



**SUS-
TAIN-
ABILITY
REPORT**

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SUS- TAIN- ABILITY REPORT

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INTRO- DUCTION

01.01 ABOUT THE REPORT

As Özgörkey Holding and its subsidiary companies, we are excited and delighted to share with you our sustainability report, for the very first time, this year. Sustainability is not only a goal for us, but a natural reflection of our values and corporate identity. With this understanding, our first report, which covers the activities of our companies, Etapak Print Packaging Inc. and Etap Injection Plastic Inc., between January 1 - December 31, 2023. We aim to include Etap Doğan Plastic Packaging Inc., another subsidiary company, in the next year's report.

While preparing our 2023 report, which sets out our corporate sustainability goals, strategy, priorities, the ways and methods we follow, our practices and the progress we have made, we took into consideration the UN Global Compact Principles and UN Women WEPs (Women's Empowerment Principles), of which we are a signatory. We have presented Scope 1, Scope 2 and Scope 3 greenhouse gas emissions and water consumption data of our operations, gender pay ratio data in accordance with the wage policy, accident severity and frequency rates, purchased electricity, renewable energy data and usage amounts of low carbon footprint raw material in our report based on official documents.

In light of our "Caring for the Future" philosophy, which originated from our values of Caring for Our Business, Caring for Our People and Caring for the Environment, we reiterate our promise to "Leave a greener world to future generations" through our report. With the awareness of the responsibility we have embraced, we continue to work with determination on this path and improve ourselves day by day. We will continue publishing about our activities, which we develop with the principle of continuous improvement, in full detail in the future.



01.02

**MESSAGE FROM OUR CHAIRMAN OF
THE BOARD OF DIRECTORS**

2023 was a year characterized by extraordinary challenges, including various economic, political, social and environmental difficulties both on a global and local scale. Natural disasters, political election processes, increases in food prices, disruptions in the global supply chain, uncertainties in exchange rates, continuous devaluation of the Turkish Lira against foreign currencies, inflationary environment, shrinking markets, unfavorable competitive conditions, and deteriorating income distribution deeply affected both commercial and daily life. In such a challenging period, our sustainability-focused efforts led us to review our processes and resulted in adding a number of new dimensions to the benefits we provide to our stakeholders.

In the case of our companies, we completed 2023 at a point very close to our targets, thanks to our collective efforts, disciplined work, decisive and consistent actions, new organizational structure under the “group roof management” and sustainability priority projects, despite all the difficulties. We have taken the right steps towards our goal of operational excellence, healthy growth, innovative product development, becoming a sustainable excellent strategic stakeholder, which we have consistently focused on for the last five years; we have had a challenging but ultimately enjoyable period. During this course,

we have;

- We ensured profitability, inventory management and debt and balance receivable without losing our customer, market and competition focus,
- We conducted OPEX (Operational Excellence) studies for each of our customers,
- We successfully realized OEE (Overall Equipment Effectiveness), OTIF (On-Time Complete Production/Delivery), and waste management,
- We achieved corporate integrity and efficiency using the roof management structure,
- We have effectively operationalized our communication channels such as Ethics Line and Recommendation System,
- We held regular and planned sustainability discussions with our stakeholders,
- We pursued our Carbon Footprint Calculation studies,
- We updated our Ecovadis reporting,
- We have reduced our consumption of resources and encouraged waste prevention efforts with everyone’s participation, wherever possible,
- We held communication meetings with our white and blue collar female employees and identified our priority areas to empower our female employees,
- We have completed the UNGC reporting processes,
- We have redesigned the corporate identities of the Holding and our subsidiaries to reflect our priorities In line with our sustainability philosophy of “change with caring for the future”
- We successfully executed our Human Resources, Occupational Health and Safety and R&D activities as we had targeted.

In 2024, we will maintain our best practices with the same consistency

and determination, while working hard to fulfill the high targets we have set for ourselves in the field of sustainability.

By keeping the circular economy approach at our focus, we have always successfully overcome and will continue to overcome the economic challenges of business life, periods of instability and the negative effects of unpredictable natural events, which we face more frequently as the result of climate change, by taking strength from each other, standing by the society and our stakeholders. Our companies that closely follow developments and innovations, treasuring the importance of digitalization, innovation, value creating and benefiting the community, will continue to be stronger in the world of future.

Armağan Özgörkey

Özgörkey Holding
Chairman & CEO



2 ABOUT US



team
ÖZGÖRKE

team
ÖZGÖRKE

02.01 OUR VALUES

Our companies, Etapak Print Packaging Inc. and Etap Injection Plastic Inc., which produce innovative and environmentally friendly flexible and rigid packaging products, operate based on decision-making mechanisms attributed to reliable data, effective implementation and strong control systems to fully meet the needs of their customers. While circular economy principles shape all processes, they carry out their activities with the principle of high responsibility and transparency.

With our environmentally friendly modern production facilities in İzmir and our management office in İstanbul, we carry the pride and the responsibility of being the perfect strategic solution partner of many reputable brands in Turkey and abroad.

VISION

To be a company known as an innovative, **sustainable and excellent solution partner** from a circular economy perspective, while continuously improving the synergy it creates with its employees and all stakeholders.

MISSION

To position ourselves as the sustainable **strategic solution partner for our stakeholders** while we care for a nature friendly, humanitarian approach in building the future on better conditions.

OUR VALUES

We believe that the values of every organization bear the signature of its founder. Our values of today are modeled with the principles and values of our founder Ahmet Nevzat Özgörkey. We position these values in the orbit of the concept of “care”. Our values placed in the orbit of the concept of “care” define our purpose of existence.



CARING FOR OUR BUSINESS

Caring for Our Business

We work diligently to create excellent customer satisfaction with our entire knowledge, skills, experience, talents and competencies. We care for self-development and encourage each other to be innovative in order to increase our sustainability performance.



CARING FOR OUR PEOPLE

Caring for Our People

We are a strong team with common priorities, sharing rights and responsibilities and acting together in high dexterity. We act with the spirit of solidarity as a big team, which we define as Team Özgörkey and which incorporates every Özgörkey employee.

The socioeconomic status and working comfort of each Team Özgörkey member is important to us. We care for gender equality and to provide equal representation opportunities for our female employees at all levels.

Our caring for people is not limited to Team Özgörkey only. We consider it an essential part of our corporate identity to participate in United Nations projects related to socio-economic income and equal representation of women.



CARING FOR OUR ENVIRONMENT

Caring for Our Environment

We consider the impact of our activities on nature with utmost care and we carefully plan the steps taken to reduce our carbon footprint. Self-development is our topmost priority as we aim to create a greener world with our products and services.



CARING FOR THE FUTURE

Caring for the Future

Caring for the future is at the heart of our renewed sustainability vision.

Our world is facing various environmental challenges with social dimensions, such as the climate crisis. With the value of Caring for the Future, we express our tenacity to take the initiative towards solutions with a determination that exceeds our performance to date and our will to contribute to leaving a better world for future generations.

02.02

COMPANY PROFILE

Founded in 1997, Özgörkey Holding A.Ş. is based on the industrial investments made by Nevzat Özgörkey in the 1960s, which still are among the leading companies in Turkey. Özgörkey Holding is one of Turkey's leading companies operating in national and international markets, with subsidiaries mainly in the packaging and plastics sectors, also including agriculture, beverage, and real estate sectors.

The industrial journey that began in the 1950s with the Terakki Kollektif company turns into a long business partnership following the bottling and distribution agreement with Coca-Cola in the 1960s. This was followed by the establishment of Ege Brewery and Malt Industry and further future investments with Anadolu Holding.

Özgörkey Holding is one of the investors of Coca-Cola İçecek A.Ş. (CCI-Coca Cola Beverages Inc.), which operates in 12 countries with over 10,000 employees and is the 6th largest bottler of the Coca-Cola system in the world with its sales volume and is also one of the business partners of Anadolu Holding, one of the leading groups in Türkiye.

Özgörkey Holding reflects the entrepreneurial spirit that it has carried from the 1950s to today with its sustainability philosophy and circular economy approach, which comprises the main focal point, to all its practices with determination, continuity and perseverance bearing the motto "Caring for our Business, Caring for our People, Caring for the Environment" in order to add value to life, people and the world with its business model consisting of sustainable development principles, holistic quality, environment and human resources management systems.

ÖZGÖRKEY HOLDING

OUR SUBSIDIARY COMPANIES

Packaging

Etapak Print Packaging exports 55% of its production to 35 countries in 3 continents with a production volume of approximately 8,400 tons per year in its facility in İzmir Çiğli Atatürk Organized Industrial Zone, established on a total area of 23,600 sqm, with 11,750 sqm indoor area.

Etap Injection Plastics: Established in 1968 and operating under Özgörkey Holding since 1997, Etap Injection Plastics produces crates, pallets and containers to meet the storage and logistics needs of many business lines from food to heavy industry, agriculture to packaging within the supply chain. It operates with an annual production volume of approximately 10,000 tons in its İzmir Pınarbaşı facility of 22,000 sqm, with 9,000 sqm indoor area, and exports 30% of its production to over 30 countries on 4 continents.

Etap Doğan: Established in 2015 as a joint venture between Özgörkey Holding and Doğan Plastik, Etap Doğan produces plastic crates and containers used particularly in the agricultural sector. The company carries on with its production in İzmir Pınarbaşı, sharing the same facility with Etap Injection Plastics.

Agriculture

Anadolu Etab: Founded in 2010 in partnership with Anadolu Group and Özgörkey Holding, Anadolu Etab is one of the most important agricultural companies offering Turkish fruit to the rest of the world with 70% export-oriented sales volume, serving in a wide geography from the USA to the Far East by expanding its production, sales and marketing network every year since its establishment. It processes 350,000 tons of fruit annually on 30,000 decares of land in 6 different regions of Turkey, with 5 million planted trees on 8 farms, 1 fruit packaging facility, 3 fruit juice factories, 2 R&D centers.

Beverages

Coca-Cola İçecek: Ranked 6th in the Coca-Cola system by sales volume, Coca-Cola İçecek A.Ş. (CCI Türkiye) manufactures, sells and distributes The Coca-Cola Company (TCCC) brands of sparkling and still beverages. CCI Türkiye operates in Pakistan, Kazakhstan, Azerbaijan, Kyrgyzstan, Turkmenistan, Jordan, Iraq, Syria, Tajikistan, Uzbekistan and Bangladesh with 10,000+ employees. With 31 factories, CCI Türkiye offers a rich product portfolio in the still beverages' category consisting of fruit juice, water, energy and sports drinks, iced tea and tea as well as soft drinks (carbonated beverages) to a consumer group of more than 400 million.



Employee Profile

With a perspective of “Caring” for Our Business, Our People, the Environment and the Future, we focus on change and development in all our processes with approximately 310 employees in Etapak, Etap Injection and Etap Doğan companies.

Our employees are the foundation of our growing and developing organization. With our 210-person technical team and 100-person administrative staff, we strive to leave a more livable world for future generations while continuing to work and produce diligently.

We focus on women’s employment and women’s participation in the labor force and strengthening their place in business life. In 2023, we increased our female employee ratio to 20% across the entire group. The ratio of female managers is 35% and we have an equal and fair corporate culture.

The ratio of employees with at least a bachelor’s degree is 36%, and we strongly support our employees who continue their education and congratulate our teammates by publishing graduation news from our employees in our internal bulletins, and share their success and happiness as a team.

