2025

SÜPER FİLM
AMBALAJ SAN. VE TİC. A.Ş.

SUSTAINABILITY
REPORT

“Strengthening Our Responsibility Toward Tomorrow with Values Rooted in Our Origins”

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INTRODUCTION

ABOUT THE REPORT

This report covers the operations of Süper Film Ambalaj San. ve Tic. A.Ş. (Super Film) at its Gaziantep and Lüleburgaz facilities and presents information on the company's environmental, social, and governance (ESG) performance between January 1 and December 31, 2025. As a subsidiary of Sanko Holding, Super Film aims to transparently disclose its sustainability priorities, corporate responsibility mindset, and performance outputs to all stakeholders with this report.

Since 2022, Super Film has been monitoring and reporting its sustainability performance annually in line with international reporting standards. The 2025 Sustainability Report has been prepared in accordance with the GRI Standards, and the GRI Content Index is provided in the Appendices section of the report. This year, the "Super Film's Sustainability Journey" section of the report has been structured with reference to TSRS 2 (Climate-related Disclosures) of the Türkiye Sustainability Reporting Standards for the first time. This approach aims to increase the comparability of our climate-related disclosures with international and national frameworks.

Report Overview

Reporting Period	January 1 – December 31, 2025
Scope	Süper Film Ambalaj San. ve Tic. A.Ş. – Gaziantep and Lüleburgaz facilities
Reporting Frameworks	GRI Standards; TSRS 2
Reporting Frequency	Annual
External Assurance	The process is under evaluation (see Independent Assurance Statement).
Contact	routesustainability@superfilm.com

Due to updates in methodology for calculating greenhouse gas emissions, particularly the method for calculating coal-related emissions, Scope 1, Scope 2, and Scope 3 emissions for 2024 were recalculated during this reporting period, and the updated values are presented in this report. Therefore, historical emissions data may differ from the figures disclosed in previous reports. No other restatements have been made to the information provided in previous reporting periods.

As part of its environmental sustainability efforts, Super Film continues to calculate its corporate carbon footprint (ISO 14064) and water footprint (ISO 14046) to cover both of its facilities. The 2024 water footprint calculation was verified by an independent organization at a reasonable level of assurance within the scope of ISO 14046:2014. Statements on verification and external audit processes are included in the Appendices section of the report.

All our sustainability reports are publicly available on the Super Film corporate website. You can share your questions and opinions about our sustainability performance in 2025 with us via routesustainability@superfilm.com. We consider each piece of feedback from our stakeholders as an input to improve our reporting and sustainability approach.

This report marks Super Film's first sustainability report structured with reference to TSRS 2.

Cengiz KONUKOĞLU

Sanko Holding Yönetim Kurulu Üyesi, Ambalaj Grup Başkanı

MESSAGE FROM THE GROUP CHAIR

2025 was a period in which uncertainties in the global economy and the impact of geopolitical risks on the business world became more pronounced. The Russia-Ukraine war, the Iran-Israel conflict, and developments in the Middle East affected energy, raw material, and logistics costs, while security concerns along the Red Sea and Bab el-Mandeb corridor caused significant disruptions to trade flows through the Suez Canal. These developments once again demonstrated that geopolitical risks create a broad economic impact extending from energy markets to supply chains, and underscored the importance of companies being prepared for changing conditions.

The structural transformation initiated under the Sanko Holding umbrella as of 2024 is an important part of our goal of responding to changing global conditions more quickly and effectively. While the investments and development steps carried out in the 2024-2026 period constitute the key building blocks of this transformation, we are also developing our organizational structure, management approach, and decision-making processes in line with the needs of the future. Our aim is to further advance a Holding structure that anticipates changing conditions, makes the right decisions at the right time, and secures sustainable growth.

Within this transformation, the packaging industry is an important area of growth and value creation for Sanko Holding. The global flexible packaging market is estimated to have reached approximately USD 301 billion in 2025 and is expected to grow at a compound annual growth rate of around 4.2% to approximately USD 370 billion over the 2025-2030 period. Beyond capacity, technology, innovation, efficiency, and sustainable solutions will be decisive in the industry's future.

In 2025, the operational, organizational, and managerial transformation at Super Film became more visible. We are pleased to have begun seeing the first positive results of the steps taken toward faster decision-making, clearer responsibilities, and a management approach that works more closely with operations.

The combination of a strong production infrastructure and technical experience with a more effective organizational structure supports the company's competitiveness. We regard the strengthening of a working culture that approaches production with day-one enthusiasm and quickly turns decisions into action as one of the important gains of this transformation.

We consider sustainability an integral element of this transformation. Our SBTi commitment, our sustainable product and process initiatives, and our EcoVadis Gold level demonstrate Super Film's determination to prepare for the market conditions of the future. At the same time, we evaluate sustainability not only in terms of environmental performance but also together with economic resilience, responsible sourcing, strong governance, and risk management.

In the period ahead, we expect geopolitical risks, fluctuations in energy and raw material markets, shifts in trade routes, and climate risks to remain on the business world's agenda. Under these conditions, our priority is to direct our investments to the right areas, manage risks effectively, and seize opportunities arising from changing market conditions in a timely manner.

I hope that our 2025 Sustainability Report will serve as a valuable reference for all our stakeholders on the transformation of Sanko Holding and Super Film, our approach in the face of changing conditions, and our goals for the future.

I would like to thank all our colleagues, customers, suppliers, and business partners who have contributed to this process, and I believe we will continue our transformation with determination in line with our goal of creating long-term value.

Sincerely,

MESSAGE FROM THE GENERAL MANAGER

Ozan GÜVEN
General Manager

Dear Stakeholders,

2025 was not merely a year of growth for Super Film, but also a year of adapting to change, managing transformation, and preparing for the future from a position of greater strength. Ongoing uncertainty in the global economy, rising costs, changing customer expectations, and new sustainability-focused regulations are transforming our industry into a more dynamic structure than ever before. We view this change not as a risk but as an important opportunity to innovate and create value.

Drawing on more than 30 years of manufacturing experience and the support of Sanko Holding's strong vision, we continue to provide our customers with high-value-added packaging solutions. The annual film production capacity of 184,000 tons we have achieved at our facilities in Gaziantep and Lüleburgaz not only increases the scale of our operations but also enhances our ability to provide customers with uninterrupted, high-quality, and reliable service. 2025 marked another important milestone as the first full year of operations at our Lüleburgaz factory. Our ability to manufacture closer to the European market has increased our operational flexibility, strengthened our supply chain, and enabled us to provide faster solutions to our customers. At the same time, this investment has been an important part of our sustainable growth strategy by enabling more efficient use of resources and optimizing logistics processes.

We view sustainability not only as an environmental responsibility, but also as a fundamental aspect of how we conduct business. With this approach, we have implemented efficiency-focused projects across a range of areas, including production planning, logistics processes, energy management, and material use. Our AI-supported planning applications, energy-efficiency investments, improvements to packaging and pallet designs, and efforts to find alternative uses for non-recyclable process waste have helped us both reduce our environmental impact and improve our operational efficiency.

Innovation remains at the heart of this transformation. Through the sustainable packaging solutions we develop at our Ministry-approved R&D Center, we are responding to our customers' evolving needs while continuing to work on technologies that will shape the future of our industry. The recognition of our mono-PP food packaging project with 90% recycled content at the 2025 WorldStar Packaging Awards is a testament to the international recognition of both our R&D capabilities and circular economy approach.

We continue to advance our environmental, social, and governance performance in line with international standards. Receiving a Gold Medal in the EcoVadis assessment reflects the strength of our holistic approach to sustainability, while our emissions reduction commitment submitted to the Science Based Targets initiative (SBTi) once again demonstrates our determination to contribute to a low-carbon future. Additionally, we continue to reinforce our commitment to transparency and accountability by advancing our sustainability reporting in line with the Türkiye Sustainability Reporting Standards (TSRS).

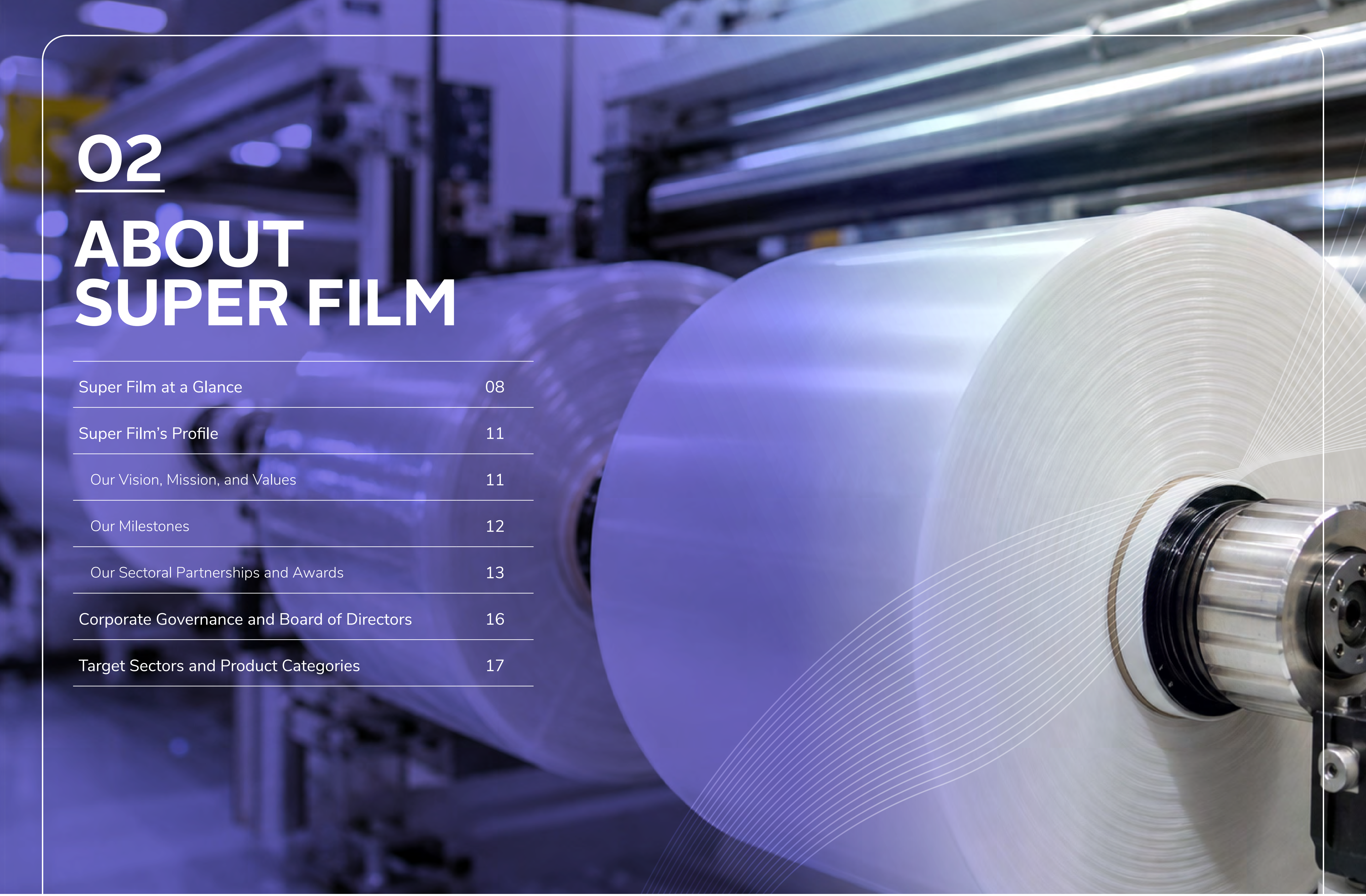
In line with our growth targets in global markets, we continue to strengthen our brand and maintain export-oriented growth. Key components of this vision include our work under the Ministry of Trade's brand support program, our efforts to enhance our operations in Europe, and our strategic steps toward new markets. Moving up 11 places to rank 295th in Istanbul Chamber of Industry's ISO 500 study in 2025 is another important indicator of our production capacity and our approach to sustainable growth.

We do not measure success solely by financial results; we place equal importance on the value we create for our employees, customers, suppliers, and our society. While continuing our initiatives that support employee development, we are also expanding our volunteer activities and social contribution projects. Through the Süper Çocuk (Super Kids) project, which we will launch following the reporting period, we aim to raise awareness of waste management and recycling among elementary school students in collaboration with the Gaziantep Şehitkamil District Governor's Office, Şehitkamil Municipality, and the Şehitkamil District Directorate of National Education. We believe that developing environmental awareness at an early age lays the foundation for a sustainable future, and we aim to expand this project to more schools in the coming period.

Where we stand today, our greatest strength lies in the dedication of our employees, the trust of our customers, the support of our business partners, and the strong collaborations we have built with our stakeholders. In the coming period, we will continue to invest in innovation, create sustainable value, and successfully represent our country in international markets, guided by our commitment to 'We Innovate for People and the Planet.'

I hope our 2025 Sustainability Report serves as a transparent, reliable, and guiding resource for all our stakeholders, and I extend my gratitude to all stakeholders who have accompanied us on this journey.

Sincerely,



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ABOUT SUPER FILM

ABOUT SUPER FILM

SUPER FILM AT A GLANCE

Super Film Packaging was established in Gaziantep in 1993 as part of Sanko Holding. The company manufactures flexible packaging films and operates in line with quality, product safety, customer expectations, and efficient resource use. As 2025 was the first full year of operations for the Lüleburgaz production facility, which started operations in 2024, it was also the first year in which both the Gaziantep and Lüleburgaz facilities operated throughout the entire reporting period.

Operating production facilities in Gaziantep and Lüleburgaz, Super Film has an annual film production capacity of 184,000 tons.

The company supplies its products to approximately 50 countries, primarily Türkiye, Germany, the United Kingdom, Italy, and Spain, offering flexible packaging film solutions tailored to the needs of different industries. It carries out its manufacturing activities within the framework of technology investments, R&D efforts, and international quality standards.

Operating production facilities in Gaziantep and Lüleburgaz,

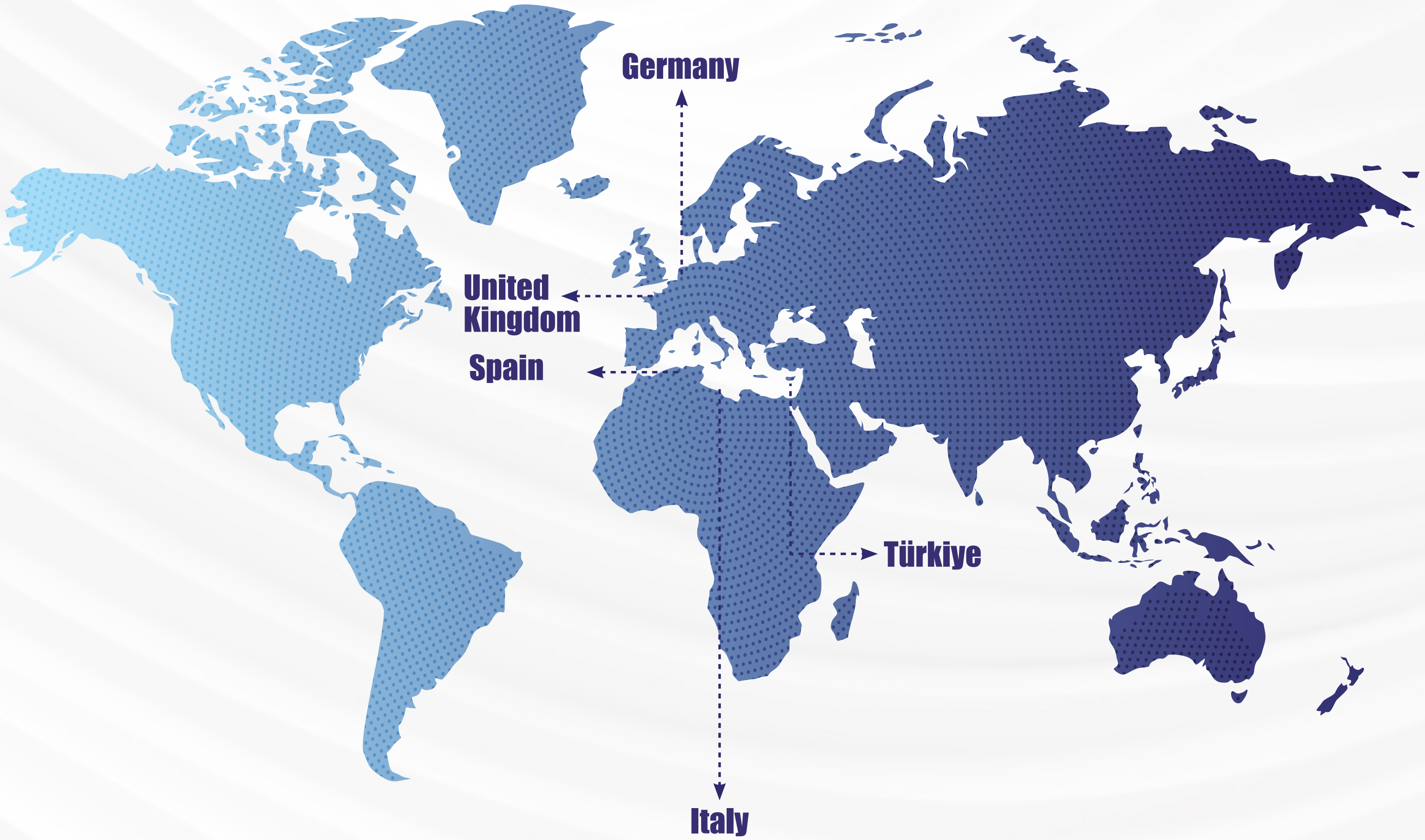
Super Film has an annual film production capacity of

184,000 tons

The company supplies its products to approximately

50 COUNTRIES

primarily **Türkiye, Germany,** the **United Kingdom, Italy,** and **Spain,**



Super Film at a Glance

2 PRODUCTION FACILITIES
Gaziantep and Lüleburgaz

Exports to approximately **50 COUNTRIES**

699 EMPLOYEES

Total film production capacity of **184,000** tons/year; metallization capacity of **39,000** tons/year;

Gold Medal in the **ECOVADIS 2025** assessment – top 2% of assessed companies

WorldStar award winning SUPCYCLE mono-PP food packaging with **90%** post-consumer recycled (PCR) content

Solar power plant with an installed capacity of **6.8** MWp (Gaziantep)

25 HOURS OF TRAINING per employee

ISO 9001, ISO 14001, ISO 45001, ISO 27001, and ISO 50001 management systems

BRCGS Packaging Materials certified production

ISCC PLUS certified sustainable raw material traceability (mass balance)

Our production infrastructure enables us to manufacture a wide range of flexible packaging films under one roof and in accordance with high quality standards:

4 BOPP Lines
130,000 tons/year

2 BOPET Lines
48,000 tons/year

CPP Barrier Film (Cast) Line
39,000 tons/year

4 Metallization Lines
39,000 tons/year

Adhesive Tape Production
240,000,000 m²/year

Coating Line
12,000 tons/year

With its 10.4-meter-wide fourth film production line, 60,000 tons/year BOPP line, and 11,000 tons/year metallization line, the Lüleburgaz facility supports Super Film's globally competitive, fast, and flexible manufacturing capabilities. Throughout 2025, production, quality, and sustainability practices between the two facilities were further integrated.

184,000
TONS/YEAR

film production capacity, exports to approximately 50 countries — In 2025, our production ran uninterrupted throughout the entire year for the first time from our two facilities in Gaziantep and Lüleburgaz.

SUPER FILM'S PROFILE

Our Vision, Mission, and Values

MISSION

In the packaging sector, we prioritize respect for the environment and people through our commitment to quality products and services, offering stakeholders services that stand out in the industry and are aligned with sustainability principles.

VISION

To be a leading global company in our industry by elevating all the values we are committed to for a better future.

VALUES

- Reliable
- Responsible
- Innovative
- Solution-Oriented

Our Milestones

1993

Super Film, a **Sanko Holding** company, was **established in Gaziantep**

1995

The BOPP 1 production line with a capacity of **15,000 tons/year** was established.

1997

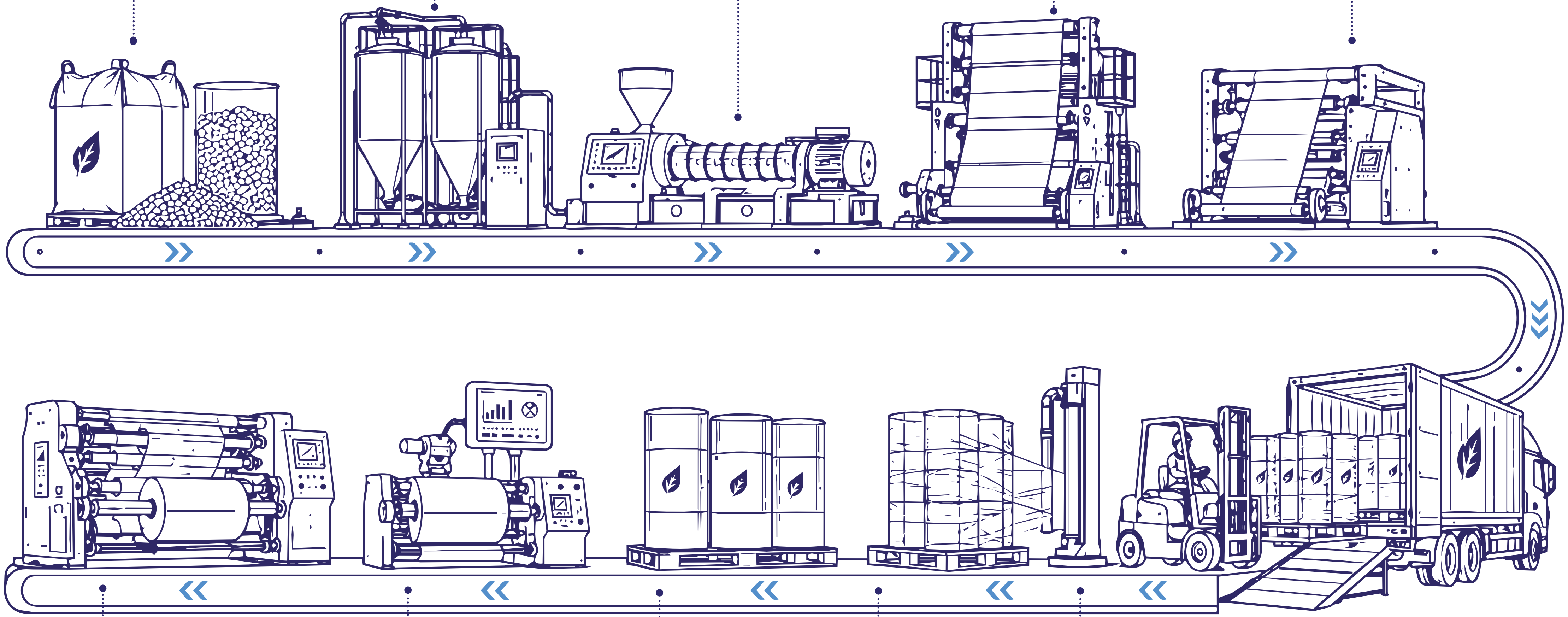
With the **BOPP 2 line, production capacity reached 30,000 tons/year.**

2005

The BOPP 3 line with a capacity of 40,000 tons/year, the **BOPET 1** line with a capacity of 18,000 tons/year, and **Cast lines producing barrier** and **CPP films** (6,000 tons/year) were established.

2011

The **BOPET 2 line** with a **capacity** of **30,000 tons/year** was established.



2015

A new coating line with a capacity of 12,000 tons/year was established.

2022

The METALIZE-6 line with a **capacity** of **11,000 tons/year** began operations.

2023

Super Film received a **Silver Medal in the EcoVadis assessment** and became a signatory to the **UNGC** and **UN WEPs.**

2024

The Lüleburgaz facility opened, and the **60,000 tons/year BOPP 4** and **11,000 tons/year Metalize 7 lines** started operations. Super Film received a Silver Medal in the EcoVadis assessment for the second time, and the facility received **LEED Gold certification.**

2025

The Lüleburgaz facility completed its first full year of operations. The SUPCYCLE mono-PP food packaging with **90% PCR content** won a **WorldStar Award. Super Film achieved a Gold Medal** in the **EcoVadis** assessment, placing it in the top 2% of assessed companies.

Our Sectoral Partnerships and Awards

Super Film Packaging participates in national and international organizations related to its industry, as well as multi-stakeholder initiatives. The platforms of which the company is a member and the voluntary initiatives to which it is a signatory contribute to monitoring industry developments, sharing information, and collaborative efforts.

Our Corporate Memberships

AFERA
European Adhesive Tape Association

ASD
Packaging Manufacturers Association

BOPET Films Europe
European Packaging Association (BOPET Film)

CEFLEX
Circular Economy for Flexible Packaging Initiative

FASD
Flexible Packaging Manufacturers Association

GIFLEX
Italian Flexible Packaging Group

ÇEVKO
Environmental Protection and Packaging Waste Recovery Foundation

NEXTLOOPP
Circular Economy Project for Recycled Polypropylene

Our Participation in Global Initiatives and Standards

UNGC
United Nations Global Compact
(signatory since November 13, 2023)

UN WEPs
United Nations Women's Empowerment Principles
(signatory since May 16, 2024)

SEDEX
Supplier Ethical Data Exchange

SBTi
Science Based Targets initiative
(our commitment to a near-term target was formally submitted and approved in October 2025, and work on emissions reduction targets is ongoing).

GHG Protokolü
Global Standard for Greenhouse Gas Emissions Reporting

OCS
Operation Clean Sweep
(program for preventing plastic pellet losses; accredited certification referencing EN 15343 and ISO 22095, valid through 2027)

Our Awards

These awards are recognized by independent organizations as indicators of the company's strategic approach to environmental and social responsibilities, its innovation capabilities focused on the circular economy, and its commitment to continuous improvement.

2025 | EcoVadis
ALTIN MADALYA

Super Film received a Gold Medal in the EcoVadis assessment announced in November 2025, placing in the top 2% of assessed companies. This level, achieved following the Silver Medals received in 2023 and 2024, represents international validation of our sustainability management.

2025	**EcoVadis** Gold Medal	Sustainability management (top 2% of assessed companies)
2025	**World Packaging Organisation (WPO)** WorldStar Award, Packaging Materials and Components	SUPCYCLE mono-PP food packaging with 90% post-consumer recycled (PCR) content
2024	**EcoVadis** Silver Medal	Sustainability management
2024	**Packaging Manufacturers Association** Crescent and Stars for Packaging Award	Mono-PP food packaging with 90% PCR content
2024	**LEED** Gold Certification	Sustainable building design of the Lüleburgaz facility
2023	**Sustainable Packaging News** Sustainability Sourcing Category	SUPEX 2011 ALG
2023	**EcoVadis** Silver Medal	Sustainability management
2022	**World Packaging Organisation (WPO)** WorldStar Award	SUPEX 2011 ALG BOPP film (algae-based biopolymer)
2022	**Packaging Manufacturers Association** Crescent and Stars for Packaging Award	SUPEX 2011 ALG — Competency Award
2020	**Packaging Manufacturers Association** Crescent and Stars for Packaging Award	ISKO VITAL face mask — Competency Award

Our Certifications

The verification of our commitments by accredited third parties is underpinned by our management system and product certifications. Details on the scope of the certifications and their breakdown by facility are provided in the relevant sections of the report.

ISO 14001

Subject: Environmental management system

Scope / Note: Continuously renewed since 2013 (certificate issued for the Gaziantep address)

ISO 50001

Subject: Energy management system

Scope / Note: BOPP, BOPET, metallized, coated, and barrier films

ISO 45001

Subject: Occupational health and safety management system

Scope / Note: Film design and production

ISO/IEC 27001

Subject: Information security management system

Scope / Note: Gaziantep — information assets related to customs and international trade transactions

BRCGS Packaging Materials

Subject: Food packaging safety and hygiene

Scope / Note: Gaziantep AA (unannounced audit) · Lüleburgaz AA (planned audit)

ISCC PLUS

Subject: Sustainable raw material traceability (mass balance)

Scope / Note: Gaziantep — BOPP, BOPET, BOPE, CPP; Lüleburgaz — BOPP

Operation Clean Sweep (OCS)

Subject: Prevention of plastic pellet losses

Scope / Note: Accredited certification referencing EN 15343 and ISO 22095

Zero Waste Certificate

Subject: Zero waste management system

Scope / Note: Ministry of Environment, Urbanisation and Climate Change

LEED Gold

Subject: Sustainable building design

Scope / Note: Lüleburgaz facility

CORPORATE GOVERNANCE AND BOARD OF DIRECTORS

> Corporate governance is the foundation for Super Film's growth with confidence, supported by ethical and transparent decision-making, committee expertise, and continuous performance monitoring.

At Super Film, sustainable growth is underpinned by a strong governance structure. Our corporate governance structure ensures systematic and transparent management of financial strength, environmental sensitivity, and social impact and focuses on accountable, ethical, and effective decision-making processes.

The Board of Directors is the body that determines the company's strategic direction and has ultimate oversight of its sustainability performance. Under the Articles of Association, the Board has between three and nine members, who are appointed for two-year terms; members who have no significant relationship with the company are defined as independent members, and independence is determined based on the rules set out in the Board of Directors Regulation. The duties and powers of the Chair of the Board are defined in the same regulation.

Board Structure Summary

Total Number Of Members	Number Of Women Members	Number Of Men Members	Number Of Independent Members	Ratio Of Women's Representation
7	1	6	2	17%

Board members are selected based on criteria including independence and impartiality, at least 10 years of industry and management experience, the potential to contribute to strategic decision-making processes, diversity, and an ethical approach aligned with corporate values. Members make related-party disclosures, and no member with a conflict of interest may participate in the relevant votes. Board members keep their competency in ESG reporting up to date through regular training.

Committees reporting to the Board of Directors enhance decision-making through their respective areas of expertise:

Early Identification of Risks Committee	Leads compliance, risk management, and internal control activities; actively monitors and manages risks related to sustainability and climate strategies, and regularly evaluates preventive and adaptive measures.
Audit Committee	Leads the oversight of internal audit, financial reporting, relationships with the independent auditor, and internal control and risk management systems; oversight of whistleblowing procedures is the committee's responsibility.
Corporate Governance, Nomination, and Remuneration Committee	Monitors compliance with corporate governance principles; oversees nomination processes for the Board of Directors and senior management positions and evaluates remuneration policies.
Strategic Planning Committee	Defines long-term strategic objectives, monitors the effectiveness of plans, and guides annual financial planning.
Board of Directors OHS Committee	Closely monitors OHS actions and corrective actions and makes final decisions.
Sustainability Committee	Responsible for developing, implementing, and monitoring environmental, social, and governance (ESG) policies; defines strategies related to sustainability targets and reports regularly. For details, see Sustainability Governance.

