> <li>Diesel: 660.54 GJ</li> <li>Gasoline: 492.99 GJ</li> <li>Natural gas: 152,835.10 kWh (equivalent to 550.21 GJ)</li> <li>Total: 1,703.74 GJ</li> </ul> </li> <li>Indirect energy consumption: 104,237.63 GJ</li> </ul> <p>The Company's specific energy consumption for 2024 was realized as 10.88 GJ/ton.</p> <p>All of Bak Ambalaj's electricity needs were met 100% from the grid and no electricity was generated within the facility.</p> <p>The Company does not have its own renewable energy generation system (e.g. rooftop SPP) at its facilities and the amount of self-generated energy in 2024 is recorded as 0 GJ.</p>
Water Management	(1) total water withdrawn, (2) total water consumed; percentage of each in areas with High or Extremely High Baseline Water Stress	Quantitative	Thousand cubic meters (m³), Per-cent (%)	RT-CP-140a.1	<p>During 2024, the total amount of water withdrawn in Bak Ambalaj's operations amounted to 78,023 thousand m³. All of this water is supplied from the Izmir Atatürk Organized Industrial Zone (AOSB) municipal network, which is classified as fresh water.</p> <p>The Izmir region, where Bak Ambalaj's facilities are located, is considered to be under high water stress. Therefore, all water withdrawn (100%) was sourced from a region with high water stress.</p>
	Definition of water management risks and discussion of strategies and practices to mitigate these risks	Discussion and Analysis	None	RT-CP-140a.2	<p>While preparing the water management disclosures in this section, Bak Ambalaj has taken the "CDSB Framework Implementation Guidance for Enterprise Water Related Disclosures" document as a reference and assessed its applicability in accordance with TSRS 1.55.b.i.</p> <p><b>Water Stress Risk and Impacts</b></p> <ul style="list-style-type: none"> <li>Izmir is among the regions at risk of water stress.</li> <li>Increasing water scarcity and restrictions on water use due to climate change may lead to difficulties in water supply and cost increases in production processes, negatively impacting production capacity and operational efficiency.</li> <li>The probability of realization of this risk is estimated as medium and long term.</li> </ul> <p><b>Financial and Operational Impacts of Water Scarcity (Scenario Analysis)</b></p> <ul style="list-style-type: none"> <li><b>Current Status:</b> <ul style="list-style-type: none"> <li>As of 2024, annual water expenditure amounted to TRY 4.75 million.</li> <li>Thanks to proactive water management, there was no significant loss of production or the need for large-scale investment.</li> </ul> </li> <li><b>RCP 4.5 Scenario (Moderate Physical Impact):</b> <ul style="list-style-type: none"> <li>Izmir and the Aegean Region are expected to experience more frequent temperature increases and seasonal droughts.</li> <li>This could lead to gradual increases in water tariffs and temporary restrictions during the summer months.</li> <li>The annual additional water cost is estimated at approximately TRY 712,358, and the potential loss of production or investment burden is estimated at approximately TRY 133.5 million (3% of its turnover).</li> <li>The total potential financial burden is in the range of TRY 134-135 million.</li> </ul> </li> <li><b>RCP 8.5 Scenario (Pessimistic Physical Impact):</b> <ul style="list-style-type: none"> <li>Long-term water cuts and mandatory quotas for industry are foreseen as water scarcity becomes chronic.</li> <li>The annual additional water cost is approximately TRY 1,424,717 and the potential loss of production or investment burden is approximately TRY 306.8 million (7% of its turnover).</li> <li>A large-scale investment requirement of TRY 5-7 million is foreseen for recovery systems.</li> <li>The total potential financial burden is in the range of TRY 312-314 million.</li> </ul> </li> </ul> <p><b>Water Management Strategies and Practices</b></p> <ul style="list-style-type: none"> <li>Technological infrastructure is optimized for efficient and controlled use of water.</li> <li>Regular inspections and maintenance are carried out to prevent water leakages.</li> <li>Water management processes are carried out with a fully integrated automation system; pure and soft water is monitored in detail through meters and invoices.</li> <li>Water efficiency and recycling efforts are continuously improved and employees are provided with regular awareness training.</li> <li>Water management performance is monitored, consumption per unit production (m³/ton) and annual changes are tracked and reported.</li> <li>Planned investments: <ul style="list-style-type: none"> <li>Investment in efficient cooling towers, leak detection systems and closed circuit cooling systems.</li> <li>Establishment of recovery and reuse systems.</li> <li>Utilization of alternative sources such as rainwater harvesting.</li> <li>Strengthening cooperation with local governments and OIZ management.</li> <li>Annual CAPEX budget allocation for water management objectives.</li> </ul> </li> </ul> <p><b>Relationship with Other Environmental Preferences</b></p> <ul style="list-style-type: none"> <li>There have been no instances where water management decisions have conflicted with environmental choices such as energy production, land use or greenhouse gas emission management.</li> </ul> <p><b>Water Quality Permits and Incidents of Non-Compliance</b></p> <ul style="list-style-type: none"> <li>There was no non-compliance during the reporting period.</li> <li>There were no incidents of discharge of hazardous substances, exceeding permit limits, violating pretreatment requirements or exceeding the TMDL limit.</li> <li>There were no criminal or administrative proceedings for violations of regulations, laws or policies related to water quantity and quality.</li> </ul>