We believe that a sense of trust is one of the cornerstones of ensuring employee loyalty, satisfaction and performance. We develop all our processes with transparency at the forefront.

In our group companies, where the average seniority is 8.5 years, we include sustainable Human Resources practices and provide a safe, valuable and peaceful working environment where all our employees feel that they are part of our family.

Another aspect that supports our development is that in all our group companies, our employees with many years of industry experience and our young employees, who have recently joined our team, intervene in the processes from different points of view through joint teamwork and exchange of ideas. The average age of our employees in all our group companies is nearly 40.



	FEMALE	MALE
ADMINISTRATIVE STAFF	44%	56%
TECHNICAL STAFF	9%	91%
TOTAL	20%	80%

MANAGER	35%	65%
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BOARD of DIRECTORS	60%	40%
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EDUCATION	EMPLOYEE RATIO
PRIMARY	18%
HIGH SCHOOL	45%
BACHELOR DEGREE	31%
MASTER'S DEGREE	5%

AVERAGE SENIORITY

8,5 YEARS

AVERAGE AGE

40



02.03
OUR
MILESTONES

1968

Etap Injection Plastics was established.

1980

The first beverage crate with separator was produced in Türkiye.

1997

Etapak Print Packaging Industry Inc. was established in Izmir, as an investment of Özgörkey Holding Inc.

2003

Mass production of industrial crates for Toyota, for the first time in Türkiye.

2004

First carboy pallet - ProStack produced in Türkiye.

2005

The first plastic pallet was produced in cooperation with CAPP Plastics.

2006

ISO 9001 Quality Management System certificate received.

2015

ISO 14001:2004 Environmental Management System and OHSAS 18001:2007 Occupational Health and Safety Management System certificates were obtained.

Halal 22:2013 certificate, which registers products produced in accordance with Muslim beliefs.
Kosher certificate, which registers products produced in accordance with the Jewish faith.

2014

EtapDoğan was established with the partnership of Özgörkey Holding and Doğan Plastics.

Türkiye's largest 85 cm plastic box was produced.

2013

Additional lamination line investments commissioned.
Additional slitting line investments commissioned.

2012

2 existing active Cerutti gravure printing lines were modernized and their capacities were increased.

2011

Transition to CANIAS ERP solutions.

2010

BRCGS-IOP Food Safety Quality Certificate received.

2009

Two Windmoller & Hölscher gravure printing lines were purchased and 11-color printed production was started.

Etap Injection Plastics merged with Etopak Printing Packaging Inc.

2007

Flexographic printing line investment commissioned.

2017

A period of intensive and effective change to raise awareness and high consciousness on Occupational Health and Safety Culture within the company was initiated.

2018

Integrated Management System installed.

2019

ISO/IEC 27001:2013 Information Security Management System certification.

R&D Center approval by the Republic of Turkey Ministry of Industry and Technology.

2020

SRU (Solvent Recovery Unit) investment was deployed.

Biosafety Trust Infection Prevention and Control Management System certification - first in Turkey.

2021

CEFLEX (Circular Economy for Flexible Packaging) membership was initiated.

Etap Injection Plastics Inc. separated from Etopak Print Packaging due to the change of company title.

2021

UNGC United Nations Global Compact was signed.

Transition to ISO 45001 Occupational Health and Safety Management System.

First score on Ecovadis Sustainability Platform.

2022

2023

The r-Pet Spiral Label project received the 2022 Worldstar, ASD - Packaging Crescent and Stars Gold Award 2020, and Asiastar 2022 awards.

The Aluminum-Free Memory Cup Topfoil project was awarded the 2022 Worldstar, ASD - Packaging Crescent and Stars Silver Award 2022.

FSC® C180723 (Forest Stewardship Council) certificate was obtained.

Etap Injection Plastics started to procure all its electrical energy needs from IREC renewable resources.

Became a member of Turkey's local network established under the name of Global Compact Signatories Association.

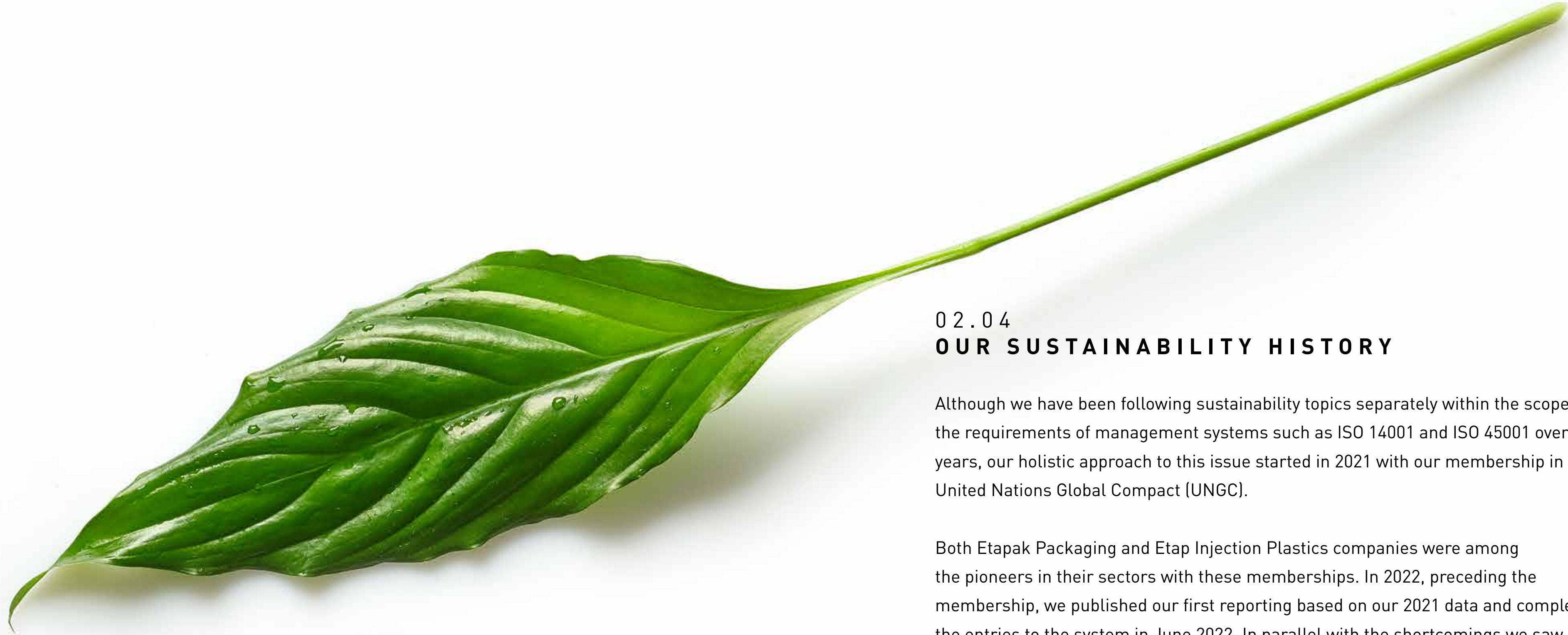
MONO PE - 100% Recyclable Doypack Packaging design received Worldstar 2023, ASD - Packaging Crescent and Stars Silver Award 2022, and Asiastar 2023 awards.

ISCC (International Sustainability and Carbon Certificate) was acquired.

Became a party to the United Nations Women's Empowerment Principles (WEPs).

Partial IREC renewable energy supply started at Etapak Print Packaging

OUR CARING JOURNEY IN PROGRESS



02.04

OUR SUSTAINABILITY HISTORY

Although we have been following sustainability topics separately within the scope of the requirements of management systems such as ISO 14001 and ISO 45001 over the years, our holistic approach to this issue started in 2021 with our membership in the United Nations Global Compact (UNGC).

Both Etapak Packaging and Etap Injection Plastics companies were among the pioneers in their sectors with these memberships. In 2022, preceding the membership, we published our first reporting based on our 2021 data and completed the entries to the system in June 2022. In parallel with the shortcomings we saw during this reporting phase, it became necessary to create a comprehensive action plan. At the end of 2022, we made some changes in our organizational structure and decided to govern sustainability at the highest level with an umbrella role (CSO- Chief Sustainability Officer). We started year 2023 with this organizational structure. The Sustainability Committee and the Task Force became the two key units of the organization.

GROUP & SUSTAINABILITY and TECHNICAL DIRECTOR

ORGANIZATIONAL STRUCTURE

SUSTAINABILITY COMMITTEE

Chairman of the Board of Directors
Members of the Board of Directors
Management Consultant
Corporate Communications Coordinator

TASK FORCE

Management Consultant
Corporate Communications Coordinator
Group R&D Manager
Group Quality Manager
Etap Quality Manager
Etap OHS Manager
Human Resources Manager
Etapak OHS Specialist

SUPPORT DEPARTMENTS

Sales Department
Financial Affairs Department
Supply Chain Department

STAKEHOLDERS

We started to move forward quickly through due diligence, identification of deficiencies, action plans and controls by holding regular weekly meetings. We shared our vision of becoming an excellent partner in sustainability with our stakeholders and, in a sense, disseminated our commitments. We started to integrate sustainability into all our processes.

In May 2023, we identified our priorities and performance criteria (KPIs) in a workshop organized with the participation of all our managers. By linking these priorities with the Sustainable Development Goals of the UN Global Compact, we created the following sustainability matrix, which forms the basis of our sustainability procedure.

OUR VALUES	PRIORITY TOPICS	RELEVANT SUSTAINABLE DEVELOPMENT GOAL
CARING FOR OUR BUSINESS (Governance)	Economic Performance Raw Materials and Supplies	   
CARING FOR OUR PEOPLE (Social)	Occupational Health and Safety Business Ethics and Anti-Corruption Equality and Diversity Human Rights	    
CARING FOR OUR ENVIRONMENT (Environment)	Energy and Emissions Sustainable Sourcing	  

REDUCE REUSE RECYCLE

Sustainability has been our most important motivation in our R&D studies. **With the 3R (Reduce - Reuse - Recycle)** approach, we aimed to reduce the use of resources and waste generation, thus minimizing our impact on the environment. We supported all our stakeholders in this regard. We participated in partner workshops to benefit from the experiences of our stakeholders who are ahead of us.

We trained our employees on our ethical policies and procedures and started to reflect sustainability practices in our human

resources procedures starting from the recruitment phase. Sustainable supply chain was an issue that we felt was lacking in our company, as in many other companies, and we not only prepared our business continuity procedures, but also decided to form a working group and revise all our supply chain procedures for best practices.

The essential part of the vision of being a perfect stakeholder in sustainability was to calculate our own carbon footprint. We completed the measurements for both companies.

As Etapak Print Packaging, we consolidated our place on the Ecovadis platform and made our action plans to reach the “Gold Category” level in 2023 reporting. With the working groups we formed, we improved our unit consumption in all fields (in the use of basic resources such as water, electricity and natural gas) in both companies compared to the previous year.

While we increased the IREC (renewable energy) supply that we started in 2021 in Etap Injection Company to 100%, we also started supplying IREC energy partially in Etapak Print Packaging Company.

We have also become a member of the Women’s Empowerment Platform (WEPs), which is also supported by the United Nations, in relation to equality and diversity, which are among our top priorities. During the evaluation process we conducted using the platform’s tools, we identified our shortcomings, formed working groups for 2024 and started to harmonize our processes.