The OHS and Sustainability Committees convene at least once a month, while the other committees meet at least four times a year. The structure, meeting arrangements, and internal control and risk management oversight function of the Audit Committee are defined in the Audit Committee Regulation approved by the Board of Directors. Under the regulation, the committee consists entirely of members who do not hold executive positions and includes at least one independent member; the Chair of the Board may not serve on the committee. The committee reviews the annual plan and the internal audit function's reports and meets at least once a year with the head of internal audit and the independent auditor, without management present. The allocation of sustainability-related responsibilities among the committees was updated in the Sustainability Policy published in June 2025; details of the climate-related governance architecture are presented in the Sustainability Governance section of the report.

TARGET SECTORS AND PRODUCT CATEGORIES

Super Film offers high-performance packaging solutions tailored to the needs of different industries through its extensive product portfolio and technical expertise. Approximately 85% of its customer portfolio consists of printing and laminating companies, while the remainder comprises wholesalers and food companies that supply products directly to end users.

Our Product Groups

BOPP Films:

High transparency, durability, and barrier properties; a wide range of applications from food packaging to labeling.

Click here to explore BOPP films in detail.

BOPET Films:

Heat-resistant, with high tensile strength and a surface quality suitable for printing and coating; used in flexible packaging, industrial applications, and electrical insulation.

Click here to explore BOPET films in detail.

CAST Films:

Production flexibility and cost advantages; a wide range of applications from flexible packaging to industrial solutions.

Click here to explore CAST films in detail.

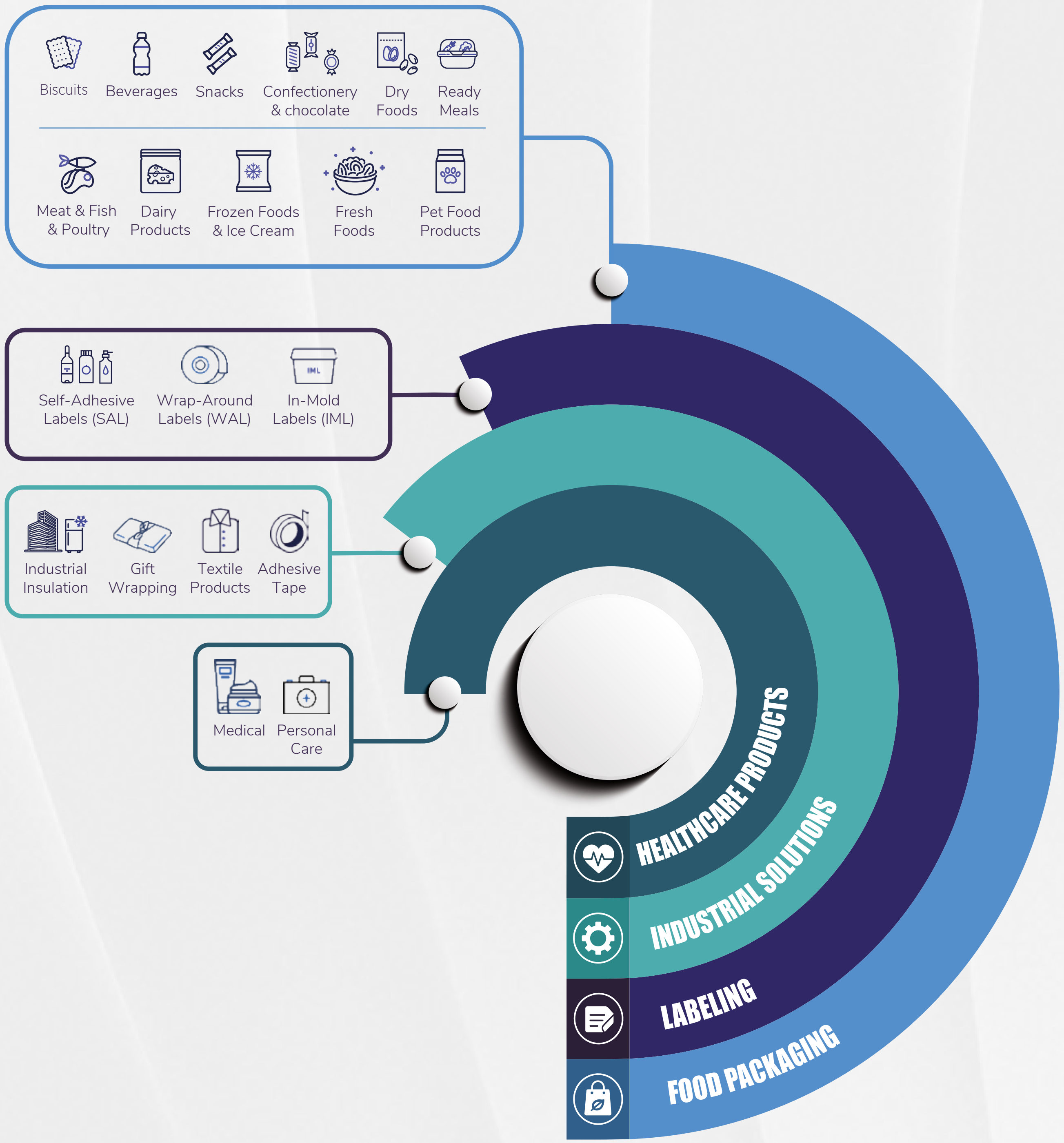
Coated Films:

Enhanced barrier properties and printability reinforced with specialized layers; applications requiring food safety and extended shelf life.

Click here to explore coated films in detail.

Film and coating technologies developed for different applications enable us to deliver solutions that prioritize consumer safety and product quality, while our broad range of products gives us the flexibility to respond quickly and effectively to changing customer demands. The sustainability attributes of our products (recyclable mono-material structures, films with PCR content, and biopolymer-based solutions) are discussed in detail in the Circular and Sustainable Design section of the report.

Target Sectors and Product Categories:



03

SUPER FILM'S SUSTAINABILITY JOURNEY

SUPER FILM'S SUSTAINABILITY JOURNEY

"OUR DREAM A SUPER FUTURE"

This year, we are reporting on our sustainability journey with reference to TSRS 2 for the first time.

At Super Film, we see sustainability as a value at the heart of our business.

In this report, we present our sustainability and climate governance, strategy and climate-related risks and opportunities, risk management framework, and targets under four headings, with reference to TSRS 2 (Climate-related Disclosures), one of the Türkiye Sustainability Reporting Standards, and in line with the standard's disclosure requirements.

Our Sustainability Policy, updated in June 2025, and its related principles provide the corporate framework for our sustainability efforts. Our policy defines our commitments across six focus areas: business ethics and governance, employment and human rights, environment, products, supply chain, and social development. Our policy also includes our commitments related to our circular economy strategy, compliance with legislation and mandatory standards, and stakeholder engagement. Our ethics reporting mechanism is open to all stakeholders to raise concerns about policy violations and greenwashing.

Click here for our Sustainability Policy and Principles.

etik@superfilm.com

SUSTAINABILITY GOVERNANCE

Governing Body Responsible for Oversight

The Board of Directors is the highest governing body responsible for overseeing climate-related risks and opportunities. The Board of Directors carries out this oversight through the Early Identification of Risks Committee and the Sustainability Committee, which report directly to the Board. The Early Identification of Risks Committee is responsible for the early identification and monitoring of corporate risks, including climate risks, while the Sustainability Committee oversees the sustainability strategy, targets, and climate transition plans. The Audit Committee oversees the mapping of environmental, social, and governance risks to key performance indicators, as well as the effectiveness of internal control systems. This allocation of responsibilities is formally defined in the Board of Directors Regulation, the Audit Committee Regulation, and the Sustainability Policy, updated in June 2025.

The Sustainability Policy defines the Sustainability Committee's responsibilities in detail. The Committee's responsibilities include overseeing scenario analyses; monitoring risk, opportunity, and dependency assessments; tracking reporting and verification processes; setting and monitoring targets; overseeing supplier sustainability standards; guiding climate transition plans; and evaluating procurement and merger decisions from a sustainability perspective.

Competency and Skills

Board and committee members are selected based on criteria including industry experience, risk management and audit expertise, and alignment with corporate values. The availability of the skills required to oversee climate and sustainability matters is reviewed as part of the committees' annual self-assessments. When needed, our members receive training on sustainability, ESG reporting, risk management, and regulations, and our committees may engage independent expert advisors.

Reporting Frequency

Body / Mechanism	Frequency	Content
Sustainability Committee	Reports to the Board of Directors at least once a year	ESG developments, climate-related risks and opportunities, progress against targets, and regulatory compliance
Early Identification of Risks Committee	At least four times a year	Corporate risk profile, and early identification and monitoring of risks, including climate risks
Audit Committee	At least four times a year	Effectiveness of internal control and risk management systems, and ESG risk-to-KPI mapping
Management presentations	Quarterly	Reporting key indicators and progress against targets to the Board of Directors

Climate-related matters are included on the scheduled agenda at Board of Directors meetings, while key indicators and progress against targets are regularly presented to the Board through quarterly management presentations.

Strategic Decision Integration and Trade-offs

The Board also considers climate-related risks and opportunities when evaluating strategy, major investment decisions, and risk management processes. Within this scope, practices that support resource efficiency were prioritized during the design and investment process for the Lüleburgaz facility, which started operations in 2024. The facility's LEED Gold certification, rainwater harvesting system, and modern production technologies that enable raw materials to be fed directly into the production process are concrete examples of this approach.

During the reporting period, trade-offs between climate-related risks and opportunities were also assessed. Within this scope, the need to consider both the impact of using post-consumer recycled (PCR) content on raw material costs and compliance with customer expectations and regulatory requirements in the European Union market was assessed; the related risks and opportunities were incorporated into the climate risk and opportunity assessment process.

Setting, Approving, and Monitoring Targets

Climate-related targets are set by the Sustainability Committee and take effect upon approval by the Board. Progress toward the targets is monitored through monthly committee meetings, quarterly management presentations, and an annual review cycle. Sustainability and climate-related performance indicators have been included in the Remuneration Policy since 2024. ESG criteria are also among the factors considered in Board remuneration. Within this scope, the General Manager's annual bonus targets include indicators linked to EcoVadis ESG rating performance and occupational health and safety results, and this incentive structure is approved and overseen by the Board.

The Role of Management

Duties and responsibilities relating to climate-related risks and opportunities have been assigned to the relevant bodies within the company's governance structure. While the Board provides strategic oversight of climate-related matters, the Sustainability Committee coordinates the sustainability strategy and targets, while the Early Identification of Risks Committee is responsible for assessing and monitoring risks and opportunities. The committees' activities are regularly reported to the Board. The Board's oversight activities are supported by processes carried out under the Sustainability Policy and the quality, environmental, energy, and occupational health and safety management systems.

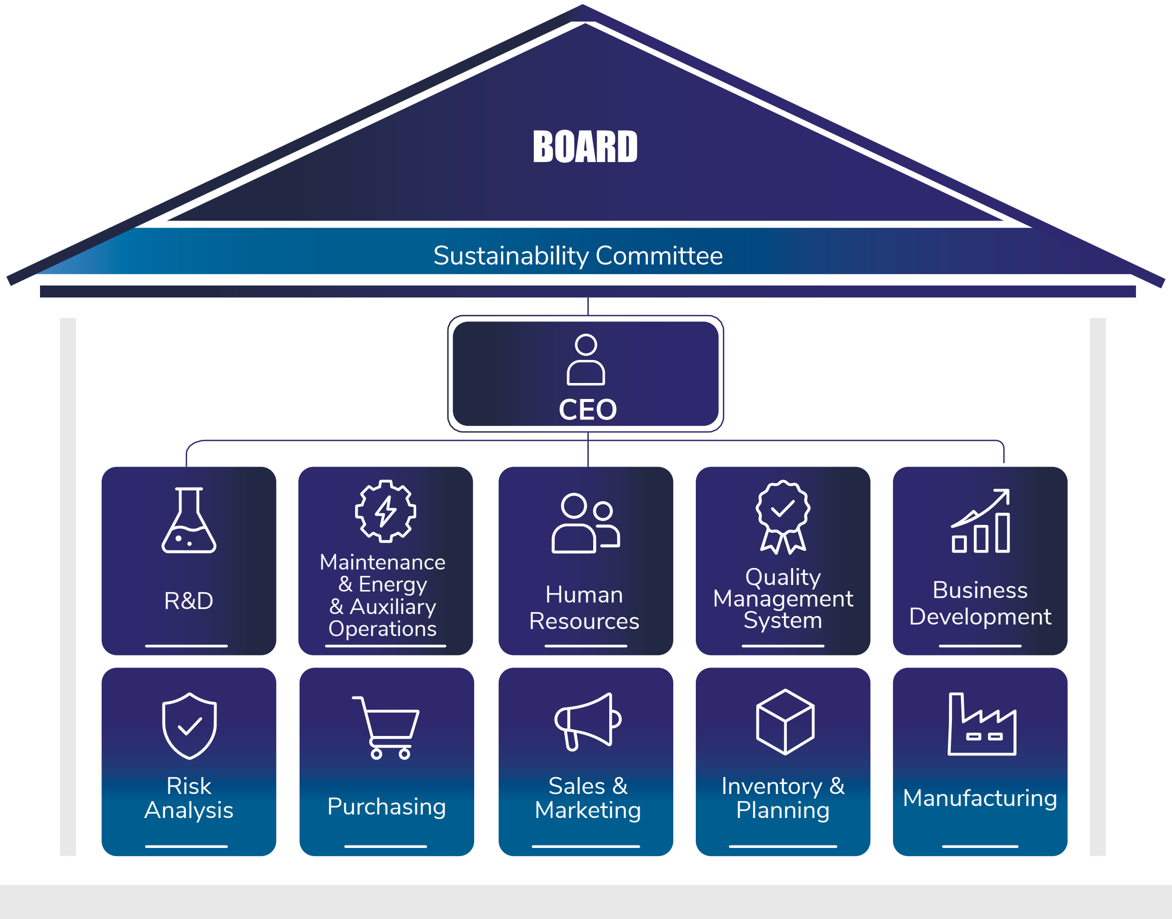
The Sustainability Leaders and the Sustainability Committee are responsible for coordinating sustainability activities and report directly to the General Manager. The Sustainability Committee also oversees climate scenario analyses, directs the assessment of dependencies, impacts, risks, and opportunities, and monitors the climate transition plan; the Board's oversight in these areas is exercised through the existing governance structure. Board-level oversight currently covers our own operations and the upstream (suppliers) value chain, while work is planned to extend oversight to the downstream value chain.

Sustainability Committee

The Sustainability Committee works with Board Members and representatives from ten departments: R&D; manufacturing; maintenance, energy and auxiliary operations; human resources; quality management system; business development; risk analysis; purchasing; sales and marketing; and inventory and planning. The committee is coordinated by the Business Development Department and led by two senior executives appointed by the Board as chairs.

The committee's key responsibilities include:

- Determining sustainability priorities,
- Integrating targets into annual plans,
- Monitoring and evaluating KPIs, and
- Regularly reporting to the Board and designing training programs to foster a sustainability culture across the organization.

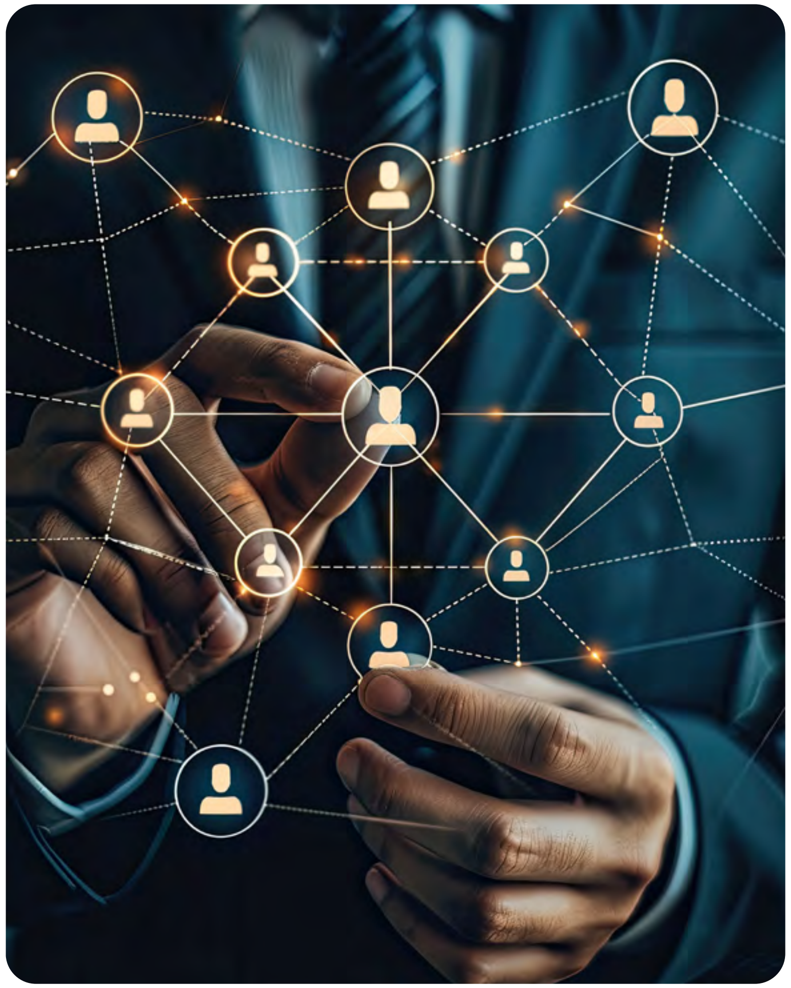


Our Sustainability Targets

ESG	RELATED DEPARTMENT	RELATED SDGs	TARGET DESCRIPTION	PERFORMANCE INDICATOR	METRIC	2020	2021	2022	2023	2024	2025	BASE YEAR	TARGET YEAR	TARGET
Environmental	Business Development	13 CLIMATE ACTION	Reducing Carbon Emissions	Reducing Scope 1 and Scope 2 carbon emissions compared to the base year (tCO_2e)	(tCO_2e)	64,506.10	68,470.70	63,448.88	79,930.44	70,261.82	74,194.94 +5.6% (location-based)	2024	2034	53.4%
					%	Change vs. base year	-	-	-	-		-	-	-
Environmental	Sales	12 RESPONSIBLE CONSUMPTION AND PRODUCTION; 13 CLIMATE ACTION	Increasing the Use of Sustainable Raw Materials	Increasing the share of purchased sustainable raw materials in total raw material procurement	%	0.01	0.1	0.27	0.3	0.83	0.17	2020	2030	10
Environmental	Auxiliary Operations	6 CLEAN WATER AND SANITATION	Water Withdrawal (m³)	Reducing water withdrawal per unit of production	%	-	1.9		2.3	2.24	2.74	-	-	10
Social	HR	5 GENDER EQUALITY; 8 DECENT WORK AND ECONOMIC GROWTH	Women's Employment	Ratio of women employees in the workforce	%	4.50	4.59	5.18	5.75	12.17	12.30	2022	2030	20
						Change vs. base year	2.00	15.11	27.78	170.44	173.33			
Social	HR	4 QUALITY EDUCATION; 13 CLIMATE ACTION; 8 DECENT WORK AND ECONOMIC GROWTH	Increasing Employee Training	Annual training hours per employee OHS (30) ENVIRONMENT (20)	Hours	-	22	25	22	29.83	25	2022	2030	40
Social	QMS	8 DECENT WORK AND ECONOMIC GROWTH	Accident Rate	Reducing the lost time injury rate (LTIR) to zero	%	15	11.7	15.2	11.41	23.83	13.34	2020	2030	0
Social	HR	8 DECENT WORK AND ECONOMIC GROWTH	Talent Acquisition	Recruiting at least 10 students or recent graduates among newly hired employees each year.	Number	0	0	0	0	1	0	2024	2030	10
Governance	Compliance	8 DECENT WORK AND ECONOMIC GROWTH	Business Ethics and Anti-Corruption Reporting Reviews	Percentage of business ethics and anti-corruption cases resolved within 30 days of reporting	%	-	100	100	100	100	100	2021	2030	100
Governance	Compliance	8 DECENT WORK AND ECONOMIC GROWTH	Compliance Policies and Training	Completion rate of policies and training under the compliance program	%	-	-	50	87	100	100	2022	2030	100
Governance	Business Development	12 RESPONSIBLE CONSUMPTION AND PRODUCTION	Sustainability Reporting	Communicating Super Film's sustainability performance to stakeholders in line with international standards	Number			1	1	1	1	2022	2030	Once a year
Supply Chain	Business Development	12 RESPONSIBLE CONSUMPTION AND PRODUCTION	Monitoring Supplier ESG Performance	Percentage of suppliers evaluated for ESG performance out of total suppliers (%).	%						10	2025	2030	70%

STAKEHOLDER COMMUNICATION

Super Film Packaging considers the views and expectations of its stakeholders in its operations and decision-making processes through regular communication mechanisms. The Stakeholder Engagement Plan supports systematic communication with stakeholders, the identification of material topics, and the integration of feedback into relevant processes. The implementation of the Plan and its integration into corporate processes are monitored by the Early Identification of Risks Committee and the Sustainability Committee. Key stakeholders are identified based on their impact, interest, and relationship with the company's activities, and appropriate communication methods and engagement frequencies are defined for each stakeholder group.



Stakeholder Engagement Plan

Stakeholder Group	Expectations	Communication Method	Communication Frequency
Employees	The company's remuneration policy, Employee safety, Employee training and development opportunities, Employee rights	Regular meetings, written and verbal communication channels, collective bargaining, and employee satisfaction surveys	Annually, quarterly, and monthly
Board of Directors	Continuity of growth, Investment discussions, Compliance with trade regulations, Risk and opportunity management, Budget consistency, Fulfillment of legal requirements, Sustainability management	General assembly meetings, legal and regulatory compliance, audits, and written and verbal communication channels	Annually and monthly
Suppliers and Business Partners	Payment terms, Environmental and social compliance, Capacity to take action on sustainability goals, Local sourcing alternatives	Contracts, e-mails, phone calls, regular evaluation meetings, site visits, audits, website, social media channels, and trade fairs	Regularly
Customers	Market dynamics, Corporate approach aligned with current economic conditions, Alignment with global sustainability dynamics, Product safety, Competitive insights, Sustainable products, Compliance with laws and regulations	Contracts, e-mails, phone calls, regular evaluation meetings, site visits, audits, website, social media channels, and trade fairs	Regularly
Local Authorities	Employment, Local procurement, Air quality, Compliance with regulations, Local economic development, Water and waste management, Community health	Regular meetings, stakeholder forums, written and verbal communication channels, site visits, and awareness campaigns	As needed
Partnerships, Unions, and Associations	Sharing of OHS findings, Supply of energy, water, and raw materials, Industry recognition, Legal compliance, Memberships in sustainability initiatives, Environmental management, Employee relations, Reporting standards, Collaboration with universities	Meetings and conferences, written and verbal communication channels, company reports, forums, and trade fairs	Frequently
Legal Authorities / Public Institutions	Compliance with laws and regulations	Audits and written and verbal communication channels	Regularly
Sanko Holding and Group Affiliates	Business ethics; targets and strategy; alignment with Sanko Holding's values and culture	Regular meetings, written and verbal communication channels, company reports	Regularly

Public Policy Engagement

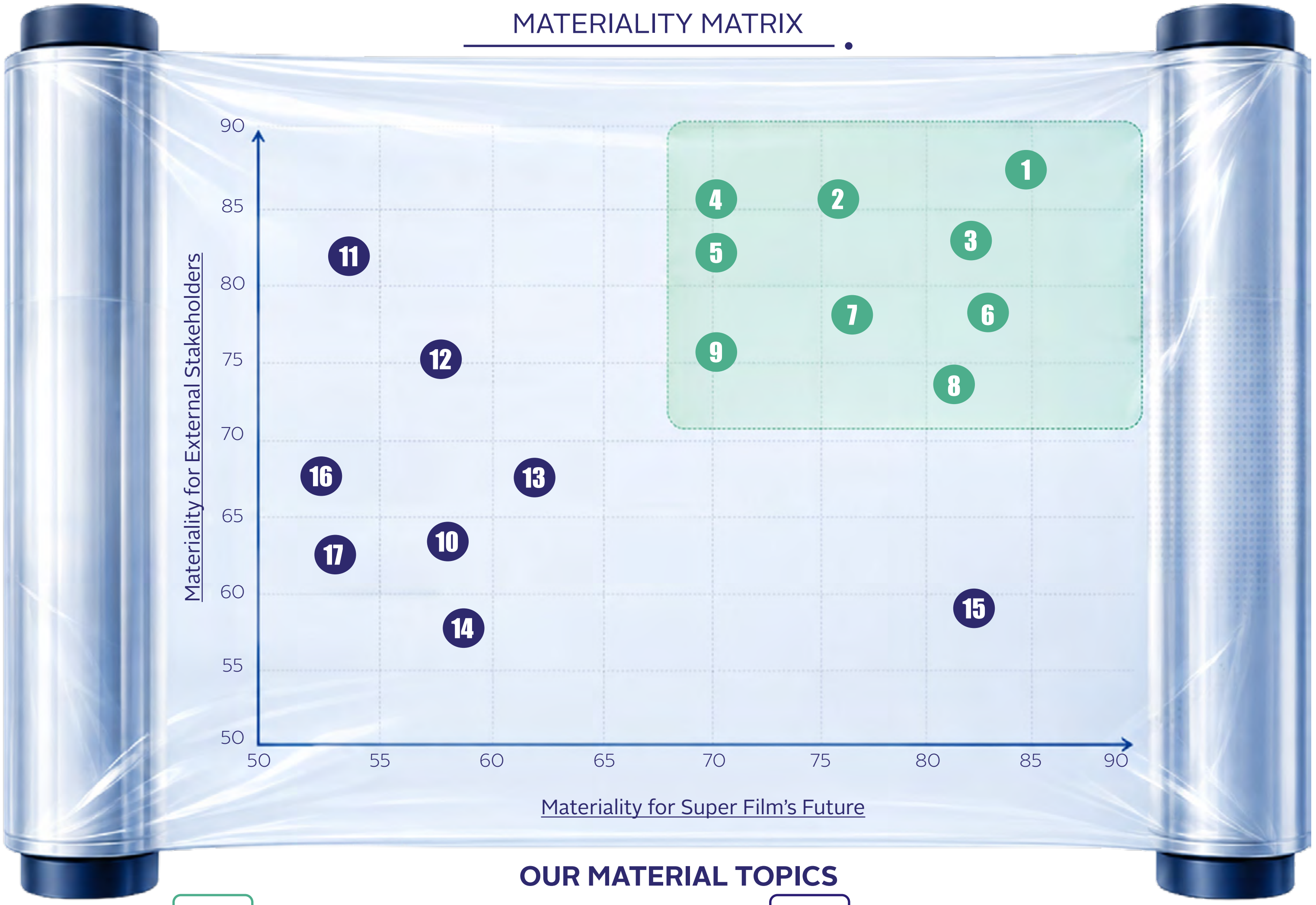
We conduct our engagement activities relating to policies, laws, and regulations that may affect the environment in line with our public commitment set out in our Sustainability Policy and in alignment with global environmental agreements and policy objectives, including the Paris Agreement. We directly contribute to regulatory initiatives concerning the plastics and packaging industries by providing an industry perspective at the national and international levels; through our memberships in FASD, ASD, and ÇEVKO, we also contribute indirectly by monitoring legislative developments in packaging waste management, recyclability requirements, and extended producer responsibility (EPR) (see Our Sectoral Partnerships and Awards for the full list of memberships). The alignment of our engagement activities with our environmental commitments and climate transition plan is monitored by the Sustainability Committee, and the findings inform our assessments of dependencies, impacts, risks, and opportunities.

MATERIALITY ANALYSIS

We use a materiality analysis approach to direct our resources to the areas where they can have the greatest impact as we shape our sustainability strategy. We conducted our most comprehensive analysis in 2022. In this study, data collected through stakeholder surveys were normalized and weighted, supplemented by industry benchmarks and global frameworks (the United Nations Sustainable Development Goals, the WEF Global Risks Report, LSEG ESG, and EcoVadis), and used to develop the final materiality matrix following management validation. This matrix serves as the key input in our strategy- and target-setting process.

In 2025, the scope of topics was reassessed based on current industry standards, benchmarking reports, and competitor analyses, and the material topics were found to remain valid and sufficient

SUPER FILM'S MATERIALITY MATRIX



OUR MATERIAL TOPICS

!!! Very Highly Material Topics

1. Energy and Greenhouse Gas Emissions Management
2. Occupational Health and Safety
3. Long-Term Commercial Growth
4. Corporate Governance
5. Human Rights
6. Circular and Sustainable Design
7. Water and Wastewater Management
8. Product Safety and Quality
9. Employee Engagement, Development, and Satisfaction

!! Highly Material Topics

10. Customer Satisfaction
11. Operational Waste Management
12. Biodiversity
13. Innovation and Digitalization
14. Sustainable Supply Chain Management
15. Business Ethics and Compliance
16. Diversity and Inclusion
17. Social Responsibility

STRATEGY

Climate-related risks and opportunities that could reasonably be expected to affect our financial viability in the future have been consolidated into an inventory for 2025 based on the requirements of TSRS 2. In developing the inventory, the disclosure topics relevant to the flexible packaging industry in the Guidance on Sector-based Implementation of TSRS 2 were used as a reference.
The risks and opportunities affect both of our facilities (Gaziantep and Lüleburgaz) geographically, but their concentrations across the value chain differ. Transition risks are concentrated primarily in exports to the European Union (downstream) and raw material procurement (upstream), while physical risks are concentrated in our direct operations.

Short-, Medium-, and Long-Term Climate Risks and Opportunities

Time Frame Definitions

Short Term	Medium Term	Long Term
0–3 Years	3–7 Years	7+ Years

A 5x5 impact-probability scale is used to assess risks and opportunities.The severity of financial impacts is rated using tiered thresholds relative to revenue. Details of the assessment methodology are provided in the Risk Management section.