## SASB INDEX

SUBJECT	METRIC	CATEGORY	UNIT OF MEASURE	CODE	BAK AMBALAJ'S RESPONSE
Water management	Number of incidents of non-compliance with water quality permits, standards and regulations	Quantitative	Number	RT-CP-140a.3	<p>During the reporting period, Bak Ambalaj did not experience any non-compliance with water quality permits, standards and regulations. The Company has not reported any incidents of non-compliance, such as breaches of technology-based standards or exceedances of quantity- or quality-based standards.</p> <p>There were no discharges of hazardous substances, exceedances of permit limits or violations of pre-treatment requirements. In addition, there were no incidents where the maximum daily load (TMDL) limit was exceeded. There are no criminal or administrative proceedings against the Company for violations of regulations, laws or policies related to water quantity and quality.</p>
Waste management	Amount of waste generated, percentage hazardous and percentage recycled	Quantitative	Metric tons (t)CO <sub>2</sub> -e, Percent (%)	RT-CP-150a.1	<p>During 2024, the total amount of waste generated by Bak Ambalaj amounted to 6,924 metric tons. Of this amount, 5,462 metric tons are non-hazardous and 1,462 metric tons are hazardous waste.</p> <p>Approximately 21.12% of the total waste generated was hazardous waste.</p> <p>Waste recycling rate was realized at 99.99%. The Company continues its circular economy activities with the understanding that "nothing is waste" and aims to minimize waste generation. Waste and scrap generated during production processes were turned into granules by mechanical methods and reused in internal processes.</p>
	Total wood fiber purchased; percent from certified sources	Quantitative	Metric tons (t), Percent (%)	RT-CP-430a.1	<p>The total amount of wood fiber supplied during the reporting period was reported by the customer as 100,250 kg for NK and 56,750 kg for NVO.</p> <p>Regarding certified sources, it is stated that 91-96% of NK and NVO film is obtained from sustainable sources. These calculations are based on ASTM D6866 standard and the information given is based on the supplier's declaration.</p>
	Total aluminum purchased; percent from certified sources	Quantitative	Metric tons (t), Percent (%)	RT-CP-430a.2	<p>During 2024, the total amount of aluminum used in production processes amounted to 400 metric tons. Of this amount, 4% was procured from certified sources.</p>

SASB INDEX

Table 2. Activity Metrics

Activity Metric	Category	Unit of Measure	Code	Bak Ambalaj's Response
Production quantity by surface <sup>83</sup>	Quantitative	Metric tons (t)	RT-CP-000.A	Since more than one material is used together in production and surface area measurements are not tracked separately, the normalized data on m² basis required for the «production quantity by surface» metric cannot be provided.
Percentage of production: (1) paper/ wood, (2) glass, (3) metal and (4) plastic	Quantitative	Percentage by income (%)	RT-CP-000.B	The main raw materials used in Bak Ambalaj's production in 2024 are 62% BOPP, 20% PE, 8% PET and 10% other films (CPP, PAP, ALM etc.). Based on this data, it can be seen that the majority of the production composition consists of plastic materials, while a small portion consists of combinations of paper and metal. Since these ratios are based on the amount of raw materials and percentage distribution data "by revenue" is not tracked separately, revenue-based ratios within the scope of the metric are not shared at this stage.
Number of Employees	Quantitative	Number	RT-CP-000.C	As of 2024, Bak Ambalaj's total number of employees is 704. This number includes both women (103 people) and men (601 people) directly employed

<sup>83</sup> RT-CP-000.A Note - Relevant substrates include paper and/or wood fiber, glass, metal and petroleum-based substrates (i.e. polymers).

## CONTACT

You can contact us for more detailed information about the Bak Ambalaj Sustainability Report 2024 and to submit your suggestions.

[sustainability@bakioglu.com.tr](mailto:sustainability@bakioglu.com.tr)

Address: AOSB 10002 Sokak No: 45 Çiğli 35620 İzmir, Türkiye  
Phone: +90 232 376 74 50

### *Social Media Accounts*



<https://www.facebook.com/BakiogluHolding/>



<https://x.com/bakiogluholding>



<https://www.youtube.com/bakiogluholding>



<https://www.linkedin.com/company/bak-ambalaj/>



<https://www.instagram.com/bakiogluholding/>



**lak**ambalaj