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WHAT WE ACCOMPLISHED IN 2023

2023 was definitely a leap year for Özgörkey Holding companies in terms of sustainability. First of all, we appointed a **CSO** (Chief Sustainability Officer) with an umbrella organization approach. With a decision taken at the Sustainability Committee, we established the Task Force in parallel with the sustainability approach supported at the highest level. This body is mainly composed of the leaders of the units that provide data for UN Global Compact reporting. **Both the Sustainability Committee and the Task Force held weekly meetings where we prepared action plans very quickly and implemented them just as swiftly.**

We decided to share these plans and targets with our stakeholders as a commitment, and we shared them with our suppliers, customers and employees in around 40 meetings. **We identified our priorities and KPIs at a full-day workshop in May, which was attended by all senior leaders.**

In 2021, it was decided to update **our score on the Ecovadis platform**, where we first reported. With this update in the first half of the year, **we increased our score from 47 to 56.**

In order to be an active stakeholder in the dissemination of bio-based raw materials, which occupy an important place in R&D meetings, **we decided to obtain the ISCC certificate, which we speedily accomplished.**

In the **Deposit Management System**, which has been on Turkey's agenda for a long time, we became the strategic solution partner of the project as a packaging manufacturer that constitutes a critical pillar of the process.

We have prepared our **sustainability policy** to establish a common sustainability approach in all our companies. We have also defined our priorities and goals in this procedure.

We prepared a **prioritization matrix** for our R&D activities. Sustainability was also included as an important criterion in the prioritization. We started using this approach in prioritizing our projects.

Inclusive management has always been a must for us. In order to have the voices of our employees heard more easily, we have implemented the **"Recommendation System"**, on the Etapak Print Packaging side by setting it up over ERP that has been successfully carried out in Etap Injection Company for years. The extraordinary contribution of our employees once again revealed how important this issue is.

We initiated a study to establish a behavioral occupational safety culture, measured the current level of our company culture and prepared an action plan accordingly. While reviewing our risk analyses, we also included the issue of business continuity in our studies.

Since reducing the use of natural resources is one of our primary goals, we focused on energy and water management. We formed a **"Water Study Group"** with the participation of leaders from **both companies and reduced our water consumption by 11,000 tons compared to the previous year.** In March 2023, we received a two-month service from Ekosmart on the Etapak Print Packaging side to determine our energy consumption profile and savings opportunities, then we launched the investment plans. In both companies, we achieved significant improvements in water, electricity and natural gas consumption per unit of production.

We made **"Ethics Training"** a part of our annual training plan and re-announced our activated ethics hotline.

By participating in the workshops of our stakeholders who are ahead of us in sustainability, we both improved ourselves and contributed to the processes of our stakeholders with our feedback. We completed our **UN Global Compact** reporting with our own resources in 2023, based on 2022 data, whereas we had received external support on 2022 reporting, based on 2021 data.

We are aware of the **importance of inclusion** in Human Resources processes. We therefore see it as our duty to make certain commitments to our stakeholders and carry ourselves forward in this regard. With this aim in mind, we became a member of the WEPs (Women Empowerment Principles), or in Turkey, **the Women's Empowerment Principles Platform**, supported by UN Women. We held **open-mic meetings** with our blue-collar and white-collar female employees separately to **listen to their problems and expectations.** We made revisions in our HR procedures by keeping the issue of inclusion in mind from the recruitment process. We also made inclusive procedure revisions in remuneration and promotion.

We measured our carbon footprint for the first time. In parallel with the ISO 14064 standard, we based our measurement with the data of year 2022. We received comprehensive training from the company that will support us before starting the research. Thus, we have taken a big step in sustainable environment and preferred supplier issues. We will carry out measurement verifications in 2024 with the support we will receive from accredited companies.

While all these developments were taking place, we received successful results in internal and external audits that reviewed our standard management systems.

3

The purpose of the sustainability organization established at the beginning of 2023 was to primarily determine where we are on this topic, to create a sustainability vision, to prepare an action plan in accordance with this vision and to share this plan with all our stakeholders in the form of a commitment.

Our strategy was regularly reviewed by the Sustainability Committee at weekly meetings. In terms of targets; the Task Force carried out the necessary work in their areas of responsibility and reviewed their processes through a sustainability filter. Our Sustainability Policy was the main guide in this regard.

Thanks to the training workshops and self-assessment tools provided by the UN Global Compact (UNGC) organization, we completed these processes in the first half of the year. We clarified our goals and roadmap in a workshop attended by all our leaders. We started tracking our critical KPIs.

With our vision to be the perfect stakeholder in sustainability, we prioritized women's empowerment and sustainable procurement. For Green Deal commitments, it was important to know where we stood. For this purpose, we measured our carbon footprint and decided to prepare an action plan for the critical targets of 2030 and 2050.

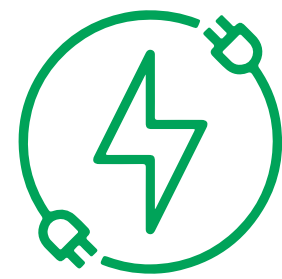
OUR SUSTAINABILITY JOURNEY

03.01

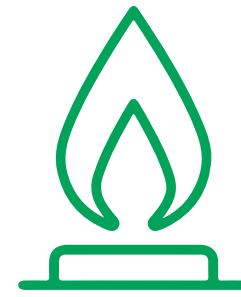
OUR PERFORMANCE CRITERIA

We started to follow the performance criteria we established for our Sustainable Development goals and priorities for both of our companies.

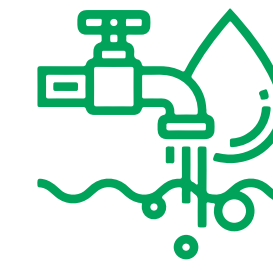
At the task force meetings, we determined our Sustainability Key Performance criteria for 2023 as follows.



Electricity Usage Ratio (kWh/kg)
ETAP 0,89 | ETAPAK 1,10



Natural Gas Usage Ratio (kWh/kg)
ETAP N/A | ETAPAK 1,83



Water Usage Ratio (lt/kg)
ETAP 2,89 | ETAPAK 3,77



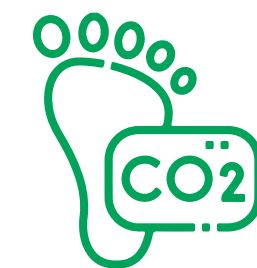
Etapak Raw Material Suppliers
Average Sustainability Score
62 out of 100



Ratio of Executive Female Employees
35%



Employee Satisfaction Rate
70%



Carbon Foot Print (t CO2e)*
ETAP 8.813 | ETAPAK 20.219

*2022 carbon footprint data calculated at the end of 2023.

03.02

SUSTAINABILITY TASK FORCE

The Sustainability Committee and Task Force are the two key units of the organization. Working with an umbrella organization approach, the committee and the Task Force take the lead in all sustainability operations. The Task Force, which is composed of the leaders of the departments that provide data for UN Global Compact reporting, has the ability to prepare action plans very quickly and implement them just as quickly, thanks to its close organizational ties with senior management and its planned and regular meetings held on a weekly basis. Task Force members are natural culture and communication ambassadors of the Sustainability Culture at the Holding and its subsidiary companies.



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Sustainability has always been a priority issue for me, but as soon as I became a part of the Task Force, I realized that sustainability has a much broader meaning than I thought. In the past, it was enough to use resources carefully and to raise awareness of the people around me. However, when I started doing in-depth research and started using the training and self-assessment tools of platforms such as the UN Global Compact and WEPs, my awareness started to increase. With this increased awareness, I realized how little I knew and how far we still have to go.

HALUK MUTLU BABACAN

Management Consultant

I see the actions that will prevent the global climate crisis by providing sustainable packaging solutions, which also prevent food loss and waste, as our most crucial initiative.

Our struggle to ensure that all our stakeholders act in line with the circular economy model is of great value for our world and our future.

ONUR URUŞAK

Group Sustainability and Technical Director

In line with our corporate culture, which we have created with the perspective of Caring for Our Business, Employees, Environment and Future, I believe that working both as an individual and as a team in my Human Resources role helps us move forward. I am fully aware that every activity we engage in touching the future with our Task Force function is very valuable for a more sustainable and livable world. I am very happy to be a part of this journey where we combine our individual awareness with our Task Force and take firm steps towards our goals.

MERVE BOZKURT

Human Resources Executive

Climate change, which is a result of the damage caused by human beings in the last 12 thousand years to our 4.5 billion-year-old earth, is increasingly making its negative effects felt every day. In recent years, "sustainability" has become one of the top priorities not only in our business life but also in our daily lives. Starting from our own lives, we need to create a change in our workplaces and in all social circles we can influence and put a stop to this course. Team Özgörkey Task Force brings us together around a common goal and enables us to move forward in a more organized and effective way with common wisdom and effort. We know that there are still many steps we need to take and we are working diligently together in cooperation towards our goal.

YELDA ZORAL YÜCEBAŞ

Group Corporate Communication Coordinator

TASK
FORCE

SUSTAIN-
ABILITY

The relationship between the concept of sustainability and packaging and the importance of this connection is increasing day by day. We follow this issue as one of the most fundamental agendas of R&D. In this context, we started working, researching, designing and practicing R&D activities, which is our first and primary job, in order to make them sustainable. Afterwards, by joining the Task Force team, I observed that sustainability can be a guide for all processes and how important it is to implement these studies with the right planning and knowledge, and to move forward together with stakeholders.

FEYZA ÇALIŞKAN
Group R&D Manager

One of our most fundamental principles is to provide healthy and sustainable working conditions for people, our most valuable resource. Within the scope of this understanding, we follow the best practices for the expansion and development of occupational health and safety culture, we carry out practices to increase the awareness of employees on this matter, and we promote environmental awareness for a more sustainable future.

AYŞE AVCIOĞLU
Etapak Occupational Health and Safety Specialist

In this sustainability journey that we have embarked on with our teammates, we proceed with the motto of care without any compromise on quality. The sustainability work we do in our business also inspires us in our daily lives. We continue to work with the responsibility of leaving a habitable world to the coming generations.

CANSEV UZUN
Group Quality Manager

We evaluate the environmental impact of our activities in all our processes, review them regularly and keep them under control. Our common goal, as Team Özgörkey, is to minimize our impact on the environment, contribute to a sustainable future and reduce our carbon footprint left to nature.

SERKAN ÜNAL
Etap Injection Quality Manager

In line with our goal of zero occupational accidents and zero occupational illnesses, ensuring the health and safety of our employees is at the top of our strategic priorities. We carry out activities to promote a sustainable Occupational Health and Safety culture and raise awareness in all our processes.

Within the framework of the steps we take in accordance with our Occupational Health and Safety Policy, we care about increasing our success in Occupational Health and Safety every year, ensuring that our employees take an active role in this process.