Among the entries assessed in the inventory, one transition risk, one physical risk, and two opportunities that are particularly relevant to our business model and strategy are presented in detail below.

R1 — Loss of European Union Market Access Due to PPWR Non-Compliance

Disclosure Element	Content
Definition and Scope	The European Union Packaging and Packaging Waste Regulation (PPWR, Regulation (EU) 2025/40) was published in January 2025, and its main obligations will take effect in August 2026. The regulation requires compliance with Design for Recycling (DfR) and a minimum of 35% post-consumer recycled content (PCR) in non-food-contact plastic packaging starting in 2030, the removal from the market of packaging with a Class C recyclability grade in 2038, and a 65% PCR threshold from 2040.
Type/Category	Transition Risk / Policy
Time Frame	Medium and long term
Value Chain Position	Downstream (European customer relationships and EU export revenue apply to all facilities)
Impact on the Business Model	As the PPWR obligations are not yet in effect, there was no significant financial impact during the reporting period. The current impact is limited to the level of preparedness and compliance infrastructure. After 2030, the primary risk is the gradual narrowing of EU market access for products that do not meet Design-for-Recycling (DfR) criteria; PCR content thresholds are complementary to this risk. According to our internal assessments, multilayer barrier films fall into Class C, and their share of EU sales is limited.
Financial Impact	There is currently no measurable impact. A decline in EU export revenue and an increase in compliance costs are expected in the medium term for the relevant product lines, while in the long term, there is a risk of value loss for lines that fail to meet the required standards.
Strategy and Response	We continue to develop PPWR-compliant products that meet Design-for-Recycling (DfR) criteria. We are mapping the supply chain to integrate PCR raw materials into our production processes. We are establishing an EPR management and reporting system. As for financing, green bonds and sustainability-linked loans are being evaluated.
Controls and KRIs	R&D recyclability studies, ISCC PLUS traceability certification, classification of products in the EU portfolio by recyclability grade (A–C), PCR content ratio, and the share of sustainable raw materials (2030 target: 10% for food-contact applications) are monitored as key risk indicators.
Measurement Uncertainty	Uncertainty is high. The absolute amount of EU export revenue, the lack of finalization of PPWR secondary legislation, and product mix data relating to the 2038–2040 thresholds are the main sources of uncertainty.
Score	Probability 4 (High) · Impact 3 (Medium) · **Score 12 → High**

R2 — Impact of Extreme Temperatures and Heat Waves on Production Continuity and Costs

Disclosure Element	Content
Definition and Scope	In the regions where our Gaziantep (Southeastern Anatolia) and Lüleburgaz (Marmara) facilities are located, increasingly frequent and severe extreme temperature and heat wave events driven by climate change pose an acute physical risk due to the temperature sensitivity of production equipment.
Type/Category	Physical risk / Acute (associated with SSP2-4.5 and SSP5-8.5 scenarios)
Time Frame	Medium and long term
Value Chain Position	Direct operations
Impact on the Business Model	No significant impact was observed during the reporting period, as climate control and heat stress controls were in place. The expected impacts include higher cooling energy costs during the summer months and heat wave periods, equipment overloading as heat waves become more frequent, and short-term production interruptions
Financial Impact	In the short term, cooling energy costs within operating expenses are expected to increase, while in the long term, the risk of operational disruptions in extrusion and lamination processes is expected to increase under the SSP5-8.5 scenario (approximately 4.4°C warming by the end of the century). The impact is monitored qualitatively due to the high level of uncertainty associated with event frequency.
Strategy and Response	To increase the resilience of production processes to climatic conditions, investments in cooling systems, energy backup solutions, and equipment suitable for temperature conditions are being planned, while ambient temperature and humidity are continuously monitored in production areas and necessary operational measures are implemented.
Controls and KRIs	Our main controls include the heat stress procedure, climate control maintenance, ambient condition monitoring, and AI-supported OHS camera monitoring. Temperature-related production downtime, deviations in cooling energy consumption, and the number of heat stress incidents are monitored as key risk indicators.
Measurement Uncertainty	Regional temperature projections vary depending on the scenario. It is assumed that the existing controls will remain effective in the medium term.
Score	Probability 3 (Medium) · Impact 3 (Medium) · **Score 9 → Medium**

01 — Market Advantage through a PPWR-Compliant Product Portfolio with High PCR Content and A-B Grades

Disclosure Element	Content
Definition and Scope	The design for recycling (DfR) and post-consumer recycled (PCR) content requirements under the PPWR may create new business opportunities for manufacturers capable of developing products that meet these criteria. The opportunity is primarily being assessed in the European Union market and markets where demand for sustainable packaging is increasing.
Type/Category	Expansion of the product/service portfolio
Time Frame	Medium and long term
Value Chain Position	Direct operations and downstream
Strategy	The company continues its R&D and Business Development efforts focused on high-PCR-content products, mono-material packaging solutions, and recyclable product designs to develop a product portfolio that complies with PPWR requirements. The ISCC PLUS-certified raw material infrastructure supports these efforts.
Financial Impact	The compliant product portfolio is expected to contribute positively to sales volumes and revenues in the medium and long term. As the magnitude of the impact depends on customer demand and regulatory developments, it is assessed qualitatively at this stage.
Score	Probability 4 (High) · Impact 3 (Medium) · **Score 12 → High**

02 — Energy Cost Savings through Renewable Energy and Waste Heat Recovery (Currently Underway)

Disclosure Element	Content
Definition and Scope	Flexible packaging production is an energy-intensive process. Shifting the energy mix from predominantly fossil fuel and grid-based sources to renewable and recovered sources creates a structural cost advantage.
Type/Category	Energy cost savings
Time Frame	Short, medium, and long term
Value Chain Position	Direct operations
Current Status	In 2025, the solar power plant with an installed capacity of 6.8 MWp at the Gaziantep facility generated 8,965 MWh of electricity, while the waste heat recovery system on the BOPP 3 line recovers approximately 2.5 million kWh of thermal energy annually. In 2025, the existing compressed air dryer was replaced with a new, more energy-efficient system, resulting in annual energy savings of approximately 28,000 kWh (12,040 kg CO_2e). In addition, converting the fixed-speed pump in the hot oil circulation system to a frequency-controlled pump resulted in annual energy savings of 84,353.92 kWh.
Strategy	Efforts to improve energy efficiency are ongoing. As part of these efforts, a water-cooling tower upgrade is planned for 2026, along with the replacement of broken, damaged, and underperforming solar panels to increase the Solar Power Plant's power-generation efficiency. Energy performance is regularly monitored under the ISO 50001 Energy Management System.
Financial Impact	The impact is positive, resulting in lower energy costs. The savings baseline is based on 2025 operational data (8,965 MWh of electricity substitution and 2.5 million kWh of thermal energy substitution).
Score	Probability 4 (High) · Impact 3 (Medium) · **Score 12 → High**

Climate Resilience and Scenario Analysis

Our climate resilience assessment is conducted through climate-related scenario analysis using an approach proportionate to our circumstances. The analysis was conducted in parallel with the climate risk and opportunity inventory for the 2025 reporting period and covered both facilities (Gaziantep and Lüleburgaz).

Scenario Set and Rationale for Selection

Dimension	Scenarios	Resource	Use
Transition Risks	NZE2050 STEPS CPS	International Energy Agency (IEA) World Energy Outlook	Carbon pricing and policy pathways (base pathway: STEPS, based on current and announced policies)
Physical Risks	SSP1-2.6 SSP2-4.5 SSP5-8.5	IPCC Shared Socioeconomic Pathways	Temperature increase and acute event projections
Paris Aligned	NZE2050 (1.5°C)	IEA	Confirmation of alignment with the Paris Agreement (our 2034 reduction targets are aligned with the 1.5°C goal)

The analysis is based on the following key assumptions: implementation timelines for climate policies in Türkiye and EU regulations; developments in energy supply and prices; the availability of PCR raw materials; advances in recycling and mono-material technologies; and continued access to green and sustainability-linked financing

Results of the Resilience Assessment

The analyses conducted indicate that Super Film's business model has the capacity to adapt to the climate transition. The primary climate-related impacts are expected to arise from regulatory developments in the European Union market rather than direct carbon costs. Accordingly, the company continues its efforts to improve energy efficiency, invest in renewable energy, and develop recyclable products with high recycled content.

The secondary regulations under the PPWR, the implementation rules of Türkiye's Emissions Trading System, and developments in the recycled raw materials market continue to be closely monitored. To support its ability to adapt to these developments, the company is enhancing its production infrastructure and R&D capabilities and, where needed, also evaluating green and sustainability-linked financing alternatives.

Our Climate Transition Plan

The outputs of the scenario analysis form the basis of our climate transition plan, which is aligned with the 1.5°C target and is disclosed through this report. As a flexible packaging manufacturer, we have no direct exposure to fossil fuel extraction, exploration, or energy generation; therefore, our plan focuses on reducing emissions intensity across our own operations and value chain (Scopes 1-3) through three workstreams: product (transition to a mono-material and PCR-integrated film portfolio), energy (solar power plant, waste heat recovery, and efficiency investments), and governance (target setting and monitoring cycle through the SBTi process).

Progress on the plan is reported to the Board of Directors through monthly Sustainability Committee meetings and quarterly management presentations; risks related to the plan are continuously monitored by the Early Identification of Risks Committee, and the resulting outputs inform capital allocation and strategic decisions. The plan's adaptation objectives address the extreme temperature and heat wave risks identified through scenario analysis; investments in cooling systems, energy backup solutions, and equipment resilient to temperature conditions are planned by our energy management unit operating under the ISO 50001 Energy Management System, and the relevant key risk indicators are monitored regularly.

Following our SBTi commitment in 2024, the key progress made during the reporting period includes the launch of the WorldStar 2025 award-winning SUPCYCLE mono-PP food packaging film with 90% post-consumer recycled content and the completion of the Lüleburgaz facility's first full year of production integrated with the Gaziantep facility. Formal monitoring of Scope 1 and Scope 2 emissions against the 2034 target (an absolute reduction of 53.4% from the 2024 baseline year) began during this reporting period. As this is the first time we are reporting on our transition plan, the progress reflects early-stage implementation across the product, energy, and governance workstreams

RISK MANAGEMENT

Processes and Policies

Climate-related risks are identified, assessed, prioritized, and monitored within our enterprise risk management framework under the leadership of the Early Identification of Risks Committee, which reports directly to the Board of Directors. The Audit Committee oversees the effectiveness of the internal control and risk management systems in accordance with its charter approved by the Board. Key inputs to the process include the verified greenhouse gas inventory, energy and production data, regulatory monitoring outputs (PPWR, CBAM, and the national emissions trading system), customer and market signals, and publicly disclosed information from industry peers. The process covers all operations at both of our facilities and uses scenario analysis to identify risks; transition risks are linked to IEA scenarios, while physical risks are linked to IPCC scenarios as part of the resilience assessment.

Assessment Methodology and Impact-Probability Scale

The nature, probability, and magnitude of risk impacts are assessed using a 5×5 impact-probability scale. Financial impact severity is rated based on the percentage of revenue, with the threshold for a substantial impact defined as 2% of revenue. In addition to the financial dimension, reputational, customer/market, business continuity, and regulatory/legal dimensions are also considered in the rating.

Impact Severity		Financial Impact (% of revenue)	Customer / Market	Business Continuity / Production	Regulation / Legal
5	Very High	> 2%	> 7% of the portfolio is affected	> 10 days of downtime / > 5 days of supply disruption	Loss/suspension of license
4	High	1% – 2%	5% – 7%	5–10 days of downtime	Suspension of operations / very high penalty
3	Medium	0.5% – 1%	3% – 5%	3–5 days of downtime	High financial penalty
2	Low	0.1% – 0.5%	1% – 3%	1–3 days of downtime	Low financial penalty
1	Very Low	< 0.1%	< 1%	< 1 day of downtime	No legal issues

Probability		Description
5	Very High	Has a very high probability of occurring during the life cycle of the strategy, almost every time
4	High	Has a high probability of occurring, in most instances
3	Medium	Has a moderate probability of occurring, from time to time
2	Low	Has a low probability of occurring, rarely
1	Very Low	Has a very low probability of occurring, almost never

Risk Level		Score (Impact × Probability)
Very High	●●●●	20 – 25
High	●●●	10 – 16
Medium	●●	5 – 9
Low	●	1 – 4

Prioritization, Monitoring, and Integration

Climate-related risks are prioritized by applying the same scale and methodology used for other enterprise risks across the operational, financial, strategic, and compliance categories. This enables climate risks to be compared within the enterprise risk universe. Monitoring is carried out through key risk indicators defined for each record, responsible units, and the periodic assessments of the Early Identification of Risks Committee. Climate-related opportunities are also identified and monitored using the same inventory structure and scenario-based approach. These processes are fully integrated into enterprise risk management. The climate risk and opportunity inventory, enterprise risk inventory, and Compliance Risk Inventory are reported to the Board through the Early Identification of Risks Committee under the same governance structure.

METRICS AND TARGETS

Cross-Industry Metrics

Our greenhouse gas emissions are calculated in accordance with the **ISO 14064 standard** and the **GHG Protocol Corporate Accounting and Reporting Standard,** using the operational control approach and categorized as Scope 1, Scope 2 (location-based), and Scope 3, and are verified by an accredited organization. Emission factors are sourced from international sources such as DEFRA and the IPCC. The categories included in Scope 3 measurement, facility-level emissions series, and year-over-year trends are presented in the Energy and Greenhouse Gas Emissions Management section of the report.

Metric	Status
Assets/activities vulnerable to transition risks	According to internal assessments, metallized/barrier film products classified as Grade C under the PPWR account for approximately 0.85% of sales volume in the EU market. This share is monitored as the current indicator of the scale of activities vulnerable to transition risk.
Assets/activities vulnerable to physical risks	Both of our facilities are exposed to extreme temperature risk. The process for quantifying the monetary value of vulnerable assets is currently in planning.
Assets/activities aligned with climate-related opportunities	Our 6.8 MWp solar power plant, investments to improve energy efficiency, and recycled-content product portfolio (SUPCYCLE and PETCYCLE series) constitute our main assets and activities aligned with climate-related opportunities. Within this scope, replacing the compressed air dryer system with a high-efficiency system in 2025 resulted in annual energy savings of 28,000 kWh, while converting the pumps in the thermal oil systems to variable-frequency pumps resulted in annual energy savings of 84,353.92 kWh. Efforts to quantify the share of these assets and activities in total assets are underway.
Capital allocation	Our climate-related investments (solar power plant, energy efficiency investments, and PCR/mono-material R&D) are ongoing. The financial figures for climate-related capital expenditures will be reported as part of the investment budget data.
Internal carbon pricing	We use an internal carbon price based on a shadow-pricing approach to assess the financial impact of transition risks arising from carbon pricing. The price range is based on the carbon price trajectory under the IEA STEPS scenario and is in the range of 89–174 USD/tCO2e for the 2035–2050 projection period. This range is used in carbon cost projections based on Scope 1 emissions and in our climate risk and opportunity assessments.
Remuneration	ESG performance indicators have been incorporated into the Remuneration Policy as of 2024. The percentage of executive salaries for climate-related matters is not reported separately.

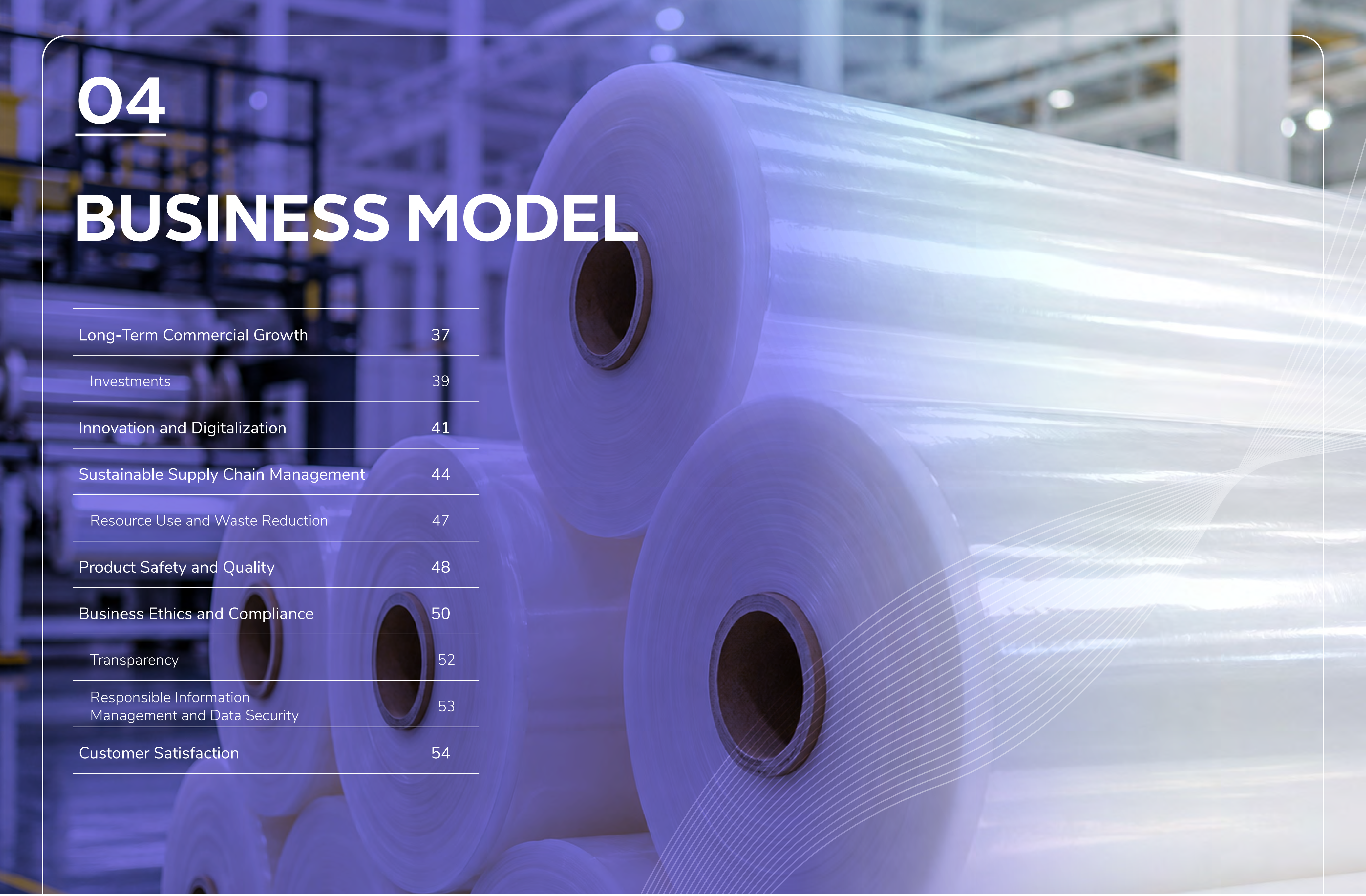
Climate-Related Targets

Our target framework is based on auditability. Each target, covering the company as a whole (Gaziantep and Lüleburgaz), is defined by a metric, a base year, and a target year, enabling objective measurement of year-to-year progress. Our greenhouse gas targets are defined on an absolute and gross emissions basis.

Targets are set by the Sustainability Committee and take effect upon the Board's approval; progress is monitored through monthly committee and quarterly management reporting, and targets are reviewed annually, thereby integrating target setting, monitoring, and revision into a single governance cycle.

We initiated the SBTi process in 2024 to establish our greenhouse gas reduction target within a science-based framework. We formally submitted our near-term target commitment to the SBTi in October 2025, and it is currently under assessment. We share our targets and progress with the public through our Sustainability Policy published on our website and our annual sustainability reports. Our near-term targets submitted to the SBTi estimate absolute reductions of 53.4% in Scope 1 and Scope 2 emissions and 42% in Scope 3 emissions by 2034, from the 2024 base year.

Area	Target	Metric	Base Year	Target Year	2025 Status
Environment	**Reduce Scope 1 and Scope 2 carbon emissions from the base year by 53.4%**	tCO2e (absolute, gross)	2024	2034	+5.6% increase compared to the base year (location-based)
	Reduce Scope 3 emissions from the base year by 42%	tCO2e (absolute, gross)	2024	2034	−1.2%
	Increase the share of sustainable raw materials in total purchases to 10%	Sustainable raw materials / total purchases (%)	2020	2030	0.17%
	Reduce water withdrawal per unit of production by 20%	m³/unit of production	2021	2030	+44% increase compared to the base year
Social	**Increase the women's employment rate to 20%**	Percentage of women employees (%)	2022	2030	12.3%
	Increase annual training hours per employee to 40 hours	Hours/employee	2022	2030	25 hours
	Reduce the lost time injury rate (LTIR) to zero	LTIR	2020	2030	13.34
	Recruit at least 10 students/recent graduates annually	People/year	2024	2030	0
Governance	**Review ethics and corruption reports within 30 days**	Completion rate (%)	2021	2030	100%
	Complete compliance policies and training	Completion rate (%)	2022	2030	100%
	Continue annual sustainability reporting	Reports/year	2022	2030	Published (this report)
Supply Chain	**Increase the percentage of suppliers that undergo ESG assessments to 70%**	Percentage of suppliers assessed (%)	2025	2030	10%



04

BUSINESS MODEL

BUSINESS MODEL

> We design our business with sustainability at its core. With our annual film production capacity of 184,000 tons, exports to approximately 50 countries, and EcoVadis Gold Medal, we are a trusted global partner in flexible packaging.

We integrate our business model with sustainability principles and consider economic performance within a single framework alongside governance and environmental and social responsibility. In this section, we present our long-term growth strategy, approach to innovation and digitalization, sustainable supply chain management, product safety and quality system, business ethics and compliance practices, and approach to customer satisfaction, together with our 2025 performance.

Material Topics in This Section

Material Topic	Level of Materiality	Related SDGs
Long-Term Commercial Growth	Very High	8 Decent Work and Economic Growth; 9 Industry, Innovation and Infrastructure
Product Safety and Quality	Very High	12 Responsible Consumption and Production
Innovation and Digitalization	High	9 Industry, Innovation and Infrastructure; 12 Responsible Consumption and Production
Sustainable Supply Chain Management	High	12 Responsible Consumption and Production
Business Ethics and Compliance	High	8 Decent Work and Economic Growth; 16 Peace, Justice and Strong Institutions
Customer Satisfaction	High	12 Responsible Consumption and Production

●●● Very High ●● High

Performance Against Our Targets

Commitment: Maintaining ethical, transparent, and accountable business conduct

Current Target	2025 Performance	Status	2030 Outlook
Reviewing 100% of ethics and corruption reports within 30 days (base year: 2021; target year: 2030)	No reports were recorded under the ethics procedure during the reporting period. All reports received between 2021 and 2024 were resolved within 30 days.	Completed	The target has been extended to 2030, and the practice is maintained as standard business conduct.
Completing 100% of Compliance Program policies and training (base year: 2022; target year: 2030)	100%	On track	Compliance program training is targeted to be maintained at a 100% completion level on an annual cycle.
Continuing annual sustainability reporting (base year: 2022; target year: 2030)	The 2025 report has been published, and we have completed our fourth reporting year.	On track	The target remains unchanged.

Commitment: Managing and improving our supply chain based on sustainability criteria

Current Target	2025 Performance	Status	2030 Outlook
Increasing the ratio of suppliers that undergo an ESG assessment to 70% (base year: 2025; target year: 2030)	10%	Behind target	The scope of assessments is expected to expand gradually after the Supplier Monitoring Platform goes online.
Expanding the scope of suppliers signing the Supplier Code of Conduct	The ratio of suppliers that have signed the Supplier Code of Conduct reached 95% (2024 result: 88%).	On track	The current coverage is to be maintained, and signing the Supplier Code of Conduct remains a prerequisite for partnerships with new suppliers.

Status key: Completed On track Behind target

LONG-TERM COMMERCIAL GROWTH

Section Overview

Our Commitment	Building long-term value on a sustainable foundation
Material Topic	Long-Term Commercial Growth (very high priority)
Related SDGs	8 Decent Work and Economic Growth; 9 Industry, Innovation and Infrastructure

Basis for Materiality

In the flexible packaging industry, changing customer expectations, environmental regulations, and developments in raw material markets require continuous development of production technologies and the product portfolio. Super Film builds its long-term growth on investments that strengthen production capacity, practices that support resource efficiency, and product development efforts focused on recyclable packaging solutions.

Our Approach

"Our goal is to keep moving forward and to grow ever larger and stronger as we pass on the baton."

Abdulkadir KONUKOĞLU

Film Type	Production Capacity (tons/year)
BOPP Film	130,000
BOPET Film	48,000
CAST PP and CAST Barrier Film	6,000
Total Film Production	184,000
Metallized Coating	39,000
Coating	12,000

Our long-term growth approach is based on strengthening our production infrastructure, improving operational efficiency, and developing products that meet changing market expectations. Our production facilities in Gaziantep and Lüleburgaz, our modern production technologies, and our investments in energy efficiency support this approach. While our product development efforts focus on recyclable and recycled-content packaging solutions, we continue to develop our product portfolio in line with customer expectations and regulatory developments.

An important element of our long-term growth approach is the technical collaboration we maintain with our customers and suppliers. Through regular customer visits and technical support activities, we jointly evaluate the performance of our products in different applications and develop solutions that meet customer needs. Projects focused on producing certified products and using recycled content, together with product-level carbon footprint studies, support these collaborations, while the feedback received is incorporated into product development processes.

184,000 TONS/YEAR
total film production capacity

~50 COUNTRIES OF EXPORT

90%+
customer retention
OVER THE PAST FIVE YEARS

Investments

We evaluate our investment decisions not only based on capacity expansion but also in line with our sustainable development vision. Our Lüleburgaz production facility, which started operations in 2024, completed its first full year of operations in 2025. The facility was designed around sustainability criteria, incorporating systems that improve energy and water efficiency, waste management practices, and low-carbon production infrastructure, and received LEED Gold certification.

The fourth
BOPP LINE
with a capacity of
60,000 TONS/YEAR
started operations.

THE SEVENTH METALLIZED
coating line with a capacity of
11,000 TONS/YEAR
startedoperations.

Our Total Film Production Capacity reached
184,000 TONS/YEAR

Our Metallized Coating Capacity reached
39,000 TONS/YEAR

> At the Lüleburgaz facility, an environmental and social management system established in line with national legislation, the World Bank Environmental and Social Standards (ESS), and the IFC Performance Standards is implemented, while the effectiveness of environmental and social management plans, as well as stakeholder engagement and grievance mechanisms, is regularly assessed as part of independent monitoring activities. The environmental and social performance of our Lüleburgaz investment is regularly monitored by an independent environmental and social consultant under the loan conditions of the Development and Investment Bank of Türkiye (TKYB). Monitoring activities are conducted in line with national legislation, the World Bank Environmental and Social Standards (ESS), and the IFC Performance Standards, and include site inspections, document reviews, and interviews with employees and stakeholders. The 2025 monitoring assessment found that the environmental and social management system continued to be implemented; corrective actions were planned for the identified areas for improvement, and the follow-up process is ongoing. Air emissions measurements, which had been identified as an area for improvement in previous monitoring periods, have been completed, and the measurement results confirmed that the relevant limit values were not exceeded.

First Full Year of Operations at Lüleburgaz

Operating for a full year for the first time in 2025, our Lüleburgaz facility increased our total production capacity to 184,000 tons/year with its fourth BOPP line, with a capacity of 60,000 tons/year, and seventh metallization line, with a capacity of 11,000 tons/year. In 2025, the facility operated at a capacity utilization rate of 90.2% and contributed to regional employment by directly employing 154 people. Its proximity to key markets in Europe, location approximately 60 km from ports, and integration into the Marmara Region supply network support logistics efficiency, while the optimizations implemented avoid approximately 2,400 tons of CO_2e emissions. Its production structure, which focuses on lightweight films and high-barrier metallized products, also supports the development of our product portfolio and resource efficiency.

Future Outlook

In the coming period, we aim to finalize assessments regarding clean energy procurement, implement efficiency investments in Lüleburgaz, and strengthen supply chain resilience by diversifying production locations.

> We build sustainable growth in collaboration with our customers and suppliers. Our LEED Gold-certified Lüleburgaz facility exemplifies how growth and low-carbon production can be integrated within a single investment.

Innovation and Digitalization

Section Overview

Our Commitment

Developing high-value-added products with reduced environmental impacts and managing processes through a data-driven approach

Material Topic

Innovation and Digitalization (high priority)

Related SDGs

Basis for Materiality

Regulatory expectations and customer demands in the packaging industry are rapidly evolving around the transition from plastic to mono-materials, higher recycled content, and lightweight products. This transformation creates market opportunities for manufacturers with strong R&D capabilities. We position innovation as a strategic element that supports continuous improvement and sustains our competitive advantage, and focus our product development efforts on high-performance solutions with reduced environmental impacts.

Our Approach

Our innovation infrastructure is built on five components:

- Our R&D Center, which has held official status since 2017 and operates across 966 m²
- Our pilot production line, the only one of its kind in Türkiye and one of only a few in Europe, with biaxial stretching capabilities
- Our characterization, permeability, sealing, and printing simulation laboratories
- Intellectual property management: 2 patents and 3 utility models
- 2020–2027 digital transformation roadmap and AI-supported decision-making systems

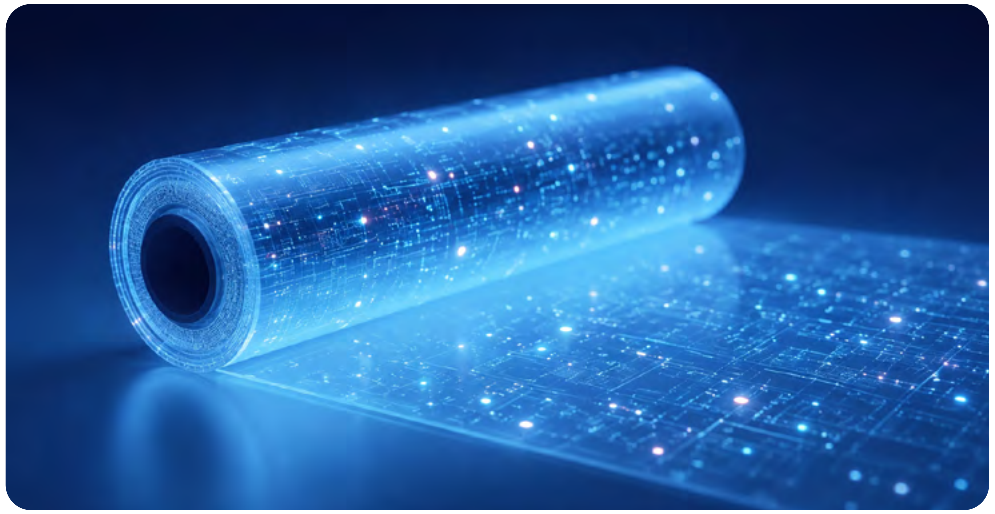
Our R&D Center has held official R&D Center status under Law No. 5746 since April 19, 2017. Our pilot production line has the capacity to produce five-layer BOPP and three-layer BOPET films. This line reduces trial costs, enables testing without affecting commercial production lines, and accelerates the product development cycle. Our laboratories and testing centers conduct characterization, oxygen and water vapor permeability, seal integrity, and printing simulation tests, enabling us to optimize the physical and chemical properties of our products through this infrastructure.

