

Producing sustainably, acting responsibly

bakambalaj

Summary Sustainability Report 2024





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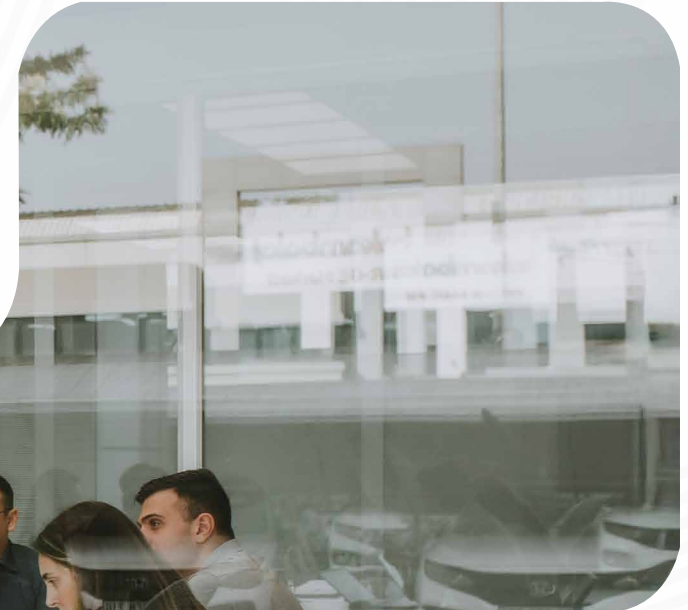
We approach our sustainability journey not only with an environmental focus but through a holistic perspective. We view climate change as a priority risk and shape our strategies accordingly. Through low-carbon production processes and recyclable packaging solutions, we contribute to the circular economy.

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.

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 Bakioğlu 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 11th 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 Bakioğlu 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 Bakioğlu
Chairperson of the Board of Directors

MESSAGE FROM THE GENERAL MANAGER

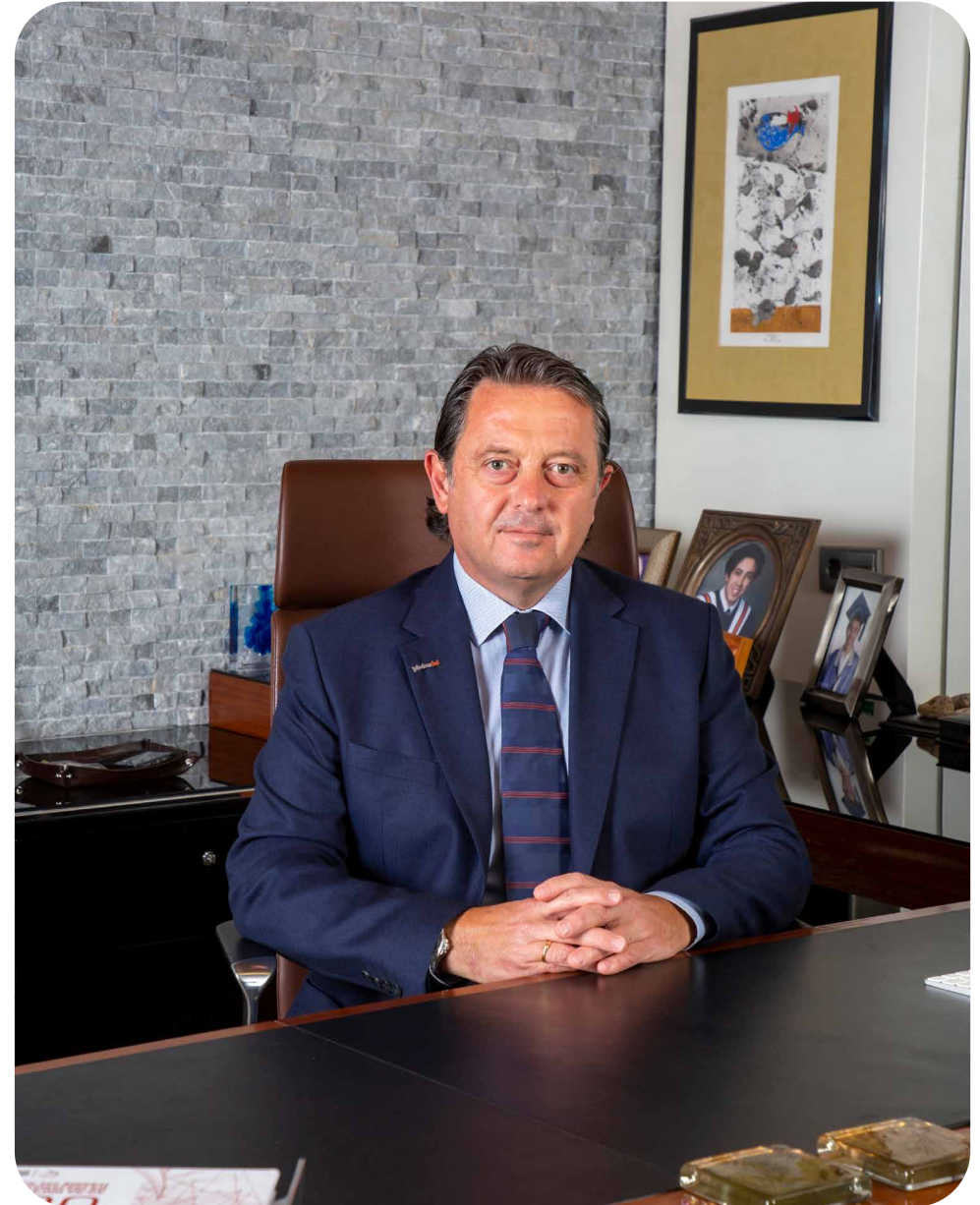
Thanks to the advantages offered by our advanced production technologies, we have continuously increased our production capacity and maintained our strong position not only in the domestic market but also in international markets.