SİBEL GÜRLER
Etap Injection Occupational
Health and Safety Executive

TASK FORCE

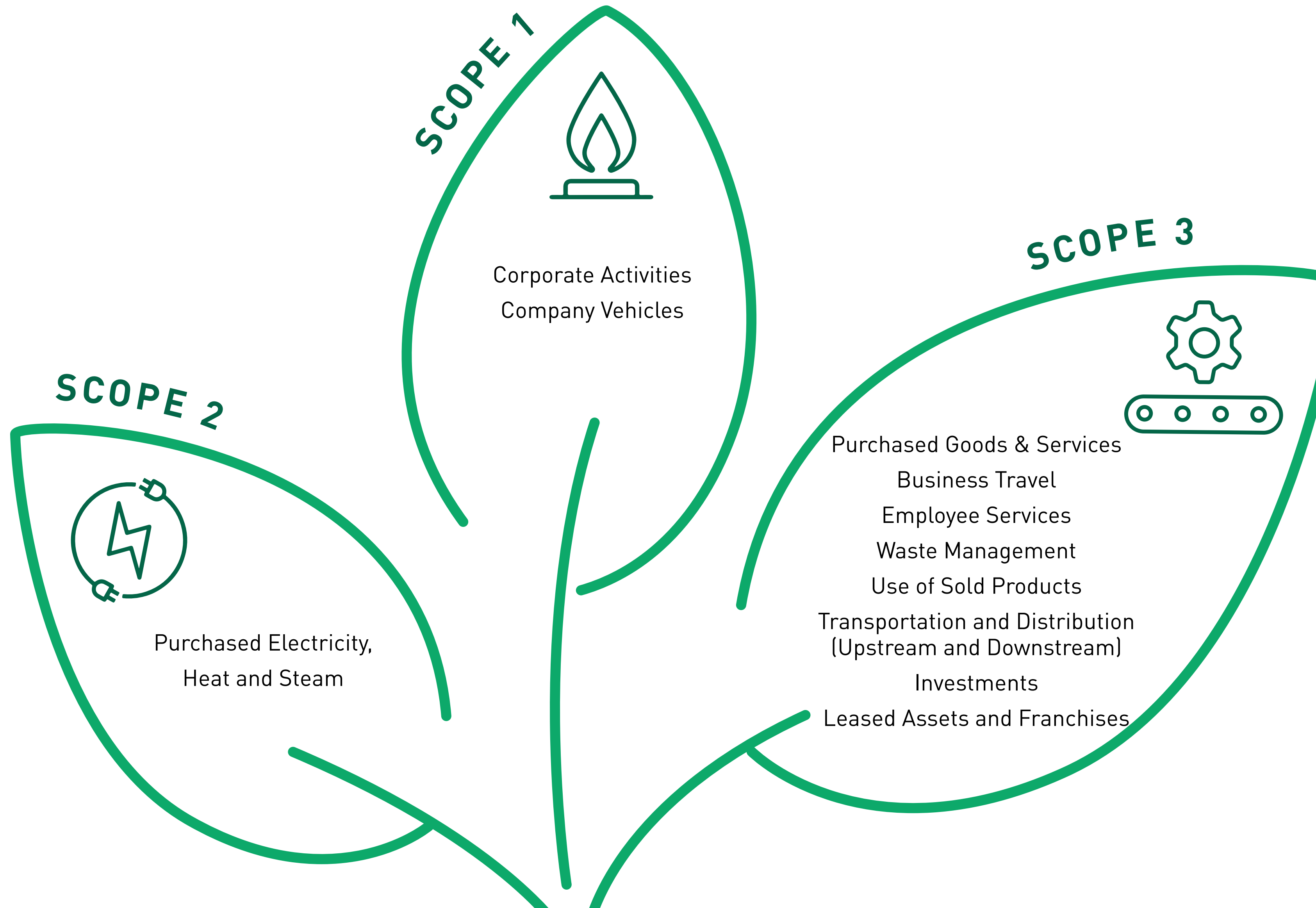
03.03

OUR SUSTAINABILITY PRIORITIES

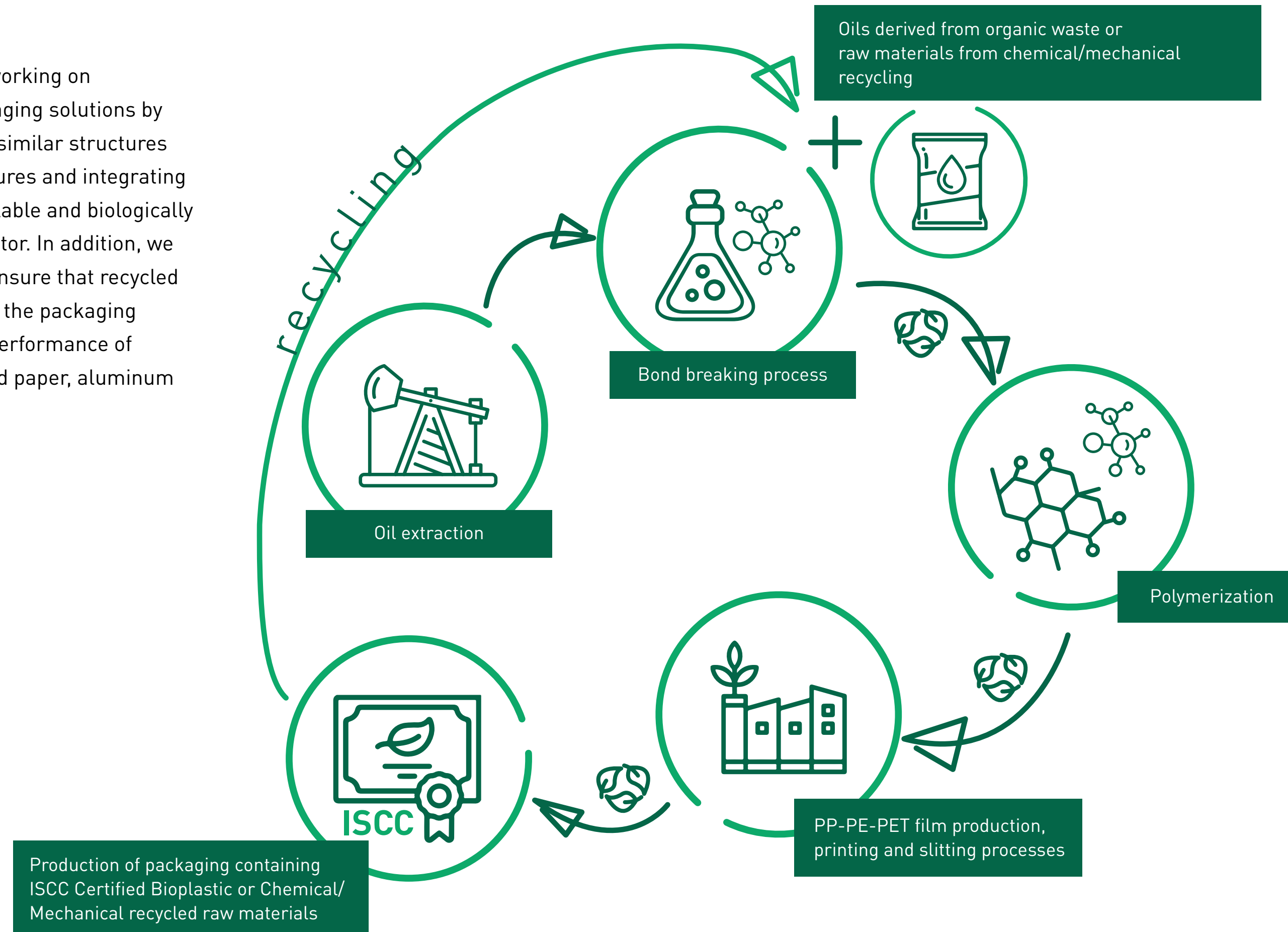
The packaging sector is in a strategic position to prevent food loss and waste in the global supply chain. Today, it has become very important that the products used as packaging materials are recyclable and have a low carbon and water footprint, as well as providing long shelf life for food.

In this regard, we focus on studies measuring the impact of paper, aluminum and plastic materials on carbon and water footprint calculations. One of our top priorities is to make product-based carbon and water footprint calculations in the light of the information we have obtained while performing total carbon footprint calculations and verifications. Thus, we aim to offer sustainable packaging solutions to our customers by implementing recyclable products with low carbon and water footprints with the right packaging applications.

We are aware that the choice of plastic, aluminum and paper raw materials with international traceability certificates has a great impact on reducing the impact of packaging materials on the environment and transforming recycling into a circular value chain. The fact that purchased goods and services in the Scope-3 category of greenhouse gas emissions are higher than Scope-1 and Scope-2 leads us to prioritize improvements in the Scope-3 category.



In our R&D center, we are working on simplifying functional packaging solutions by using plastic products with similar structures instead of composite structures and integrating structures containing recyclable and biologically derived plastics into the sector. In addition, we are developing projects to ensure that recycled materials find their value in the packaging industry by increasing the performance of products containing recycled paper, aluminum and plastics.



ISCC Certified Bioplastic or Chemical/Mechanical Recycled Packaging Production

We reduce our environmental impact by choosing IREC certified green energy as the energy we use in our production processes. Additionally, we prevent the solvent we use in our facility from contaminating the environment and ensure that the solvents obtained from our Solvent Recovery (SRU) facility are reused in our production.

In 2023, we supported the implementation of the Deposit Information Management System (DBYS/ DIMS) project, which aims to reintroduce single-use beverage packaging into the economy, as one of its strategic stakeholders.



The zero-waste principle adds value to all stakeholders in the supply chain by preventing waste, sorting at source and recycling to the economy. We aim to internalize the zero-waste approach, which we implemented in our Etap Injection company in 2022, in our flexible packaging company, and by making the necessary investments, we aim for Etapak to acquire the zero-waste certificate in 2024.

03.04.

OUR LOGO CHANGE PROCESS

Thanks to our life experience, we all know that the path we follow and the stages we pass through transform the traveler. This truth has been proven once again with what we have experienced in our sustainability journey.

When we consider sustainability journey together with the concept of care, which forms the basis of our corporate values, the journey of sustainability has surpassed areas such as products and production processes and transformed our corporate values, identity, mission-vision and key messages communicated to key customers.

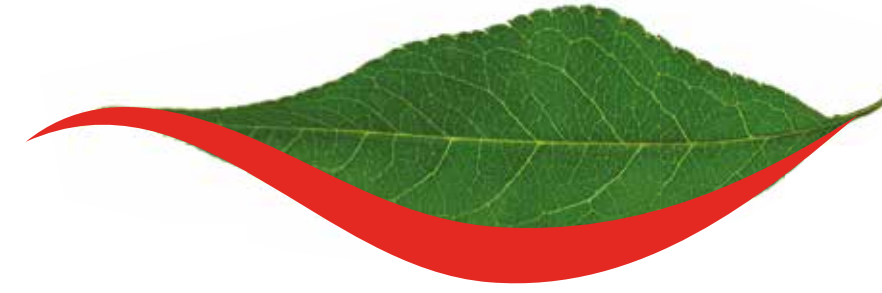
We are a company that focuses on applying the concept of sustainability in terms of social as well as environmental impact. Communicating this comprehensive perspective through the right messages, starting with our logo, and with an approach unique to our organization will help us create longer-term impacts on both the public and our stakeholders and help us get closer to our sustainability goals.

As Özgörkey Holding, being mindful of these realities, we decided to boldly carry the sustainability transformation we experienced in our internal structure to our corporate identity in 2023.



- We made a change in our color preference, known as red, to green in order to demonstrate our commitment to sustainability.
- The ribbon figure, the heritage of our past with Coca-Cola, was transformed into a leaf form. We engraved our commitment to the future while maintaining our connection with our past in our corporate identity.
- We symbolized our sustainability-oriented perspective on social issues, especially gender equality, with the simplification of our font character.