R&D outputs are shared with industry stakeholders through articles, technical publications, and scientific presentations, contributing to the knowledge ecosystem.

966 m²
R&D Center Area

10
R&D Projects in 2025

90%
PCR content in award-winning SUPCYCLE packaging



Our 2025 Performance

R&D Indicators	2021	2022	2023	2024	2025
Number of R&D employees	21	23	19	20	20
Number of R&D projects	14	13	12	15	10
Patent applications (number)	2	3	1	1	0

In 2025, our project portfolio focused on products with high recycled content and mono-material products, and no new patent applications were submitted during the reporting period. Our SUPCYCLE mono-PP food packaging with 90% post-consumer recycled (PCR) content has demonstrated our commitment to the circular economy at the international level by receiving an award at the WorldStar Awards.

> Our pilot production line with biaxial stretching capabilities, the only one in Türkiye, optimizes trial costs and accelerates the product development cycle, integrating innovation with the circular economy.

Highlighted R&D Studies

Year	Study	Output
2021	Scientific articles and poster presentations on heat sealing and metallophthalocyanine	Our work reached industry stakeholders through publications, supporting collaboration opportunities
2022	Research on BOPP structures coated with high-barrier gel films	Gas barrier and thermal properties were improved, contributing to the preservation of packaging shelf life
2023	Increasing PCR content in low-heat-sealing BOPP films and BOPET films	New recyclable films that seal at low temperatures were developed
2024	Development of 90% PCR-content mono-PP food packaging (SUPCYCLE) and white lidding film	International recognition through the WorldStar award and expansion of the circular product family
2025	Coated metallized BOPET film with metal transfer properties for offset printing applications	Metal transfer technology offers alternative solutions that can facilitate recycling processes by simplifying packaging structures compared with conventional lamination applications.

PROJECTS IN PRACTICE

01

Project Name

BT 7011 HWX – Development of a BOPET Lidding Film with Peelable Adhesion for Aluminum Containers

Objective

To develop a BOPET lidding film that provides controlled peelable adhesion to aluminum containers, improving packaging performance and user experience.

Output

A BOPET lidding film offering peelable adhesion performance for aluminum container applications was developed, adding a new product to the portfolio that supports packaging reliability and product performance.

02

Project Name

BT 9031 MTC – Development of a Coated Metallized BOPET Film with Metal Transfer Properties for Offset Printing Applications

Objective

To develop a coated metallized BOPET film suitable for the metal transfer process in luxury carton packaging applications and capable of delivering high printing performance.

Output

A coated metallized BOPET film suitable for metal transfer applications was developed, adding an innovative, high-value-added product to the portfolio for decorative packaging applications.

Digital Transformation

Under our 2020–2027 digital transformation roadmap, we are transforming our processes to be data-driven, integrated, and AI-supported. Under Phase 1, SAP MII, SCADA, Power BI, eBA, Salesforce CRM, and SAP MDG infrastructures were deployed, while SANKOGPT, an AI-based reporting and decision support system, was implemented as the first transformative application under Phase 2. The integration of SAP MDG has enabled the consolidation of customer, supplier, and product data, while Salesforce CRM has made customer relationship management more data-driven. Digitalization also supports our sustainability goals through paperless process management, optimized energy consumption, and data-driven business models.

Super Film's 2020–2027 digital transformation process is carried out in three phases:

01 PHASE 1 2020

- Determining the current situation of the company with Current Situation Analyses.
- Comparison with best practices in the sector.
- Determination of current maturity level and targets.

02 PHASE 2 2021 | 2023

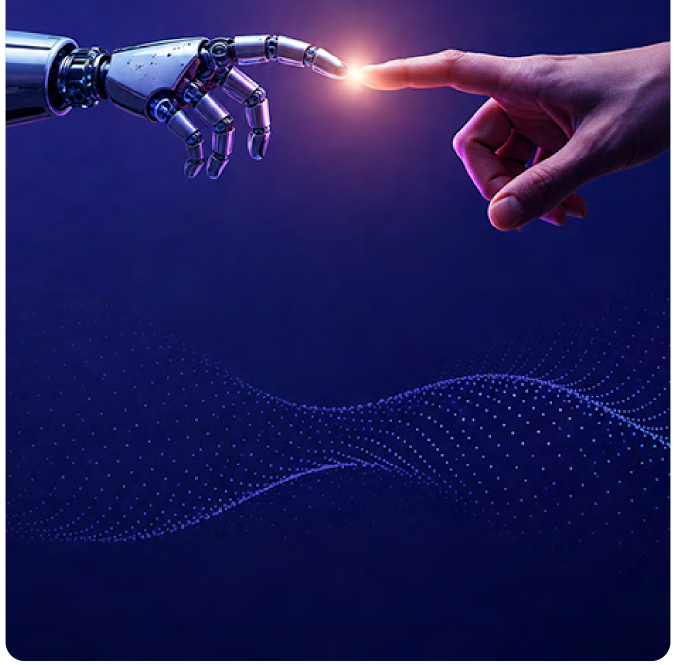
- Preparation of Digital Transformation Roadmap.
- Making disruptive-innovative improvements by identifying the projects and processes that can most easily achieve results in the roadmap.

03 PHASE 3 2024 | 2027

- Creating a new digital business model based on the results of disruptive-innovative improvements.

Future Outlook

As Phase 2 progresses, we plan to enhance end-to-end digital traceability across processes, expand SANKOGPT to other business functions, and extend AI-based predictive analytics tools across the entire value chain, from production to customer relationships.



Sustainable Supply Chain Management

Section Overview

Our Commitment

Managing our supply chain based on environmental and social criteria, transforming our suppliers, and evolving together

Our Target

Increasing the ratio of suppliers that undergo ESG assessments to 70% by 2030 (base year: 2025)

Related SDG

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

Basis for Materiality

Our supply chain is critical in terms of our environmental and social impacts and operational continuity. Uncertainties in raw material supply and the growing need for raw materials with recycled content make responsible sourcing practices a priority. This approach enables us to manage supply risks and support our customers' expectations regarding Scope 3 emissions.

Our Approach

Our supply chain management operates in a six-step cycle:

- **Policy framework:** The Sustainable Supply Chain Policy and Supplier Code of Ethics are communicated to all suppliers at the beginning of the business relationship.
- **Pre-assessment:** No activities are initiated until environmental and social compliance, performance, and risk profile criteria are met.
- **Risk analysis and continuity:** Security of supply is ensured through alternative suppliers in different locations for critical categories.
- **Monitoring and assessment:** Annual targets are tracked through surveys, on-site audits, and SAP.
- **Development:** Development plans are implemented for suppliers that do not meet the criteria, while suppliers without anti-corruption policies are required to take corrective action.
- **Transparency and reporting:** The Whistleblower Procedure is available to suppliers, subcontractors, and business partners.

Our supply chain management is conducted in line with the Sustainable Supply Chain Policy, Supplier Code of Ethics, and Supplier Selection, Approval, and Evaluation Procedure. Our suppliers are evaluated based on quality, product safety, environmental and social performance, occupational health and safety, ethical principles, and regulatory compliance criteria. New suppliers are not included in the Approved Supplier List until they have completed sample evaluation, process validation, and risk analyses.

Supplier performance is evaluated annually based on environmental and social criteria, as well as quality, delivery, and cost indicators, and improvement plans are implemented when necessary. Risk-based audits are conducted for critical suppliers, and traceability and product safety requirements are regularly verified.

In our collaborations with suppliers and contractors, occupational health and safety, environmental management, energy efficiency, and information security obligations are safeguarded through contractual provisions. In addition to complying with applicable legislation, suppliers are expected to offer product and service alternatives that consider energy use and environmental impacts, provide the required permits and documentation, and comply with confidentiality obligations.

In 2026, we aim to launch awareness initiatives for critical suppliers on preventing discrimination and harassment and incorporate these issues into supplier evaluation processes.

Our 2025 Performance

Indicator (%)	2021	2022	2023	2024	2025
Suppliers that have signed the sustainable supplier Code of Conduct	-	82	85	88	95
Suppliers with contracts that include environmental, labor, and human rights provisions	-	-	15	100	100
Suppliers that underwent a sustainability assessment through a survey	50	90	95	95	95
Suppliers that underwent an on-site sustainability audit	-	-	15	25	35
Procurement employees who received sustainable procurement training	-	75	85	90	90

Policies and Tools Guiding Sustainable Supply Chain

Policy / Tool	Function
Sustainable Supply Chain Policy	Provides a roadmap that takes an integrated approach to economic, environmental, and social sustainability and enables suppliers to be monitored through KPIs
General Supplier Agreement	Secures occupational health and safety, environmental management, energy efficiency, information security, and confidentiality obligations through contractual provisions
Supplier Code of Ethics	Defines human rights, labor rights, environmental, and ethical conduct principles as mutual expectations
Supplier Approval and Evaluation Procedure	Defines roles, authorities, and responsibilities in procurement processes
Supplier Information Form and Risk Analysis	Assesses ISO certifications, REACH, SDS, TDS, food contact compliance, and environmental and social risk profiles
ISCC PLUS Certificate	Ensures traceability across the supply chain and documents sustainability commitments
SEDEX Membership	Systematizes the monitoring and improvement of ethical standards
Whistleblower Procedure	Provides a confidential reporting mechanism open to all rights holders across the supply chain
Supplier Selection, Approval, and Evaluation Procedure	Defines the supplier lifecycle end to end through sampling, trials, risk analysis, and annual scoring
Energy-Efficient Procurement Criteria	Makes efficiency, CO_2 emissions, life cycle cost, and best available technology (BAT) decision criteria for equipment and energy procurement

Digital Supplier Evaluation and Risk Monitoring Platform

In 2026, we launched a project to transition supplier evaluation processes to a digital platform. The project aims to evaluate suppliers holistically based on sustainability, quality, and corporate risk criteria and gradually expand the scope of monitoring.

Our procurement processes uphold the principles of equal opportunity and inclusion. Where appropriate, the participation of diverse supplier profiles, including women entrepreneurs and local suppliers, is supported, and diversification of the supplier base is encouraged. Within this scope, efforts to develop inclusive procurement practices are ongoing. Procurement from local suppliers is a priority because it contributes to the regional economy and reduces logistics-related emissions.

Sustainable procurement targets are also reflected in the individual performance evaluations of our procurement team. The ratio of suppliers undergoing ESG assessments, increasing the share of sustainable raw material procurement, and prioritizing women entrepreneur suppliers are among the indicators tracked in the target cards of procurement specialists

Implementation	Scope
Chemical Regulatory Compliance	Raw material compliance with REACH and KKDİK requirements is verified through supplier information forms and raw material document checklists.
Technical and Legal Document Management	REACH/SVHC declarations, SDSs, TDSs, specific migration documentation, dual-use lists, NIAS, allergen declarations, and food contact compliance documents are regularly obtained and monitored for validity.
Sustainability Data Collection	Information on corporate carbon and water footprints is requested through supplier surveys.
Internal Competency Development	Employees in Purchasing and Sales & Marketing receive training on sustainable procurement practices.

Future Outlook

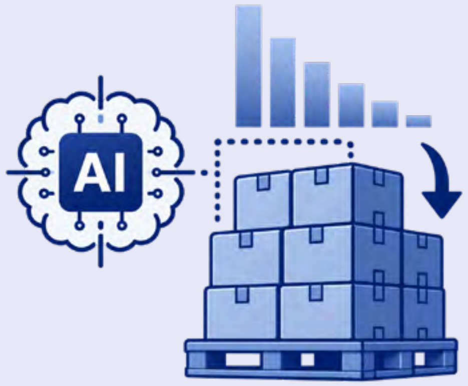
We aim to continuously improve sustainability performance across our supply chain. Within this scope, our priorities for the coming period include launching supplier training programs, raising awareness of human rights and ethical business practices, and more strongly integrating ESG criteria into supplier management processes.

Our Whistleblower Procedure also covers our suppliers, contractors, and business partners. Reports concerning unethical or illegal conduct or human rights violations are submitted directly to the Ethics Committee at etik@superfilm.com and reviewed in a confidential and anonymous manner. The Procedure safeguards the identities of individuals who submit reports and protects them from retaliation, while investigations are conducted under the coordination of the Ethics Committee and the outcomes are communicated to the relevant parties. Sustainability questionnaires received from our customers are completed on independent platforms; the results are evaluated for Scope 3 emissions traceability, and our EcoVadis results are shared with stakeholders who request them via the platform.

> "Environmental management system (EMS) requirements have been added to our supplier contracts."

Resource Use and Waste Reduction

We systematically manage resource efficiency across every link of our supply chain. Our practices, including film thickness optimization, reduced use of stretch film, and reuse of pallet systems, are detailed in the Circular and Sustainable Design and Operational Waste Management sections of the report.



Less Inventory, Less Waste Through Safety Stock Management

Safety stock levels calculated using a mathematical model supported by artificial intelligence and software algorithms, which also considers risk criteria, were implemented for raw materials as of January 1, 2025, and for consumables as of April 1, 2025. Raw material inventory levels were reduced by 30%, storage costs were lowered, and material waste was prevented.

%30
reduction

Wood Optimization in Pallet Design

We reviewed our wooden pallet structural specifications and optimized board dimensions while maintaining transport safety tolerances. With this revision, wood use per pallet was reduced by 11% to 30%, depending on the pallet type; for our highest-volume pallet type (800×1140), the amount of wood used decreased from 34.8 dm^3 to 26.61 dm^3. The potential annual wood savings, calculated based on 2025 consumption volumes, are approximately 1,349 m^3.

11–30%
reduction

1,349m^3
annual savings potential

PRODUCT SAFETY AND QUALITY

Section Overview

Our Commitment

Ensuring the highest safety and hygiene standards for food-contact products

Material Topic

Product Safety and Quality (very high priority)

Related SDG

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

Basis for Materiality

Producing flexible packaging that comes into direct contact with food carries a high level of responsibility, as it directly affects consumer health. Our packaging solutions help extend shelf life and prevent food waste by preserving the freshness and nutritional value of food. Recognizing that even the slightest deviation in product safety can have significant consequences for customer health, brand trust, and market access, we manage our processes in line with the requirements of international standards.

Our Approach

We manage our product safety processes under our Integrated Management Systems Policy. The Quality Improvement, Product Safety, R&D, and Purchasing departments coordinate raw material approval, supplier management, product safety risk assessment, and continuous improvement efforts.

In line with the HACCP methodology, we regularly assess microbiological, chemical, physical, and allergen risks across all processes, from raw material receipt through shipment. Our risk analyses also consider migration, the use of recycled materials, product defense, raw material fraud, and foreseeable misuse scenarios. All hazards identified in the HACCP risk analysis updated in 2025 were assessed as low risk, and risks were managed at source through preventive measures such as sieve and metal detector controls on feeding lines.

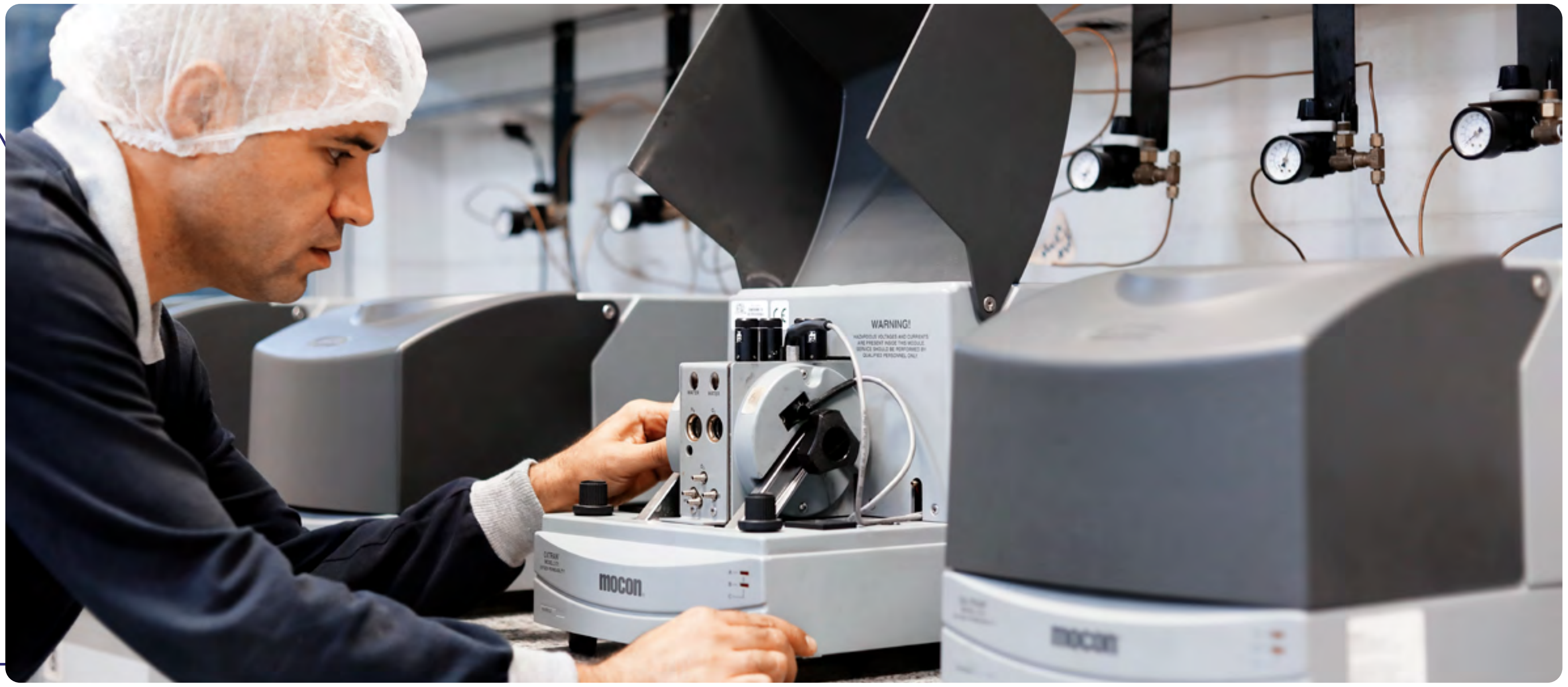
Product safety is supported by regular external laboratory analyses, migration testing, a Food Defense Plan, a traceability system, and recall procedures. Pest control is carried out in production areas, and product traceability is ensured through an SAP-based system.

Certification / Regulation	Description	Scope of Application
BRCGS Packaging Materials	International quality, hygiene, and safety standard for packaging manufacturing	International
FDA Title 21 CFR	Regulation governing plastics that come into contact with food	United States
EU Regulation No. 10/2011	EU legislation governing the safety of plastics that come into contact with food	European Union
REACH Regulation	Regulation governing the registration, evaluation, and restriction of chemicals	European Union
Declaration of Compliance for Food Contact	Legal declaration of compliance for food-contact products	Türkiye / International
Halal Declaration	Certification for products that comply with Islamic rules	International
Safety Data Sheets (SDSs)	Document that contains health and safety information on chemical substances	International

Our 2025 Performance

Our 2025 Performance	2022	2023	2024	2025
Customer health and safety incidents	0	0	0	0
Findings posing a threat to human health in HACCP risk analyses	0	0	0	0
BRCGS grade	-	-	AA (unannounced audit, Gaziantep)	A+

As of 2025, our food safety certification covers both of our production facilities. The BRCGS audit conducted in October 2025 was completed with a grade of A, and corrective actions were planned in line with our continuous improvement approach.



Facility	Standard	Rating	Audit Type	Valid Until
Gaziantep	BRCGS Packaging Materials Issue 6	A+	Unannounced audit (August 2024)	December 2025
Lüleburgaz	BRCGS Packaging Materials Issue 6	AA	Planned audit (March 2025)	April 2026

We provide our customers with information on the safe use of our products through product labels, Safety Data Sheets (SDSs), quality certificates, and declarations of regulatory compliance published on our website. Declarations of compliance for our food-contact products are prepared and kept up to date in line with EU, U.S., and Turkish Food Codex requirements.

Our products are verified against physical, mechanical, and functional performance criteria as part of quality control processes in accordance with international standards, and the results are recorded through our traceability system.

Customer feedback and complaints are monitored through the ERP system; root cause analysis is conducted for verified reports, and corrective and preventive actions are implemented. Findings that may affect product safety are evaluated with the participation of the relevant committees and senior management, and the necessary improvement initiatives are implemented.

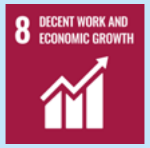
Business Ethics and Compliance

Section Overview

Our Commitment
Ensuring transparent and accountable management with zero tolerance for bribery, corruption, and unethical conduct

Our Target
Reviewing 100% of ethics reports within 30 days and fully implementing the compliance program

Related SDGs



Basis for Materiality

Conducting business based on ethical principles is a prerequisite for stakeholder trust and long-term value creation. Our international customer portfolio and multinational supply chain require the systematic management of corruption, competition law, and sanctions risks. We aim to extend our ethical culture beyond the company to all our business relationships, including our subcontractors and suppliers.

Our Approach

Policy / Mechanism	Scope
Code of Ethics	Is delivered to all employees upon signature and is shared with subcontractors and suppliers
Anti-Bribery and Anti-Corruption Policy	Defines the zero-tolerance principle and approval mechanisms for sensitive transactions
Competition Law Compliance Policy	Establishes competition compliance rules for procurement and sales processes
Compliance Risk Inventory	Defines risks, controls, action targets, and responsible parties, and is monitored through KRGs
Ethics Hotline and Whistleblower Procedure	Provides a reporting channel open to employees, suppliers, and communities, based on confidentiality and protection against retaliation
AML Program and Compliance Catalyst	Conducts data-driven checks of third parties against sanctions lists and blacklists, as well as checks of ownership structures

Our risk assessment, which focuses on corruption vulnerabilities, is conducted with input from internal and third-party auditors; high-risk areas are identified based on historical data and expert judgment, and procurement and supplier management processes are analyzed in particular detail. Clear approval mechanisms are applied to sensitive transactions such as gifts, travel, and hospitality, and due diligence is conducted in business relationships with third parties. In managing conflicts of interest, Board members do not participate in meetings or voting on agenda items that concern them.

The steps in our corruption risk assessment are as follows:

- Identification of high-risk areas based on historical data and expert consultation
- Assessment of existing controls and compliance programs with the participation of internal and third-party auditors
- Measurement of risk awareness through employee interviews and anonymous surveys
- Detailed analysis of procurement and supplier management processes, particularly those involving overseas operations
- Strengthening the internal control structure and developing preventive action plans for identified areas of vulnerability

Our Anti-Bribery and Anti-Corruption Policy, which took effect with the Board's approval in August 2023, applies to all our employees, including Board members, and, to the extent applicable, to all our business partners, including suppliers and consultants. In addition to bribery and corruption, the Policy explicitly prohibits facilitation payments, cash or cash-equivalent gifts, and political contributions, and does not permit off-the-books transactions or improper alterations to accounting records. Compliance with the Policy is included as a requirement in business partner contracts; contracts may be terminated for cause in the event of a violation, and we do not work with parties for which there is adverse intelligence related to bribery or corruption, even if they meet other criteria. The Risk Management, Internal Control, and Compliance Unit oversees the Policy's implementation. The Risk and Audit Committee reports investigation findings to the Board, and ultimate responsibility rests with the Board. Our Ethics Policy was reviewed and updated in 2025 to include commitments to information security and anti-corruption. Internal audit processes are initiated with the approval of the Board and conducted systematically to assess compliance with company policies and procedures. The effectiveness of the measures taken is regularly monitored under the coordination of the Early Identification of Risks Committee, the impact of training programs is measured, and improvement recommendations are submitted to the Board for approval.

Oversight of business ethics and compliance at the Board level is carried out by the Risk and Audit Committee, which consists entirely of non-executive members and includes at least one independent member. The Committee meets at least four times a year, reviews the annual plan and reports of the internal audit function, and meets with the head of internal audit at least once a year without management present. The Committee also regularly reviews compliance with the Code of Ethical Conduct and submits proposed changes to the Board for approval.

Our 2025 Performance

Ethics and Compliance Indicators	2021	2022	2023	2024	2025
Confirmed corruption incidents (number)	0	0	0	0	0
Reports submitted under the ethics procedure (number)	0	0	0	0	0
Workforce receiving business ethics training (%)	0	0	100	100	100
Workforce receiving discrimination and harassment training (%)	0	0	100	100	100
Workforce receiving competition training for sales and procurement (%)	0	100	100	100	100
Number of board members trained on anti-corruption	-	-	7	7	7

Our ethics awareness training covers integrity, anti-corruption, our anti-harassment policy, conflicts of interest, and whistleblowing mechanisms, and participants' level of understanding is measured through post-training knowledge tests. Compliance training is regularly provided to new employees. No confirmed corruption incidents occurred during the reporting period.

ISO 37001 Anti-Bribery Management System Integration

We plan to integrate the ISO 37001 Anti-Bribery Management System to strengthen the anti-corruption culture across the company. Within this scope, processes will be established to identify, assess, and control bribery and corruption risks, and policies, procedures, and control mechanisms will be structured in accordance with international standards. Awareness and training activities will be conducted for employees, and whistleblowing mechanisms, risk-based due diligence practices, and continuous monitoring processes will be implemented. Through these efforts, we aim to strengthen legal compliance, promote an ethical management approach, enhance corporate transparency, and support a culture of accountability.

Transparency

The principles of transparency, accountability, and ethical conduct that underpin our governance structure guide all our activities. We clearly define our commitments to responsible business conduct in our corporate policies and make them publicly available. In line with these principles, we also expect all our stakeholders to act in accordance with the values of integrity, honesty, fairness, and transparency. Our Ethics Hotline is available to **all employees,** suppliers, and communities through internal reporting boxes and etik@superfilm.com. Awareness of the mechanism among local stakeholders is enhanced through meetings, brochures, and our website.

Our Whistleblower Procedure sets out a four-step process for handling reports. The process consists of initial assessment, investigation, resolution, and feedback to the reporting person. Reports can also be submitted through anonymous online forms, telephone lines, and physical reporting boxes, in addition to the email channel; retaliation is defined as a separate disciplinary offense, and the investigation of retaliation allegations is the responsibility of the Human Resources Manager. Where violations are identified, remedies are determined based on proportionality, the safety of victims is prioritized, and psychosocial or legal support is provided when necessary. Our corporate target is to review ethics and corruption reports within 30 days, and the rate was 100% during the 2021–2024 period.

Responsible Information Management and Data Security

We consider information security, data privacy, and full compliance with applicable legislation an integral part of the way we do business. Our Gaziantep facility holds an ISO/IEC 27001 Information Security Management System certificate issued by a TÜRKAK-accredited certification body, with its initial certification completed in 2019. The scope of the certificate covers the electronic information assets of customs and international trade operations, as well as the logistics, warehousing, accounting, finance, and information technology activities related to these operations. No confirmed information security incident or customer privacy complaint occurred during the reporting period.

Our investments in information security and digital infrastructure are carried out in coordination with Sanko Holding's IT Coordination Office. Our secure access architecture, supported by network access control systems and data backup infrastructure, ensures uninterrupted business continuity, while mutual confidentiality agreements provide legal safeguards for data processing, sharing, and retention processes.

Our information security risks are assessed at least annually within the framework of the Information Security Management System Manual and Risk Management Procedure, and additionally when significant operational or technological changes occur, with the results recorded in risk analysis tables. Our Information Security Incident Management Procedure serves as an incident response plan that defines the detection, reporting, investigation, and closure of incidents through corrective actions, while lessons learned from incidents are used to introduce new controls.

Authentication for network access, virtual private networks (VPNs) for remote access, multi-factor authentication (MFA), endpoint detection and response (EDR) solutions, and database backup systems form the technical control layer against unauthorized access. The processing, sharing, and retention of third-party data are restricted based on the need-to-know principle, and all records are retained in accordance with the documented information control procedure.

Area	Our Applications
Information security management	ISO 27001 and Information Security Management System Manual guidelines are applied, risks are identified in the Compliance Risk Inventory and monitored through KRGs, records related to all processes are systematically maintained, and control procedures are audited.
Personal data protection	VERBİS registration has been completed, the KVKK Crisis Response Procedure defines the incident response process, and data processing and retention processes are safeguarded through confidentiality agreements; retention and destruction periods by record type are defined in the KVKK Personal Data Retention and Destruction Policy.
Third-party assurances	Third parties are categorized as low, medium, or high risk based on the types of data they will access and the criticality of the information assets involved. Prior to signing a contract, we assess sanctions lists, negative media coverage, politically exposed persons (PEPs), and other compliance risks through an information security questionnaire, the ISO 27001 certification status, personal data processing activities, and a compliance intelligence platform. Based on the assessment results, low-risk suppliers proceed through the standard approval process, while additional security controls, remediation plans, or senior management approval are required for medium- and high-risk third parties; if critical risks cannot be mitigated, the business relationship is not initiated.
Awareness and training	Information security training is provided regularly, participation is monitored, and its effectiveness is assessed.
Reporting mechanism	All employees can report information security incidents to the Ethics Principles Committee.
Technical infrastructure	Uninterrupted business continuity is supported through encryption, security software, backup systems, and secure access infrastructure.

Customer Satisfaction

Section Overview

Our Commitment

Building long-term business relationships based on loyalty and continuously improving the customer experience

Material Topic

Customer Satisfaction (high priority)

Related SDG

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

Basis for Materiality

Our customers' sustainability expectations and regulatory requirements make quality, transparency, and technical collaboration even more important in the packaging industry. We approach customer satisfaction not only through product and service quality, but also through reliable business partnerships and a sustainable approach to product development.