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 11th 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



ABOUT BAK AMBALAJ

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



700+
Employees

GRI 2-1, 2-6

Bak Ambalaj Sanayi ve Ticaret AŞ, the first company of Bakioğlu 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 m². 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.

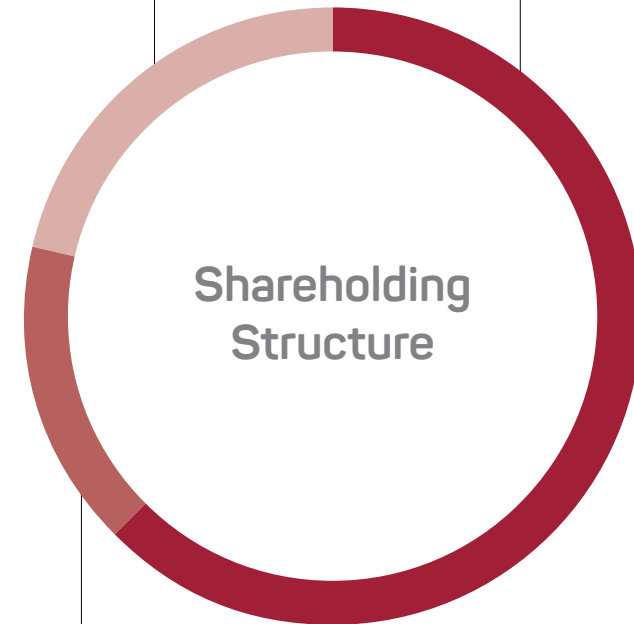
Shareholder	Share Value	Number of Shares	Shareholding (%)
Bakioğlu Holding ^(*)	45,114,290	4,511,429,000	62.66
Cem Bakioğlu	11,525,466	1,152,546,500	16.01
Other	15,360,244	1,536,024,500	21.33
Total	72,000,000	7,200,000,000	100.00

* 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 m² 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 (EYS) 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 11th 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 11th 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 83rd 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 29th 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.



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 83rd 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.



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.

SUSTAINABILITY GOVERNANCE AND ORGANIZATION

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

Working Groups

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 and 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.

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 Bakioğlu 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.”

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

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	 

GRI 2-22

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

We embed corporate governance at the core of our culture through transparency, ethical principles, and a robust risk management approach, while our zero-tolerance policy ensures sustainable assurance.

Corporate Governance Structure

We embrace corporate governance not only as a compliance requirement but also as the cornerstone of our corporate culture. While fully complying with the Capital Markets Board's Corporate Governance Principles, we integrate the ethical principles and governance values defined in the "Baki Constitution" into our management approach. We operate in full compliance with all legal regulations, guided by transparency, accountability, and ethical business principles.

Risk Management and Internal Audit

At Bak Ambalaj, we treat risk management as a strategic priority to support sustainability. While systematically assessing financial, operational, and environmental risks, we strengthen transparency and corporate assurance through our independent internal audit unit and digital processes.