Özgörkey
Holding



ÖZGÖRKEY
HOLDİNG

We took utmost care to integrate the principles exhibited in the Holding logo into our company logos. While highlighting the unique characters of our companies in the areas they focus on, we have rebuilt our unique visual line with strong messages that embody our common priorities in terms of our corporate culture and sustainability goals.

For us, sustainability is not a target to be reached, but a journey built with successive goals. The distance we have traveled on this path calls us to change. As Team Özgörkey, we act together to manage change on our journey towards a sustainable future.

03.05.
**COMPLIANCE WITH
UN SUSTAINABLE DEVELOPMENT
GOALS**

We identified the Sustainable Development Goals that we will focus on within the scope of the United Nations Global Compact, which we take as a guide for our sustainability efforts, in parallel with our priorities, in the workshop we held in May 2023. The table below interconnects our “Caring” approach, priorities and sustainable development goals.

OUR VALUES	PRIORITY TOPICS	RELEVANT SUSTAINABLE DEVELOPMENT GOAL
<p>CARING FOR OUR BUSINESS (Governance)</p>	<p>Economic Performance Raw Materials and Supplies</p>	   
<p>CARING FOR OUR PEOPLE (Social)</p>	<p>Occupational Health and Safety Business Ethics and Anti-Corruption Equality and Diversity Human Rights</p>	    
<p>CARING FOR OUR ENVIRONMENT (Environment)</p>	<p>Energy and Emissions Sustainable Sourcing</p>	  

Our prioritized activities related to the UN Sustainable Development Goals are briefly as follows.

1 NO POVERTY



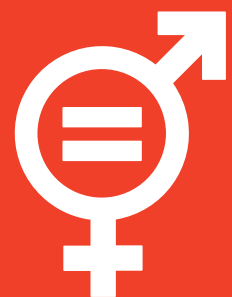
Underlining the importance of our company's sustainable economic performance through the title of "**No Poverty**", which we addressed within the scope of caring for our business, we adopted a lean production approach, aiming to produce efficiently, avoiding waste, and to be competitive in the market with the value generated from this perspective at the same time. With weekly coordination meetings, we focused on maximum customer satisfaction through minimum inventory. Through the umbrella organization, we aimed to create synergy between companies and increase the proficiency of our employees. We have always adopted a win-win philosophy by establishing open communication with our employees, customers and suppliers.

3 GOOD HEALTH AND WELL-BEING



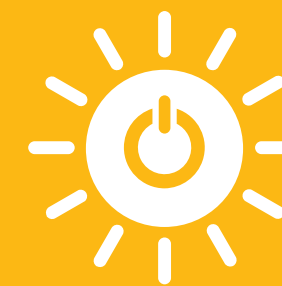
Good Health and Well-Being is the right of every human being. Creating a happier and safer working environment for our employees has always been our priority. By making radical revisions in our Human Resources procedures, we have prioritized and implemented practices that increase not only occupational safety but also loyalty and satisfaction. In addition to flexible working hours, we have not only improved the quality of life but also the work-life balance with hybrid working opportunities and special leaves of absence for birthdays. By expanding the scope of complementary health insurance, we have made it easier for our employees to access quality health services. By establishing continuous open communication with the unions in our factories, we have set ourselves the priority of constantly moving forward in terms of healthy and high-quality life.

5 GENDER EQUALITY



The year 2023 was our breakthrough year in **Gender Equality**. We became a member of WEPs (Women Empowerment Principles) supported by the United Nations. We prepared our action plans and took necessary measures in line with the commitments we made during the membership process. We worked on a sustainable supply chain not limited to our own operations only. By focusing on sustainable supply questions in the surveys we sent to our suppliers, we aim to make progress in this area in 2024.

7 AFFORDABLE AND CLEAN ENERGY



We started to work on projects to generate electricity from solar power in our companies in terms of **Affordable and Clean Energy**, however, we could not actualize these projects due to economic fluctuations, but it has always been our priority that the electricity we obtain from outside is from renewable sources.

8 DECENT WORK AND ECONOMIC GROWTH



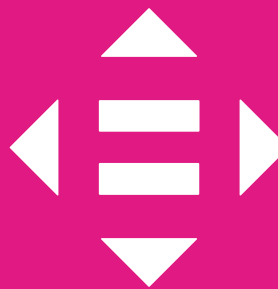
Continuously improving the welfare of our employees was also among our priorities. For this purpose, we worked with Willis Towers Watson (WTW), one of the internationally recognized platforms, to determine fair, competitive and decent wage levels through a wage scale system. Employee satisfaction was established by reaching a full consensus in negotiations with trade unions.

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



We have transferred the R&D activities we have carried out with our R&D Center, authorized by the Ministry of Industry and Technology since 2019, to the platform monitored and supported by the ministry. While aiming to increase the quality of the R&D activities we have carried out in cooperation between the University and the Industry, and to create channels to access accurate and up-to-date information, we have worked to design the most efficient and sustainable version of our products to meet customer requirements within the scope of the industry-industry cooperation. By closely following the developments in our sector, we planned to draw our road map by taking the latest and efficient raw materials, production and recycling technologies, and legal regulations in to account as a whole.

10 REDUCED INEQUALITIES



We have reviewed all of our Human Resources procedures in particular in regards to Reducing Inequalities. We underlined this issue in our code of ethics and trained all our employees in June. In line with our commitments within the scope of WEPs membership, we have taken steps to eliminate inequalities at the recruitment stage, apart from equal pay for equal work.

12 RESPONSIBLE CONSUMPTION AND PRODUCTION



We support our sustainability approach with the circular economy model. We value our responsibility as a producer integrated to the Deposit Information Management System (DBYS) and licensed for plastic recycling. Thanks to our effective waste management system, we ensure that our waste is included in the recycling value chain with environmentally friendly options. We are a part of the responsible supply chain process by providing solutions to our customers with circular distribution methods.

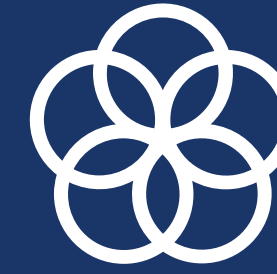
The most important action taken within Etapak in terms of responsible production and consumption was the commissioning of our Solvent Recovery (SRU) facility in 2022. We prevented the release of solvent, which provided the ink transfer during the printing process, into the nature, thus minimizing our impact on nature.

16 PEACE, JUSTICE
AND STRONG
INSTITUTIONS



The United Nations Global Compact has been the main guiding principle of our sustainability journey. We took an active role in the establishment of the Global Compact Signatories Association of Turkey, which was founded in 2023. We became a signatory of the Women's Empowerment Principles supported by the same organization. We created an equal, fair and free working environment, at the same time, for our employees with the Code of Ethics, which we published in 2022.

17 PARTNERSHIPS
FOR THE GOALS



Aiming to revitalize the global partnership for sustainable development, we have established national and international collaborations with CEFLEX (Circular Economy for Flexible Packaging), PAGEV (Turkish Plastics Industrialists Research Development and Education Foundation), PAGDER (Plastics Industrialists Association), Ecovadis, ASD (Association of Packaging Manufacturers), ÇEVKO (Environmental Protection and Packaging Waste Recovery Foundation), TÜÇA (Turkish Environment Agency), United Nations Global Compact Signatories Association and the United Nations Women's Empowerment Principles initiative.



4

CARING FOR
OUR PEOPLE



04.01.

HUMAN RIGHTS

In all our group companies, we practice Human Resources policies and procedures that are fair and protect employee rights without any discrimination. Every Özgörkey employee has the right to express their thoughts in a free working environment. We organize Free Speech meetings every week for both our administrative staff and technical team to express themselves and voice their ideas and suggestions with frankness and transparency. Furthermore, through our Recommendation System, we enable all our employees to communicate their opinions and suggestions on a digital platform, and we carefully consider each and every suggestion.

In all our procedures and practices, we prioritize the prevention of human rights violations such as discrimination, child labor and forced labor.

We recognize the right to unionization for all our employees and implement Collective Bargaining Agreements in all our companies.

At Etapak Packaging, a Collective Labor Agreement covering the years 2022-2024 has been signed with Basın-İş Union, with which we have been working since 2006, and its implementation continues.

At Etap Injection and Etap Doğan, a Collective Bargaining Agreement covering the years 2023-2024 has been signed with the Lastik-İş Union and its implementation continues.

The Ethics Hotline, where our employees can submit their suggestions and complaints anonymously, is monitored by the Internal Audit Unit to find solutions to all reports and disputes. At the same time, Code of Ethics Training is provided to all our employees and we organize Code of Ethics Training for each new Özgörkey employee joining our team as a part of the recruitment orientation plan.





FEMALE EMPLOYEE RATIO

Female Employee Ratio (Administrative Staff)	44%
Female Employee Ratio (Technical Staff)	9%
Ratio of Female Managers	35%
Ratio of Women on the Board of Directors	60%

04.02.

EQUAL OPPORTUNITIES AND WOMEN'S EMPOWERMENT

We ensure that every Özgörkey employee works under equal conditions and in a fair and peaceful environment.

In the process, starting with the recruitment, we give equal chances to every candidate and under no circumstances do we discriminate for any reason other than the requirements of the job. When determining the salary and rights of the candidate to be offered a job, we do so in accordance with the principle of equality, regardless of religion, language, race, sect, gender, political opinion, national and social origin, age, disability and sexual orientation, and without any discrimination. We also apply our equality policy in all Human Resources practices such as post-employment, remuneration, promotion, talent management, etc.

We create space for each Özgörkey employee to freely express their ideas, and we listen to the voices of our technical team on the first working day of each week with the "Speaker's Corner" practice.

At the same time, we organize meetings with the participation of all our female employees at regular intervals and find solutions to even the slightest difficulty experienced by Özgörkey women.

We believe in the power of Özgörkey women in our management team and we are aware that ensuring gender equality and increasing the representation of women in the decision-making processes of our companies is critical for sustainable growth and corporate performance. Our female manager ratio in 2023, which is 33%, increases with each passing year, contributing to our empowerment and development.

04.03. TALENT MANAGEMENT

By considering the knowledge, skills, abilities, skills and competencies of our employees, we determine their progression and departmental changes in line with their career goals.

In 2023, in parallel with the Talent Management activities we initiated, we conduct one-to-one interviews with each of our employees, determine the career path of our employees and take actions for their development in this direction. In line with the annual action plans of the Talent Management function, we create annual training plans for the development areas of each Özgörkey employee.

At the same time, we carry out our promotion processes with the action plans created in line with the annual reports of our Talent Management function, we listen to the career goals of our employees, and we realize cross-functional transitions and department changes accordingly.

We do not consider criteria such as religion, language, race, sect, gender, political opinion, national and social origin, age, disability status and sexual orientation, which are not related to the inherent requirements of the job, in processes such as talent management and promotion, and we carry out these processes without discrimination in accordance with the principle of equality.

04.04. EMPLOYEE ENGAGEMENT AND VOLUNTEERING ACTIVITIES

In order to increase the loyalty and satisfaction of our employees, we design all our Human Resources processes in accordance with the feedback and action plans of the Employee Satisfaction Survey, which we conduct regularly every year.