Our Approach

Practices	Purpose
Regular quality and product introduction meetings	Improving quality levels and introducing new films to customers
Joint projects and product development	Co-designing solutions that meet customer expectations
Delivery performance management	Shortening delivery times and increasing the on-time delivery rate
Technical service	Increasing service speed and response rates
Customer satisfaction survey	Measuring satisfaction annually and providing input for action plans
Customer portal	Tracing orders transparently in real-time

Our 2025 Performance

Indicator	2023	2024	2025
Customer satisfaction survey result	4.32/5	4.19/5	-
Customer health and safety incidents	0	0	0
Customer retention	Above 90%	Above 90%	Above 90%

Transparent Order Tracking Through the Customer Portal

The customer portal, available through our website, was designed to enable customers to track their orders transparently and in real time and was launched in 2025. By integrating an AI-powered chat assistant and the 'Where Is My Order' system, which provides real-time logistics tracking, we aim to enable customers to access the information they need without human intervention.

Customer feedback and complaints are recorded in line with the relevant procedures, and corrective and preventive actions are implemented based on root cause analyses. The findings are used to improve product development and production processes. Matters deemed necessary are communicated to senior management.

> A customer retention rate of over 90% over the past five years demonstrates the stability and trust underpinning our business partnerships.

05

ENVIRONMENT

ENVIRONMENT

> We produce with nature in mind. Through solar energy, waste heat recovery, closed-loop water systems, and zero-waste management, we measure, verify, and reduce our environmental impact every year.

We place environmental responsibility at the center of all our business processes. In this section, we present our environmental performance, covering energy and emissions management, water efficiency, circular design, and waste and chemical management, based on 2025 data. Our environmental management system has been continuously ISO 14001 certified since 2013. Our Gaziantep facility's current certificate is valid through 2028, and our performance is regularly monitored using key performance indicators.

Material Topics in This Section

Material Topic	Level of Materiality	Related SDGs
Energy and Greenhouse Gas Emissions Management	Very High	7, 12, 13
Water and Wastewater Management	Very High	6
Circular and Sustainable Design	Very High	9
Operational Waste Management	High	12
Biodiversity	High	14, 15

Very High   High

Performance Against Our Targets

Commitment: Transitioning to low-carbon production

Current Target	2025 Performance	Status	2034 Outlook
53.4% absolute reduction in Scope 1 and Scope 2 emissions from the base-year level (base year: 2024, target year: 2034)	The total for Scope 1 and Scope 2 emissions (location-based) was 74,195 tCO_2e, compared with 70,262 tCO_2e in the 2024 base year.The total for Scope 1 and Scope 2 emissions (market-based, including I-REC) was 59,288 tCO_2e.		Our Scope 1 and 2 target is defined as a 53.4% absolute reduction by 2034 from the 2024 base year under the near-term target submitted to the SBTi, and is aligned with the Paris Agreement's 1.5°C scenario.
42% absolute reduction in Scope 3 emissions from the base-year level (base year: 2024, target year: 2034	Total Scope 3 emissions were 625,108 tCO_2e, compared with 632,758 tCO_2e in the 2024 base year (–1.2% vs. the base year)		Reductions are targeted through supplier engagement focused on Category 1 (purchased goods and services) and by increasing the share of recycled-content raw materials.

Commitment: Using natural resources efficiently

Current Target	2025 Performance	Status	2030 Outlook
Increasing the share of sustainable raw material purchases to 10% (base year: 2020, target year: 2030)	The share was 0.17% (2024: 0.83%).		Progress is expected through the development of the PCR supply chain and the expansion of the ISCC PLUS scope.
20% reduction in water withdrawal per unit of production (base year: 2021, target year: 2030)	Total water withdrawal remained broadly stable at 199,547 m³ in 2025 (Gaziantep).		Consumption per unit is targeted to decrease through digital monitoring and recovery investments.

Status key: Completed   On track   Behind target

Energy and Greenhouse Gas Emissions Management

Section Overview

Our Commitment

Increasing energy efficiency, raising the share of renewable energy, and reducing Scope 1 and Scope 2 emissions by 53.4% and Scope 3 emissions by 42% from 2024 baseline levels by 2034.

Related SDGs

7 AFFORDABLE AND CLEAN ENERGY

13 CLIMATE ACTION

Basis for Materiality

Energy is one of the most important resources in Super Film's production processes and has a direct impact on operating costs and greenhouse gas emissions. Increasing energy efficiency and expanding the use of renewable energy support our low-carbon production targets while also strengthening our competitiveness. In this regard, we aim to continuously improve our energy performance, optimize resource use, and reduce our environmental impacts.

Our Approach

Our energy and emissions management is built on six elements:

- Continuous monitoring through the ISO 50001 Energy Management System and the EnMS team, which meets monthly
- Energy efficiency improvement projects (EEIPs) identified every four years and feasibility-based project tracking
- Renewable energy generation – 6.8 MWp solar power plant and assessments of additional capacity
- Waste heat recovery and upgrades to high-efficiency equipment
- ISO 14064-aligned greenhouse gas inventory verified by an accredited organization
- Energy culture fostered through EnMS awareness training and Sanko Academy content

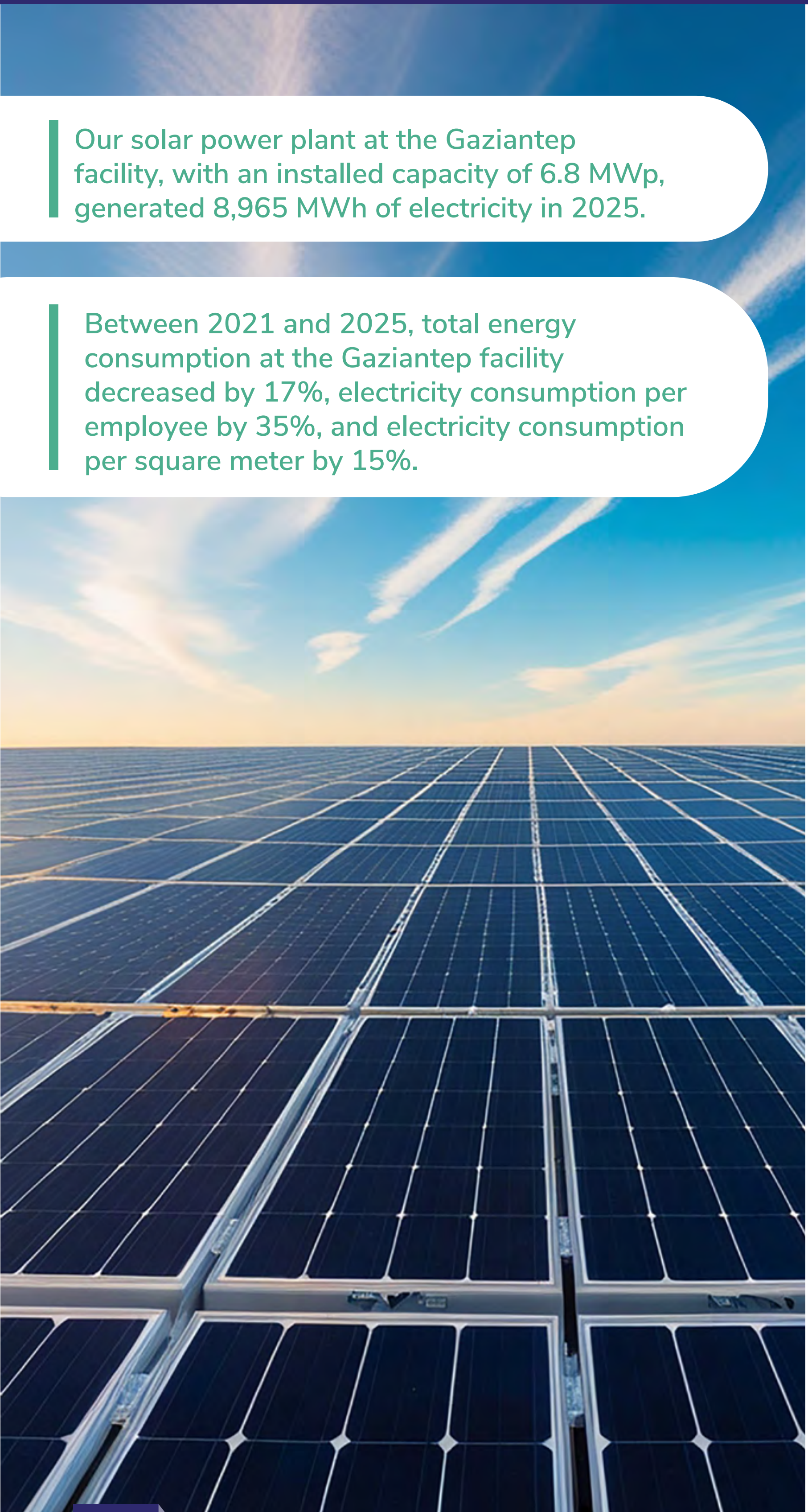
6.8 MWp
Installed Solar Power Capacity

9,200 MWh
Annual Renewable Energy Generation

4,288 tons
Annual CO_2e Reduction from Renewable Generation

Our 2025 Performance

Energy Indicators (kWh)	Scope	2021	2022	2023	2024	2025
Total energy consumption	Gaziantep	173,060,450	166,493,998	149,100,345	147,173,790	143,585,830
	Lüleburgaz				32,632,252	52,355,474
	Company Total	173,060,450	166,493,998	149,100,345	179,806,042	195,941,304
Renewable energy consumption	Gaziantep	-	8,050,641	9,314,762	9,039,378	8,965,000
Savings from efficiency initiatives	Company Total	1,514,244	1,082,728	403,200	704,542	644,219



Our solar power plant at the Gaziantep facility, with an installed capacity of 6.8 MWp, generated 8,965 MWh of electricity in 2025.

Between 2021 and 2025, total energy consumption at the Gaziantep facility decreased by 17%, electricity consumption per employee by 35%, and electricity consumption per square meter by 15%.

Energy Intensity	Scope	2021	2022	2023	2024	2025
Electricity consumption per employee (GJ)	Gaziantep	681	610	548	551.9	495.55
	Lüleburgaz	-	-	-	521.6	741.51
	Company Total				1,073.5	1,237.06
Electricity consumption per area (GJ/m²)	Gaziantep	1.94	1.83	1.64	1.64	1.30
	Lüleburgaz	-	-	-	0.77	1.09
	Company Total				2.41	2.39

From a production perspective, ABC analyses were conducted for all film types to streamline the product portfolio, and materials were directed to the production lines where they could be processed most efficiently to reduce waste rates. Energy awareness across the company is promoted through EnMS awareness training, energy efficiency training for the home, and Sanko Academy digital content, while employees' contributions to the process are communicated through internal communication channels.

At the Lüleburgaz facility, the energy objectives, targets, and action plan under ISO 50001 were updated at the end of 2025. The plan identifies the BOPP 4 line, cooling water, metallization, waste recovery, TDO, and hot oil systems as significant energy uses. Annual savings of approximately 570,000 kWh are targeted on the BOPP 4 line through energy efficiency training for blue-collar employees, while plans also include optimizing pressure in compressed air systems and eliminating leaks using ultrasonic detectors, eliminating standby consumption, improving insulation on hot oil and cooling lines, and assessing rooftop solar and wind energy potential. Energy awareness is supported through a set of tools including notice boards, electronic displays, internal competitions, and a suggestion-and-reward system, while equipment purchases are assessed against energy efficiency, CO_2 emissions, life cycle cost, and best available technology (BAT) criteria.

Two energy efficiency projects were completed in 2025.

Project	Annual Energy Savings (kWh)	Annual Emission Reduction (kg CO_2e)
Replacement of the compressed air dryer with a more energy-efficient system	28,000	12,040
Conversion of the fixed-speed hot oil circulation pump to a frequency-controlled pump	84,354	36,272
Total	112,354	48,312

The frequency-controlled conversion also extends motor life by preventing the equipment from constantly running at full speed

Waste Heat Recovery on the BOPP 3 Line

The waste heat recovery system on the BOPP 3 line recovers heat from the TDO ovens for use in production, saving approximately 2.5 million kWh of thermal energy annually. The system provides a concrete example of how energy efficiency investments can improve both cost and emissions performance simultaneously.

8,965 MWh Generated from Solar Energy

The solar power plant at our Gaziantep site, with an installed capacity of 6.8 MWp, generated 8,965 MWh of electricity in 2025. The renewable electricity generated directly supports the reduction of our Scope 2 emissions.

Emissions Management

We calculate our greenhouse gas emissions in accordance with the ISO 14064 standard and the GHG Protocol, using the operational control approach and distinguishing between Scope 1, Scope 2 (location-based), and Scope 3 emissions. Emission factors are sourced from international sources such as DEFRA and the IPCC, and the calculations are verified by accredited organizations. Since 2019, we have voluntarily had our corporate carbon footprint calculated and verified, updated our inventory at least once a year, and shared the results with senior management and relevant departments.

The corporate inventory is supported by product-level carbon footprint calculations (ISO 14067). We include all 15 categories in our Scope 3 calculation without prioritizing any, providing a transparent inventory that covers the entire value chain.

Emissions (tCO_2e)	Scope	2021	2022	2023	2024	2025
Scope 1	Gaziantep	19,725	21,801	15,853	20,742	24,179
	Lüleburgaz	-	-	-	2,217	3,925
	Company Total	19,725	21,801	15,853	22,959	28,103
Scope 2 (Market-Based)	Gaziantep	48,725	41,950	64,077	37,439	32,325
	Lüleburgaz	-	-	-	9,863	13,766
	Company Total	48,725	41,950	64,077	47,303	46,092
Scope 3	Gaziantep	444,498	333,561	282,522	495,527	396,130
	Lüleburgaz	-	-	-	137,231	228,978
	Company Total	444,498	333,561	282,522	632,758	625,108

Due to updates to the calculation methodology, particularly for calculating coal-related emissions, the emission values for 2024 were recalculated; the historical data in the table reflect the updated values (see About the Report).

In 2025, we purchased 34,747,000 kWh of I-REC-certified renewable electricity (I-REC reference no: 63193509). Taking this purchase into account, our Scope 2 (market-based) emissions totaled 31,185 tCO_2e, while our total market-based emissions totaled 684,397 tCO_2e. Our total emissions, which amount to 699,303 tCO_2e in the location-based calculation, are 14,906 tCO_2e (approximately 2.1%) lower in the market-based calculation, reflecting the impact of renewable electricity procurement. The Scope 2 values presented in the tables are location-based. Our 2025 greenhouse gas inventory was verified by QSI Belgelendirme at a reasonable level of assurance (95%) in accordance with ISO 14064-3:2019 (Statement Number: SG-GNL-158/2025).

The breakdown of our Scope 3 emissions by GHG Protocol category is presented below (2025, consolidated, verified). Categories that are not applicable to our operating model (8, 10, 11, 14, and 15) are excluded from the calculation; Category 1 (purchased goods and services) accounts for approximately 90% of total Scope 3 emissions.

34,747,000 kWh
I-REC-Certified Renewable Electricity Purchased (2025)

~2.1%
Reduction in Total Market-Based Emissions

Category	2025 (tCO_2e)
C1 – Purchased goods and services	564,328
C2 – Capital goods	16
C3 – Fuel- and energy-related activities	6,290
C4 – Upstream transportation and distribution	29,347
C5 – Waste generated in operations	69
C6 – Business travel	306
C7 – Employee commuting	372
C9 – Downstream transportation and distribution	17,607
C12 – End-of-life treatment of sold products	6,600
C13 – Downstream leased assets	174
Scope 3 Total	625,108

The main reason for the increase in Scope 3 emissions is the inclusion of all items within the scope without prioritization. This approach provides a realistic and transparent carbon footprint and enhances reliability in supplier management and in meeting customer expectations.

Our Emission Reduction Practices

Practice	Contribution
Solar power plant (6.8 MWp)	Approximately 9,200 MWh of renewable energy generation and 4,288 tons of CO_2e avoided annually
BOPP 3 waste heat recovery	Annual thermal energy savings of 2.5 million kWh
Compressed air dryer replacement (2025)	Approximately 28,000 kWh of annual energy savings and 12,040 kg CO_2e in reductions
Frequency-controlled pump conversion in the hot oil system (2025)	Annual energy savings of 84,353.92 kWh, CO_2e reductions of 36,272.19 kg, and extended motor life
Transition to electric forklifts	Avoidance of 170 tons of CO_2e and improved indoor air quality through the conversion of 16 diesel forklifts
Lüleburgaz location advantage	Avoidance of 2,400 tons of CO_2e by reducing distance to port from 200 kilometers to 60 kilometers
Packaging and stretch film optimization	More than 50% reduction in stretch film consumption and lightweight design
Hybrid vehicle fleet and service route optimization	Reduction of emissions from employee transportation

Future Outlook

In the coming period, our priorities are to increase the share of renewable energy and to advance our greenhouse gas reduction target toward SBTi validation. These steps are targeted to deliver reductions in our Scope 2 emissions and savings in energy costs. Low-carbon logistics alternatives will be assessed as infrastructure conditions allow.

Efficiency investments planned for 2026 are targeted to reduce energy consumption in cooling systems and to increase generation efficiency at our solar power plant. Developments regarding the Emissions Trading System are closely monitored through training and programs attended by the relevant teams.

> Our energy transition is already delivering more than 11.7 million kWh of clean and recovered energy annually through our solar power plant and waste heat recovery.

Air Emissions and Air Quality

To monitor air quality, we have measurements conducted at boiler and process stacks by accredited laboratories authorized by the Ministry at least once every two years. Measurements for our Gaziantep facility for the 2025 period were conducted by a TÜRKAK-accredited laboratory at 32 emission sources between May and August 2025, and all parameters, namely, CO, NOx, SO_2, particulate matter, and total organic carbon (TOC), were measured below the limit values set by the Regulation on the Control of Industrial Air Pollution (SKHKKY).

Following the Provincial Directorate of Environment, Urbanization and Climate Change's site inspection in February 2026, measurements of volatile organic compounds (VOCs) at 14 stacks and smoke opacity at the coal-fired boiler stack were completed, and the report was revised accordingly; concentrations across all VOC classes were well below the limit values, while the smoke opacity value was measured at 1 against a limit of 3. The electrostatic filter at the coal-fired boiler stack captures particulate matter at the source, while filtration systems have been improved to reduce VOC emissions.

The first comprehensive emission measurement at the Lüleburgaz facility following the start of operations was conducted at 11 emission sources in February 2025, and exceedances of the limit values for CO and SO_2 were detected at the hot oil boiler stack. In the repeat measurement conducted by an accredited laboratory in April 2025, both parameters were measured at zero, confirming that all parameters complied with the Regulation's requirements. The natural gas-fired Lüleburgaz facility obtained an Environmental Permit for air emissions from the Kırklareli Governorship in July 2025, valid through 2030. Under the permit conditions, measurements will be verified every two years, and flue gas treatment units will operate throughout production.

Facility	Measurement Period	Number of Sources	Parameters Measured	Result
Gaziantep	May–August 2025 + additional measurement in February 2026	32	CO, NOx, SO_2, particulate matter, TOC, VOCs, smoke opacity	All parameters were below SKHKKY limit values
Lüleburgaz	February 2025 + repeat measurement in April 2025	11	CO, NOx, SO_2, particulate matter, VOCs	Compliance with requirements was confirmed for all parameters through repeat measurement

Noise is managed at the source in production areas, sound propagation is prevented through dedicated noise enclosures, and regular environmental measurements are conducted.

"In 2025, a total of 43 emission sources across the two facilities were measured by accredited laboratories, and it was confirmed that all parameters were below the applicable legal limit values"

WATER AND WASTEWATER MANAGEMENT

Section Overview

Our Commitment

Protecting water resources, reducing water consumption per unit, and ensuring discharge quality

Related SDG

6 CLEAN WATER AND SANITATION

Basis for Materiality

The deepening global water crisis has made resource conservation a strategic priority for organizations of all sizes. According to data from the World Resources Institute (WRI), our Gaziantep facility is located in a basin with relatively high water stress. Although our production processes do not require intensive water consumption, we manage water not merely as a production input but as a shared resource to be passed on to future generations.

Our Approach

Our water management approach is based on five principles:

- Transparently sharing our resource conservation commitments under our Water Policy with all stakeholders
- Monitoring water withdrawal, consumption, and discharge by location and measuring them using KPIs
- Calculating our water footprint in accordance with ISO 14046, with independent verification
- Conducting water stress analyses using WRI data and integrating the results into operational planning
- Reducing consumption at the source through recovery and closed-loop systems

In 2025, we conducted a training program under the Water Efficiency Regulation with the participation of relevant employees to support the effective and sustainable management of water resources. The training covered water-efficiency principles, legal obligations, water-consumption monitoring, water-loss reduction, efficient water-use practices, and the fundamental requirements of water-efficiency management systems. The training aimed to increase employee awareness and strengthen the culture of water efficiency across the facility.

Our 2025 Performance

Water Management	Scope	2021	2022	2023	2024	2025
Total water consumption (m³)	Gaziantep	249,934	254,170	179,050	198,835	199,547
	Lüleburgaz	-	-	-	48,000	72,728
	Company Total	249,934	254,170	179,050	246,835	272,275
Groundwater (m³)	Gaziantep	-	-	55,595	67,865	36,836
Mains Water Withdrawn (m³)	Gaziantep	-	-	123,455	130,970	162,490
Water Discharged (m³)	Gaziantep	-	-	37,962	79,664	99,469
	Lüleburgaz	-	-	-	33,621	47,792
	Company Total	-	-	37,962	113,285	147,261
Water reused (m³)	Gaziantep	-	-	-	-	184,035.96
	Lüleburgaz	-	-	-	-	1.5
	Company Total	-	-	-	-	184,037.46
Pollutants discharged to water (kg)	Gaziantep	-	6,394	30,304	31,594	13,196*
	Lüleburgaz	-	-	-	20,172	28,675
	Company Total	-	6,394	30,304	51,766	41,871

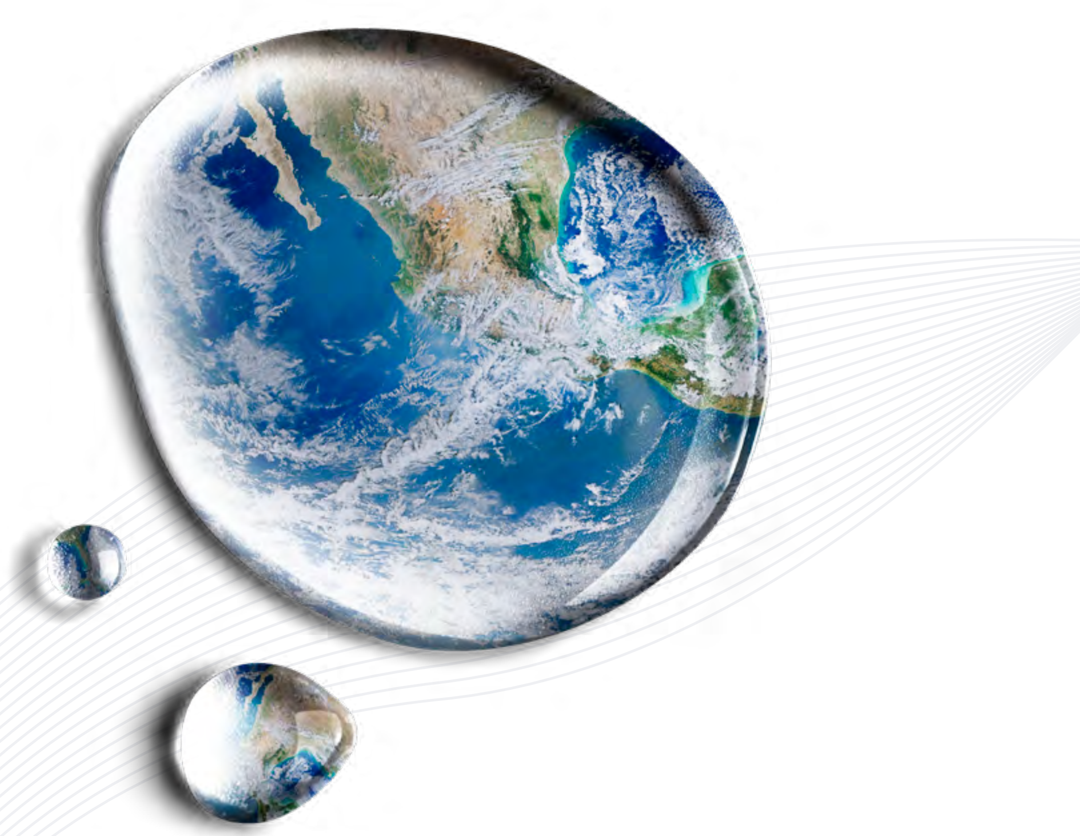
Year-on-year changes in pollutant load values discharged to water are attributable to differences in the set of parameters included in the measurement scope.

Our 2024 water footprint was calculated in accordance with the ISO 14046 standard using a gate-to-gate approach and verified at a reasonable level of assurance by an independent verification body through a process that included site visits.

2024 Water Footprint (m³, third-party verified)	Gaziantep	Lüleburgaz	Total
Blue Water Footprint	199,013	48,103	247,116
Grey Water Footprint	32,240	20,173	52,413

Our Water Efficiency Practices

Practice	Benefit
Reverse osmosis system	Treated water is returned to the system, creating a recovery cycle
Chill roll closed-loop system	Process wastewater discharge is largely reduced
Digital metering infrastructure and SCADA	Water consumption is monitored in real time, deviations are detected early, and losses and leaks are reduced
Above-ground pipelines	Water leaks are detected immediately, reducing response times
Annual line inspection	The risks of collapse, deformation, and leakage are minimized
Reserve water storage ponds	Operational continuity is ensured in the event of potential interruptions



Rainwater Management

At our facility, rainwater collected from rooftop surfaces is recovered to promote the efficient use of water resources. The rainwater system has a storage capacity of 2,000 tons of raw rainwater and 1,000 tons of filtered rainwater.

Recovered rainwater is used where appropriate, including in the reservoir systems in the administrative building. The rainwater management infrastructure contributes to conserving water resources and supporting the use of alternative water sources.

Our company continues to develop infrastructure for measuring rainwater consumption to enable more effective monitoring of its use. Within this scope, regular monitoring of rainwater use data and implementation of improvements to increase resource efficiency are targeted.

Our wastewater is managed in accordance with environmental legislation using infrastructure that varies by facility. The industrial wastewater from our Gaziantep facility is discharged into the Organized Industrial Zone (GAOSB) infrastructure under the Sewer Connection Permit issued by the GAOSB Executive Committee and valid through 2028, subject to compliance with GAOSB wastewater discharge standards. In the industrial wastewater analysis conducted by the accredited laboratory of the Gaziantep Water and Sewerage Administration (GASKİ), all measured parameters, including chemical oxygen demand, pH, suspended solids, oil and grease, total nitrogen, and total phosphorus, were found to be below the regulatory limits. At the Lüleburgaz facility, which has no sewer connection, domestic and industrial wastewater are treated at the municipal wastewater treatment facility (TESKİ) through licensed transportation services under separate contracts, with the contracts for the 2025–2026 period currently in effect. No limit exceedances occurred at either facility during the reporting period. Our water footprint assessment also incorporates pollution load contribution data, allowing us to analyze environmental impacts based not only on quantity but also on quality.

In 2025, groundwater withdrawal decreased from 67,865 m³ to 36,836 m³, while the use of water from the supply network increased. The main reason for this shift is the decline in the yield of the existing wells. At the Lüleburgaz facility, water is supplied from groundwater wells, and consumption is monitored through digital meters; the project to use rainwater in production is intended to reduce the need for well water. In 2025, 184,035.96 m³ of water was reused at our Gaziantep facility and 1.5 m³ at our Lüleburgaz facility in production processes.

Future Outlook

A project to collect and use rainwater in production has been launched at the Lüleburgaz facility. We aim to implement new digitalization projects to improve monitoring efficiency and make the water recovery rate reportable.

> "The closed-loop chill roll system used at our Gaziantep facility has largely reduced process-related wastewater discharge."

Circular and Sustainable Design

Section Overview

Our Commitment

Designing our products for recyclability and increasing recycled content

Related SDGs

Basis for Materiality

The end-of-life impact of packaging is the most critical environmental issue facing our industry. Non-recyclable materials can accumulate in landfills or marine ecosystems, causing environmental degradation. The design-for-recycling requirements and recycled content thresholds under the European Union Packaging and Packaging Waste Regulation, together with the commitments of global brands, are making circular design a prerequisite for market access. We view this transformation as an opportunity rather than a risk and provide a detailed assessment in the Strategy section of the report.

Our Approach

Our circular design approach consists of six components:

- **Design principles:** mono-material structures, reduced basis weight, and high recycled content
- **Certified traceability:** ISCC Plus
- **Life cycle assessment:** cradle-to-gate LCA studies in accordance with ISO 14044 and ISO 14067
- **Rapid product development** through a pilot production line and laboratories
- **Value chain collaborations:** our participation in CEFLEX, NEXTLOOPP, ÇEVKO, and BOPET Films Europe
- **Regulatory monitoring:** monitoring EU recycling legislation through the Business Development Department

A list of our memberships and collaborations in the circular economy is provided in Section 2.2.3, Our Sectoral Partnerships and Awards

98.5% Recyclable Product Rate

90% PCR Content in SUPCYCLE Mono-PP

35% Thickness Reduction

Product Life Cycle

We systematically assess the environmental impacts of our products using the life cycle assessment (LCA) methodology. Through analyses conducted within a cradle-to-gate scope, the carbon footprint of our different product groups is determined, and their environmental performance is regularly monitored. As part of the life cycle assessment studies conducted in 2022 and 2024, the fossil-based climate change impacts of the BOPP film, BOPET film, and metallized BOPP film product groups were calculated. The analyses were conducted in accordance with ISO 14040, ISO 14044, and, for the relevant products, ISO 14067 standards. The studies calculated a fossil-based climate change impact of 3.20 kg CO_2e per kg of product for the BOPP film product group, 3.90 kg CO_2e for the BOPET film product group, and 3.99 kg CO_2e for the metallized BOPP film product group. Hotspot analyses show that environmental impacts are largely driven by polymer raw materials and grid electricity consumption, supporting our priorities for energy efficiency practices and renewable energy investments.