Business Ethics, Legal Compliance and Transparency

At Bak Ambalaj, we regard ethical values as the compass of our corporate culture. In line with the "Bakioğlu Group Corporate Culture Guide and Ethical Principles," we enhance employee awareness through business ethics and anti-bribery and anti-corruption training, advancing our sustainability goals through a transparent and accountable approach.

Click [here](#) to view our Ethical Principles.

Anti-Bribery and Anti-Corruption

At Bak Ambalaj, we maintain a zero-tolerance policy against bribery and corruption, enhance employee awareness through mandatory training in line with the "Bakioğlu Holding Ethical Principles," and reinforce our corporate stance.



VALUE FOR OUR BUSINESS

We reinforce our leading position in the industry through sustainability-focused innovative solutions, our commitment to skilled human capital, advanced digital infrastructures, and a dedication to operational excellence.

Financial Summary

TRY 4,426 million
Total Assets

TRY 4.383 million
Net Sales
Revenues

TRY 221 million
EBITDA

24,663 tons
Total Production
Sales Amount

75%
Foreign Sales
Ratio

2024 Innovative Projects

- Sup Packaging with Zipper Supporting Recyclability in Mono PP Constructions
- NC Packaging System Increasing Recycling Efficiency with Resin-Free Ink
- High Barrier Recyclable Monocomponent Packaging for Products with High Oxygen Activation
- Development of Recyclable Structures in Flexible Packaging with Mono Structures in Compliance with Liquid Regulations
- Recyclable Mono Packaging with Increased Thermal Resistance
- R&D Projects We Developed on Packaging Durability
- Development of a Natural Coating to Provide Oxygen Barrier for Biodegradable Food Packaging
- High Barrier Recyclable Monocomponent Packaging for Products with High Oxygen Activation
- Recyclable Mono Packaging with Increased Thermal Resistance

R&D in Figures

In 2024, we invested a total of TRY 32.5 million in R&D and realized 9 R&D projects.



Sustainable Solutions

We increased our competence in sustainability by developing high barrier, recyclable and mono-component packaging solutions.

Operational Excellence and Digitalization

Aligned with our digitalization objectives, we implemented the SAP TM Transportation Management module and launched the Supplier and Procurement Process Management system, enhancing our operational efficiency. In this process, we organize integrated online training programs for the development of our employees, increase their competencies and strengthen the internal culture. To protect our digital assets, we have obtained the ISO 27001 Information Security Management System certification and ensure data security through advanced systems such as DLP and SIEM.

Sustainability Compliance

By validating our sustainability performance against international standards, we have earned the ISCC Plus (International Sustainability and Carbon Certification) certificate.

Support to Local Economy

By sourcing 92% of our procurement spending from local suppliers, we both support the local economy and manage our supply chain risks.

Logistics Management

To reduce the environmental impact of our logistics processes, we have prioritized Ro-Ro and rail transportation, thereby lowering our reliance on road transport. We also increased efficiency and traceability with the SAP TM module.

VALUE FOR PEOPLE

We regard our employees as our most valuable asset and grow together by investing in their development, well-being, and safety.

Bak Ambalaj Human Values in Figures

704

Total Number of Employees

15%

Percentage of Female Employees

59%

Percentage of Female Office Employees

49%

Percentage of Female Engineers

50%

Percentage of Female in Mid-Level Management

25%

Percentage of Female in Senior Management

674

Number of Employees Trained

13,697

Employee Training (person*hour)

Digitalization in Training

In order to support the continuous development of our employees, we digitalized the trainings we conduct under the roof of Bak Academy thanks to the COBIDU Platform. In this way, we accompany all our employees on their personal and professional development journeys, regardless of time and place.

Our Approach to Occupational Health and Safety

We embed Occupational Health and Safety (OHS) at the core of all our operations. We aim to prevent risks before they occur with proactive approaches such as the "Near Miss Notification System." In 2024, we organized a total of 3,395 person*hour Occupational Health and Safety Training with the participation of 545 employees within the scope of Occupational Health and Safety.

Emergency Preparedness

Being prepared for potential disasters and crisis situations is a fundamental part of our business continuity and employee safety. Accordingly, we create proactive emergency plans and conduct regular

drills. In addition to our general-purpose "Rescue," "Protection," and "First Aid" teams, we maintain our readiness through specialized task teams such as "Chemical Response," "Ammonia Response," "Energy Resources and Fire Pump," and "Inventory and Evacuation," continuously keeping our preparedness up to date.