The Employee Satisfaction Survey is one of our most valuable resources that nurtures the decision-making processes of our management with the action plans created after the results, where we evaluate in detail the topics that directly affect the health of basic and professional life such as "Opinions about the Company, Career

Opportunities, Management Quality, Organizational Resilience, Working Environment and Economic Benefits". We ensure survey transparency by using digital applications and enable our employees to convey their opinions and suggestions anonymously, freely and without any hesitation.

The fact that the participation rate of all our group employees in the Employee Satisfaction Survey, which we conducted in 2023 and evaluated the year 2022, was 90% and above, it shows that our employees have adopted the feedback culture and believe in the satisfaction survey actions as we have targeted.

The results of our 2022 Employee Satisfaction Survey, which received a 70% satisfaction rate with the participation of all Özgörkey employees, constitute a very valuable data set for our company in order to ensure the sustainability of best practices and to accelerate improvements in the areas open to development. Based on these results, we improved the fringe benefits of our employees in 2023. In addition to organizing social events to strengthen interdepartmental communication, we held communication workshops outside the office. In line with the needs and expectations of our employees, we introduced flexible working hours to our working system. We also supported this with the opportunity to work from home if and when needed.



Interdepartmental Communication Workshop

Social Activities and Volunteering

We know that each one of our employees is a fundamental building block for our organization. With the belief that a happy employee is essential for a happy workplace, we prioritize the social and economic welfare of our employees. Our care for people is not limited to Team Özgörkey. We see it as a requirement of our corporate identity to take part in United Nations projects on socioeconomic compensation and equal representation of women both in social life and on human scale as well.

We see the loyalty and satisfaction of our employees as the most important value on the road to sustainability and we engage in many social activities in line with this principle.



Team Özgörkey Festivity 2023

While relieving stress with the social events we organize, we reinforce our corporate culture and experience the beauty of being a big family together.



Happy Place to Work 2023 - Etapak

With the evaluations of our employees, we were awarded the Happy Place to Work certificate in 2023.

This year, we organized the "Traditional April 23rd Painting Festival" attended by the children of our employees with the theme of "Sustainability and Environment". We presented gifts to the children who participated in the festival. We also presented books on Recycling to the children of our employees to create awareness and consciousness on environmental sensitivity and sustainability.



OHS Week 2023

With the "You First" themed OHS activity, we reminded the safety precautions that we should pay attention to in our working environments with skits and examined what we know with a quiz.



We celebrated our quality journey, which we continue with diligence and determination, together with all the members of Team Özgörkey during the Quality Week.

We consider the impact of every activity we organize on nature, and we plan and take steps to reduce our carbon footprint. Improving ourselves to create a greener world with our products and services is at the top of our priorities. Our world is facing numerous ecological problems such as the climate crisis, which also has social dimensions. With the value of Caring for the Future, we express our commitment to take the initiative to find solutions with a determination that exceeds our performance to date and our will to contribute to leaving a better world for future generations.



In this respect, we started to organize nature walks and environmental cleaning activities in 2-3 monthly periods with a group of Team Özgörkey Volunteers. While promoting a healthy life with the nature walks we organize, we collect garbage that is randomly thrown into nature. As Team Özgörkey, we are aware of the care we need to exhibit to our environment and we take responsibility for this at every opportunity. We organized our first event in Kaynaklar Gürlek Valley.

04.05.

OCCUPATIONAL HEALTH AND SAFETY

We focus on “zero occupational accidents and zero occupational diseases” within our organizations and pay utmost attention to the health and occupational safety of our employees.

In our strategies and practices regarding occupational health and safety, in addition to legal obligations within the framework of national legislation, we refer to the ISO 45001:2018 Occupational Health and Safety Management System and the “Occupational Health and Safety Policy” of the International Organization for Standardization (ISO), which sets out management system frameworks to ensure systematic practices and continuous improvement in these matters.

Providing a healthy and safe working environment for our employees and creating a strong safety culture are among the most fundamental values of our company. We carry out activities to promote a sustainable occupational health and safety culture and raise awareness in all our processes. Our goal in occupational safety culture is to promote behavior-oriented occupational safety based on teamwork, where employees take ownership of safety issues.

Occupational health and safety (OHS) management processes are carried out by our OHS Boards. The Board convenes every two months. Occupational safety performance report is submitted to senior management annually.

We monitor the data on our OHS performance with this report. We monitor accident frequency rate, accident severity rate, occupational health and safety training hours, periodic controls, all drills through legal and regulatory measurement reports.

ONCE
SEN



Annual Data	Etap Injection	Etapak Packaging
Accident Frequency Rate*	19.04	15.50
Accident Severity Rate**	0.64	1.64

* Accident Frequency Rate = {(Total Number of Accidents in One Year/Total Work Time) * 1 000 000}

** Accident Severity Rate = {(Total Working Days Lost in One Year/Total Work Time) * 1 000}

We also value that our employees take an active role in this process. We periodically include our employees in OHS training programs. We digitally manage notifications of unsafe situations/ behaviors observed by all company employees, notifications of occupational accidents, employee suggestions, and near-miss notifications through our software.

With weekly occupational safety meetings, we identify our strengths and areas open for improvement and work on projects to administer our risks in the most effective way.

We value the safety of our suppliers and subcontractors we work with, as equally as our own teammates.

We repeat the periodic controls of all our employees with our workplace physician every year beyond the legal obligations, and prioritize the health of our employees at all times.

In order to differentiate the perspectives of our employees on occupational safety and to strengthen the Behavior-Oriented OHS Approach in our company, we raise awareness with different activities every year during OHS Week. In 2023, we organized an OHS theater play with professional theater groups in both Etapak Packaging and Etap Injection factory. Employees who joined the occupational safety theater participated in improvisational plays.



As part of the Occupational Health and Safety Week, our employees had the opportunity to refresh and examine their knowledge by having fun in the occupational safety quiz. Designed to adopt the 11 golden rules, quiz competitions, wheel of fortune, dart throwing and near-miss draws were organized with gifts. Our employees who made it to the finals were motivated by being rewarded with a variety of gifts.



Within the scope of OHS behavioral culture change, corporate culture measurement and analysis were carried out by our Task Force team. As a result of our analysis, it was observed that our place could be placed at the individual occupational safety stage. Whereas our target is to reach is the stage of occupational safety based on teamwork.

In order to create a safe and healthy working environment in the office, we organized periodic trainings and drills in the field of Occupational Health and Safety in order to raise awareness and provide information.



During the field audits organized with the participation of OHS and department officials, non-safe situations/ behaviors in the workplace were observed, digitally recorded and the necessary actions were taken.



5

CARING FOR
OUR BUSINESS



05.01.
RESPONSIBLE PRODUCTION

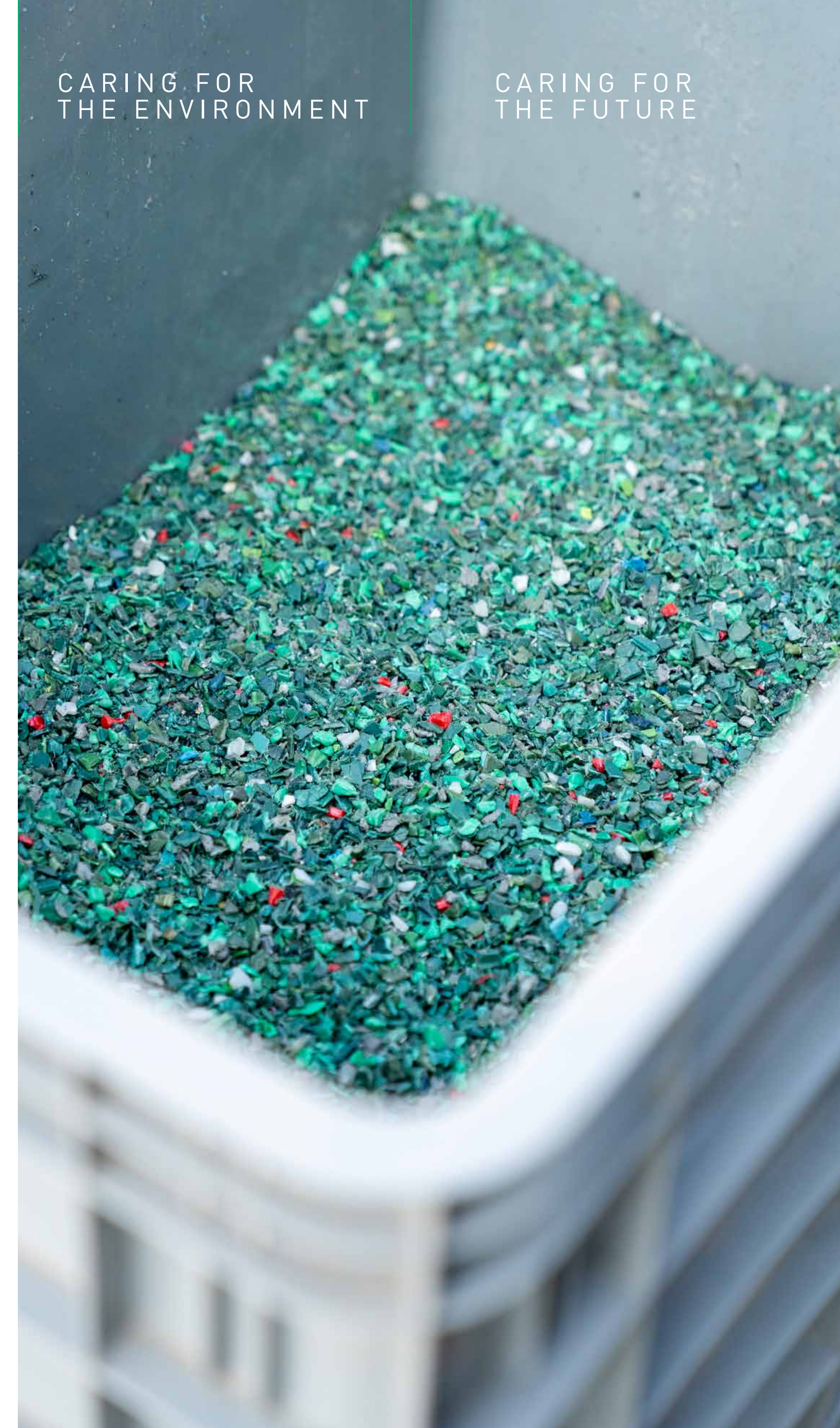
The efficient management of our natural resources and the way we dispose of our waste are both important for sustainable development. Much of the world's population has low consumption, not enough to meet their basic needs. To achieve sustainable development, we must immediately reduce our ecological footprint by changing the way we produce and consume materials. We believe that only by creating more efficient production and supply chains, and maintaining a high level of food security, can we then make a healthy transition to a sustainable economy.

What we do as Özgörkey Holding in the name of responsible production;

- In 2023, we used 100% I-REC certified electrical energy in our Etapak Injection Molding factory and 10% in our Etapak Packaging factory. I-REC Certificate confirms that the source of the electrical energy consumed is renewable energy.
- As Etapak Injection; with the Plastic Recycling License we possess, we have recycled both our own production waste and the end-of-life plastic products that we take back from our customers and enabled them to rejoin the cycle as recycled raw materials.