Product (grade)	Thickness (µm)	Climate Change Impact (kg CO_2e/kg)	Standard	Scope / Data Period
BOPP COEX PRODUCT GROUP	20	3.20	ISO 14040/44	Cradle-to-gate
NON-HEAT-SEALABLE BOPET GROUP	12	3.90	ISO 14040/44	Cradle-to-gate
METALLIZED BOPP GROUP	—	3.99	ISO 14040/44 + ISO 14067	Cradle-to-gate; 2022, Gaziantep

**Values are the results of the life cycle assessment (LCA) studies conducted in 2022 and 2024.*

NATURE-PACK Product Groups

Brand	Raw Material Type	Description
SUPRENEW®	Bio-Circular (Renewable)	BOPP films produced using raw materials derived from biological waste and residues (used cooking oil, tall oil, etc.) under the ISCC PLUS mass balance approach.
PETRENEW®	Bio-Circular (Renewable)	A family of BOPET films produced using renewable raw materials. The product family offers the same technical performance as conventional BOPET films.
SUPCYCLE®	PCR (Post-Consumer Recycled)	A family of BOPP films containing post-consumer recycled and/or chemically recycled raw materials. PCR content can range from 30% to 90%, depending on the application.
PETCYCLE®	PCR (Post-Consumer Recycled)	A family of BOPET films containing recycled content. They can be offered with ISCC PLUS or independent recycled content verification. PCR content ranges from 35% to 75%.

Certification and Environmental Contribution

Films developed under the NATURE-PACK product family can be produced using the Mass Balance approach under ISCC PLUS certification, offering our customers lower-impact packaging solutions as an alternative to fossil-based raw materials. These products support the circular economy while maintaining the performance and processability of existing films, reducing the use of fossil resources, and helping lower packaging carbon footprints.

SUPCYCLE – Proof of Circularity with 90% PCR

Our SUPCYCLE mono-PP food packaging, containing 90% post-consumer recycled content, received an award in the Packaging Materials and Components category at the Crescent and Stars Awards. With its recyclable single-material structure, food safety compliance, and superior optical and mechanical performance, it demonstrated globally that a high PCR content can be used in food-contact flexible packaging.

Our 3R Approach

Principle	Key Applications
Reduce	Up to 35% efficiency gains across 15 products through film thickness optimization in the BOPP and BOPET groups, as well as reductions in the use of stretch film and wood
Reuse	Collection and repair of plastic and wooden pallets for reuse after shipment, and transition to a plastic endboard system
Recycle	Returning production scrap to the manufacturing process through regranulation, and directing end-of-life wooden pallets to recycling

Claim Definitions

Claim	Our Definition
Recyclable	The product has a material structure (particularly a mono-material structure) that can be sorted and reprocessed through widely available collection and recycling infrastructure.
Designed for recycling	The product was developed at the design stage with consideration of recyclability principles, including a mono-material structure, separable components, and compatible inks/additives.
Recycled content (PCR)	The independently verified mass ratio of post-consumer recycled material in the product.

Future Outlook

Expanding product families with recycled content, increasing the range of mono-material alternatives, and extending LCA coverage to new product groups are our priorities. Developments in technical standards under EU packaging legislation are closely monitored and reflected in our design criteria.

> "98.5% of our products are recyclable. SUPCYCLE, with 90% PCR content, and the PETCYCLE series, with rPET content, are leading examples of circular design."

OPERATIONAL WASTE MANAGEMENT

> Hazardous waste decreased by 22% in 2025, with zero accidental waste spills — all waste is directed to recovery processes.

Section Overview

Our Commitment

Preventing waste at the source, segregating it, and directing all waste to recovery processes

Related SDG

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

Basis for Materiality

Properly managed waste helps conserve natural resources, reduce disposal costs, and generate economic value through recovery. Uncontrolled waste can adversely affect human and environmental health and create a risk of legal sanctions. We consider waste management an integral part of both our environmental responsibility and our production discipline.

Our Approach

We follow the waste management hierarchy. We aim to prevent waste at the source, reuse waste where possible, and otherwise recycle or recover it. Waste streams are mapped, waste is segregated at the source according to type and code, and all declarations are regularly recorded in the Ministry of Environment's MOTAT system. Our Zero Waste Management System, established in 2022, is certified with a Zero Waste Certificate valid through 2027; we have an approved Industrial Waste Management Plan, and nonconformities identified during site inspections are closed following root cause analysis. We provide our employees with regular training on waste reduction, segregation, spill management, and zero waste.

22% Year-On-Year Reduction in Hazardous Waste (Gaziantep)

0 Accidental Waste Spills

100% Waste Delivery to Licensed Companies

Our 2025 Performance

Waste (kg) - 2025	Gaziantep	Lüleburgaz	Total
Hazardous waste	171,000	8,000	179,000
Non-hazardous waste	12,310,000	1,707,000	14,017,000
Total waste	12,481,000	1,715,000	14,196,000
Accidental waste spills (number)	0	0	0

In 2025, hazardous waste at the Gaziantep facility decreased by approximately 22% year over year to 171 tons, and no accidental waste spills occurred at either facility. All waste is handed over to licensed companies for recycling or recovery. Hazardous waste is stored within legal time limits in dedicated storage areas equipped with leak-prevention systems, spill-containment trays, and epoxy flooring, with access restricted to authorized personnel. The ratio of recycled input materials was 100% in 2025 (see the indicators under Section 7.2.4, Operational Waste Management).

We manage waste at both facilities in accordance with approved waste management plans and the Waste Control Instruction. We provide our employees with annual waste management training under the guidance of an environmental consultant, and close nonconformities identified during site inspections through root cause analysis. No nonconformities were identified during inspections by the Ministry of Environment.

Shipments to Europe Using Plastic Pallets

The shipment model, which uses recyclable plastic pallets instead of wooden pallets, is based on collecting the pallets from warehouses in Europe and reusing them. After the third cycle, plastic pallets become more economical than wooden pallets while also eliminating quality issues caused by breakage, mold, and deterioration. The initiative, which started at the UK location, is planned to be expanded across Europe.

Chemicals Management

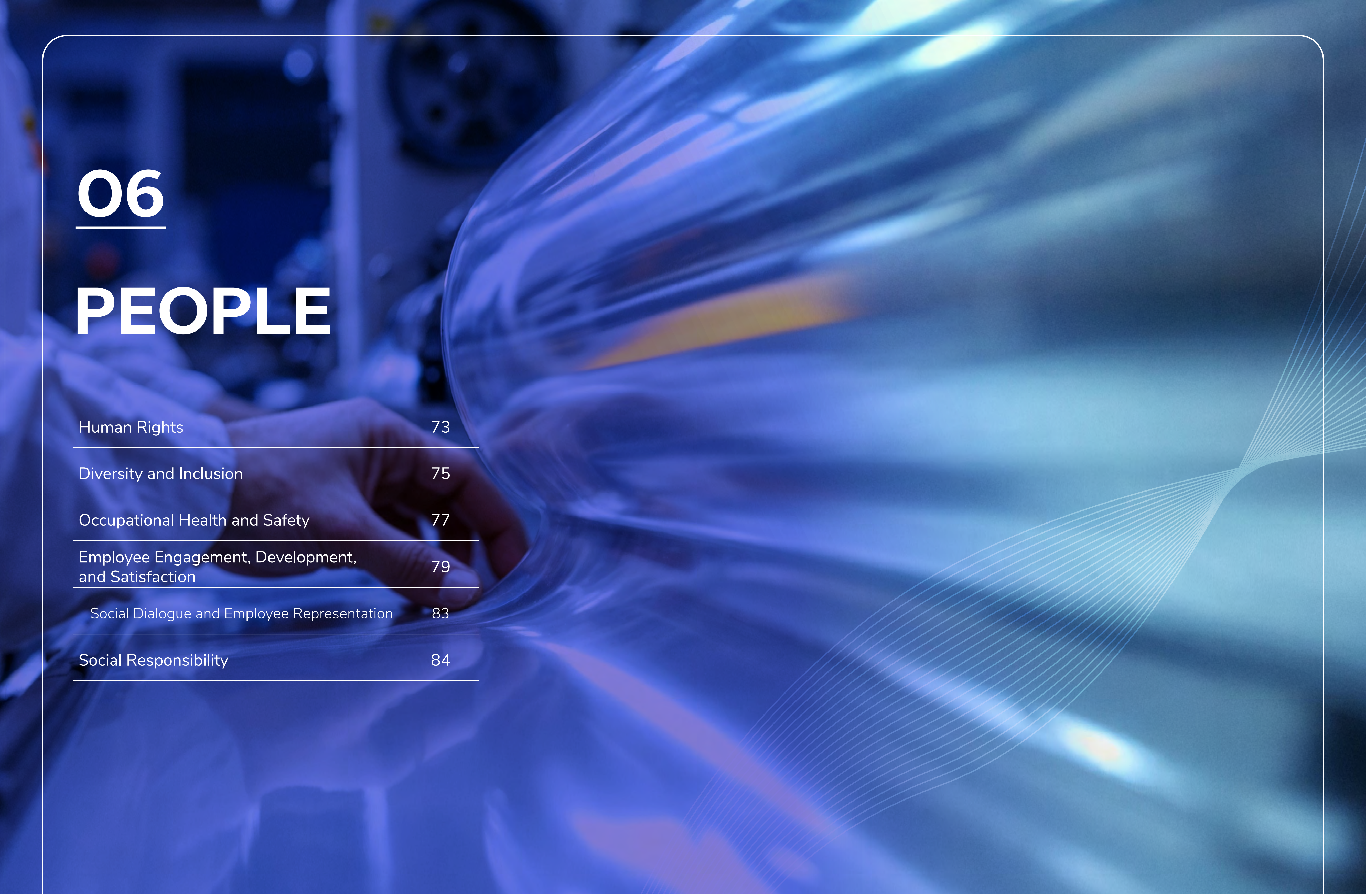
The safe management of chemicals lies at the intersection of our approaches to environmental and occupational health. Chemicals are stored according to a dedicated storage matrix, with automatic foam fire-suppression systems in chemical storage areas and carbon dioxide fire-suppression systems in machines containing hazardous chemicals.

Turkish versions of the Safety Data Sheets for all chemicals used are obtained during procurement, and procedures define requirements for labeling, storage, and transport of hazardous substances. We provide our employees with training in chemical spill management and safe handling, and we keep response equipment on site for environmental emergencies. Using recovered input materials in production and switching to less hazardous alternative substances where possible are among our priorities.

We ensure compliance with legal requirements when transporting hazardous substances.

Biodiversity

We conduct our operations in line with the principle of protecting wildlife. Our facilities are not located in or near areas that are sensitive in terms of biodiversity. When selecting the location for our Lüleburgaz facility, potential impacts on the local ecosystem, flora, and fauna were analyzed, and a location with low environmental risk was selected. As part of the Operation Clean Sweep (OCS) program, which we joined in 2024, we implement systems to prevent plastic materials in granular, pellet, and powder forms from entering the environment, thereby minimizing pellet losses and helping protect terrestrial and marine ecosystems. We fully comply with all legal requirements for land use and environmental permits, in cooperation with the relevant authorities.



06

PEOPLE

PEOPLE

> We work with people at the heart of what we do. With our team of 699 employees, we are building an inclusive and safe workplace that values people as we advance toward our 2030 target of 20% by increasing the ratio of women employees to 12.3%.

Our people-focused corporate culture is built on respect for our employees' rights, equal opportunities, a safe working environment, and continuous development. In this section, we present our approach to human rights, diversity and inclusion practices, occupational health and safety management, initiatives supporting employee engagement and development, and social contribution, using our 2025 data.

Material Topics in This Section

Material Topic	Level of Materiality	Related SDGs
Occupational Health and Safety	●●●	3, 8
Human Rights	●●●	3, 10
Employee Engagement, Development, and Satisfaction	●●●	4, 8
Diversity and Inclusion	●●	5, 10
Social Responsibility	●●	4, 11

●●● Very High ●● High

Performance Against Our Targets

Commitment: Building an inclusive and development-oriented workplace

Current Target	2025 Performance	Status	2030 Outlook
Increasing the ratio of women employees to 20% (base year: 2022; target year: 2030)	The ratio of women employees reached 12.3% (2024 result: 12.2%). The rate was maintained despite a decline in total employment.	▲	We will continue to increase women's employment in blue-collar roles through the Candidate Referral Process, internship programs, and other initiatives.
Increasing annual training hours per employee to 40 (base year: 2022; target year: 2030)	Average training reached 25 hours per employee.	▲	We plan to move closer to the target by expanding access to Sanko Academy content and broadening annual training plans.
Recruiting at least 10 students or recent graduates each year (base year: 2024; target year: 2030)	0	▲	We aim to accelerate the acquisition of young talent through university career events and internship programs.
Commitment: Providing a safe and healthy working environment			
Reducing the lost-time injury rate (LTIR) to zero (base year: 2020; target year: 2030)	In Gaziantep, the LTIR decreased from 11.53 to 9.62. The number of lost-time injuries decreased from 16 to 12, while the accident severity rate decreased from 230 to 134.63.	▲	The target remains unchanged. We plan to accelerate improvement by increasing field inspections, conducting root cause analyses, and through the OHS-E Captains program.

Status key: Completed On track Behind target

Human Rights

Section Overview

Our Commitment

Ensuring respect for human rights across our operations and value chain

Related SDGs

Basis for Materiality

Respect for human rights is an indispensable foundation across all our activities and business relationships. Operating in a manufacturing-intensive industry requires the systematic management of human rights risks across working conditions, subcontractor management, and the supply chain. We implement our approach in line with national legislation, the United Nations Global Compact, and ILO conventions.

Our Approach

Our human rights management approach operates through five mechanisms:

- **Policy framework:** Our Human Rights Policy, Social Responsibility Policy, and Code of Ethics Guide, all updated in 2024
- **Prevention:** Age verification through official documents before recruitment, a prohibition on retaining identity documents, and communicating policies during orientation
- **Identification:** Ethical assessments, two factory reviews per year, and independent audits
- **Reporting:** Ethics Hotline (etik@superfilm.com) based on confidentiality and protection against retaliation
- **Remediation:** Super Film adopts a zero-tolerance approach to child labor and forced labor. In the event of a potential non-compliance, the situation is immediately assessed, the necessary measures are taken to protect the rights of the individual concerned, and legal obligations are fulfilled. Where necessary, corrective actions are implemented in cooperation with relevant stakeholders, an improvement plan is requested from the supplier or business partner, and termination of the business relationship is considered if the non-compliance cannot be remedied. This approach is adopted under the Company's Social Policy. Our policy framework has been developed in line with the United Nations Global Compact and the ILO Fundamental Conventions. Our disciplinary procedure is defined based on integrity, trust, compliance with the law, and ethical values, and behaviors that warrant disciplinary action and the related corporate practices are communicated transparently to our employees. As part of our zero-tolerance approach to sexual harassment and similar unethical behavior in the workplace, we provide managers with specialized training on ethical conduct, complaint management, and a victim-centered approach to sensitive cases.

Our Sustainability Policy, published with the approval of the Board of Directors in June 2025, brings together our commitments to prohibiting child labor, maintaining zero tolerance for forced labor, prohibiting discrimination and harassment, respecting freedom of association and the right to collective bargaining, and providing fair remuneration under a single framework. In practice, these commitments are supported by our Recruitment Guide: the age of all candidates is verified against official identity documents before they start work, candidates are not charged any fees during the recruitment process, and recruitment costs are covered by the company. Our human rights and social responsibility training programs are delivered through an online learning platform and cover topics including women's rights, remuneration and working hours, freedom of association, employment contracts, child labor, forced labor, discrimination, disciplinary practices, retaliation, harassment, and abuse. The working conditions of young employees who are interns are protected under a separate procedure.

Our 2025 Performance

Indicator	2023	2024	2025
Reported cases of child labor and forced labor	0	0	0
Factory reviews focused on child labor and forced labor	2	2	2
Independent audits of operations	1	1	1
Percentage of facilities subject to human rights reviews (%)	100	100	100
Identified cases of discrimination or harassment	0	0	0

No cases of forced labor, child labor, or human rights violations were identified in the reviews conducted during 2025, and no rights violations were identified in relation to allegations of harassment or psychological violence. Our ethics training covers child labor, forced labor, human trafficking, and retaliation. The results of implementing our social sustainability policies are reported to the Board of Directors, and recommendations for improvement aligned with stakeholder expectations are presented.

Building Organizational Competence Through a United Nations Program

By completing the Business and Human Rights program conducted under the United Nations Global Compact, we strengthened our organizational capabilities to identify human rights risks, assess their impacts, and implement appropriate measures. Insights gained from the program have been integrated into our policies and procedures.

> Our zero-tolerance principle is being upheld in practice: no cases of child labor, forced labor, or discrimination were identified in the 2025 reviews.

Diversity and Inclusion

Section Overview

Our Commitment

Providing a workplace that promotes non-discrimination, equal opportunities, and women's employment

Our Target

Increasing the ratio of women employees to 20% by 2030 (base year: 2022)

Related SDGs

5 GENDER EQUALITY

10 REDUCED INEQUALITIES

Basis for Materiality

We view diversity as an asset and inclusion as a cornerstone of our organizational strength. Increasing women's employment in the manufacturing sector is both an area of industry-wide transformation and a strategic opportunity to expand our talent pool. Different perspectives drive innovation, while an inclusive culture strengthens employee loyalty.

Our Approach

Our approach to inclusion takes shape across five areas of practice:

- **Non-discriminatory HR policy:** Prohibiting discrimination on any basis, including language, race, gender, religion, disability status, age, or union membership
- **Blind recruitment:** Reducing bias in recruitment processes and merit-based promotion
- **Equal pay:** No pay gap between women and men with comparable qualifications, monitored in real time through SAP
- **Women's employment programs:** Candidate Referral Process, technical internship programs, and the UN WEPs commitment
- **Family-friendly workplace:** Nursing room, flexible working arrangements, and accessibility measures for employees with disabilities

12.3%
Ratio Of Women Employees (2030 Target: 20%)

56
Women Working In Field Operations (8 in 2023)

24
Employees with Disabilities

Our 2025 Performance

Indicator	2022	2023	2024	2025
Total number of employees	618	713	772	699
Number of women employees	32	41	94	86
Ratio of women employees (%)	5.2	5.8	12.2	12.3
Number of women working in field operations	7	8	63	56
Number of employees with disabilities	18	20	25	24
Average pay gap by gender	0	0	0	0

As a signatory to the United Nations Women's Empowerment Principles (UN WEPs) since May 16, 2024, we continue to uphold our commitment to advancing gender equality in the workplace, marketplace, and community. Our facilities have dedicated nursing rooms to meet the needs of new mothers, while employees with caregiving responsibilities can work remotely, part-time, or on flexible schedules in suitable positions. We implement the structural and cultural adjustments needed to support the integration of employees with disabilities into the company, and we publish our job postings in accessible language to encourage candidates with disabilities to apply.

We monitor our inclusion data by facility. At the end of 2024, 52 of our women employees worked at our Gaziantep facility and 42 at our Lüleburgaz facility, with the ratio of women employees in Lüleburgaz reaching 27%, well above the company average. Initiatives under our project to increase women's employment in blue-collar roles aim to establish women's employment in production operations as a long-term practice. We conduct awareness initiatives to reduce bias in recruitment processes and support age diversity in our workforce as a dimension of inclusion.

Prevention of discrimination is procedurally safeguarded from the first step of the recruitment process. Under our Recruitment Guide, job postings use non-discriminatory and inclusive language; candidates' gender, age, and educational institution information are concealed during initial screening through blind recruitment; interviews are conducted using standardized questions with at least two evaluators; and questions about personal matters such as marital status are prohibited. Salary offers are determined based on the value of the position rather than a candidate's previous salary; each candidate completes an anonymous experience survey that also measures perceptions of inclusion, and employees who join the company are offered mechanisms such as mentor assignments and a women's support network.

Our commitment to gender equality has also been incorporated into our collective bargaining agreement. The Gender Equality clause added to the agreement establishes the principle of equal pay for work of equal value, joint anti-discrimination training with the union, and the organization of a joint event on International Women's Day on March 8, while a separate clause defines the prevention of psychological harassment (mobbing) as an employer responsibility. Women employees who experience physical or sexual violence have the right to terminate their employment upon request, with notice and severance pay, if a judicial protection order is in place. Where discrimination or harassment is identified, victims receive support under the victim support annex to our Workplace Disciplinary Regulation, including paid leave during the recovery period, medical care, and referrals to counseling services.

In 2025, the Gender Equality Program Certificate (CEPS) process was carried out by Sanko Holding, with consultancy from Escarus, an affiliate of the Industrial Development Bank of Türkiye (TSKB). The program, which began in February 2025, covers a current-state analysis, an anonymous employee survey, a roadmap, and employee training across seven areas: senior management commitment, recruitment criteria, career development, equal opportunities in working conditions, work-life balance, harassment management, and communication and awareness.

As an outcome of the program for Super Film, the Sectoral Gender Equality Report for the packaging industry was completed in July 2025. As part of the study, on-site observations were conducted at our facility on May 27, 2025, focus group discussions were held with 10 women employees, including four white-collar and six blue-collar employees, and an anonymous survey was conducted with 150 employees across the industry, 28 of whom were women. The analysis confirmed as our strengths the absence of a significant difference between women and men in access to training opportunities, the absence of discriminatory criteria in job postings, and practices such as flexible benefits and a breastfeeding room. On the other hand, the ratio of women employees was found to be below the Türkiye industrial sector average (TURKSTAT 2024: 26.4%), while the employee perception analysis showed that mechanisms supporting work-life balance and support for returning to work after childbirth were among the highest-priority areas for improvement.

Based on the analysis findings, a 21-point action plan was developed, with responsible departments, priorities, and deadlines assigned to each action. The recruitment procedure, gender-sensitive interview guide, and flexible working practices were confirmed as existing practices, and the remaining actions are targeted for completion in 2026.

Young Women Talent in Technical Fields

Our internship program, carried out in collaboration with Naci Topçuoğlu Vocational School, prepares young women candidates for technical careers in manufacturing. Our Candidate Referral Process platform also encourages the referral of women candidates for open positions.

Occupational Health and Safety

Section Overview

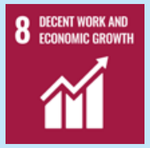
Our Commitment

Achieving zero workplace accidents based on the principle that all accidents are preventable

Our Target

Reducing the lost-time injury rate (LTIR) to zero by 2030 (base year: 2020)

Related SDGs



All our facilities are ISO 45001 certified, and our occupational health and safety management system covers all our employees. We structure our approach around three layers: culture, prevention, and control. At the culture layer, we aim to foster ownership of safety as a shared responsibility; at the prevention layer, we aim to manage risks at their source; and at the control layer, we aim to continuously verify through audits and technology.

Our OHS Management Framework

Layer	Element	Our Practice
Culture	OHS Committee and Engagement	The committee, comprising the employer representative, OHS specialist, occupational physician, process managers, and employee and union representatives, meets every two months and on the same day in the event of an emergency.
Culture	Reporting and Recognition	QR code-based hazardous situation and near-miss reporting, suggestion boxes, and the Near-Miss Reporting Champion of the Month award
Prevention	Risk Assessment	Physical, chemical, biological, and psychosocial hazards are classified using the Fine-Kinney methodology, risks arising from operational changes are included, and high-risk areas are mapped.
Prevention	Preventive Practices	Provision and monitoring of personal protective equipment, specific procedures and Turkish safety data sheets for chemicals, noise-control enclosures, and heat stress measures
Prevention	Health Services	Occupational physician and healthcare personnel, periodic health examinations, and private health insurance for all employees
Control	Auditing and Follow-up	Corrective and preventive action management through QDMS, 24/7 AI-powered camera monitoring, periodic inspections of equipment, and OHS document checks for subcontractors
Control	Emergency Management	Emergency response teams, announced and unannounced drills, and separate escort and evacuation teams for groups requiring special arrangements

Our 2025 Performance

Indicator	Scope	2022	2023	2024	2025
Number of Lost-Time Injuries	Gaziantep	19	15	16	12
	Lüleburgaz	-	-	54	19
	Company Total	19	15	70	31
Lost-Time Injury Rate (LTIR)	Gaziantep	15.02	11.41	11.53	9.62
	Lüleburgaz	-	-	75.18	29.83
Accident Severity Rate	Gaziantep	253.7	244.7	230	134.63
	Lüleburgaz	-	-	1362.2	281.68
Near-Miss Reports	Gaziantep	-	9	333	273
	Lüleburgaz	-	-	-	76
	Company Total	-	9	333	349
ISG Field Inspections	Gaziantep	72	192	198	320
	Lüleburgaz	-	-	-	104
	Company Total	72	192	198	424

Note: Company Total = Gaziantep + Lüleburgaz. The Lüleburgaz facility started operations in 2024; once the facility's OHS data are complete, the Lüleburgaz and Company Total rows will be updated. For rate indicators (LTIR and Accident Severity Rate), the 2021–2023 figures reflect Gaziantep only. For rate indicators (LTIR and Accident Severity Rate), consolidated figures are not reported due to differences in calculation methods between the facilities; figures for count-based indicators are aggregated.

Occupational health and safety (OHS) is a fundamental element of our sustainability approach, which prioritizes protecting the health and safety of our employees, contractors, and visitors. Our OHS management system is implemented in line with a proactive approach to risk management, increased employee engagement, effective use of digital technologies, and continuous improvement. Work at height, flammable chemicals, moving machinery components, electrical work, lifting and material-handling equipment, and maintenance and repair activities are among our main high-risk processes, and these risks are managed through engineering controls, safety equipment, work instructions, authorization processes, and training.

In 2025, the number of lost-time injuries at our Gaziantep facility decreased from **16 to 12,** while the accident severity rate decreased from **230 to 134.63.** During the same period, the number of field inspections increased from **198 to 320,** thereby strengthening proactive inspection activities. Although we have not yet achieved our zero workplace accidents target, improvement efforts continue through increased field inspections, systematic root cause analyses, and return-to-work training. Injury frequency and severity rates are calculated per 1,000,000 working hours, and no occupational diseases were recorded during the reporting period.

Working environment conditions are monitored through regular occupational hygiene measurements, including temperature, humidity, lighting, and thermal comfort. During periods of hot weather, additional rest periods, appropriate work planning, hydration support, ventilation, and climate control measures are implemented for employees, contractors, and visitors under the Heat Stress Guideline. Where necessary, climate-related risks are managed through a combination of engineering controls, administrative measures, and personal protective equipment.

Employee engagement in OHS processes is also supported through the collective bargaining agreement. Workplace union representatives conduct regular field inspections, monitor OHS measures, and participate in accident investigations. Employees who are unable to continue in their existing roles following a workplace accident continue to be employed in suitable positions while retaining their pay rights.

Highlighted OHS Practices in 2025

Practice	2025 Activities
OHS Committee	OHS Committee meetings were held regularly every two months, with the General Manager and Board representatives participating in the review of performance and improvement efforts.
Nonconformity Management	Nonconformities identified during inspections were converted into action plans and tracked digitally.
Risk Assessment	The risk assessment for LLB operations was updated in 2025.
Emergency Management	A fire drill was conducted during the year, and improvement activities were planned based on the results.
AI-Powered Camera System	An AI-powered OHS risk detection system was deployed across approximately 200 cameras throughout the facility, enabling early identification of unsafe behaviors and conditions.
OHS360 Platform	Toolbox Talk training was assigned digitally, and participation and completion status were tracked electronically.
Sunvizyon Visitor System	Visitors' OHS training and required documentation processes were completed digitally before entering the site.
OHS Captains	The OHS Captains program, comprising volunteer employees, was continued, with field observations enabling the early identification of nonconformities and supporting the development of a strong OHS culture based on employee engagement.

We remain firmly committed to achieving our zero workplace accidents target and continuously strengthening our safety culture through a proactive OHS approach supported by strong management commitment, employee engagement, and digital technologies.

"The number of lost-time injuries decreased by 25% in 2025, while field inspections increased by 62%."

Employee Engagement, Development, and Satisfaction

Section Overview

Our Commitment

Supporting our employees' development, enhancing their engagement, and promoting their well-being

Our Target

Increasing annual training hours per employee to 40 hours by 2030 (base year: 2022)

Related SDGs

4 QUALITY EDUCATION

8 DECENT WORK AND ECONOMIC GROWTH

Basis for Materiality

Rapid changes in technology and sustainability are continuously reshaping the skills required. Investing in our employees' development strengthens both individual employability and organizational resilience, while playing a critical role in attracting and retaining the right talent in a competitive labor market.

Our Approach

Employee development and engagement are managed through five mechanisms

- **Performance management:** Goal- and skills-based evaluations through Success Factors, with three interim feedback sessions each year
- **Career planning:** Career Planning Instruction, individual development plans, and potential assessments supported by independent consulting
- **Learning infrastructure:** Over 1,500 training resources available on the Sanko Academy Portal and annual training planning
- **Engagement channels:** Suggestion system, satisfaction surveys, exit interviews, and post-interview evaluation surveys
- **Well-being practices:** Private health insurance, flexible working arrangements, bonuses and social benefits, and Group-wide benefits

Development plans are prepared based on performance results by assessing technical knowledge and skills development together; for skills measured through examinations, exam results are taken into account, while in other cases, the added value of training during the year is considered. Performance indicators cover all our employees, including senior management, and decisions on talent management, succession planning, promotions, rotations, and remuneration-related matters are made based on data. Our Board of Directors also evaluates its structure, level of expertise, and the effectiveness of its activities at least once a year, while the performance of our executives is reviewed annually by the Board of Directors.

Practices

We regard our employees as the most important element of our sustainable success and make talent acquisi-tion, employee development, inclusion, and equal opportunity the foundation of our human resources approach. To strengthen the employee experience, we implement programs that support the development of young talent, develop university-industry partnerships, and introduce practices that encourage knowledge sharing among our employees.

At the same time, we systematically assess opportunities for improvement in diversity and inclusion and continuously improve our corporate practices. Within this scope, the current state was assessed in line with the Sectoral Gender Equality Analysis conducted in 2025, and action plans were developed for areas of improvement.