Corporate Social Responsibility

We see adding value to the society in which we operate as one of our primary responsibilities. We develop projects that will provide social benefit in the fields of education, environment, culture and arts, and health, and collaborate with non-governmental organizations. In this context, we contribute to social welfare by supporting organizations such as LÖSEV.

From Sapling to Forest: Aegean Forest Foundation

We continue our cooperation with the Aegean Forest Foundation in line with our goal of combating climate change and creating carbon sinks. In 2024, we planted 4,253 saplings. In this way, we invested in a greener future by preventing 1,747.98 tons of CO₂ emissions.



VALUE FOR OUR WORLD

By placing climate action and circular economy principles at the core of our business model, we work towards a more sustainable future for our planet.

Transition to a Low Carbon Economy

We adopt the transition to a low-carbon economy as a strategic priority and take steps to increase energy efficiency and expand the use of renewable energy. By centering our innovations on this issue, we develop solutions that reduce environmental impact throughout the product life cycle and serve the circular economy.

Our CDP Reporting and Performance Tracking

In our 2024 performance, we were rated “C” in the Climate Change category and ‘B-’ in the CDP Supplier Engagement Assessment (SEA) category.

EcoVadis and CRIF Reviews

Our sustainability performance was awarded the Bronze Medal by EcoVadis in 2024. In the International CRIF ESG Rating system, we received a “B – Good Level of Sustainability” grade in the overall assessment, while achieving the highest level, “A – Excellent Level of Sustainability,” specifically in the sustainability category.

Environmental Training Programs

In 2024, 291 employees participated in Climate Change and Environmental Policies trainings and 227 employees participated in sustainability trainings organized by Bak Academy.

Recyclable Packaging

We contribute to the circular economy with our recyclable Reborn product family developed with our R&D strategies. We also take innovative steps with reusable “Refill” packaging solutions.

Sustainable Steps Towards Zero Waste

Adopting the “Nothing Is Waste” approach, we reduce waste at its source and prioritize recycling. We recycle almost all of the waste generated as a result of our operations and bring it into the circular economy.

Circular Economy Initiatives

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.

100% Renewable Electricity

Since 2021, we have been meeting 100% of our electricity needs from renewable sources with I-REC Certified electricity purchase.

Green Innovation

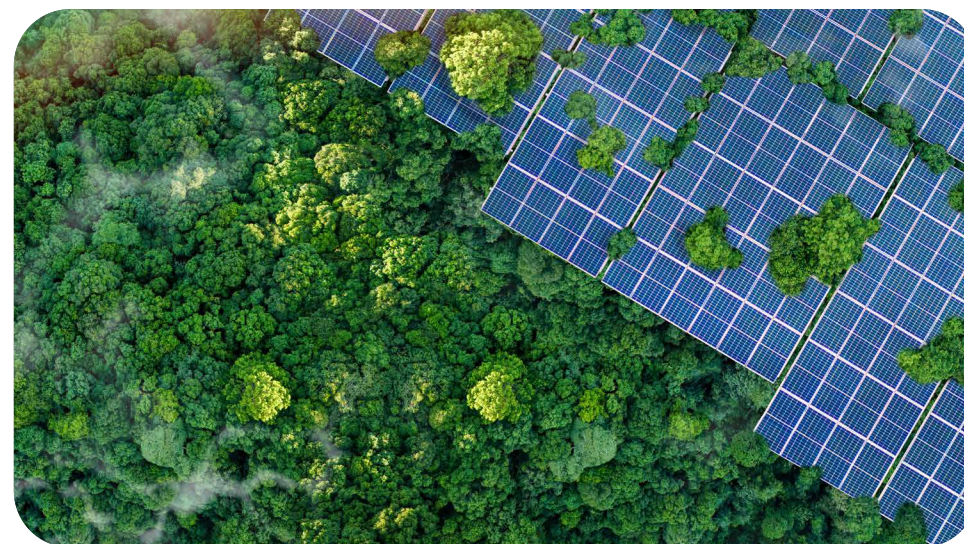
We are developing innovative approaches that extend the life cycle of packaging and reduce waste through solutions such as our reusable “Refill” packaging design.

Sustainable Solutions

We offer sustainable packaging solutions with our Reborn product family with recyclable content and a high barrier structure that ensures a long shelf life.

Efficient Water Use

We manage our water intensity in line with our goal to protect and efficiently use our water resources. In 2024, our water intensity was 3.16 m³/ton and wastewater intensity was 2.85. Water intensity decreased by 21% and wastewater intensity decreased by 20% compared to 2023.



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

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/>

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