- Thanks to the Solvent Recovery Plant (SRU), we succeeded in recovering the Ethyl Acetate used in Rotogravure printing machines and the Ethyl Acetate in the inks, thus reducing carbon release.
- In 2023, Etapak Packaging received the Deposit Information Management System license issued by the National Mint. In 2024, trial productions of labels bearing DBYS logo printed with special ink, which is a key component of the deposit system to be activated by the Mint and Turkish Environment Agency (TUÇA), were successfully completed.
- We used a total of 11,000 tons less water in our two factories compared to the previous year, thanks to the work carried out by the Water Working Group, which we formed with the participation of different departments.
- In addition to the existing Zero Waste Certificate in our Etapak Injection Molding factory, we started preparations for Zero Waste certificate application preparations in our Etapak Packaging factory in 2023.

Change in Waste Amount (%)	Etapak Packaging	Etapak Injection
2023 vs 2022	36% decrease	34% decrease



05.02.

RESPONSIBLE VALUE CHAIN

Our responsible value chain starts with material planning and ends with customer satisfaction.

Our material planning process starts with the selection of suitable raw materials/suppliers by our R&D, purchasing and quality teams. Supplier selection is carried out within the scope of the "Supplier Evaluation Procedure". While selecting our raw material suppliers, TDS (Technical Data Sheets), quality certificates and accredited test results as well as sustainability survey results are taken into consideration and they are included in the Approved Supplier List.

Our approved suppliers are categorized according to the Supplier Evaluation Procedure and classified as Tier 1 and Tier 2 according to the procurement budget. For suppliers from whom we make large purchases in terms of tonnage and cost, the sustainability score directly affects the supplier evaluation score calculation. We do not work with companies below the threshold score determined according to the Supplier Evaluation Procedure.

While we offer sustainable structures to our customers with our FSC® C180723, ISCC Plus certified or bio-based raw materials, we give the right to be a fully sustainable supplier with alternative raw material trials with such properties. As Özgörkey Holding, we see our suppliers as business partners and we believe that they have significant contributions to every success we achieve. By sharing the issues that we identify as development opportunities

for us through regular feedback and audits, we also improve our suppliers and create opportunities for our suppliers to grow with us. While we assist our suppliers to develop on a project basis, we also encourage our customers to voluntarily participate in supplier development programs.

We execute the planning process in the most efficient way in line with the deadlines demanded by our customers. We use I-REC certified green energy in our factories during the production process.

In addition to applying the First in First Out (FIFO) system in the storage process, we monitor the waiting times of raw materials, finished goods and semi-finished products in stock and take actions through monthly meetings with broader participation.

In logistics and transportation processes, our Quality System teams review the relevant contracts and work to ensure that the goods produced for our customers are shipped in an efficient and safe manner.

We evaluate the satisfaction of our customers through customer satisfaction surveys conducted once a year.

As Özgörkey Holding, we are committed to comply with the principle of fair and transparent business conduct in our interactions with all our stakeholders.



05.03.

SUSTAINABLE R&D CENTER

Sustainable packaging aims to minimize negative impacts on the environment. This includes strategies such as the use of recyclable materials, reduced consumption of packaging materials and the preference for bio-based, recycled and renewable materials. The use of lightweight and functional materials in design also supports the sustainability goals.

In our company, which has committed itself to the highest level of sustainability and environmental awareness, we primarily work towards the goals of sustainability, innovation and a green future. The relationship between packaging and sustainability is becoming increasingly important every day. At Etapak Packaging and Etapak Injection, we focus on finding and implementing sustainable packaging solutions to reduce environmental impacts and add more value to society. With the 3R Principle (Reduce-Reuse-Recycle), we primarily aim to keep the use of resources at the optimum level and prevent unnecessary use of resources while creating our product recipes. We work to ensure that packaging that has completed its functionality can be recycled, while ensuring that the packaging can be used again and again with a packaging design that may be suitable for reuse.

At Etapak Packaging, which is a member of the European-based CEFLEX international consortium, we closely observe the efforts of sustainability in economic, environmental and social dimensions. CEFLEX is a platform that has adopted the principle of both developing solutions together and sharing developments with



its stakeholders in all processes, from raw material suppliers to recycling systems. In this sense, with the understanding of our responsibility as an important part of the supply chain, we are developing new sustainable solutions for our existing and redesigned packaging.

We continuously focus on R&D activities to develop environmentally friendly and sustainable solutions for the protection and safe transportation of products. We know that the R&D department plays an important role in the development of new materials and technologies for sustainability in the packaging industry. These departments lead the industry by working on environmentally friendly packaging materials, recyclable packaging technologies and innovative packaging designs.

With the R&D studies we carry out on sustainable packaging design, we care about providing competitive advantage to the brands we are solution partners with, increasing customer satisfaction and reducing environmental impacts.

05.04.

OUR QUALITY VISION

The quality journey in our production facilities starts with the selection of suitable suppliers and incoming quality control process of raw material. All raw material and service purchases that directly affect the quality of the product we produce are closely monitored by the quality department and assessed in regular periods.

Semi-manufactured and finished products produced in all processes in our production line are carefully controlled and monitored by competent quality personnel through the ERP system according to digital quality control plans. All processes in our production units can be monitored 100% from raw material to final product.

The food compliance certificates of the raw materials used in our food contact products and the migration test processes of the finished product are closely monitored by our quality system experts. As of 2023, our Etapak Packaging factory is under the unannounced audit process within the scope of BRCGS Packaging Version: 6 food safety standards.

The production of unadulterated dairy products for children in contact with food takes place in a clean room with HEPA (high efficiency particulate air) filter. Clean room microbiological activity is regularly tested and recorded with devices from accredited laboratories, including air, packaging surface and hands of the employees.

ETAPAK ROTOGRAVURE WORKFLOW



ETAPAK OFFSET PRINTING WORKFLOW



ETAP INJECTION WORKFLOW

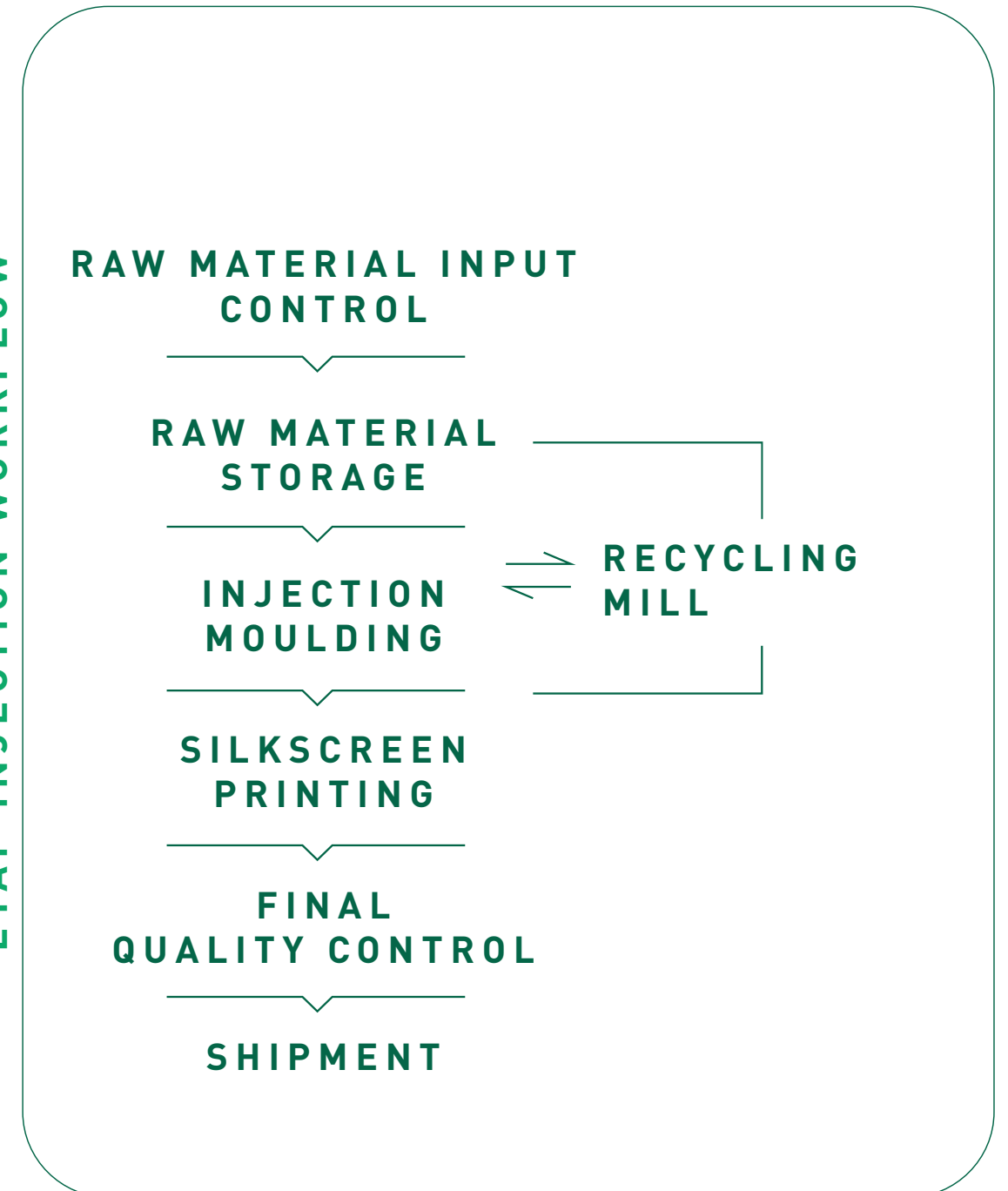


Table: Etapak and Etapak Workflow Processes

Legal regulations and standards are regularly checked by our quality system experts and changes are announced to all our employees through the QDMS portal.

In 2023, Etapak Packaging acquired the ISCC Plus International Sustainability and Carbon Certificate. With this certificate, we are able to supply raw materials with verified recycled and bio-based content and offer our customers products made with these raw materials.

In 2023, Etapak Print Packaging received the Deposit Information Management System license issued by the National Mint and started to produce labels bearing the DBYS logo printed with special ink, which is a key part of the deposit system to be commissioned by the National Mint and the Turkish Environment Agency ("TÜÇA") in 2024.

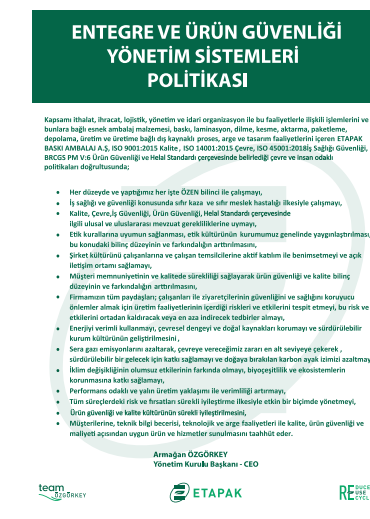
Standards and Management Systems:

- BRCGS V:6 Food Safety Standard (Etapak)
- ISO 9001:2015 Quality Management System (Etap & Etapak)
- ISO 14001: 2015 Environmental Management System (Etap & Etapak)
- ISO 45001: 2018 Occupational Health and Safety Management System (Etap & Etapak)
- ISO 22000:2018 Food Safety Management System (Etap)
- ISO 27001:2022 Information Security Management System (Etapak)
- ISCC Plus International Sustainability and Carbon Certificate (Etapak)
- FSC® C180723 Forest Stewardship Council Certificate (Etapak)
- Halal certificate (Etapak)
- Deposit Information Management System (Etapak)
- Zero Waste Certificate (Etap)

With 18 Internal Auditors at Etapak Packaging and 12 Internal Auditors at Etap Injection, we prepare annual reports for the Executive Board, based on the data resulting from internal audits conducted within the scope of ISO 9001-14001-45001 Integrated Management System and Food Safety Management System.