Highlighted Human Resources Practices in 2025

SUPER START INTERNSHIP PROGRAM	The Super Start Internship Program was structured to give young talent an opportunity to gain firsthand experience in a manufacturing environment. Under the program, students have the opportunity to gain hands on experience across the Manufacturing, Maintenance, Quality, R&D, Finance, Supply Chain, Sales, and Human Resources functions. The program is offered at the Gaziantep and Lüleburgaz locations for third and fourth year university students.
UNIVERSITY PARTNERSHIPS AND CAREER EVENTS	To strengthen our employer brand and connect with young talent, we participated in two career events in Gaziantep, one at Hacettepe University, one in Çanakkale, and one in Adana in 2025. We also participated in the İTÜ Meeting with Engineers event, bringing us together with prospective engineers.
REVERSE MENTORING PROGRAM	Nine managers participated in the Reverse Mentoring Program, which was conducted to strengthen knowledge sharing across generations. Under the program, young employees shared their digital skills, new generation approaches to work, and current perspectives with senior management, while a culture of mutual learning was fostered.
DIVERSITY AND INCLUSION (CEPS)	Following the Sectoral Gender Equality Analysis conducted in 2025, initiatives were planned under the CEPS action plan to strengthen gender equality policies, improve recruitment processes, increase the employment of women, support post maternity return to work practices, and improve anti-harassment processes.

Investing in Young Talent

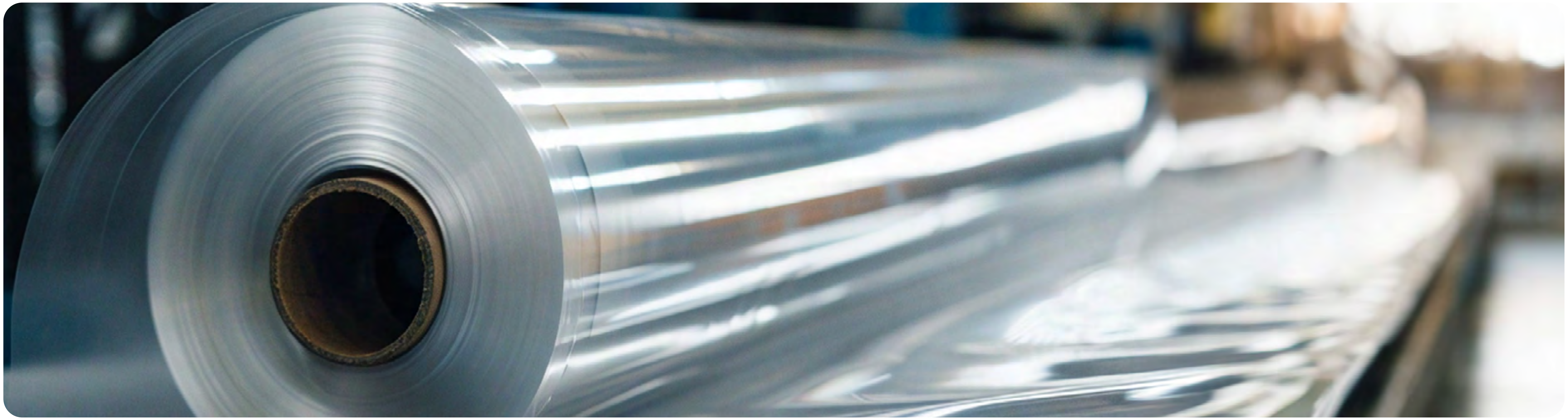
The Super Start Internship Program supports young talent in preparing for working life by enabling students to apply their theoretical knowledge in a manufacturing environment. Throughout the program, participants gain end-to-end experience of production processes while developing skills such as teamwork, problem-solving, communication, and process management. Career events held with universities strengthen our employer brand while enabling us to engage with future talent at an early stage.

Employee Development and Inclusive Culture

We take an approach to employee development that goes beyond technical skills and implement practices that support a culture of learning within the company. Within this scope, the Reverse Mentoring Program encour-ages knowledge and experience sharing across generations, enabling managers to better understand new-generation perspectives.

The Sectoral Gender Equality Report completed in 2025 assessed our company's current state and identified opportunities for improvement in diversity and inclusion. Within the scope of the CEPS action plan developed based on the report findings, initiatives have been planned to establish a gender equality policy, strengthen re-cruitment processes, and enhance anti-harassment mechanisms.

Under this approach, Super Film continues to advance sustainable human resources management through practices that enhance the employee experience, support young talent, and strengthen an inclusive workplace culture.



100%
Performance Evaluation Coverage

25 Hours
Annual Training Per Employee

1,500+
Sanko Academy Training Resources

Our 2025 Performance

Indicator	2022	2023	2024	2025
Average training per employee (hours)	25	22	29.83	25
Training provided to women (hours)	800	941	2,249	2,150
Performance evaluation coverage (%)	100	100	100	100
Employees with individual development plans	134	135	137	126
New hires	81	129	313	105
Employees who left the company	36	96	263	181

Training is delivered through the Sanko Academy Portal and in person, covering personal development, energy efficiency, sustainable procurement, business ethics, and competition, as well as environmental, social, and occupational health and safety awareness training. Our transparent recruitment process is open to all candidates, we provide travel accommodations and basic needs support to candidates who travel for their interviews, and feedback from employees who leave the company is communicated to senior management through exit interviews.

Our training programs comprise approximately 30% occupational health and safety topics, 20% environmental topics, and 50% social, ethical, and professional development topics. Our recruitment processes are standardized through our Recruitment Guide. The meal times, transportation, and social benefits of our shift employees are taken into consideration, personnel of service provider companies that support us in technical areas are given access to social benefits such as dining facilities and food assistance, and the complete processing of their insurance procedures is monitored. Personnel of our business partner providing security services are also granted rights in line with our areas of responsibility, and their participation in development training is encouraged.

Our Employee Satisfaction and Well-Being Practices

Practice	Scope
Private health insurance	Renewed annually to provide additional health coverage to all employees
Flexible working arrangements	Remote work, part-time work, and flexible hours for eligible positions
Bonuses and social benefits	Holiday bonuses, performance bonuses, and marriage, childbirth, and bereavement benefits
Suggestion system	All suggestions are evaluated within the scope of the Suggestion Evaluation Procedure.
Satisfaction measurement	Surveys cover overall satisfaction, company values, management approach, career, and training
Loyalty initiatives	Welcome to Sanko gatherings and Valuable Years plaques for 10–35 years of service
Group benefits	30% discount at Sani Konukoğlu Hospital and 25% scholarship support at Private Sanko Schools

Remuneration

We develop our remuneration policy based on legal regulations, independent job evaluations, and market analyses. We employ newly hired blue-collar employees at 25% above the minimum wage, update our pay scale annually, and make overtime payments in accordance with applicable legislation.

Payroll information is shared monthly, and employees who wish to do so can access their remuneration details. The 2024 fair living wage analysis covered the Gaziantep facility, and the finding that employee salaries were on average 17% above the regional living wage benchmark was verified by an assurance statement. Following the completion of recruitment, the Lüleburgaz facility was planned to be included in the 2025 analysis. As of 2024, ESG performance indicators are included in our Remuneration Policy.

Fair Living Wage Analysis

In our fair living wage study for the Gaziantep region, data on household needs for food, water, transportation, clothing, housing, and healthcare are compared with TURKSTAT statistics, inflation rates, and industry averages. The analyses confirmed that all our employees are paid above the fair regional fair living wage, and this result was verified through an assurance statement provided to all our employees.

"We pay 100% of our employees above the regional fair living wage."

Social Dialogue and Employee Representation

We consider our employees' rights to freedom of association and collective bargaining to be fundamental human rights. All our blue-collar employees are covered by the second-term collective bargaining agreement signed with the Petrol-İş Union, covering the period from May 1, 2025, to December 31, 2026. The agreement establishes the employer's explicit commitment to neutrality by prohibiting any influence over employees regarding union membership and any interference in the union's internal affairs. Four union representatives and three employee representatives are actively serving, with employee representatives participating in OHS committees that meet every two months and conveying feedback from the field. Regular meetings are held weekly with white-collar employees and monthly with blue-collar employees, and pay increases are determined through negotiations with the union.

The collective bargaining agreement currently in effect includes provisions on pay and inflation protection, bonuses and social benefits, working hours and overtime, leave, job security and disciplinary processes, and equality and development matters.

> "All our blue-collar employees are covered by a collective bargaining agreement that, in its second year, provides inflation-indexed pay protection and guarantees equal representation on the disciplinary committee."

Social Responsibility

Section Overview

Our Commitment
Creating lasting value for society through education, environmental awareness, and disaster preparedness

Material Topic
Social Responsibility (high priority)

Related SDGs

We consider social contribution an integral part of our sustainability approach. We support the education, healthcare, and cultural projects of the Sani Konukoğlu Foundation, which has operated under Sanko Holding since 1989 with the philosophy that 'Sharing is Happiness.' Children of Super Film employees are given priority in university and vocational school scholarship programs, while online exam preparation support is provided to employees' children in the 8th and 12th grades. Through career events we organize with universities, we aim to prepare young people for the business world by engaging with them, and we consider our interns for suitable positions after their internships.

Areas supported in collaboration with the Foundation include university and vocational school scholarships, the provision of healthcare equipment and support for equipment purchases, as well as accommodation and hygiene facilities during disasters. Our employees can benefit from the facilities and services of healthcare and educational institutions under Sanko Holding at discounted rates.

Following the reporting period, in April 2026, we launched the Süper Çocuk — Waste Collection and Environmental Awareness Program in Schools through the four-party protocol signed with the Şehitkamil District Governor's Office, the Şehitkamil Municipality, and the District Directorate of National Education. The program, which will be implemented at three pilot elementary schools, includes students' active participation in the collection of recyclable waste, teacher briefings, and an interschool competition model. The program's impact will be monitored through pre- and post-tests administered to students, while the collected waste will be weighed and sent for recovery. Our company supports the program through reward mechanisms. The pilot program will begin in June 2026.

Bringing Hope to Children with Leukemia

As part of Children with Leukemia Week, held November 2–8, our Super Volunteers visited Gaziantep University Pediatric Oncology Hospital with gifts prepared by our colleagues, bringing encouragement and hope to children receiving treatment. Our employees lovingly delivered the carefully prepared gift packages for the children. At this heartfelt gathering, we united in kindness, bringing smiles to children's faces and offering hope. We have established an institutional structure for disaster preparedness through the Sanko Disaster Response Teams. Following the 2023 earthquake, comprehensive response plans were implemented based on our employees' needs, including accommodation, hygiene, and psychological support.

07

APPENDICES

APPENDICES

This section presents detailed numerical series for the environmental, social, and governance performance indicators included in the report, broken down by facility (Gaziantep, Lüleburgaz, and Company Total). The indicators are presented using the same structure and scope definitions as the tables in the relevant sections. Values that are currently being verified or awaiting customer input are clearly identified in their respective cells.

SOCIAL PERFORMANCE INDICATORS

Scope definitions: Gaziantep and Lüleburgaz represent facility-level values; Company Total represents the consolidated value. As the Lüleburgaz facility started operations in 2024, Company Total values for 2021–2023 reflect the Gaziantep facility.

Employment and Demographic Indicators

Employment Data (Company Total)

Indicator	2021	2022	2023	2024	2025
Total number of employees	588	618	713	772	699
Number of women employees	27	32	41	94	86
Number of men employees	561	586	672	678	613
Ratio of women employees (%)	4.6	5.2	5.8	12.2	12.3

Employees – By Employment Type (Company Total)

Indicator	2021	2022	2023	2024	2025
Number of white-collar employees	123	125	135	139	126
Number of blue-collar employees	455	463	578	633	573

Employees – By Category (Company Total)

Indicator	2021	2022	2023	2024	2025
Women – office employees	22	25	33	32	30
Men – office employees	55	53	55	51	43
Women – field employees	5	7	8	63	56
Men – field employees	506	533	617	626	570

Employees – By Education (Company Total)

Indicator	2021	2022	2023	2024	2025
Elementary school	84	173	90	175	153
High school	353	290	432	385	346
Vocational school	40	43	61	79	75
University and above	111	112	130	133	125

Employees with Disabilities (Company Total)

Indicator	2021	2022	2023	2024	2025
White-collar employees with disabilities	1	1	1	2	1
Blue-collar employees with disabilities	17	17	19	23	23
Total number of employees with disabilities	18	18	20	25	24

Parental Leave (Company Total)

Indicator	2021	2022	2023	2024	2025
Women entitled to maternity leave	2	1	0	3	6
Men entitled to parental leave	45	30	31	30	34
Women who took maternity leave	2	1	0	3	6
Men who took parental leave	45	30	31	30	34
Women who returned from maternity leave	2	1	0	0	6
Men who returned from parental leave	45	30	31	30	34
Women still employed 12 months after returning from maternity leave	2	1	0	0	6
Men still employed 12 months after returning from parental leave	45	30	31	30	30

Board Structure (Company Total)

Indicator	2021	2022	2023	2024	2025
Number of women members	0	1	2	2	1
Number of men members	4	4	5	5	5
Ratio of women board members (%)	–	20	29	29	17
Members under 30 and under	0	0	0	0	0
Members aged 31–50	1	2	2	2	2
Members over 50	3	3	5	5	4
Number of independent Board members	2	2	2	2	2
Women in senior management – excluding the Board of Directors – rate (%)	18	19	17	7	36.19

Employee Turnover (Company Total)

Indicator	2021	2022	2023	2024	2025
New hires – total	59	81	129	313	105
Women	4	9	17	100	24
Men	55	72	112	213	81
Employees who left – total	45	36	96	263	181
Women	1	1	10	46	38
Men	44	35	86	217	143
Under 30	53	73	91	112	63
30–50	5	8	36	132	106
Over 50	1	0	2	19	12

Employees Who Left – Voluntary / Involuntary (Company Total)

Indicator	2021	2022	2023	2024	2025
Voluntary – men	–	–	63	129	44
Voluntary – women	–	–	8	26	18
Involuntary – men	3	2	21	88	99
Involuntary – women	–	–	2	20	20

Training and Career Development Indicators

Career Management and Training (Company Total)

Indicator	2021	2022	2023	2024	2025
Number of women employees who received training	27	32	41	94	86
Training provided to women employees (hours)	621	800	941	2,249	2,150
Number of men employees who received training	561	586	672	678	613
Training provided to men employees (hours)	12,903	14,650	14,745	16,128	15,325
Number of white-collar employees who received training	125	134	135	139	126
Number of blue-collar employees who received training	463	484	578	633	573
Average training per employee (hours)	22	25	22	29.83	25
Total training provided for personal development (hours)	3,528	3,652	3,458	3,072	3,242

Performance and Career Evaluation (Company Total)

Indicator	2021	2022	2023	2024	2025
Employees who received performance evaluations	588	631	713	772	699
Performance evaluation coverage (%)	100	100	100	100	100
Performance evaluation coverage for women (%)	100	100	100	100	100
Performance evaluation coverage for men (%)	100	100	100	100	100
Employees with individual development plans	125	134	135	137	126
Number of skills training sessions provided	21	22	25	30	49
Workforce receiving career/skills training (%)	38	40	43	32	
Involuntary turnover rate (%)	7.8	6.1	15	14	17
Performance evaluation coverage – Middle management (%)	100	100	100	100	100
Performance evaluation coverage – Senior management (%)	100	100	100	100	100

Occupational Health and Safety Indicators

Occupational Health and Safety Summary Indicators

Indicator	Scope	2022	2023	2024	2025
Number of lost-time injuries	Gaziantep	19	15	16	12
	Lüleburgaz	–	–	54	19
	Company Total	19	15	70	31
Number of lost workdays	Gaziantep	321	321	320	173
	Lüleburgaz	–	–	462	
	Company Total	321	321	782	
Lost-time injury rate (LTIR)	Gaziantep	15.02	11.41	11.53	9.62
	Lüleburgaz	–	–	75.18	29.83
	Company Total	15.02	11.41	–	–
Accident severity rate	Gaziantep	253.7	244.7	230	134.63
	Lüleburgaz	–	–	1,362.2	281.68
	Company Total	253.7	244.7	–	–
Near-miss reports	Gaziantep	–	9	333	273
	Lüleburgaz	–	–	–	76
	Company Total	–	9	333	349
OHS field inspections	Gaziantep	72	192	198	320
	Lüleburgaz	–	–	–	104
	Company Total	72	192	198	424

Note: Consolidated values are not reported for rate indicators (LTIR, injury severity rate) due to differences in calculation methods between the facilities; count indicators (number of injuries, near-miss reports, and field inspections) are reported as aggregated totals. "–" indicates historical data not available for the Lüleburgaz facility.

OHS Management System Coverage (Company Total)

Indicator	2021	2022	2023	2024	2025
Rate of facilities with certified OHS management systems (%)	100	100	100	100	100
Employees covered by the OHS management system (%)	100	100	100	100	100
Employees represented in OHS committees (%)	100	100	100	100	100
Facilities where employee health and safety risk assessments are conducted (%)	100	100	100	100	100
Number of employees covered by internal/external OHS audits	–	–	713	772	699
Ratio of employees covered by internal/external OHS audits (%)	–	–	100	100	100

OHS Training Provided (Company Total)

Indicator	2021	2022	2023	2024	2025
Number of employees who received OHS training	8,181	12,205	3,556	10,565	11,495
Employees who received health and safety training	588	618	713	772	699

Other OHS Indicators (Company Total)

Indicator	2021	2022	2023	2024	2025
Number of physiological/psychological incidents	0	0	0	0	0
Workforce covered by collective bargaining agreements (%)*	0	78	81	82	88
Employees covered by elected employee representatives (%)	0	100	100	100	100
Employees covered by employee representatives	463	484	578	633	613
Number of employees covered by healthcare services	588	618	713	772	699

**Workforce coverage rate under collective bargaining agreements; all blue-collar employees (100%) are covered (see Social Dialogue and Employee Representation).*

Human Rights and Ethics

Child Labor and Forced Labor (Company Total)

Indicator	2021	2022	2023	2024	2025
Number of reported child labor / forced labor cases	0	0	0	0	0
Number of factory audits	2	2	2	2	2
Number of independent audits of operations	1	1	1	1	1

Business Ethics (Company Total)

Indicator	2021	2022	2023	2024	2025
Percentage of workforce receiving business ethics training (%)	0	0	100	100	100
Percentage of workforce receiving diversity/discrimination/harassment training (%)	0	0	100	100	100
Number of members of governance bodies informed on anti-corruption	–	–	7	7	7
Number of confirmed corruption cases	0	0	0	0	0
Number of reports under the whistleblowing procedure	0	0	0	0	0
Confirmed information security incidents	0	0	0	0	0
Cases of discrimination or harassment	0	0	0	0	0
Facilities subject to human rights review (%)	100	100	100	100	100
Facilities with certified anti-corruption systems (%)	100	100	100	100	100
Facilities with an ISO 27001 information security system (%)	100	100	100	100	100
Percentage of employees receiving competition training for sales/ procurement (%)	0	100	100	100	100

Customer Health and Safety (Company Total)

Indicator	2021	2022	2023	2024	2025
Number of customer health and safety incidents	0	0	0	0	0

Sustainable Procurement

Sustainable Procurement Indicators (Company Total)

Indicator	2021	2022	2023	2024	2025
Percentage of suppliers that signed the sustainable supplier code of conduct (%)	–	82	85	88	95
Percentage of suppliers with contracts containing environmental/labor/ human rights provisions (%)	–	–	15	100	100
Percentage of suppliers assessed for sustainability through surveys (%)	50	90	95	95	95
Percentage of suppliers that underwent on-site sustainability audits (%)	–	–	15	25	35
Percentage of procurement employees receiving sustainable procurement training (%)	–	75	85	90	90

Equal Pay and Employee Satisfaction

Equal Pay and Employee Satisfaction (Company Total)

Indicator	2021	2022	2023	2024	2025
Average pay gap by gender (%)	0	0	0	0	0
Percentage of direct employees covered by the living wage analysis (%)	–	–	100	6.56	-
Employee satisfaction rate (%)	75	71	71	-	-
Rate of employees paid above the fair living wage (%)	–	–	100	100	100

Scope: Company Total. The gender pay gap has been reported as 0% for all years. The employee satisfaction survey was not conducted in 2024–2025.

ENVIRONMENTAL PERFORMANCE INDICATORS

Energy Management

Energy Consumption (kWh)

Indicator	Scope	2021	2022	2023	2024	2025
Direct energy consumption	Gaziantep	61,837,207	61,841,181	54,996,380	53,032,903	68,702,963
	Lüleburgaz	–	–	–	10,316,064	20,635,491
	Company Total	61,837,207	61,841,181	54,996,380	63,348,967	89,338,454
Indirect energy consumption – electricity (kWh)	Gaziantep	111,299,920	104,652,817	94,103,966	94,140,887	74,882,867
	Lüleburgaz	–	–	–	22,316,188	31,719,983
	Company Total	111,299,920	104,652,817	94,103,966	116,457,075	106,602,850
Total energy consumption (kWh)	Gaziantep	173,060,450	166,493,998	149,100,345	147,173,790	143,585,830
	Lüleburgaz	–	–	–	32,632,252	52,355,474
	Company Total	173,060,450	166,493,998	149,100,345	179,806,042	195,941,304
Renewable energy consumption (kWh)	Gaziantep	–	8,050,641	9,314,762	9,039,378	8,965,000
	Lüleburgaz	–	–	–	-	-
	Company Total	–	8,050,641	9,314,762	9,039,378	8,965,000
Savings from efficiency initiatives	Company Total	1,514,244	1,082,728	403,200	704,542	644,219

Energy Intensity

Indicator	Scope	2021	2022	2023	2024	2025
Electricity consumption per employee (GJ)	Gaziantep	681	610	548	551.9	495.55
	Lüleburgaz	–	–	–	521.6	741.51
	Company Total	681	610	548	1,073.5	1,237.06
Electricity consumption per area (GJ/m²)	Gaziantep	1.94	1.83	1.64	1.64	1.30
	Lüleburgaz	–	–	–	0.77	1.09
	Company Total	1.94	1.83	1.64	2.41	2.39
Natural gas consumption per area (GJ/m²)	Gaziantep	0.05	0.06	0.02	0.13	0.038
	Lüleburgaz	–	–	–	0.357	0.71

Air Emissions

Indicator	Scope	2021	2022	2023	2024	2025
SOx emissions (kg/hour)	Gaziantep	5.28	–	3.76	–	0.26
	Lüleburgaz	–	–	–	–	0.3
NOx emissions (kg/hour)	Gaziantep	0.12	–	6.21	–	9.12
	Lüleburgaz	–	–	–	–	0.85
VOC emissions (kg/hour)	Gaziantep	0.002	–	0.39	–	1.84
	Lüleburgaz	–	–	–	–	<0.0076
PM (dust) emissions (kg/hour)	Gaziantep	0	–	0.41	–	0.39
	Lüleburgaz	–	–	–	–	0.02769

Note: Air emissions (kg/hour) are reported by facility based on flow rates at the time of measurement; an aggregate across facilities is not provided because it would not be methodologically meaningful. Emissions measurements are conducted every two years, with the latest measurement carried out in 2025.

Greenhouse Gas Emissions

Greenhouse Gas Emissions

Indicator	Scope	2021	2022	2023	2024	2025
Total Gross Scope 1 Emissions (tCO_2e)	Gaziantep	19,725	21,801	15,853	20,742	24,179
	Lüleburgaz	–	–	–	2,217	3,925
	Company Total	19,725	21,801	15,853	22,959	28,103
Total Gross Scope 2 Emissions (tCO_2e)	Gaziantep	48,725	41,950	64,077	37,439	32,325
	Lüleburgaz		–	–	9,863	13,766
	Company Total	48,725	41,950	64,077	47,303	46,092
Total Gross Scope 3 Emissions (tCO_2e)	Gaziantep	444,498	333,561	282,522	495,527	396,130
	Lüleburgaz	–	–	–	137,231	228,978
	Company Total	444,498	333,561	282,522	632,758	625,108
Scope 3 – Upstream (tCO_2e)	Gaziantep	388,501	283,331	281,204	458,887	380,184
	Lüleburgaz	–	–	–	131,911	220,543
	Company Total	388,501	283,331	281,204	590,797	600,727
Scope 3 – Downstream (tCO_2e)	Gaziantep	55,997	3,610	1,318	36,640	15,946
	Lüleburgaz	–	–	–	5,321	8,435
	Company Total	55,997	3,610	1,318	41,961	24,381
Absolute Scope 1 Reduction – 2024 Base Year (%)	Company Total	–	–	–	–	-22.4%
Absolute Scope 2 Reduction (Location-Based) – 2024 Base Year (%)	Company Total	–	–	–	–	2.6%
Absolute Scope 2 Reduction (Market-Based) – 2024 Base Year (%)	Company Total	–	–	–	–	34.1%
Absolute Scope 3 Reduction – 2024 Base Year (%)	Company Total	–	–	–	–	1.2%
Change in Scope 1–2 Product (Tons Shipped) Emissions Intensity – 2020 Base Year (%)	Company Total	–	2.54%	-0.25%	11.25%	0.564%

Note: Emissions values for 2024 have been recalculated due to updates to the calculation methodology, particularly to the methodology used to calculate coal-related emissions (see About the Report).

Water and Wastewater Management

Water Management

Indicator	Scope	2021	2022	2023	2024	2025
Total Water Consumption (m³)	Gaziantep	249,934	254,170	179,050	198,835	199,547
	Lüleburgaz	–	–	–	48,000	72,728
	Company Total	249,934	254,170	179,050	246,835	272,275
Groundwater (m³)	Gaziantep	–	–	55,595	67,865	36,836
Mains Water Withdrawn (m³)	Gaziantep	–	–	123,455	130,970	162,490
Water Discharged (m³)	Gaziantep	–	–	37,962	79,664	99,469
	Lüleburgaz	–	–	–	33,621	47,792
	Company Total	–	–	37,962	113,285	147,261
Water Reused (m³)	Gaziantep	-	-	-	-	184,035.96
	Lüleburgaz	-	-	-	-	1.5
	Company Total	-	-	-	-	184,037.46
Pollutants Discharged to Water (kg)	Gaziantep	–	6,394	30,304	31,594	13,196
	Lüleburgaz	–	–	–	20,173	28,675
	Company Total	–	6,394	30,304	51,767	41,871
Blue Water Footprint (m³)	Gaziantep	–	-	-	199,013	199,546.81
	Lüleburgaz	–	–	–	48,103	24,936.36
	Company Total	–	-	-	247,116	13,196.16
Gray Water Footprint (m³)	Gaziantep	–	-	-	32,240	
	Lüleburgaz	–	–	–	20,173	28,675.29
	Company Total	–	-	-	52,413	

Operational Waste Management

Waste Management (Company Total)

Indicator	2021	2022	2023	2024	2025
Total Hazardous Waste (kg)	803,582	206,519	304,870	220,264	179,000
Total Non-Hazardous Waste (kg)	9,231,565	9,999,070	5,970,050	14,473,170	14,017,000
Total Waste (kg)	10,035,147	10,205,589	6,274,920	14,693,434	14,196,000
Total Waste Recovered (kg)	9,231,565	9,999,070	5,970,050	14,473,170	14,017,000
Percentage of Recycled Input Materials (%)	100	100	100	100	100
Percentage of Recyclable Products (%)	99.2	98	98.6	98.47	98.12
Accidental Waste Spills (number)	0	0	0	0	0
Percentage of ISO 14001-Certified Facilities (%)	100	100	100	100	100
Percentage of Sustainable Raw Materials Purchased (%)	0.10	0.27	0.30	0.83	0.17

General Environmental Issues

General Environmental Indicators (Company Total)

Indicator	2021	2022	2023	2024	2025
Percentage of Total Workforce Trained on Environmental Topics Across All Locations	55%	62%	79%	82%	

GOVERNANCE PERFORMANCE INDICATORS

This appendix presents the quantitative indicators related to the governance and economic topics addressed in the relevant sections of the report on a Company Total basis. The indicators for anti-corruption, whistleblowing, information security (ISO 27001), competition training, and human rights reviews are included in the 7.1 Social Performance Indicators – Business Ethics table, whereas the sustainable procurement indicators are included in the 7.1 – Sustainable Procurement table.

R&D and Innovation

R&D and Innovation Indicators (Company Total)

Indicator	2021	2022	2023	2024	2025
Number of R&D Employees	21	23	19	20	20
Patent Applications (number)	2	3	1	1	-
Number of R&D Projects	14	13	12	15	10
R&D Expenditures (TRY)	4,189,383	10,448,710	13,133,831	20,208	29,172
Environmental R&D Expenditures (TRY)	897,725	2,411,241	2,661,777	-	-
R&D Training Costs (TRY)	172,821	194,903	250,043	-	-

Customer Satisfaction

Customer Satisfaction Indicators (Company Total)

Indicator	2021	2022	2023	2024	2025
Customer Satisfaction Score (out of 5)	–	–	4.32/5	4.17/5	–

Management Systems, Ethics, and Compliance

Management Systems, Ethics, and Compliance – Additional Indicators (Company Total)

Indicator	2021	2022	2023	2024	2025
Facilities Subject to Business Ethics Internal Audits / Risk Assessments (%)	0	100	100	100	100
Percentage of Total Employees from Minority Groups (%)	0	0	0	0	0
Percentage of Senior Management Employees from Minority Groups (%)	0	0	0	0	0

Economic Contribution and Remuneration

Economic and Remuneration Indicators (Company Total)

Indicator	2021	2022	2023	2024	2025
Ratio of the Highest-Paid Individual's Total Annual Remuneration to the Median Total Annual Remuneration of All Employees	-	-	7	6. 8	0

REPORTING GUIDELINES

Limited Assurance Report

Selected Information

This document covers the following indicators for the period 01.01.2024 – 31.12.2024:

Environmental Indicators

- Scope 1, 2, and 3 Greenhouse Gas Emissions (tons CO_2e)
- Water Consumption (m^3)
- Waste Management (amount of hazardous and non-hazardous waste)

Social Indicators

- Lost-Time Injury Frequency Rate
- Lost-Time Injury Severity Rate
- Percentage of Women Employees (%)
- Rate of Highest Salary to Median Wage
- Percentage of Direct Employees Covered by Living Wage
- Average Annual Training Hours per Employee
- Rate of Sustainable Raw Materials Purchased
- Business Ethics and Anti-Corruption Reports

Criteria

The company prepared the Selected Information based on the reporting principles set out in the 2024 Sustainability Report.

Calculation Methods

- **Frequency Rate (FR):** (Number of Work Accidents × 1,000,000) / Total Man-Hours
- **Severity Rate (SR):** (Lost Days × 1,000,000) / Total Man-Hours
- **Percentage of Women Employees:** (Kadın Çalışan Sayısı / Toplam Çalışan Sayısı) × 100
- **Salary Rate:** (Annual Gross Salary of the Highest-Paid Employee / Median Salary of All Employees) × 100
- **Salary Rate:** (Annual Gross Salary of the Highest-Paid Employee / Median Salary of All Employees) × 100
- **Average Training Hours:** (Total Training Hours / Number of Employees)
- **Sustainable Raw Material Rate:** (Certified/PCR Raw Material Purchases / Total Raw Material Purchases) × 100
- **Greenhouse Gas Emissions:** Scope 1 (fuel consumption), Scope 2 (electricity consumption), and Scope 3 (supply chain and logistics) data were calculated using DEFRA, GHG Protocol, and national emission factors.
- **Water Consumption:** Water withdrawal – discharged water
- **Waste Management:** Total quantities of hazardous and non-hazardous waste (kg)

Company Responsibilities

The company is responsible for the accurate and reliable preparation of the 2024 Sustainability Report and the Selected Information. The company's management is also responsible for the design, implementation, and sustainability of the data used.

Limitations

Greenhouse gas emissions, water, and waste data are based on the company's operational records. Social indicators are derived from HR, OHS, and procurement systems. Our work is limited to controls supporting the accuracy of the reported data.

Verification Results

(Values are summarized in the table provided in the previous section.)

Conclusion

Based on our limited assurance, the Selected Information is free from material misstatement and has been presented in accordance with the reporting principles of the 2024 Sustainability Report.

INDEPENDENT ASSURANCE STATEMENT

INDEPENDENT ASSURANCE REPORT

To: SÜPER FİLM AMBALAJ SANAYİ VE TİCARET A.Ş.

Introduction and Objectives of the Work:

Bureau Veritas Certification has been engaged by SÜPER FİLM AMBALAJ SANAYİ VE TİCARET A.Ş. to provide independent assurance over the "Selected Information" listed below included Sustainability Report 2024.

This limited assurance report applies to "Selected Information" within the scope of the work described below.

Scope of Work:

The scope of the work was limited to assurance over information included in the Sustainability Report 2024 for the reporting period January 1, 2024 to December 31, 2024 on the "Selected Information".

Subject to the limitations and exclusions listed in the next sections, our review included:

For the reporting period of 01.01.2024-31.12.2024 of the 2024 Sustainability Report;

- GRI 403-9 Work-related injuries (including Lost Time Injury Frequency Rate) – Occupational Health and Safety Management Lost Time Injury Frequency Rate (Page 76)
- GRI 403-9 Work-related injuries (including Lost Time Injury Frequency Rate) – Occupational Health and Safety Management Lost Time Injury Severity Rate (Page 76 & 77)
- GRI 405-1 Ratio of employees and managers by gender – Female Employee Ratio (Page 23)
- GRI 405-2 Ratio of the annual total compensation of the highest-paid individual to the median of the annual total compensation of all employees – Ratio of the annual total compensation of the highest-paid individual to the median of the annual total compensation of all employees. (Page 73)
- GRI 201-3 Percentage of direct employees covered in the living wage comparison analysis – Percentage of direct employees covered in the living wage comparison analysis. (Page 73)
- GRI 404-1 Average training hours per employee – Total Training Hours Provided (hours/person) (Page 74)
- GRI 308-2 Percentage of suppliers assessed according to environmental criteria / Percentage of sustainable raw materials purchased – Percentage of Sustainable Raw Materials Purchased in Total Raw Material Purchases. (Page 23)
- 205-3 Number of reported incidents and investigations related to corruption – Business Ethics and Corruption Report Investigations. (Page 24)
- GRI 303 - Water withdrawal (by source type) / Water discharge (by area and receiving environment) / Water consumption (difference between withdrawal and discharge; evaporation, water entering the product, etc.) (Page 78)
- GRI 306 – The amount of waste generated (Page 52, 79)
- GRI 305 – Scope 1, Scope 2 and Scope 3 GHG Emissions (Page 46, 79)

Assessment Standard

The assurance process was conducted in line with the requirements of the International Standard On Assurance Engagements-ISAE 3000 Revised, Assurance Engagements Other Than Audits Or Reviews Of Historical Financial Information and International Standard On Assurance Engagements and ISAE 3410 – International Standard on Assurance Engagements "Assurance Engagements on Greenhouse Gas Statements.

Reporting Principles

The following principles have been considered as basis in the preparation of this report:

- Appropriateness and robustness of key reporting systems and processes used to collect, analyse and review reported information;
- Evaluation of the report according to the main principles of ISAE 3000 International Standard for Assurance Engagements (Revised)
  - Professional Scepticism
  - Professional Judgment
  - Assurance Skills and Techniques
- Evaluation of the report according to the principles of conformity, completeness, reliability, objectivity and intelligibility defined in ISAE 3000 International Standard for Assurance Engagements

Limitations and Exclusions:
The work is limited to SÜPER FİLM AMBALAJ SANAYİ VE TİCARET A.Ş.'s Türkiye locations and "selected information" defined in the scope.
The reliability of the reported data depends on the accuracy of the location-level data collection and monitoring arrangements that are considered as part of this assurance.

Excluded from the scope of our work is the following:

- Information related to activities outside the defined reporting period or scope;
- Company position statements (including any expression of opinion, belief, aspiration, expectation, aim or future intent);
- Historic text which was unchanged from previous years and did not relate to ongoing activities;
- Financial data;
- Appropriateness of commitments and objectives chosen by SÜPER FİLM AMBALAJ SANAYİ VE TİCARET A.Ş.

This moderate level assurance engagement relies on a risk based selected sample of the Selected Information and the associated limitations that this entails.

This independent statement should not be relied upon to detect all errors, omissions or misstatements that may exist.

Responsibilities:

The preparation and presentation of the Selected Information in the Sustainability Report 2024 are the sole responsibility of the management of SÜPER FİLM AMBALAJ SANAYİ VE TİCARET A.Ş. Bureau Veritas Certification was not involved in the drafting of the related the Report. Responsibilities were to:

- Provide moderate level assurance as per ISAE 3000' over the accuracy, reliability and objectivity of the information contained within the Sustainability Report 2024;
- Form an independent conclusion based on the assurance procedures performed and evidence obtained;
- Report our detailed conclusions and recommendations in an internal report to SÜPER FİLM AMBALAJ SANAYİ VE TİCARET A.Ş.' s management.

Methodology:

As part of our independent assurance, our work included:

1. Conducting employee interviews regarding the scope of work involved;
2. Process analysis of collecting and reporting the information included;
3. Review of documentary evidence produced by SÜPER FİLM AMBALAJ SANAYİ VE TİCARET A.Ş.;
4. Recalculation of examples in accordance with the evidence documents used to prepare the information included
5. Onsite Audit
6. Implementation of analytical procedures on the final reported data

The work is based on current best practices in independent assurance; It was conducted in accordance with Bureau Veritas Certification standard procedures and ISAE 3000 International Assurance Audits Standard requirements.

The work was planned and conducted to provide independent limited assurance.

Limited Assurance Conclusion

As a result of the evidence obtained, no contradiction has been detected that the Selected Information in the Company's 2024 Sustainability Report for the year ended 31 December 2024 has not been prepared in all material respects in accordance with the Reporting Principles and Tables section.

This report has been prepared for the Company's Business Development Unit to assist in the reporting of the Company's activities, including its outcome. We allow this report to be included in the 2024 Sustainability Report for the year ended December 31, 2024, in order to enable the Business Development Unit to demonstrate that it has fulfilled its responsibilities on the subject by having a limited independent assurance report on Selected Information prepared

Statement of Independence, Impartiality and Competence

Bureau Veritas is an independent professional services company that specializes in quality, environmental, health, safety and social accountability with over 190 years history.

Bureau Veritas has implemented a Code of Ethics across the business to maintain high ethical standards among staff in their day to day business activities. We are particularly vigilant in the prevention of conflicts of interest.

No member of the assurance team has a business relationship with SÜPER FİLM AMBALAJ SANAYİ VE TİCARET A.Ş., its IMS Manager or HR Managers beyond that required of this assignment. We have conducted this verification independently, and there has been no conflict of interest.

The assurance team has extensive experience in conducting assurance over carbon and water information, systems and processes, has many experience in this field and an excellent understanding of Bureau Veritas standard methodology for the Limited Assurance.

BUREAU VERITAS CERTIFICATION

Gürhan Uzun	**S.Ozge Gokmen Sahinkaya**	**Ibrahim Tagay,**
Responsible Verifier	**Responsible Verifier**	**Certification Manager**
23/09/2025	**23/09/2025**	**23/09/2025**

BUREAU VERITAS

Page 3 of 3

GREENHOUSE GAS VERIFICATION STATEMENT

QSI® CERTIFICATION & INSPECTION

Greenhouse Gas Verification Statement

Sera Gazı Doğrulama Beyanı

SÜPER FİLM AMBALAJ SANAYİ VE TİC. A.Ş.

Organizational Boundaries / Organizasyonel Sınırlar

Başpınar (Organize) OSB Mahallesi O.S.B. 2. Bölge Hacı Sani Konukoğlu Bulvarı No: 1 Şehitkamil/Gaziantep
Yeni Mahallesi Muratlı Asfaltı Yan Sok. No: 9/1 Büyükkarıştıran/Kırklareli

The Greenhouse Gas emissions inventory has been verified to meet the standard requirements specified below according to ISO 14064-3:2019 / *Sera Gazı emisyonları envanterinin, ISO 14064-3:2019'a göre aşağıda belirtilen standart gerekliliklerini karşıladığı doğrulanmıştır.*

GHG PROTOCOL

Scope 1- Direct emissions / *Doğrudan emisyonlar*	28.103,36	t CO_2 eq
Scope 2- Location based purchased energy emissions / *Lokasyon bazlı satın alınan enerji emisyonlar*	46.091,58	t CO_2 eq
Scope 3- Other indirect emissions / *Diğer dolaylı emisyonlar*	625.108,44	t CO_2 eq
Total Location Based Emissions / *Toplam Lokasyon Bazlı Emisyonlar*	**699.303,38**	**t CO_2 eq**
Total Market Based Emissions / *Toplam Market Bazlı Emisyonlar*	**684.396,78**	**t CO_2 eq**
Biogenic Emissions / *Biyojenik Emisyonlar*	-	t CO_2 eq
Purchased renewable energy emission allowance / *Satın alınan yenilenebilir enerji emisyon karşılığı*	14.906,60	t CO_2 eq
Scope 2- Market based purchased energy emissions / *Market bazlı satın alınan enerji emisyonlar*	31.184,99	**t CO_2 eq**
Renewable energy references / *Yenilenebilir enerji referansları:* I-REC Reference Number / *I-REC Referans Numarası:* 6 3 1 9 3 5 0 9		
Credits from GHG Scheme / Satın alınan krediler	-	t CO_2 eq
Credits references / Kredi referansları		

Level of Assurance *Güven Seviyesi*	:	Reasonable / Makul	Verification Report Date *Doğrulama Rapor Tarihi*	:	24.07.2026
Reporting Period Raporlama Periyodu	:	01.01. 2025 – 31.12. 2025	Statement No Beyan Numarası	:	SG-GNL-158 / 2024

Approved by / Onaylayan
Okay Kayhanlı – Genel Müdür

Carbon Verified Company

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PR0.13/F13_GHG/REV.04/26.03.2025

QSI® CERTIFICATION & INSPECTION

Greenhouse Gas Verification Statement

Sera Gazı Doğrulama Beyanı

SÜPER FİLM AMBALAJ SANAYİ VE TİC. A.Ş.

Organizational Boundaries / Organizasyonel Sınırlar

Başpınar (Organize) OSB Mahallesi O.S.B. 2.Bölge Hacı Sani Konukoğlu Bulvarı No: 1 Şehitkamil/Gaziantep
Yeni Mahallesi Muratlı Asfaltı Yan Sok. No: 9/1 Büyükkarıştıran/Kırklareli

The Greenhouse Gas emissions inventory has been verified to meet the standard requirements specified below according to ISO 14064-3:2019 / *Sera Gazı emisyonları envanterinin, ISO 14064-3:2019'a göre aşağıda belirtilen standart gerekliliklerini karşıladığı doğrulanmıştır.*

ISO 14064-1:2018

Category 1- Direct emissions / *Doğrudan emisyonlar*	28.103,36	t CO_2 eq
Category 2- Purchased energy emissions (Location based) / *Satın alınan enerji emisyonlar (Lokasyon bazlı)*	46.091,58	t CO_2 eq
Category 3- Emissions from transportation / *Ulaşım kaynaklı emisyonlar*	47.631,64	t CO_2 eq
Category 4- Emissions from products, service used / *Kullanılan ürün - hizmet kaynaklı emisyonlar*	564.412,20	t CO_2 eq
Category 5- Emissions from associated with the use of the product / *Ürün kullanımı kaynaklı em.*	6.774,30	t CO_2 eq
Category 6- Other Emissions / *Diğer emisyonlar*	6.290,29	t CO_2 eq
Total Location Based Emissions / *Toplam Lokasyon Bazlı Emisyonlar*	**699.303,38**	**t CO_2 eq**
Total Market Based Emissions / *Toplam Market Bazlı Emisyonlar*	**684.396,78**	**t CO_2 eq**
Biogenic Emissions / *Biyojenik Emisyonlar*	-	t CO_2 eq
Purchased renewable energy emission allowance / *Satın alınan yenilenebilir enerji emisyon karşılığı*	14.906,60	t CO_2 eq
Category 2- Purchased energy emissions (Market based) / *Satın alınan enerji emisyonlar (Market bazlı)*	31.184,99	t CO_2 eq
Renewable energy references / *Yenilenebilir enerji referansları:* I-REC Reference Number / *I-REC Referans Numarası:* 6 3 1 9 3 5 0 9		
Credits from GHG Scheme / Satın alınan krediler	-	t CO_2 eq
Credits references / Kredi referansları		

Level of Assurance *Güven Seviyesi*	:	Reasonable / Makul	Verification Report Date *Doğrulama Rapor Tarihi*	:	24.07.2026
Reporting Period *Raporlama Periyodu*	:	01.01. 2025 – 31.12. 2025	Statement No *Beyan Numarası*	:	SG-GNL-158 / 2025

Approved by / Onaylayan
Okay Kayhanlı – Genel Müdür

IAF TÜRKAK AB-0001-DK Carbon Verified Company

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PR0.13/F13/REV.04/26.03.2025

WATER FOOTPRINT VERIFICATION STATEMENT

QSI®
CERTIFICATION & INSPECTION

Water Footprint Inventory and Water Scarcity Impact Assessment Verification Statement

Su Ayak İzi Envanteri ve Su Kıtlığı Etki Değerlendirmesi Doğrulama Beyanı

SÜPER FİLM AMBALAJ SANAYİ VE TİC. A.Ş.

Organizational Boundaries / Organizasyonel Sınırlar

Başpınar (Organize) OSB Mahallesi O.S.B 2. Bölge Hacı Sani Konukoğlu Bulvarı No: 1 Şehitkamil/Gaziantep

The Water Footprint Inventory Report has been verified to meet the standard requirements specified below / *Su Ayak İzi Envanter Raporunun, aşağıda belirtilen standart gerekliliklerini karşıladığı doğrulanmıştır.*

ISO 14046:2014

Ground Water Use / *Yeraltı Suyu Kullanımı*	36.836,00	m^3
Surface Water Use / *Yüzey Suyu Kullanımı*	162.490,00	m^3
Rainwater use / *Yağmur Suyu Kullanımı*	-	m^3
Seawater use / *Deniz Suyu Kullanımı*	-	m^3
Pollution Dilution Requirement / *Kirlilik Seyreltme Gereksinimi*	13.196,16	m^3
Reporting Unit / Raporlama Birimi	m^3/ton total annual production)	
Results by Reporting Unit / *Raporlama Birimine Göre Sonuç*	3,22	m^3/ton
Water Scarcity Impact / *Su Kıtlığı Etkisi*	2.437.347,47	m^3 world equiv

Level of Assurance *Güven Seviyesi*	:	Reasonable / *Makul*	Verification Report Date / Ver *Doğrulama Rapor Tarihi / Version*	:	24.07.2026
Reporting Period *Raporlama Dönemi*	:	01.01. 2025 – 31.12. 2025	Statement No *Beyan Numarası*	:	WP-SG-GNL-158 / 2025

Approved by / Onaylayan
Okay Kayhanlı – Genel Müdür

TÜRKAK
AB-0001-DK

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PRO.17/F02/REV.01/30.03.2026

SDG CONTENT INDEX

Sustainable Development Goals Index

SDG's		TOPIC TITLE	PAGE NUMBER
3	Good Health and Well-being	Product Safety and Quality, Occupational Health and Safety	77-78, 90-91
4	Quality Education	Employee Engagement, Development, and Satisfaction; Social Responsibility	79-82, 84, 89
5	Gender Equality	Diversity and Inclusion	75-76, 86-88
6	Clean Water and Sanitation	Water and Wastewater Management	63-65, 97
7	Affordable and Clean Energy	Energy and Greenhouse Gas Emissions Management	57-61, 94-96
8	Decent Work and Economic Growth	Long-Term Commercial Growth , Occupational Health and Safety	37-38, 50-52, 73-74, 77-78, 79-82
9	Industry, Innovation and Infrastructure	Innovation and Digitalization	37-43, 66-68
10	Reduced Inequality	Human Rights	73-76
11	Sustainable Cities and Communities	Social Responsibility	84
12	Responsible Consumption and Production	Sustainable Supply Chain Management, Product Safety and Quality, Environment	41-46, 48-49, 54, 57-61, 66-70
13	Climate Action	Energy and Greenhouse Gas Emissions Management	20-22, 25-33, 57-61
14	Life Below Water	Biodiversity	70
15	Life on Land	Biodiversity	70
16	Peace and Justice Strong Institutions	Business Ethics and Compliance	50-52

GRI CONTENT INDEX

Content Index – Essential Services, GRI Services has verified that the GRI Content Index is in accordance with the reporting requirements of the GRI Standards and that the information presented within the index is clearly disclosed and readily accessible to stakeholders. This assurance was conducted based on the Turkish version of the report.

Statement of use	Süper Film Ambalaj San. ve Tic. A.Ş. has reported in accordance with the GRI Standards for the period January 1, 2025, to December 31, 2025.
GRI 1 Used	GRI 1: Foundation 2021

GRI STANDARD	DISCLOSURE	SUBJECT HEADING	PAGE NUMBER, SOURCES AND/OR DIRECT ANSWERS	ADDITIONAL INFORMATION /REASONS OF OMISSION
GENERAL DISCLOSURES				
GRI 2: General Disclosures 2021	2-1 Organizational details	About the Report, Super Film at a Glance, Super Film's Profile	4, 8-11	
	2-2 Entities included in the organization's sustainability reporting	About the Report	4	
	2-3 Reporting period, frequency and contact point	About the Report	4	
	2-4 Restatements of information	About the Report	4, 59, 96	Due to updates to the greenhouse gas emissions calculation methodology, the Scope 1, 2, and 3 emissions values for 2024 have been recalculated and restated.
	2-5 External assurance	About the Report, Independent Assurance Statement, Greenhouse Gas Verification Statement, Water Footprint Verification Statement	4, 102-105	
	2-6 Activities, value chain and other business relationships	Super Film at a Glance, Target Sectors and Product Categories, Sustainable Supply Chain Management	8-10, 17, 44-46	
	2-7 Employees	Diversity and Inclusion, Social Performance Indicators	75-76, 86-87	
	2-8 Workers who are not employees		-	Information not available: Consolidated data on workers who are not company employees are not reported.
	2-9 Governance structure and composition	Corporate Governance and Board of Directors, Social Performance Indicators	16, 88	
	2-10 Nomination and selection of the highest governance body	Corporate Governance and Board of Directors	16	
	2-11 Chair of the highest governance body	Corporate Governance and Board of Directors	16	
	2-12 Role of the highest governance body in overseeing the management of impacts	Corporate Governance and Board of Directors, Sustainability Governance	16, 20	
	2-13 Delegation of responsibility for managing impacts	Sustainability Governance	20-21	
	2-14 Role of the highest governance body in sustainability reporting	Sustainability Governance	20	

GRI STANDARD	DISCLOSURE	SUBJECT HEADING	PAGE NUMBER, SOURCES AND/OR DIRECT ANSWERS	ADDITIONAL INFORMATION/REASONS OF OMISSION
GENERAL DISCLOSURES				
GRI 2: General Disclosures 2021	2-15 Conflicts of interest	Business Ethics and Compliance	51	
	2-16 Communication of critical concerns	Sustainability Governance, Business Ethics and Compliance	20, 52	
	2-17 Collective knowledge of the highest governance body	Corporate Governance and Board of Directors, Sustainability Governance	16, 20	
	2-18 Evaluation of the performance of the highest governance body	Sustainability Governance	20, 79	
	2-19 Remuneration policies	Corporate Governance and Board of Directors	21	
	2-20 Process to determine remuneration	Corporate Governance and Board of Directors; Employee Engagement, Development, and Satisfaction	21, 79	
	2-21 Annual total compensation ratio	Governance Performance Indicators	100	
	2-22 Statement on sustainable development strategy	Message from the General Manager, Message from the Group Chair	5-6	
	2-23 Policy commitments	Business Ethics and Compliance, Human Rights	51, 73	
	2-24 Embedding policy commitments	Business Ethics and Compliance, Human Rights	51-52, 73-74	
	2-25 Processes to remediate negative impacts	Business Ethics and Compliance, Human Rights	52, 73	
	2-26 Mechanisms for seeking advice and raising concerns	Sustainability Governance, Business Ethics and Compliance	52	
	2-27 Compliance with laws and regulations	Business Ethics and Compliance, Governance Performance Indicators	50-52, 100	
	2-28 Membership associations	Our Sectoral Partnerships and Awards	13, 15	
	2-29 Approach to stakeholder engagement	Stakeholder Communication	23	
	2-30 Collective bargaining agreements	Social Dialogue and Employee Representation, Social Performance Indicators	83, 91	

GRI STANDARD	DISCLOSURE	SUBJECT HEADING	PAGE NUMBER, SOURCES AND/OR DIRECT ANSWERS	ADDITIONAL INFORMATION/ REASONS OF OMISSION
MATERIAL TOPICS				
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Materiality Analysis	24	
	3-2 List of material topics	Our Material Topics	24	
Corporate Governance				
GRI 3: Material Topics 2021	3-3 Management of material topics	Corporate Governance and Board of Directors, Sustainability Governance	16, 20-22	
Long-Term Commercial Growth				
GRI 3: Material Topics 2021	3-3 Management of material topics	Long-Term Commercial Growth	**37-38**	
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	Investments	39-40	
GRI 203: Indirect Economic Impacts 2016	203-2 Significant indirect economic impacts	Long-Term Commercial Growth	37-38	
Innovation and Digitalization				
GRI 3: Material Topics 2021	3-3 Management of material topics	Innovation and Digitalization, Governance Performance Indicators	41-43, 99	
Energy Sustainable Supply Chain Management				
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainable Supply Chain Management	44-46	
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	Sustainable Supply Chain Management, Social Performance Indicators	44-46, 93	
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Sustainable Supply Chain Management, Social Performance Indicators	44-46, 93	
GRI 414: Supplier Social Assessment 2016	414-2 Negative social impacts in the supply chain and actions taken	Sustainable Supply Chain Management	44-46	
Product Safety and Quality				
GRI 3: Material Topics 2021	3-3 Management of material topics	Product Safety and Quality	48-49	
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	Product Safety and Quality	48-49	
GRI 416: Customer Health and Safety 2016	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	Product Safety and Quality, Social Performance Indicators	48-49	
Business Ethics and Compliance				
GRI 3: Material Topics 2021	3-3 Management of material topics	Business Ethics and Compliance, Transparency	50-52	
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	Business Ethics and Compliance, Social Performance Indicators	51, 100	
GRI 205: Anti-corruption 2016	205-2 Communication and training about anti-corruption policies and procedures	Business Ethics and Compliance, Social Performance Indicators	51, 92	
GRI 205: Anti-corruption 2016	205-3 Confirmed incidents of corruption and actions taken	Social Performance Indicators	51	
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Business Ethics and Compliance, Governance Performance Indicators	51-52, 92	
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Responsible Information Management and Data Security, Social Performance Indicators	53	

GRI STANDARD	DISCLOSURE	SUBJECT HEADING	PAGE NUMBER, SOURCES AND/OR DIRECT ANSWERS	ADDITIONAL INFORMATION/ REASONS OF OMISSION
Customer Satisfaction				
GRI 3: Material Topics 2021	3-3 Management of material topics	Customer Satisfaction, Governance Performance Indicators	54, 99	
Energy and Greenhouse Gas Emissions Management				
GRI 3: Material Topics 2021	3-3 Management of material topics	Energy and Greenhouse Gas Emissions Management	57-61	
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Energy and Greenhouse Gas Emissions Management, Environmental Performance Indicators	57-58, 94	
	302-3 Energy intensity	Environmental Performance Indicators	58, 95	
	302-4 Reduction of energy consumption	Energy and Greenhouse Gas Emissions Management, Environmental Performance Indicators	58, 94	
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Energy and Greenhouse Gas Emissions Management, Environmental Performance Indicators	59, 96	
	305-2 Energy indirect (Scope 2) GHG emissions	Energy and Greenhouse Gas Emissions Management, Environmental Performance Indicators	59, 96	
	305-3 Other indirect (Scope 3) GHG emissions	Energy and Greenhouse Gas Emissions Management, Environmental Performance Indicators	59-60, 96	
	305-4 GHG emissions intensity	Environmental Performance Indicators	96	
	305-5 Reduction of GHG emissions	Energy and Greenhouse Gas Emissions Management, Environmental Performance Indicators	57-61, 96	
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Air Emissions and Air Quality, Environmental Performance Indicators	62, 95	
Water and Wastewater Management				
GRI 3: Material Topics 2021	3-3 Management of material topics	Water and Wastewater Management	63-65	
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Water and Wastewater Management	63-64	
	303-2 Management of water discharge-related impacts	Water and Wastewater Management	64-65	
	303-3 Water withdrawal	Environmental Performance Indicators	97	
	303-4 Water discharge	Water and Wastewater Management, Environmental Performance Indicators	64, 97	
	303-5 Water consumption	Environmental Performance Indicators	97	
Circular and Sustainable Design				
GRI 3: Material Topics 2021	3-3 Management of material topics	Circular and Sustainable Design	66-68	
GRI 301: Materials 2016	301-2 Recycled input materials used	Circular and Sustainable Design, Environmental Performance Indicators	66-68, 98	
	301-3 Reclaimed products and their packaging materials	Circular and Sustainable Design	66-68	

GRI STANDARD	DISCLOSURE	SUBJECT HEADING	PAGE NUMBER, SOURCES AND/OR DIRECT ANSWERS	ADDITIONAL INFORMATION/ REASONS OF OMISSION
Operational Waste Management				
GRI 3: Material Topics 2021	3-3 Management of material topics	Energy and Greenhouse Gas Emissions Management	69-70	
GRI 306: Waste 2020	302-1 Energy consumption within the organization	Energy and Greenhouse Gas Emissions Management, Environmental Performance Indicators	69	
	302-3 Energy intensity	Environmental Performance Indicators	**69-70**	
	302-4 Reduction of energy consumption	Energy and Greenhouse Gas Emissions Management, Environmental Performance Indicators	**69, 98**	
	305-1 Direct (Scope 1) GHG emissions	Energy and Greenhouse Gas Emissions Management, Environmental Performance Indicators	69, 98	
Biodiversity				
GRI 3: Material Topics 2021	3-3 Management of material topics	Biodiversity	70	
Human Rights				
GRI 3: Material Topics 2021	3-3 Management of material topics	Human Rights	73-74	
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Human Rights, Social Performance Indicators	74, 92	
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Human Rights, Social Dialogue and Employee Representation	**73, 83**	
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	Human Rights, Social Performance Indicators	**73-74, 92**	
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Human Rights, Social Performance Indicators	73-74, 92	
Diversity and Inclusion				
GRI 3: Material Topics 2021	3-3 Management of material topics	Diversity and Inclusion	75-76	
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Corporate Governance and Board of Directors, Diversity and Inclusion, Social Performance Indicators	16, 75-76, 86, 88	
	405-2 Ratio of basic salary and remuneration of women to men	Diversity and Inclusion, Social Performance Indicators	75-76, 93	
Occupational Health and Safety				
GRI 3: Material Topics 2021	3-3 Management of material topics	Occupational Health and Safety	77-78	
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Occupational Health and Safety, Social Performance Indicators	77, 91	
	403-2 Hazard identification, risk assessment, and incident investigation	Occupational Health and Safety	77	
	403-3 Occupational health services	Occupational Health and Safety	77	
	403-4 Worker participation, consultation, and communication on occupational health and safety	Occupational Health and Safety, Social Dialogue and Employee Representation	77-78, 83, 91	
	403-5 Worker training on occupational health and safety	Occupational Health and Safety, Social Performance Indicators	77-78, 90	

GRI STANDARD	DISCLOSURE	SUBJECT HEADING	PAGE NUMBER, SOURCES AND/OR DIRECT ANSWERS	ADDITIONAL INFORMATION/ REASONS OF OMISSION
Occupational Health and Safety				
GRI 403: Occupational Health and Safety 2018	403-6 Promotion of worker health	Occupational Health and Safety, Social Performance Indicators	77, 82	
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Sustainable Supply Chain Management, Occupational Health and Safety	44-45, 77-78	
	403-8 Workers covered by an occupational health and safety management system	Social Performance Indicators	91	
	403-9 Work-related injuries	Occupational Health and Safety, Social Performance Indicators	90	
	403-10 Work-related ill health	Social Performance Indicators	90	
Employee Engagement, Development, and Satisfaction				
GRI 3: Material Topics 2021	3-3 Management of material topics	Employee Engagement, Development, and Satisfaction	79-82	
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Social Performance Indicators	88-89	
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Employee Engagement, Development, and Satisfaction	**82**	
	401-3 Parental leave	Social Performance Indicators	**87**	
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	Employee Engagement, Development, and Satisfaction; Social Performance Indicators	82, 93	
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Social Performance Indicators	89	
	404-2 Programs for upgrading employee skills and transition assistance programs	Employee Engagement, Development, and Satisfaction; Social Performance Indicators	79-81, 89	
	404-3 Percentage of employees receiving regular performance and career development reviews	Social Performance Indicators	81, 89	
Social Responsibility				
GRI 3: Material Topics 2021	3-3 Management of material topics	Social Responsibility	84	

SÜPER FİLM™
AMBALAJ SAN. VE TİC. A.Ş.

SANKO

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