In addition to internal audits, we conduct supplier audits, where we target the development of our suppliers, at least once a year with our quality system and purchasing experts.

We see all feedback from our after-sales customers as an opportunity for development and strive to provide technical support to our customers.



05.05.

INTERNAL CONTROL AND AUDITING

Özgörkey Holding Internal Audit Unit reports to the Audit Committee and senior management and performs its activities based on international internal audit professional practice standards and ethical rules. It carries out its operations in accordance with the Internal Audit Regulation approved by the senior management.

Özgörkey Holding creates risk-based internal audit plans by conducting risk assessment studies with operational and financial dimensions on the audit world and executes the practices with the approval of senior management. In the assessment of risks, priorities are determined by considering the likelihood of realization of the risks thus the effects they may cause and the control measures taken to avoid them. In internal audit activities, risk-based potential threats and opportunities for improvement and development are also identified. Audit programs are prepared and internal audits are carried out in this context.

In our internal audits, the efficiency and the productivity of the internal control system in the audited area, risks in operations and control measures taken against these risks, reliability of financial and operational reporting, integrity of information and compliance with regulations are also examined and evaluated.

In internal audits, the vision, mission and values of our companies as well as the management systems implemented are also evaluated. The identified situations and significant findings are reported to the senior management and the Audit Committee,

with action proposals, and the implemented actions are closely monitored through follow-up audits.

In addition to internal audits, audits on financial, operational, OHS, regulatory, etc. issues are carried out in line with annual plans as required by management systems and through independent outsources.

In internal audit activities, sustainability risks, physical risks, regulatory risks as well as potential risks of error and misconduct are assessed. During the period covered by this report, no nonconformities related to potential risks of error and misconduct were observed in the aforementioned audits.

05.06.

ETHICS AND COMPLIANCE

As Özgörkey Holding, “Caring for Our Business”, “Caring for Our Environment” and “Caring for People” are our priority values in all business operations. Our Ethics Policy, which we will adhere to in our relations with each other, our business partners, our customers, our suppliers and all third parties with whom we interact within the scope of our corporate duty, was built on the basis of these values in order to achieve our company’s corporate goals.

Within the scope of the Code of Ethics, everyone who abides by our ethical policies makes their own decisions in a healthy manner and in accordance with the general rules of ethics. Özgörkey Holding Code of Ethics also includes our corporate and social responsibility perspective and our commitment under the United Nations Global

Compact. The Code of Ethics also regulates the relations between our company and all relevant stakeholders (our employees, customers, competitors, shareholders and suppliers).

Özgörkey Holding’s compliance culture is not only limited to complying with mandatory regulations (legislation, permits, licenses, court decisions, etc.) or contractual obligations, but also includes compliance with organizational standards such as contracts with third parties, policies and procedures or Compliance Commitments undertaken voluntarily.

05.07.

FIGHTING AGAINST BRIBERY AND CORRUPTION

As Özgörkey Holding, we apply a zero-tolerance policy against bribery, corruption, theft, embezzlement and other misconduct in all our activities, in compliance with the law and in observance of the UN Global Compact, of which we are a party.

All our employees are obliged to report any violation of ethical rules or suspicion of bribery and corruption. Reports are evaluated within the context of confidentiality. We organize periodic trainings on this subject every year for our employees, and we also make reminder notifications and announcements.

The anti-bribery and anti-corruption approach are binding for all relevant stakeholders, in particular suppliers and business partners, as well as company employees.

05.08.

OUR RECOMMENDATION SYSTEM

We implemented the recommendation system in 2023 in Etapak Packaging Company through the ERP platform, which has been successfully carried out for years in Etap Injection Molding Company, in order to improve the working conditions, increase the workplace efficiency, reduce the costs and receive the opinions of our individual employees on issues that they can benefit from, based on their own perspectives on all kinds of issues.

In 2023, a total of 34 suggestions on technical, social and occupational health and safety issues were received in our recommendation system, which has approximately 500 suggestions as of the date of its implementation at Etap Injection. We evaluated 50% of the suggestions as improvable and developable and included them in our company plans. The evaluation and research process are also in progress for 14% of the suggestions submitted.

In the second half of 2023, we began our recommendation system, which we launched at Etapak Ambalaj, with a total of 142 suggestions. 44% of the suggestions that our employees submitted to the system, which they quickly adopted, consisted of suggestions that would support our development and were included in our processes without any delay. The evaluation and research process for 34% of our suggestions is in progress.

Our employees' suggestions help increase efficiency, eliminate waste, enhance safety and improve the quality of our companies' products and services.

**İŞİ BİLENİN ÖNERİSİ
ALTIN DEĞERİNDEDİR.**

Biliyoruz ki, bir işi en iyi bilen kişi o işi yapandır. Gelişme alanlarını, iyileştirme noktalarını ve çözüm önerilerini "Öneri Sistemine" gir, performansımızı el birliğiyle daha iyi bir noktaya taşıyalım.

team
ÖZGÖRKEY

ÖZGÖRKEY
HOLDING

ETAPAK

ETAP

ETAPDOĞAN



6
CARING FOR
THE ENVIRONMENT

Caring for the environment means thinking not only about the present but also about the future. In order to live in an environmentally safer future, it is inevitable to make existing resources more efficient and sustainable. We conduct our activities in all our processes based on this perspective.

We fulfill our Environmental Activities in accordance with ISO 14001 Environmental Management System Standards, as well as National and International Legal Legislations. Our efforts to contribute to a sustainable future by minimizing the damage we will inflict on the environment and to reduce our carbon footprint left to the nature continue with the engagement of all our employees. We have completed our Carbon Footprint calculations and reports. In accordance with legal regulations, air emissions are measured and reported by accredited organizations. Our measurement results are within the limits of legal regulations. At Etapak Packaging, we recycle the chemicals that will be released into the atmosphere as a result of our production processes thanks to our Solvent Recovery Facility (SRU).

As a prerequisite of our Environmental Management System, we have evaluated the environmental impacts of all our processes with the participation of our employees. We have taken the necessary actions to reduce the impacts of environmental risks identified as a result of this evaluation. We follow the evaluation of our environmental impacts and the implementation of actions on an up-to-date basis.

We collect all our process and non-process wastes in 2 groups as Hazardous and Non-Hazardous Waste, keeping them separately. We monitor them through Waste Tracking Data Tables and ensure their recycling and disposal within the scope of agreements made with Recycling License Certified companies. We have set targets for reducing the amount of waste. We have carried out

regular and planned studies to achieve the target with actions. Our Etapak Packaging shipment unit ensured the reuse of raw material packaging supplies with the project entered into the Recommendation System.

Zero Waste Certificate is a certification system implemented by the Ministry of Environment, Urbanization and Climate Change to minimize waste generation and promote recycling. Having this certificate shows our organization's sensitivity to the environment and commitment to sustainability. At Etap Injection, we received the Zero Waste Certificate as of 24.08.2022. We have fulfilled all the requirements of the Zero Waste Certificate for Etapak Packaging and completed the document application process.

We deliver regular trainings to all our teammates on reducing and properly disposing of our waste. In 2023, we organized 209 man/hours of training.

As natural resources, Etap Injection uses water and electricity, and Etapak Packaging uses water, electricity and natural gas. All these natural resources are monitored on a monthly basis with Natural Resource Tracking Data Tables, targets are set for the amount of Natural Resources consumed per unit amount of raw material processed, and it is aimed to reduce natural resource consumption with new targets every year. We reduce our carbon footprint with the electrical energy we use within the scope of I-REC International Renewable Energy Certificate.

The 3R principles of Reduce, Reuse and Recycle are crucial for protecting the environment and building a sustainable future. We prioritize these principles in all our processes. In this way, we significantly reduce the amount of waste and contribute to the protection of our natural resources.

We also follow the 3R principles in all our process inputs and outputs such as raw materials, energy, natural resources, etc. We continue our R&D and innovation efforts to reduce the amount of raw materials we use in our production processes and to increase the use of recyclable raw materials. As a result of the studies carried out by our R&D Center within Etapak Packaging; unit product weights are reduced and raw materials derived from recycled packaging materials are used. With the Non-Hazardous Waste Recovery Permit and License Certificate held by Etap Injection, we recycle our products that have completed their life cycle. In this way, the product life cycle is also ensured.





7

CARING FOR
THE FUTURE

07.01.
2024 OUR PLANS / GOALS

We see 2024 as a breakthrough year. In our sustainability journey, which we accelerated at the beginning of 2023 and raised to a certain level by working hard together, we now aim to be an exemplary institution that is being recognized in our sector. We can summarize our goals under three main headings in line with our “Care” culture.

Caring for Our People:

Our people are our most important asset. With this in mind, we have supported our participatory and inclusive HR practices with policies and procedures. Starting from recruitment, all promotion and performance evaluation processes have been enriched with inclusive practices. 2024 will be a year in which these policies and procedures are actively implemented.

We aim to embed this culture by adding sustainability topics to the 2024 goals of all our leaders. In 2024, we aim to raise our self-assessment grade we made in our WEPs (Women’s Empowerment Platform) membership in 2023 to an advanced level. Therefore, we will start implementing the outputs of the open microphone meetings we hold with our female employees within the framework of the action plan we have created. Our recommendation system,



which is open to everyone, will be one of the most important tools of our collaborative management. Each suggestion will be handled individually and our suggestion holders will be rewarded for their support within the framework of our procedure.

Caring for Our Environment:

In 2023, we made our first carbon footprint measurement, based on 2022 data. In 2024, we will have these measurements verified by accredited organizations and measure our footprint in 2023. This data will guide us on our long-term journey.

In parallel with the SBTI (Science Based Targets Initiative), we will prepare our commitment and action plans in line with the targets pledged in the European Green Deal.

We will effectively use the working groups we have established to minimize the use of resources in 2024. We will create a bridge between our customers and suppliers with our R&D studies and will lead the way for the use of lighter, recycled, bio-based products using fewer resources.

Caring for Our Business:

Sustainable procurement is one of the most challenging topics for any organization starting this journey. With this in mind, we reviewed the entire supply chain and adopted sustainable procurement approaches in our policies and procedures. We emphasized this topic in our supplier evaluations. In 2024, we will start implementing these procedures. First of all, we aim to bring our self-assessment score, which is at the initial level, to an advanced level. Our biggest goal is to see the impact of this in the Ecovadis reporting, which we plan to renew in the middle of the year, and to reach the “Gold” level.



FOR THE FUTURE

WE ARE COMMITTED TO FUTURE GENERATIONS!

07.02. OUR COMMITMENT FOR THE FUTURE

In light of our “Caring for the Future” philosophy born from our values of Caring for Our Business, Caring for Our People and Caring for the Environment, we reiterate our promise to “Leave a greener world for future generations” through our report.

With the awareness of the responsibility we have assumed, we continue to work with determination on this path and improve day by day. We will continue to announce our activities, which we have developed with the principle of continuous improvement, in full detail in the coming periods as well.



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